

2018 – 2019 District Goals

Board Approved 8-20-18

Goal 1: Communication and Community Engagement

Provide proactive communication which meets the needs and expectations of internal and external stakeholders. Engage internal and external stakeholders in multiple ways to increase participation within the Milford School Community.

Objectives:

1. Increase opportunities for two-way communication: both contributions and reactions from the community, as well a proactive communication from schools to families.
2. Increase opportunities to share district information and engage with the Milford Community
3. Increase opportunities for community members to interact with the District
4. Expand the use of technology and other forms of social media

Strategies:

1. Establish advisory councils for teachers, parents, students and offer community dialogue sessions
2. Establish guidelines that encourage responsible and regular use of two-way communication systems that supports frequent, proactive, and personalized communication with families about student performance and learning.
3. Conduct community wide, school wide, and student based surveys
4. Engage with local industry, community based programs and organizations
5. Create and maintain an easily accessible, up-to-date and information-rich web site at the school and district level
6. Maintain ongoing and effective communication in print and electronically
7. Work with Staff on effective use of social media and other outgoing communication
8. Provide Professional Development for Staff on effective and appropriate use of social media

Goal 2: Strategic Planning

Engage the Milford Community in a Strategic Planning Process that results in prioritized multi-year goals, objectives, and criteria for success.

Objectives:

1. Articulate the Portrait of a Graduate for Milford School District

2. Establish a shared Mission, Vision, Values, and Guiding Principles for Milford School District as well as the goals and objectives needed to achieve that vision.
3. Establish consistent monitoring and adjustment processes that are continually implemented, evaluated, and revised in order to improve student outcomes, school, and District performance.
4. Create Coherence District-Wide

Strategies:

1. Establish a community wide strategic planning team with broad representation of various stakeholders.
2. Collect and synthesize data to drive the development of goals and priorities for the district.
3. Conducts in-depth research on economic trends, stakeholder values and priorities for the district's future.
4. Establish Strategic Goals, Objectives, and Criteria for Success aligned with the Mission and Vision of the district.
5. Establish specific actions, timelines and resources necessary to achieve the goals and objectives that are developed. Establish a School and Department Improvement Planning Process tied to the District Plan that outlines the steps, timelines and monitoring necessary to achieve the goals.
6. Establish a system to monitor the goals, objectives, actions, and progress towards achieving the vision

Goal 3: Teaching and Learning

- 3a. Conduct a review of ELA and other curriculum cycle areas that will involve a deeper look at interdisciplinary literacy
- 3b. Continue integration and focus on social-emotional learning district-wide
- 3c. Continued development and implementation of Next Generation Science Units
- 3d. Continued work around competencies and Project Based Learning
- 3e. Further develop and implement the new full-day Kindergarten program
- 3f. Implement full inclusion best practices into the preschool program

Objectives:

1. Complete a full review of the ELA curriculum of the Milford School District.
2. Create more interdisciplinary opportunities for students K-12.
3. Embed social-emotional learning in the core curriculum and increase connections with local resources.
4. Further implement best practices for teaching science and personalizing learning.
5. Further develop and implement a full-day Kindergarten program that engages all students and meets their individual needs.

6. Identify the level of implementation and alignment of next generation science standards at each grade level.
7. Integrate typical peers into the Milford Early Education Experience (MEEE) Program.

Strategies:

1. Create a district-wide team to review data, student work and existing ELA curriculum.
2. Research best practices and current products/technology to support literacy and social-emotional learning at all levels.
3. Examine current methods of feedback to staff and students.
4. Utilize Rubicon Atlas to align the curriculum and make it more transparent and readily available to all stakeholders.
5. Provide professional development opportunities to staff to increase knowledge around STEAM and problem-based teaching and learning.
6. Increase access to technology and continue to provide training to staff.
7. Establish specific actions, timelines, curriculum and resources necessary to further develop the full day Kindergarten program.
8. Develop common language of teaching methodologies/pedagogy (i.e. STEAM; STEM; Project Based; Problem Based).
9. Research best practices in regards to the MEEE program.

Goal 4: Continuation of Bond Project

Complete the project plan for the implementation of the three-million-dollar bond. Report Quarterly on progress and open items.

Objectives:

1. Establish a school year timeline with E&J without sacrificing quality and quantity of project.
2. Provide Quarterly updates on the progress of project.
3. Maintain the safety of the staff and students while working is in progress.
4. Ensure that there is no disruption of heating system during the heating season while project is ongoing.
5. Establish a school year timeline with ENE for the building automation control work at the high school and middle school.

Strategies:

1. Finalize the heating system pipe replacement by August 2019.
2. Report to the Superintendent on a weekly basis during our weekly meetings and put together a progress report for the superintendent to present to the school board.
3. Properly mark and monitor work areas that guide students and staff safely around the work areas.

4. Establish a plan in collaboration with E&J that ensures during the heating season the physical plant will have minimal downtime and planned shutdowns would happen on the holiday breaks or during the weekends.
5. In conjunction with ENE, establish a plan to have both the middle school and high school control work completed by December 2018.

Goal 5: Staffing and Budgetary Analysis

Examine use of Resources and Decision Making Systems and Processes. Identify efficiencies in the current budget and make recommendations for innovation and cost-savings.

Objectives:

1. Reach a successor collective bargaining agreement with the Milford Teachers Association.
2. Reach a successor collective bargaining agreement with the Milford Educational Personnel Association.
3. Review and develop the current budget and budgeting process.
4. Review HR Systems and Evaluation Processes for Improved Performance.
5. Conduct a district-wide staffing analysis.

Strategies:

1. Seek input from negotiating teams regarding perceived deficiencies and compare the Milford Collective Bargaining Agreements with surrounding and like sized school districts to identify areas of opportunity.
2. Monitor current operating budget and compare with previous year's spending habits.
3. Present the taxpayers with a budget developed by the District Administration, School Board, Budget Committee and other stakeholders that is clear, well defined and balances the needs of the students with sensitivity to taxpayer burden.
4. Further define and refine the district evaluation process for all staff.
5. Review the Human Resource needs, processes and areas of opportunity to streamline, enhance opportunities for employee assistance, and coordinate duties with other operating areas.
6. Update data within the Infinite Visions software system that will allow for ease of data retrieval in staffing analysis and expand upon the functionality of the system.