

CSDNB Strategic Plan 2016-2021

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

Pillar	Culture and Climate	Partnership	Academics	Talent Development	Operations
Long Term Goals	We promote an engaging culture for learning for all staff and students	We cultivate and sustain engaging family-school-community partnerships for student and staff success	We prepare all students to be future-ready through an engaging, personalized, and comprehensive education	We engage and develop all employees to pursue excellence	We demonstrate safe, effective and efficient operations that create an environment that promotes and supports staff and student engagement
Success Measures	<ul style="list-style-type: none"> ● Increase student attendance ● Increase student engagement ● Increase parent satisfaction ● Increase from pre to post on the Behavior and Emotional Screening System ● Increase employee attendance 	<ul style="list-style-type: none"> ● Audit partnerships (with higher educational institutions, family, and the community) to support academic achievement and social-emotional development 	<ul style="list-style-type: none"> ● Improve % of students “on track” at the end of each grade, preK-10, across disaggregated groups of students ● Increase mean SAT score, across disaggregated groups of students 	<ul style="list-style-type: none"> ● Increase retention of highly effective employees ● Recruit and retain highly effective, minority employees ● Improve all employees’ engagement ● Increase employees’ skills 	<ul style="list-style-type: none"> ● Aligns all resources in support of district goals ● Increase revenue and revenue related sources ● Increase annual funding for capital projects ● Reduce the number of students in out of district placement and magnets ● Reduce the cost for student transportation

	<ul style="list-style-type: none"> ● Decrease in suspension/ expulsion 	<ul style="list-style-type: none"> ● Establish strategic focus of partnerships ● Evaluate the effectiveness of community school partnerships through partnership effectiveness ● Strengthen the effectiveness of systemic, higher education partnerships and community- school partnerships 	<ul style="list-style-type: none"> ● Increase percentage of high school students who graduate in 4 and 5 years ● Gr 9-11 Transcript Data on track ● Graduates succeed in college/ career 	<p>sets as measured by evaluations</p>	<ul style="list-style-type: none"> ● Decrease extra earnings across all stakeholder groups (including overtime)
<p>Core Strategies</p>	<ul style="list-style-type: none"> ● Reward and recognize student excellence. ● Increase student engagement through effective instructional strategies and teacher SLO's focused on social-emotional learning ● Address students' social-emotional learning through intentional play, Well-Managed Classroom, and district initiatives 	<ul style="list-style-type: none"> ● Establish a CSDNB Partnership Resource Document of all partnerships and who they support. ● Establish criteria for new partnerships and protocol to leverage effective impact from all partners, aligned to our mission ● Schools increase opportunities for families to engage with students and staff 	<ul style="list-style-type: none"> ● Develop a well-defined, PK-12, core curriculum that addresses the whole child and provide professional development to support curriculum implementation. ● Revise report cards to reflect the current curriculum ● Increase student understanding of CSDNB opportunities and options to create 	<ul style="list-style-type: none"> ● Develop and implement a 3-year onboarding program for new staff ● Develop and implement a minority recruitment and retention plan ● Develop and implement tools for hiring, recruitment, and engagement of all employees ● Reward and recognize excellence ● Institute a district-wide 	<ul style="list-style-type: none"> ● Develop RFPs and apply for grants so that vendors align to mission, enhance service, improve outcomes, and reduce cost ● Assess need and develop high quality, in-district programs for high need students ● Conduct needs assessment and prioritize plans for short-term cosmetic and long term capital improvements ● Work with City of New Britain on Blue Ribbon Committee for strategic

	<ul style="list-style-type: none"> • Communicate about climate initiatives through vertical principal teams and other methods • Implement Review 360 and restorative practices in student discipline and explore alternatives to suspension and expulsion • Align policies on student discipline with our core strategies and interventions. 	<ul style="list-style-type: none"> • Utilize meaningful stakeholder surveys to improve satisfaction. • Establish tri-annual communication about partnerships. • Re-imagine the role of Family Resource Centers in New Britain. 	<p>goal-oriented learners</p> <ul style="list-style-type: none"> • Develop efficient processes and procedures, including communications, around academics • Redefine the community and district pre-school experience. • Standardize out of school time learning 	<p>Professional Development and Evaluation Committee</p> <ul style="list-style-type: none"> • to assess and improve teacher and administrator professional development and evaluations. 	<p>planning of City and educational capital improvements</p>
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