

**New Milford Board of Education
Board Workshop Minutes
October 15, 2019
Sarah Noble Intermediate School Library Media Center**

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NEW MILFORD, CT

Present:	Mr. David A. Lawson, Chairperson Mrs. Angela C. Chastain Mr. Bill Dahl Mrs. Wendy Faulenbach Mr. Brian McCauley Mrs. Tammy McInerney Mrs. Eileen P. Monaghan
Absent:	Mr. Joseph Failla Mr. J.T. Schemm

Also Present:	Dr. Kerry Parker, Superintendent of Schools Ms. Alisha DiCorpo, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Brandon Rush, Director of Technology Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mrs. Anne Bilko, Sarah Noble Intermediate School Principal Dr. Christopher Longo, Schaghticoke Middle School Principal
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1.	Call to Order	Call to Order
A.	Pledge of Allegiance The Board Workshop of the New Milford Board of Education was called to order at 6:30 p.m. by Mr. Lawson. The Pledge of Allegiance immediately followed the call to order.	A. Pledge of Allegiance
2.	Presentation	Presentation
A.	District Assessments and Survey Data - Dr. Parker and Ms. DiCorpo presented. Ms. DiCorpo started with background information regarding the district's Board adopted Theories of Action which support student belonging, student aspirations, and academics. - Dr. Parker said they looked at district assessments and various survey data results as	A. District Assessments and Survey Data

	part of a SWOT analysis, examining strengths, weaknesses, opportunities and threats to achievement. They reviewed the Leadership Profile Report developed during the superintendent hiring process, focus group data around NEASC standards, the Superintendent's Survey and district data assessments. • Information from the Leadership Profile Report was reviewed first. Identified strengths include a supportive community, dedicated teachers and administrators, strong student bond with teachers, strong special education and gifted and talented programs along with strong music and art programs, and safe school practices. Weaknesses identified include lack of a clear vision, administrative and teacher turnover, lack of continuity among schools, technology issues or lagging, facilities needing attention and lack of communication. In light of opportunities presented, the district may look at its vision for the future, increased partnership with the community, establishing a culture of high expectations for all students and personnel, supporting students "in the middle" and focusing on best practices and strategies. Identified barriers to achieving goals are underfunding and skepticism about the budget, low ranking of per pupil expenditure, non-competitive wages and teacher retention, lack of state funding, declining student population, perceived inconsistencies, and a long term commitment for new superintendent. • Ms. DiCorpo said focus groups around NEASC standards met in the spring and included representation of all grades. They identified foundational elements and then looked at how well we are doing in those areas, in relation to the new standards for accreditation, and what areas need improvement. This will then be used to advance professional learning to support students K-12 in preparation for college and career readiness. This also will inform the	
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	conversation about the vision of the New Milford High School graduate. • The Superintendent's Survey results echoed strengths identified in the Leadership Profile. Teachers and administrators are appreciated for their dedication. Parents are involved and the PTO is very supportive. Strong special education, talented and gifted, music and arts programs are lauded. The high number of sports, clubs and activities offered to students is appreciated. Challenges identified include budgetary funding, retaining staff, and the relationship between the BOE and Town Council. • District assessment results were highlighted and a full report distributed. The report will also be posted on the district website. • Dr. Parker asked Board members to participate in an exercise where pairs identified top items in each of the SWOT areas. • Regarding strengths, Board members listed safe schools; strong support of parent groups and community involvement; students knowing administrators well; and the strong special education, talented and gifted, music and arts programs as well as sports programs and facilities. They feel the diversity of programs shows the district is all inclusive. In the area of weaknesses, Board members identified the need for a strategic plan; technology infrastructure improvements and the professional development to use it; the need for a curriculum coordinator K-12 to assist from the ground up; educating the community about budget; and opportunities for engagement. Areas that offer opportunities were identified as aligning K-2 schools; community relations; additional mental health support; and support for the "middle" student in the classroom. Threats or barriers to growth were identified as inconsistent state funding; teacher retention and morale; the relationship between the BOE and Town Council and middle school issues.	
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	Ms. DiCorpo said the data and feedback will be used to inform district planning and the global community vision of the graduate going forward.	
3.	Adjourn Mr. Dahl moved to adjourn the meeting at 7:23 p.m., seconded by Mr. McCauley and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 7:23 p.m.

Respectfully submitted:



Angela C. Chastain
Secretary
New Milford Board of Education