

East Haddam Public Schools
Strategic Plan
for
Academic Years 2006-2008

Approved by the
East Haddam Board of Education

January 2006

East Haddam Public Schools
Strategic Plan
2006/07 – 2007/08

Introduction

The 2005-06 school year marks the final year of the original five-year Strategic Plan approved by the East Haddam Board of Education. The Strategic Plan has been the driving force behind the vast majority of all of the district's decisions during the past five years. While the school system's achievements during this time have been substantial, many of the initiatives are intended to be long-term (e.g.: curriculum development process, efforts to improve student achievement on CMT/CAPT, technology programs, etc.) and will not cease to exist simply because the initial plan expires.

Two primary factors were behind the Board's decision to develop a Strategic Plan. Those factors were; to promote academic excellence, and to foster a more positive image of the school system within the community.

In order to determine the district's progress towards achieving academic excellence and to assess the degree to which the community is satisfied with the quality of education the school district is providing its children, the attached proposal is designed to collect additional data to make better and more informed decisions about the future direction of the school district.

The plans that previously referred to the curriculum development process and student mastery on state standardized tests have become systematically embedded in the organization and can now be eliminated as action plans. Every member of the professional staff has participated in the curriculum renewal process, which has lead to the total revision of every curriculum taught in our schools from kindergarten through grade 12. The CMT/CAPT Improvement Plan will be updated to include grades 3, 5, and 7 to comply with the federal NCLB mandate, but can now stand on its own.

The Curriculum Council will continue to monitor and establish an up-to-date five-year curriculum calendar. Subject Area Committees will meet as required by the Master Calendar to ensure compliance with both state and national curriculum standards and the district's administrators will continue to monitor the revisions to and the implementation of the School Improvement Plans.

Steven M. Durham, Ed.D.
Superintendent of Schools

EAST HADDAM PUBLIC SCHOOLS

STRATEGIC PLAN

2006-08

Action Plan 1: Student Achievement

Objective 2: Every student will demonstrate mastery of the East Haddam curriculum.

Strategy 2: We will provide a support system to enable each child to maximize his/her potential.

Desired Outcomes 2.2.1: A learning environment that accommodates the needs of all learners.

ACTION STEP	PERSON RESPONSIBLE	START DATE	DUE DATE	COMPLETED DATE/NOTES
Implement appropriate activities for HS faculty & students on topics related to diversity as defined by the district statement	Diversity Committee	9/05	9/06	Initiated the NAMES program at HS in fall of 2005
Identify and implement relevant programs/activities for MS & ES	Diversity Committee	9/06	6/08	
Assess students and teachers attitudes respective of the district's Diversity Statement	Diversity Committee	1/08	6/08	

EAST HADDAM PUBLIC SCHOOLS

STRATEGIC PLAN

2006-08

Action Plan 1: Student Achievement

Objective 2: Every student will demonstrate mastery of the East Haddam curriculum.

Strategy 2: We will provide a support system to enable each child to maximize his/her potential.

Desired Outcomes 2.3.1: A high school environment that embodies the basic tenets of the Coalition of Essential Schools and promotes success for all students.

ACTION STEP	PERSON RESPONSIBLE	START DATE	DUE DATE	COMPLETED DATE/NOTES
Request an external evaluation from the CES to determine the school's progress to embody the Coalition of Essential Schools' ten basic principles	High School Administration	1/07	1/08	See principles of "Essential Schools" (on reverse side)

Appendix 2.3a

The Common Principles of the Coalition of Essential Schools

1. The school should focus on helping adolescents learn to use their minds well.
2. The school's goals should be simple: that each student master a limited number of essential skills and areas of knowledge.
3. The school's goals should apply to all students, while the means to these goals will vary as those students themselves vary.
4. Teaching and learning should be personalized to the maximum feasible extent.
5. The governing practical metaphor of the school should be student-as-worker, rather than the more familiar metaphor of teacher-as-deliverer-of-instructional-services.
6. The diploma should be awarded upon a successful final demonstration of mastery for graduation – an “Exhibition.”
7. The tone of the school should explicitly and self-consciously stress values of unanxious expectation of trust and of decency.
8. The principal and teachers should perceive themselves as generalists first (teachers and scholars in general education) and specialists second (experts in but one particular discipline).
9. Ultimate administrative and budget targets should include, in addition to total student loads per teacher of 80 or fewer pupils, substantial time for collective planning by teachers, competitive salaries for staff, and an ultimate per pupil cost not to exceed that at traditional schools by more than 10 percent.
10. The school should demonstrate non-discriminatory and inclusive policies, practices, and pedagogies.

EAST HADDAM PUBLIC SCHOOLS

STRATEGIC PLAN

2006-08

Action Plan 1: Student Achievement

Objective 2: Every student will demonstrate mastery of the East Haddam curriculum.

Strategy 2: We will provide a support system to enable each child to maximize his/her potential.

Desired Outcomes 2.6: A quality instructional program that is embraced and supported by the East Haddam community.

ACTION STEP	PERSON RESPONSIBLE	START DATE	DUE DATE	COMPLETED DATE/NOTES
Survey the community-at-large to determine its level of satisfaction for the quality of education in East Haddam including but not limited to: <ul style="list-style-type: none">• student performance on standardized test;• curricular offerings;• academic rigor;• affective education programs;• technology opportunities; and• external communications.	BOE/Ad Hoc Committee	7/06	1/08	Draft of the survey will be designed during summer of 2006 by administrative team Possible means of data collection <ul style="list-style-type: none">• electronic survey, Edline• hard copy• mass mailings• focus groups

EAST HADDAM PUBLIC SCHOOLS

STRATEGIC PLAN

2006-08

Action Plan 4: Relationships

Objective 1: Every student will have an opportunity to engage in a mentor/mentee relationship with an adult within the school community

Strategy 1: We will provide a formal program focused on building healthy relationships between and among staff and students.

Desired Outcomes 1.3: East Haddam Public Schools will embrace character education as a vehicle to promote healthy relationships.

ACTION STEP	PERSON RESPONSIBLE	START DATE	DUE DATE	COMPLETED DATE/NOTES
Identify a process to evaluate the effectiveness of ROPE, Responsive Classroom, and the high school mentoring program to determine the success of each program as it relates to the desired outcomes	Staff	9/06	6/07	
Implement the evaluation process and collect data to determine the effect of the programs relative to the stated objectives and desired outcomes	Administration	9/07	1/08	

EAST HADDAM PUBLIC SCHOOLS

STRATEGIC PLAN

2006-08

Action Plan 5: Facilities

Objective 1: Every child will be provided school facilities that assist the delivery of a comprehensive PreK-12 educational program, as well as community-based activities.

Strategy 1: We will investigate community needs in regard to the new 4-8 middle school.

Desired Outcomes 1.2: A comprehensive 4-8 middle school program that will effectively meet the needs of the students and which will be fully supported by the community.

ACTION STEP	PERSON RESPONSIBLE	START DATE	DUE DATE	COMPLETED DATE/NOTES
Develop and implement a transition plan to support the opening of the new 4-8 school <ul style="list-style-type: none"> • Develop a process to collect preliminary data from parents regarding their questions & concerns for the move to 4-8 school configuration • Conduct follow up sessions with various stakeholders (teachers, parents, etc.) to discuss the key issues identified in the preliminary data collection phase and other additional concerns • Develop, disseminate and implement the transition plan in preparation for the opening of the new middle school 	Superintendent	1/06	1/08	
		1/06	6/06	Conduct informational sessions & meetings with parents, PTO, MPAC groups with project Architects (include SBC reps)
		9/06	6/07	Use focus group format to illicit specific information and detail
		7/07	1/08	Anticipated date of occupancy is Winter 2008