

# CSDNB 2016-2021 Five-Year Strategic Plan

## Vision

To Pursue Excellence One Student at a Time

## Mission

In partnership with family and community, the Consolidated School District of New Britain works to provide the best personalized and comprehensive whole-child education so our students will be prepared for, and positively contribute to, a profoundly different future.

## Commitment to Service Excellence / District Core Values

Our priority is to serve our stakeholders in a kind and friendly way by listening and owning problems to achieve stakeholder, focused solutions. Our Service Excellence Standards are: Integrity | Respect | Professionalism | Communication | Teamwork | Accountability

## Success Measures

Culture and Climate	Partnership	Academics	Talent Development	Operations
<i>We promote an engaging culture for learning for all staff and students</i>	<i>We cultivate and sustain engaging family-school-community partnerships for student and staff success</i>	<i>We prepare all students to be future-ready through an engaging, personalized, and comprehensive education</i>	<i>We engage and develop all employees to pursue excellence</i>	<i>We demonstrate safe, effective and efficient operations that create an environment that promotes and supports staff and student engagement</i>
Increase student attendance	Audit partnerships (with higher educational institutions, family, and the community) to support academic achievement and social-emotional development	Improve % of students “on track” at the end of each grade, preK-10, across disaggregated groups of students	Increase retention of highly effective employees	Aligns all resources in support of district goals
Increase student engagement	Establish strategic focus of partnerships	Increase mean SAT score, across disaggregated groups of students	Recruit and retain highly effective, minority employees	Increase revenue and revenue related sources
Increase parent satisfaction	Evaluate the effectiveness of community school partnerships through partnership effectiveness rubric.	Increase percentage of high school students who graduate in 4 and 5 years	Improve all employees’ engagement	Increase annual funding for capital projects
Increase from pre to post on the Behavior and Emotional Screening System	Strengthen the effectiveness of systemic, higher education partnerships and community- school partnerships	Gr 9-11 Transcript Data on track	Increase employees’ skills sets as measured by evaluations	Reduce the number of students in out of district placement and magnets
Increase employee attendance		Graduates succeed in college/ career		Reduce the cost for student transportation
Decrease in suspension/ expulsion				Decrease extra earnings across all stakeholder groups (including overtime)

# Core Strategies

Culture and Climate	Partnership	Academics	Talent Development	Operations
<i>We promote an engaging culture for learning for all staff and students</i>	<i>We cultivate and sustain engaging family-school-community partnerships for student and staff success</i>	<i>We prepare all students to be future-ready through an engaging, personalized, and comprehensive education</i>	<i>We engage and develop all employees to pursue excellence</i>	<i>We demonstrate safe, effective and efficient operations that create an environment that promotes and supports staff and student engagement</i>
Reward and recognize student excellence.	Establish a CSDNB Partnership Resource Document of all partnerships and who they support.	Develop a well-defined, PK-12, core curriculum that addresses the whole child and provide professional development to support curriculum implementation.	Develop and implement a 3-year onboarding program for new staff	Develop RFPs and apply for grants so that vendors align to mission, enhance service, improve outcomes, and reduce cost
Increase student engagement through effective instructional strategies and teacher SLO's focused on social-emotional learning	Establish criteria for new partnerships and protocol to leverage effective impact from all partners, aligned to our mission	Revise report cards to reflect the successful New Britain student	Develop and implement a minority recruitment and retention plan	Assess need and develop high quality, in-district programs for high need students
Address students' social-emotional learning through intentional play, Well-Managed Classroom, and district initiatives	Schools increase opportunities for families to engage with students and staff	Increase student understanding of CSDNB opportunities and options to create goal-oriented learners	Develop and implement tools for hiring, recruitment, and engagement of all employees	Conduct needs assessment and prioritize plans for short-term cosmetic and long term capital improvements
Communicate about climate initiatives through vertical principal teams and other methods	Utilize meaningful stakeholder surveys to improve satisfaction.	Develop efficient processes and procedures, including communications, around academics	Reward and recognize excellence	Work with City of New Britain on Blue Ribbon Committee for strategic planning of City and educational capital improvements
Implement Review 360 and restorative practices in student discipline and explore alternatives to suspension and expulsion	Establish tri-annual communication about partnerships.	Redefine the community and district pre-school experience.	Institute a district-wide Professional Development and Evaluation Committee to assess and improve teacher and administrator professional development and evaluations.	
Align policies on student discipline with our core strategies and interventions.	Re-imagine the role of Family Resource Centers in New Britain.	Standardize out of school time learning		