

Strategies and Action Plan: District Climate

Committee Chair

Janice Lautier, Director of Pupil Personnel Services

Committee Members

Angela Buccheri, 1st Grade Teacher, Highland

Laurie Chuba, Paraprofessional

Christina D'Agostin, School Psychologist

Simone Diaz, ESL Teacher/Intervention Services, Cook Hill

Chet Miller, Board of Education

Kathy Neelon, Nurse Coordinator

Clara Porcello, 8th Grade Teacher, Dag Hammarskjold

Rosemary Rascati, Town Council

Laura Webster, Parent

Action Plan: District Climate

Goal 1: All staff members will feel respected and included in the school community.

Objective 1: Staff will know and have resources available to work through issues with colleagues for both professional and personal issues and concerns including health.

Action	Indications of Success	Projected Completion Date
Identify current resources available for staff for resolution of personal/professional concerns.	List of resources available on W drive. Personnel will be aware of and utilize established resources.	None specified
Review past surveys from June for particulars. If needed, survey all staff on-line to identify areas of concern and appropriateness of existing resources.	Survey results organized/analyzed.	None specified
Developed committee, noted above, (of certified and non certified staff members with administration), will review existing resources and surveys and make recommendations and develop protocols as needed.	Committee developed and recommendations and protocols established.	None specified
Evaluate final product(s) and recommend changes.	Draft produced and distributed for feedback. Feedback incorporated as appropriate.	None specified
Implement changes and interventions that are clearly communicated to all staff. (Consider various	Changes and interventions are clearly communicated to all staff.	None specified

avenues of communication such as a work fair.)	Avenues of communication developed with feedback from committee/administrators.	
Worker's comp experiences will be reviewed twice a year.	Review taken place and actions, if needed, generated.	None specified

Action Plan: District Climate

Goal 2: All staff will feel connected to the professional learning community.

Objective 1: Staff, (certified and non-certified) will be offered training as needed for specific educational opportunities. All staff will participate in meaningful and ongoing professional development.

Action	Indications of Success	Projected Completion Date
Obtain consensus at the building level of educational/training needs which includes certified and non-certified staff insuring alignment with the professional learning community standards and district and strategic plan goals	Consensus on building concerns identified and listed	None specified
Consider practices of the Professional Development Committee to incorporate building needs. (Should there be building level PD committees? Should each building establish a faculty council or a PD committee? Should there be embedded PD specific to buildings?)	Information provided on building concerns to PD committee Protocol established for PD committee at the various levels	None specified
The Professional Development Committee will do an annual survey to obtain feedback on professional development offerings	Survey developed and implemented annually	None specified
The PD Committee will meet each month and communicate information that includes an agenda	Create a shared calendar for PD throughout the district.	None specified

and minutes. A calendar of upcoming events will be available to all staff on a regular basis	Post agenda and minutes on developed PD website.	
Staff/district wide newsletter will be developed on a monthly basis highlighting curriculum and instructional topics	Newsletter distributed monthly	None specified

Action Plan: District Climate

Goal 3: District employees will model understanding of the code of professional responsibility.

Objective 1: Teachers and administrators will model the code of professional responsibility. All staff will have a code of professionalism.

Action	Indications of Success	Projected Completion Date
Identify staff, (e.g. custodians, clerks, etc.) who do NOT have a clearly communicated code of professionalism	List developed of identified staff	None specified
The code of professional responsibility for teachers and administrators will be available in both the evaluation plans and the W drive	Availability and placement on W drive	None specified
Develop district wide codes of professional responsibility for those (noncertified) who do not have them	Availability and placement on W drive	None specified
Identify PD opportunities that will communicate expectations and to recognize and incorporate professional practices	Code is communicated through PD for all groups/staff. Incorporate professional practices that relate to the codes of professional ethics.	None specified

Action Plan: District Climate

Goal 4: All students will be educated in effective problem solving skills so that they experience fairness in their interactions with all members of the school community.

Objective 1: PD will be uniformly provided at all levels to develop proficiency and positive behavioral support and problem solving strategies. Standards that are set will be applied and communicated uniformly.

Action	Indications of Success	Projected Completion Date
System wide climate survey to be conducted assessing positive behavioral support programs in each building	Data collected	None specified
Based on the survey – determine standards and common language - set those standards uniformly across the district	Uniform Behavioral Standards and Language	None specified
PD training at all levels to develop proficiency when interacting with a variety of students	Training has been completed/ and with appropriate follow up	None specified
Provide training for students with specific social skills/empathy training that demonstrate respect for differences	Fewer behavioral referrals	None specified

Action Plan: District Climate

Goal 5: Students will feel they are in a safe, healthy environment that respects individual differences (social, emotional, academic and cultural).

Objective 1: Students will be able to self-advocate.

Action	Indications of Success	Projected Completion Date
Annual student survey system wide	Surveys completed	None specified
Students will be taught the process and reasoning behind lockdowns and fire drills	Survey results	None specified
Students will be encouraged to voice any concerns during follow-up communication after lock downs and fire drills, which can then be addressed	Survey results	None specified
Review of all school policy and handbooks for uniformity	District wide handbook that is uniform and distributed	None specified
Students will be provided with specific instruction on the bullying policy and what information is available regarding resources	Reduction of behavioral referrals	None specified
School accident reports will be looked at twice a year to determine if accidents can be decreased	Complied and analyzed data with recommendations	None specified
Assessment of the school environment will continue twice a year - Tools for	Complied and analyzed data with recommendations	None specified

Schools and follow through with appropriate recommendations		
Annual review of physical safety measures including emergency procedures, (lock downs, fire drills, pandemic provisions, 911 calls, AED maintenance etc.)	Compiled and analyzed data with recommendations	None specified