



Thompson Public Schools Vision 2020

The Thompson Board of Education Strategic Plan

2017-2020

Approved and Adopted by the Thompson Board of Education on November 13, 2017

Thompson Public Schools Vision 2020

Planning Team

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District Vision Statement

The Thompson Public Schools will be the highest performing public school system in Northeast Connecticut.

District Mission Statement

To that end, the Thompson Board of Education is committed to ensuring that every student is prepared for success in life in the 21st century.

We accomplish this by...

- Providing dedicated leadership
- Encouraging community involvement and support
- Hiring and retaining an engaged, enthusiastic, focused, and professional staff
- Providing state of the art instruction
- Maintaining a safe and caring environment that fosters lifelong learning
- Embracing our differences
- Striving to help every student reach his or her potential

Thompson Public Schools Vision 2020

Evaluation Updates

- June 2018
- January 2019
- June 2019
- January 2020
- June 2020

Goal #1	Create multiple academic pathways for success.
Target	By 2020 all core curricula will be revised and aligned to current standards and the district will develop career and technical education academies at the secondary level.

Strategy	Action	Led By	Timeline	Performance Indicators
Strategy #1 Develop a Curriculum Revision Plan	<ul style="list-style-type: none"> • Conduct an audit of the current curriculum • Establish a Standing Curriculum Review Committee (SCRC) • Establish K-12 Department Committees • Hire a full-time Curriculum Director • Establish a timeline and cycle for curriculum review • Redesign summer learning programs including ESY to support student success 	<ul style="list-style-type: none"> • Curriculum Director • Standing Curriculum Review Committee (SCRC) • K-12 Department Committees • District administrators 	2017-2018	<ul style="list-style-type: none"> • Completed plan • Training in BYOC for new teachers • Schedule of meetings for SCRC • Schedule of meetings for the K-12 discipline committees • Provides insurance of foundational skills and opportunities for appropriate flexibility • Common definition of the TPS graduate • Improved student achievement • Redesign Summer Learning Plan
Strategy #2 Develop Career Pathways and Academies at the Secondary Level	<ul style="list-style-type: none"> • Conduct a needs assessment for career opportunities in the community and beyond • Conduct student interest surveys • Conduct focus groups with students regarding further details about their interests • Establish a timeline to implement one pathway at a time • Designate responsibilities of a Transition Coordinator to a position • Train/recruit teachers to meet the needs of the pathway(s) 	<ul style="list-style-type: none"> • Curriculum Director • Standing Curriculum Review Committee (SCRC) • K-12 Department Committees • District Administrators 	2017-2020	<ul style="list-style-type: none"> • Completed needs assessment • Completed survey data • Completed focus groups • Pick 2-3 pathways of focus • Curriculum • Trained teachers • Increased retention of students • Increased enrollment from other districts into our pathways • Pathway enrollment

	<ul style="list-style-type: none"> • Write curriculum to meet the needs of the pathway(s) • Establish community partnerships to support the pathway(s) 			<ul style="list-style-type: none"> • Increased student placement in post-secondary careers
<p>Strategy #3</p> <p>Research Life Skills Programs for Grades 6-12</p>	<ul style="list-style-type: none"> • Identify the “life skills” to meet this need • Find connections between the “life skills” and the current curriculum • Research higher level thinking skills that student needs to be successful in the college environment • Research skills necessary for executive functioning and avoiding toxic stress • Embed those “life skills” into existing courses • Determine the efficacy and needs for establishing mandatory courses for graduation that would meet “life skills” not taught elsewhere 	<ul style="list-style-type: none"> • Curriculum Director • Standing Curriculum Review Committee (SCRC) • K-12 Department Committees • Advisory Ad-Hoc Committee to Conduct Research – to include guidance counselors, junior achievement teacher, Lisa Rice, life skills teachers from the high school • District Administrators 	2018-2020	<ul style="list-style-type: none"> • Skills identified • Curriculum written with those skills identified (grades 6-12) • Plan for course(s) to be implemented if desired
<p>Strategy #4</p> <p>Research, Develop, and Implement Teacher Retention Plan</p>	<ul style="list-style-type: none"> • Review and revise the professional development and evaluation plan to promote teacher satisfaction • Focus groups around retention research • Analysis of current salaries in the area 	<ul style="list-style-type: none"> • Curriculum Director • Standing Curriculum Review Committee (SCRC) • K-12 Department Committees 	2017-2020	<ul style="list-style-type: none"> • Teacher/Student Survey Data • Walk Through Data • Attendance and Behavior Data
<p>Strategy #5</p> <p>Implement Student Centered Learning Strategies in Instruction</p>	<ul style="list-style-type: none"> • Continue Professional Development Student Centered/Mastery Based Learning Cohort Teacher Leadership Team • Develop 3 year professional development plan to support professional development plan 	<ul style="list-style-type: none"> • PDEC Committee • Administrative Leadership Team PreK-12 Teachers 		
<p>Strategy #6</p>	<ul style="list-style-type: none"> • Research stress reduction programs • Provide professional development for faculty/staff 	<ul style="list-style-type: none"> • Administrative Leadership Team • PreK – 12 Teachers 	2017-2020	<ul style="list-style-type: none"> • Teacher/ Student Survey Data

Implement Programs to support the development of the whole child	<ul style="list-style-type: none"> • Implement Restorative Practice & Tool of the Mind 	<ul style="list-style-type: none"> • Outside Consultants 		
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Goal #2	Invest in Technology to meet the educational needs of students.
Target	By 2020 the technology infrastructure will be upgraded to support 1 to 1 devices for all students, faculty and staff.

Strategy	Action	Led By	Timeline	Performance Indicators
Strategy #1 Develop District 3-Year Technology Plan	Establish District Technology Committee with membership from each school, parents, community.	<ul style="list-style-type: none"> • Technology Director • Superintendent 	2017-2018	Approved BOE Technology Plan
Strategy #2 Apply for E-Rate Funding	BOE Application Approved	<ul style="list-style-type: none"> • Technology Director • Finance Director • Superintendent • E-Rate Online 	2017-2018	Approved E-Rate application with full plan to upgrade infrastructure
Strategy #3 Design Technology Integration Professional Development Plan	Establish Teacher Leadership Team to use internal capacity for training	<ul style="list-style-type: none"> • Elementary Computer Science Teacher • PDEC • Curriculum Director 	2017-2018	Professional development plan with schedule
Strategy #4 Design Professional Development Plan for Parents and Adult Learners	<ul style="list-style-type: none"> • Work with parent leaders to assess needs of adult community • Utilize parent portal for outreach 	<ul style="list-style-type: none"> • Technology Director • PTO's • TEEG 	2017-2018	<ul style="list-style-type: none"> • Workshop schedule • Set date for Grandparent Day

<p>Strategy #5</p> <p>Increase Online (blended/personalized) Learning Opportunities for Students</p>	<ul style="list-style-type: none"> • Research summit and other personalized learning platforms • Conduct site visits to schools using personalized learning • Learn more about Station Rotation • Research implementation of Coding Programs K-12 • Improve Digital Citizenship Instruction using free resources such as Common Sense Media • Establish “Lighthouse” classrooms 	<ul style="list-style-type: none"> • Teacher Leadership Team • Curriculum Director • TMHS Principal • Superintendent 	<p>2017-2018</p>	<ul style="list-style-type: none"> • Summit Reflection/Implementation • Scheduled site visits • Establish lighthouse classrooms
<p>Strategy #6</p> <p>Migrate from a paper to digital platform</p>	<ul style="list-style-type: none"> • Business department to transition to paperless platform • Implement Google classroom to include doc’s, classroom apps, etc. 	<ul style="list-style-type: none"> • Finance Director • Technology Leadership Team 	<p>2017-2020</p>	
<p>Strategy #7</p> <p>Implement District Technology Plan</p>	<p>BOE Approved Implementation Timeline</p>	<ul style="list-style-type: none"> • Technology Director • Superintendent 	<p>2018-2019</p>	<p>Technology Plan Implemented Timeline</p>
<p>Strategy #8</p> <p>Implement Phase #1 of 1:1 Computer Program</p>	<ul style="list-style-type: none"> • Develop phase in plan to transition to a one on one device platform • Research lease options to infuse devices into the district 	<ul style="list-style-type: none"> • Technology Director • Superintendent • Finance Director • BOE Approval 	<p>2018-2019</p>	<p>BOE approved phase in plan</p>

Goal #3	Establish an environment of collaboration and community involvement.
Target	By 2020 TPS will establish a network to connect schools, Town and community organizations.

Strategy	Action	Led By	Timeline	Performance Indicators
Strategy #1 Support the reactivation of Thompson parents for quality education	Organize parents to support budget and implementation of Strategic Plan	<ul style="list-style-type: none"> • Building principals • Parent Engagement Committee 	2018-2019	<ul style="list-style-type: none"> • Attendance • Use of outreach strategies – phone, email, text, website, etc.
Strategy #2 Develop a plan to connect PTO, Alumni, TPS with community programs/events	<ul style="list-style-type: none"> • Establish community calendar • Add school based events to school calendars 	<ul style="list-style-type: none"> • Building Principals • PTO Leaders 	2017-2018	Coordinate calendar
Strategy #3 Develop a plan to connect TPS with seniors	Work with community base organizations (TEEG, Thompson Business Association, etc.) to increase outreach to seniors	<ul style="list-style-type: none"> • Building Principals • Parent Engagement 	2017-2018	<ul style="list-style-type: none"> • Establish activity timeline to engage seniors
Strategy #4 Plan bi-annual Tri-board meetings with BOS, BOF, BOE	<ul style="list-style-type: none"> • BOE to introduce Strategic Plan to BOS, BOF • Establish bi-annual meeting schedule 	<ul style="list-style-type: none"> • Board of Education • Superintendent 	2017-2018	<ul style="list-style-type: none"> • Set tri-board meeting to review Strategic Plan • Bi-annual meeting schedule

<p>Strategy #5</p> <p>Expand community outreach to support Town's Strategic Branding Plan</p>	<p>Work with First Selectman's office to support plan</p>	<ul style="list-style-type: none"> • Board of Education • Superintendent • Community Partners • Parent Groups 	<p>2018-2019</p>	<p>Provide input and support to implement Town's Strategic Branding Plan</p>
<p>Strategy #6</p> <p>Develop annual communication plan</p>	<p>Communication Plan developed</p>	<ul style="list-style-type: none"> • Board of Education • Superintendent • Communication Sub-Committee • Strategic Branding 	<p>2017-2020</p>	<p>Artifacts including press releases, social media posts, video's and promotional materials</p>
<p>Strategy #7</p> <p>Develop Community Partner Program</p>	<p>Establish partnerships with TEEG, Thompson Together, Thompson Business Association, Firehouse, VFW, Lions Club, QVCC, churches, American Legion, CT Marine Association</p>	<ul style="list-style-type: none"> • Superintendent • Building Principals • Parent Groups 	<p>2018-2019</p>	<p>Publicize partnerships via media outlets</p>
<p>Strategy #8</p> <p>Plan for TPS Vision 2020 Community Celebration and Fundraising Gala</p>	<p>Organize a committee to plan Gala and fundraising event</p>	<ul style="list-style-type: none"> • Superintendent • Board of Education • Community Partners • Strategic Branding 	<p>2018-2019</p>	<ul style="list-style-type: none"> • Set date for Gala • Secure venue • Develop timeline for event planning
<p>Strategy #9</p> <p>Host TPS 2020 Gala</p>	<p>Communicate Gala/Fundraiser to the community</p>	<ul style="list-style-type: none"> • Superintendent • Board of Education • Community Partners • Strategic Branding 	<p>2019-2020</p>	<p>Funds raised to support specific programs</p>

Goal #4	Improve Facilities to meet the educational needs of students.
Target	By 2020 a capital improvement plan will be developed, implemented and funded to address campus facility needs.

Strategy	Action	Led By	Timeline	Performance Indicators
Strategy #1 Develop preventative maintenance plan	<ul style="list-style-type: none"> • Develop 3-year maintenance plan • W.O. System 	<ul style="list-style-type: none"> • Facilities Director • Building Principals 	2017-2018	Completed 3-year plan supported through the budget
Strategy #2 Develop temperature control system throughout campus	<ul style="list-style-type: none"> • Raise set point heating • Develop bid specs 	<ul style="list-style-type: none"> • Board of Education • Facilities Director 	2017-2018	Teacher Feedback
Strategy #3 Conduct facility needs assessment	<ul style="list-style-type: none"> • Develop survey – faculty and staff • Complete total assessment of current campus needs 	<ul style="list-style-type: none"> • Facilities Director • Superintendent • Building Principals • Finance Director • Faculty/Staff 	2017-2018	Completed assessment with cost analysis and input from faculty and staff
Strategy #4 Complete feasibility study for future programs.	<ul style="list-style-type: none"> • Review current and future program needs 	<ul style="list-style-type: none"> • Facilities Director • Superintendent • Building Principals 	2018-2019	Align space needs with upcoming program of study
Strategy #5 Develop a plan to use original TMHS building for educational space	Conduct community outreach and research to utilize original TMHS space	<ul style="list-style-type: none"> • TMHS Trust • Facilities Director • Superintendent • Alumni 	2018-2019	Complete plan to increase the use of space for educational programs for the Thompson Community