



Newtown Public Schools

Strategic Plan 2011-2012

MISSION

The mission of the Newtown Public Schools, a partnership of students, families, educators and community, is to INSPIRE EACH STUDENT TO EXCEL in attaining and applying the knowledge, skills and attributes that lead to personal success while becoming a contributing member of a dynamic global community. We accomplish this by creating an unparalleled learning environment characterized by:

**High expectations*

**Continuous improvement*

**Quality instruction*

**Civic responsibility*

BELIEFS

We believe that...

- Each individual is unique and has value.*
- Everyone can and will learn well.*
- It takes effort and persistence to achieve one's full potential.*
- High expectations inspire higher levels of performance.*
- Honesty, integrity, respect, and open communication build trust.*
- Quality education expands the opportunities for individuals and is vital to the success of the entire community.*
- Educating children is a shared responsibility of the entire community.*
- Family is a critical influence in each individual's development.*
- Understanding all forms of diversity is essential in a global society.*
- All individuals are responsible for their behavior and choices.*
- Educated and involved citizens are essential for sustaining a democratic society.*
- Everyone has the responsibility to contribute to the greater good of the community.*
- Continuous improvement requires the courage to change.*



OBJECTIVES

- *All students will develop and consistently demonstrate 21st century skills such as problem solving, critical and creative thinking, collaboration, and application of technology.*
- *All students will develop and consistently demonstrate the character attributes necessary for personal well-being and to be a contributing member of the community.*
- *Within 5 years, all students will perform at goal or above on all standardized tests.*
- *Each student will set and achieve personally challenging goals.*
- *We will ensure that each student has continuous access to personal information technology in order to empower students and staff to improve teaching and learning.*

STRATEGIES

1. We will develop and implement a 10-year capital improvement plan in partnership with community leaders which address present and future facility and technological infrastructure needs to best achieve our mission and objectives.

Action Plans

- 1. Annually update relevant demographics and fiscal trends and use this data in forecasting future capital improvement needs.*
- 2. Annually review the status of facilities and systems and assess needs over a ten-year horizon.*
- 3. Develop a business case for each line on the CIP.*
- 4. Develop a project plan for each line on the CIP.*
- 5. Develop and employ a consistent process to estimate costs on CIP.*
- 6. Utilize the agreed-upon process to prioritize qualified CIP projects including collaborative input from key stakeholders and Subject Matter Experts (SMEs).*
- 7. Execute a communication plan that involves internal school district personnel, relevant decision making town boards/officials and public to inform and establish expectations of CIP projects. Implement a timely decision-making and communications process for the development and implementation of the CIP.*



STRATEGIES

II. We will develop and implement a comprehensive and multi-faceted communication plan for internal and external audiences that will build trust, improve relationships, facilitate change, and market our product throughout the community.

Action Plan

- 1. Establish a clear focus of responsibility within the district for sustaining district communications practices.*
- 2. Establish a district communications council, including representatives from internal and external stakeholder groups, for the purpose of assessing needs, providing feedback, and helping to develop and align a brand strategy.*
- 3. Improve the effectiveness of Channel 17 as a venue for supporting the district's mission and goals by creating a Broadcast Journalism program that will ultimately produce student programming on an ongoing basis.*
- 4. Improve the effectiveness of Channel 17 as a venue for supporting the district's mission and goals by updating the facilities and equipment needed.*
- 5. Create regular, on-going opportunities to increase publicity and market our product using existing resources.*
- 6. Improve communications with external stakeholder groups through targeted communications opportunities.*
- 7. Establish an alumni network for the purpose of supporting the mission and goals of the Newtown Public Schools on an ongoing basis.*
- 8. Formalize the alumni association as an independent, non-profit organization for the purpose of supporting the mission and goals of the Newtown Public Schools.*
- 9. Ensure that each school improves internal communication practices.*
- 10. Improve our web presence to reflect contemporary practices.*
- 11. Improve electronic communications practices using Power Teacher.*
- 12. Improve electronic communications practices using Mass Communication Technologies.*



STRATEGIES

III. We will develop and implement plans to ensure all staff use effective instructional tools, best practices, assessment data, and intervention resources to improve academic standing, 21st century skills and inspire students to excel.

Action Plans

- 1. Focus K-12 teaching and learning on the 21st century skills of communication and collaboration, creativity and innovation, critical thinking and problem solving, and research and information fluency.*
- 2. Inspire students and staff to excel through a broad range of programs that encourage, excite and ignite student achievement.*
- 3. Demonstrate a standard of excellence as evidenced by the consistent implementation of professional practices.*
- 4. Utilize differentiated instruction as a fundamental means of providing appropriate interventions for students.*

IV. With families and community, we will identify and model the character attributes, embed them throughout the program as well as develop means of assessing progress.

Action Plans

- 1. Create a Character Education Task Force that is representative of the District staff, parents and community organizations to coordinate and evaluate the Character Education Initiative.*
- 2. Identify Core Character Attributes that the school staff, parents and community partners agree should be taught in the Newtown Schools.*
- 3. Raise awareness and build commitment for character education.*
- 4. Select the character programs/approaches that will be implemented in grades K-12.*
- 5. Integrate Core Character Attributes in District curriculum as appropriate.*
- 6. Integrate Core Character Attributes into extra-curricular and community based programs and activities as appropriate.*
- 7. Track student progress in the area of character development.*
- 8. Differentiate the student support provided through their Personal success Plans.*



STRATEGIES

V. We will develop and implement a personal success plan for each student that will guide them in achieving academically, developing positive attributes, becoming a contributing member of a global community, and developing personal well-being.

Action Plans

- 1. Develop and implement a personal success plan format for high school students.*
- 2. Develop and implement a personal success plan format for middle school students.*
- 3. Develop and implement a personal success plan format for elementary and intermediate school students.*
- 4. Develop and implement a supportive personal success planning program for Newtown Public Schools that highlights continual refinement and management of student success planning.*
- 5. Establish promotional and supportive town-wide initiatives that contribute to the personal success planning program for Newtown Public Schools.*



*COLLABORATION
PLANNING
IMPLEMENTATION*

Adopted by the Board of Education June 16, 2009
Revised & Adopted by the Board of Education September 6, 2011

