

WESTPORT BOARD OF EDUCATION

***AGENDA**

(Agenda Subject to Modification in Accordance with Law)

PUBLIC SESSION/PLEDGE OF ALLEGIANCE:

7:30 p.m., Staples High School, Cafeteria B (Room 301)

ANNOUNCEMENTS FROM BOARD AND ADMINISTRATION

PUBLIC QUESTIONS/COMMENTS ON NON-AGENDA ITEMS (15 MINUTES)

MINUTES: September 11, 2017

UPDATES:

- 1. Staffing Report, *pages 1-2* (Encl.) Mr. John Bayers

DISCUSSION/ACTION:

- 1. Teacher Evaluation Plan Approval Mr. John Bayers
- 2. Anticipated Vote on Establishment of Two Ad Hoc Committees Dr. Colleen Palmer

DISCUSSION:

- 1. Review of Proposed Strategic Plan, *pages 3-11* (Encl.) Dr. Colleen Palmer
- 2. Discussion of Review of Proposed Board Policies Dr. Colleen Palmer

ADJOURNMENT

*A 2/3 vote is required to go to executive session, to add a topic to the agenda of a regular meeting, or to start a new topic after 10:30 p.m. The meeting can also be viewed on cable TV on channel 78; AT&T channel 99 and by video stream @www.westportps.org

PUBLIC PARTICIPATION WELCOME USING THE FOLLOWING GUIDELINES:

- Comment on non-agenda topics will occur during the first 15 minutes *except* when staff or guest presentations are scheduled.
- Board will not engage in dialogue on non-agenda items.
- Public may speak as agenda topics come up for discussion or information.
- Speakers on non-agenda items are limited to 2 minutes each, except by prior arrangement with chair.
- Speakers on agenda items are limited to 3 minutes each, except by prior arrangement with chair.
- Speakers must give name and use microphone.
- Responses to questions may be deferred if answers not immediately available.
- Public comment is normally not invited for topics listed for action after having been publicly discussed at one or more meetings.

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WESTPORT PUBLIC SCHOOLS

JOHN BAYERS

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To: Dr. Colleen Palmer, Superintendent

From: John Bayers, Director of Human Resources

Subject: Staffing Report

Date: September 18, 2017

As has been the case in previous years, the hiring season for the 2017-2018 school year began well before the previous year ended. Throughout the last several months we have been busy filling positions including four administrative openings, thirty-nine teaching openings and numerous non-certified openings as well. As of this date we continue to search for a part-time physics teacher, however all of our positions have been filled or covered by certified staff members.

Among the new administrators hired is Dr. Debra Dunn, Principal of Long Lots Elementary School. She is joined at LLS by our new Interim Assistant Principal, Ms. Allison Moran. In addition we hired Ms. Christine Wanner as our new Coordinator of Health and Physical Education, and Mr. William Plunkett, previous counselor at Staples High School was named the new Director of the Staples High School Guidance Department.

Along with our new administrators we hired thirty-nine additional certified staff members. At the elementary level we hired seven classroom teachers, three special education teachers, a speech and language pathologist, a music teacher, a reading support teacher and a literacy coach. At the middle school level we hired two language arts teachers, one social studies teacher, one mathematics teacher, three special education teachers, three counselors, and one school psychologist. At the high school we hired two mathematics teachers, two science teachers, one social studies teacher, one world language teacher, one art teacher, two special education teachers, and one counselor. At the preschool we hired three special education teachers and one social worker. With a nice mix of both new and experienced educators, they come with an average of 5.3 years of experience. They received their training from local colleges and universities as well as many prominent academic institutions including Boston College, Boston University, Connecticut College, Johns Hopkins University, Marist College, Mercy College, Montana State University, New York University, Providence College, Union College, UMass Amherst, The University of Vermont, and Yale University.

Our vacancies occurred for a variety of reasons including retirements and those leaving Westport for personal circumstances. I am pleased to share that all of our teachers subject to reduction in force provisions last spring have returned.

In addition to adding new certified staff, the district has hired seventeen non-certified staff. Among this group are eleven paraprofessionals, one security guard, four secretaries, and our new technology infrastructure manager. I am pleased to share that a number of our paraprofessionals obtained new positions within the district as teachers and secretaries. As has been the case in the past, we do anticipate additional movement with our non-certified staff.

On the following page you will see a list of certified employees new to Westport who filled vacancies.

Last Name	First Name	Location	Title	Position
Dunn	Debra	LLS	Administrator	Principal
Wanner	Christine	SHS	Administrator	Coordinator for Health and Physical Education
Carroll	Cassandra	BMS	Teacher	Grade 6 Language Arts
Gettings	Samantha	BMS	Teacher	Grade 6 Language Arts
Hayslip	Kristen	BMS	Teacher	Special Education
Rabine	Jessica	BMS	Teacher	School Counselor
Siegrist	Kelly	BMS	Teacher	Psychologist
Brown	Rebecca	CES	Teacher	Grade 5
DiGiovanni	Erika	CES	Teacher	Grade 4
Nicolo	Marisa	CES	Teacher	Grade 2
Ready	Austin	CES	Teacher	Special Education
Flanders	Lindsey	CMS	Teacher	Special Education
Foster	Diane	CMS	Teacher	Math
Hall	Catherine	CMS	Teacher	Special Education
Marron	Lindsey	CMS	Teacher	School Counselor
Peppe	Jennifer	CMS	Teacher	School Counselor
Sheeran	Emma	CMS	Teacher	Social Studies
Mueller	Ann	GFS	Teacher	Reading Support
Brighindi	Kara	KHS	Teacher	Grade 2
Faucher	Alissa	KHS	Teacher	Special Education
Campbell	Caroline	LLS	Teacher	Literacy Coach
Lafferty	Kaitlyn	LLS	Teacher	Speech & Language Pathology
Sugrue	Jacqueline	LLS	Teacher	Music
Chamiec-Case	Mary	Preschool	Teacher	Special Education
Grabowski	Jessica	SES	Teacher	Grade 2
Marino	Jessica	SES	Teacher	Grade 3
Nathan	Nicole	SES	Teacher	Kindergarten
Vulcano	Stacey	SES	Teacher	Special Education
Giuliano	Nicole	SHS	Teacher	Math
Howells	Patricia	SHS	Teacher	School Counselor
Hunter	David	SHS	Teacher	Math
Mattera	Lauren	SHS	Teacher	Spanish
Odierna	Natalie	SHS	Teacher	Social Studies
Opotzner	Jessica	SHS	Teacher	Special Education
Parent	Amy	SHS	Teacher	Science
Phelan	Stacey	SHS	Teacher	Art
Pollock	Michele	SHS	Teacher	Social Work
Wagner	Tori	SHS	Teacher	Physics
Wasik	Christopher	SHS	Teacher	Special Education
Burke	Janie	SSP	Teacher	Special Education
Falvey	Susan	SSP	Teacher	Special Education

WESTPORT PUBLIC SCHOOLS



Mission Statement

To prepare all students to reach their full potential as lifelong learners and socially responsible contributors to our global community.

We achieve this by fostering critical and creative thinking and collaborative problem solving through a robust curriculum delivered by engaging and dedicated educators.

We are committed to maintaining an environment that supports inquiry and academic excellence, emotional and physical well-being, appreciation of the arts and diverse cultures, integrity and ethical behavior.

Guiding Principles

Westport Public School students, educators, and the WPS team aspire to be...

- *emotionally and socially aware,*
- *kind with sincerity,*
- *principled in thought and action, and*
- *learning always.*

Westport Public Schools empowers and inspires students to make the world a better place.



STRATEGIC PLAN 2017-2020



Westport Public Schools

Westport Public Schools is a District of educational excellence that provides a world-class education for each of its students. Through a personalized approach, the exceptional talent and resources of the District are leveraged to ensure a pathway of success is achieved for each student.

The District thrives with a strong partnership with the Town of Westport and its citizens. The value of excellence in education is a cherished belief of the entire community. From the resources provided by the Town governmental bodies, to the community talents so selflessly shared with the District, the positive connections of the Town with the District is inextricable.

As a dynamic organization, Westport Public Schools remains focused on continuous improvement to constantly evolve to remain on the cutting edge of educational excellence. It is in that spirit that it embarks upon the next iteration of its Strategic Plan for 2017-2020.

It is the belief that if the District:

- 1. ensures that all faculty have a command of their respective teaching standards, facilitate the design of rigorous and engaging curricula built on the foundation of appropriate standards, and develop a comprehensive system of assessment and metrics for determination of progress towards goals;*
- 2. ensures that it focuses on the physical, social, and emotional well-being of students and staff that supports a culture of emotional intelligence, empathy, and kindness;*
- 3. ensures that the structure of its organization and allocation of resources are aligned for optimal student outcomes and efficiency of resources;*
- 4. ensures that its financial plan over the next three years and its educational facilities are designed and actualized to support the success of the critical work of the District; and*
- 5. ensures that it maintains a relentless focus on serving both the internal and external stakeholders of the District...*

Then the District will continue to serve the best interests of the students and families of Westport and shine as a lighthouse district of educational excellence within a global environment.

Strategic Planning Goals

Teaching and Learning

It is the belief that if the District:

- 1. ensures that all faculty have a command of their respective teaching standards, facilitate the design of rigorous and engaging curricula built on the foundation of appropriate standards, and develop a comprehensive system of assessment and metrics for determination of progress towards goals...*

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Teaching and Learning Goals

Student Learning

- Articulate PK-12 philosophy of teaching and learning
- Ensure every student has a pathway to reach his/her potential
- Create strategies that honor all pathways to success, not limited to 4-yr. colleges
- Establish a system of authentic learning experiences for all students that integrate competencies required for success as a global citizen, actualizing the portrait of a graduate
- Ensure graduation requirements are aligned with portrait of a graduate
- Ensure transitions within a school or the District support social, emotional, and academic needs of students
- Increase student choice and voice in the learning experience

Professional Learning and Outcomes

- Ensure District standards drive teaching and learning for each content area
- Develop a system of revising and recording curricula for each content area that is fully transparent with respect to relevant information for students, parents/guardians, educators, and the public
- Reinforce alignment of curricula with a global lens of diversity and interconnectedness
- Ensure appropriate rigor and student engagement as they relate to standards are integral to lesson design (John Antonetti model)

- Establish an effective, comprehensive system of student assessment that is concurrently efficient in terms of instructional time
- Ensure data are utilized appropriately to inform decision-making for continuous improvement of the teaching and learning
- Develop a school culture that utilizes Learning Walks as an integral part of its daily work
- Ensure use of time is designed for optimal learning outcomes
- Ensure the District's system of RTI (Response to Intervention) yields significant learning outcomes with the most effective use of resources
- Establish key quality indicators that inform the progress of our students at a systems level
- Set annual District learning goals
- Continuously evaluate overall progress of the District, including subgroup performance to eliminate achievement gaps
- Further leadership capacity of faculty and administration
- Increase the capacity of the work force through relevant, targeted, and personalized learning approaches

Communication

- Establish a robust communication plan to share relevant information related to teaching and learning for all internal and external stakeholders
- Create a system of communication to share student progress with families that is user-friendly, informative, accurate, timely, and comprehensive

Healthy Learning Environment

It is the belief that if the District:

- ensures that it focuses on the physical, social, and emotional well-being of students and staff that supports a culture of emotional intelligence, empathy, and kindness...*

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Healthy Learning Environment Goals

- Develop a comprehensive plan for understanding, accepting and respecting diversity for students, staff, and families
- Foster a culture that promotes kindness and inhibits the incidence of student behaviors that result in social, emotional, or physical harm other students
- Reinforce good digital citizenship and the appropriate use of social media
- Develop a recruitment and retention strategy for accessing and maintaining key talent in the workforce
- Establish a plan of wellness for both students and staff members
- Develop a comprehensive plan for the District to integrate the Emotional Intelligence model of RULER from Yale University
- Maintain best practices for healthy physical plants and nutrition

Organizational Synergy and Efficacy

It is the belief that if the District:

3. *ensures that the structure of its organization and allocation of resources are aligned for optimal student outcomes and efficiency of resources...*

Then the District will continue to serve the best interests of the students and families of Westport and shine as a lighthouse district of educational excellence within a global environment.

Organizational Synergy and Efficacy Goal

- Ensure the organizational structure with respect to effectiveness, efficiency, and coherence of the system to best serve all students and families in the most efficient manner

Facilities and Finance

It is the belief that if the District:

- 4. ensures that its financial plan over the next three years and its educational facilities are designed and actualized to support the success of the critical work of the District...*

Then the District will continue to serve the best interests of the students and families of Westport and shine as a lighthouse district of educational excellence within a global environment.

Facilities and Finance Goals

- Establish short (3 month) and long-term (3 year) plans to identify further efficiencies, areas of revenue generation, and collaboration with the Town and/or other districts to reduce the cost of education
- Create a multi-year budget forecast and plan
- Establish a 5-year capital improvement plan, incorporating space to support the educational needs of the District
- Review fixed cost that escalate at a contractual rate for savings
- Identify 3-5 areas of immediate focus for the 2018-19 budget development cycle
- Seek further energy efficiencies

Stakeholder Focus

It is the belief that if the District:

- 5. ensures that it maintains a relentless focus on serving both the internal and external stakeholders of the District...*

Then the District will continue to serve the best interests of the students and families of Westport and shine as a lighthouse District of educational excellence within a global environment.

Stakeholder Focus

- Strengthen the District's warm, welcoming culture for all business with internal and external stakeholders
- Establish a feedback system from students, families, staff, and the community on the performance of the District
- Maintain effective modalities of communication to meet the needs of the system's stakeholders in terms of sharing information