

Wallingford Public Schools 2011-2016 Strategic Plan

Date: June 11, 2012

Strategic Plan Area: District Climate

Update Completed by: Jan Guarino

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

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

Actions: (found in the strategic plan)	Update: (Steps Taken since last update)	Proposed Changes or Next Steps
Action step #1 – Identify current resources available for staff for resolution of personal/professional concerns.	<p>List of professional resources available on W drive. Personnel are reminded of this and are encouraged to utilize these resources.</p> <p>Employee Assistance Plan is advertised/utilized on an as need basis</p> <p>Wellness management team meets regularly to plan wellness goals.</p> <p>Assistant Superintendent for personnel has explored, in collaboration with the town personnel offices, the financial, logistical and practical components of an employee wellness program</p>	Combine the efforts of the wellness committee, the personnel office’s efforts to bring wellness to the school community
Action Step #2 – Review past surveys from June for particulars. If needed, survey al staff on –line to identify areas of concern and appropriateness of existing resources.	<p>District climate management team meets to discuss last year’s surveys.</p> <p>Added representation from each school’s climate team to district committee.</p> <p>Decided, in lieu of state’s goal to have climate survey ready by first week in June, to conduct follow up survey in conjunction with state survey in September</p> <p>Diversity in action committee liaison added to climate committee</p>	<p>Conduct follow up survey in conjunction with state survey</p> <p>Review school level climate plans per state requirements and by deadline to be set by the state in the fall</p>

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

Objective: Staff will be offered raining as needed for specific education opportunities. All staff will participate in meaningful and ongoing professional development.

Actions: (found in the strategic plan)	Update: (Steps Taken since last update)	Proposed Changes or Next Steps
<p>Action step #1 - Obtain consensus at the building level of education/graining needs which includes certified and non-certified staff insuring alignment with the professional learning community standards and district and strategic plan goals</p>	<p>Consensus on building concerns identified and listed</p> <p>Professional Development Management Team meets regularly to discuss My Learning Plans for teachers.</p> <p>Personnel met with non-certified union officers on a monthly basis to identify professional learning needs; Professional development in professional relationships and client satisfaction given to all secretaries, training in resume writing provided to paraprofessionals.</p> <p>GCN training purchased to address training for all staff in multiple areas ranging from safety skills to sexual harassment and training utilized by some groups of employees</p>	<p>Continue identifying employees' needs.</p>
<p>Action Step #4 – The professional development committee will meet each month and communicate information that includes an agenda and minutes</p>	<p>Agenda and minutes for professional development team and all management teams are available on the share drive</p>	<p>ongoing</p>
<p>Action Step #5 – Workers' Compensation Experiences will be reviewed twice a year</p>	<p>Assistant superintendent for personnel and director of facilities serves on town-wide safety committee to review trends and works with risk management to address them</p>	<p>Ongoing</p> <p>Extend GCN training where needed to secretaries, teachers,</p>

	Defensive driver training required of all who drive as a regular course of duties for the board of education	administrators, paraprofessionals and food service workers
	Custodians take part in safety training through GCN software	

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Goal # 5: Students will feel they are in a safe, healthy environment that respects individual differences

Objective: Students will be able to self-advocate.

Actions: (found in the strategic plan)	Update: (Steps Taken since last update)	Proposed Changes or Next Steps
Action step #1 Annual student survey system-wide	Surveys completed Follow up surveys reviewed and discussed	Surveys to be administered in the fall of 2012 in conjunction with state's surveys
Action Step #4 – Review all school policy and handbooks for uniformity	A review of handbooks was completed at each level. Handbooks were aligned with each other.	Annual review
Action Step #5 – Students will be provided with specific instruction on the bullying policy and what information is available regarding resources	Bullying Policy Created and approved Regulations disseminated to all schools Bullying reporting forms created and publicized Schools are keeping records of all verified incidents of bullying District and school level directors and specialists have been identified	Continue to inform students of these resources on an annual basis
Action Step #6 – School accident reports will be looked at twice a year to determine if accidents can be decreased	Complied and analyzed data with recommendations Assistant superintendent and district facilities director review for employees at meeting with risk manager each year	Collect information for students from each building