

**Hampton Elementary School
Office of the Superintendent
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**Proposed District Goals
2021 - 2022
Presented 10/27/21**

During the past four years, the superintendent's goals varied from a focus on health and safety issues in the building followed by goals that focused on curriculum. Then Covid hit and all goals were changed to address the Covid issues from closing the school to the Reopening Plan that was a team effort which included the Reopening Discussion Group which met on Zoom for over a year. The reopening plan was printed and mailed out to every household in Hampton.

During the first year of my superintendency, I had to focus on the development of an administrative team. This was made more difficult because of the change in the principal just after four weeks on the job as superintendent. I quickly realized that finding a principal would take at least two months and I was faced with the limits of time that I could work because of the restrictions imposed by the Teacher Retirement Board. I was also confronted by the total gutting of the central part of the school.

I realized that Sam Roberson was fully certified as a school administrator and she had years of experience and a comprehensive understanding of both HES and the parents and community of Hampton. She was my logical choice since she could start immediately.

I have been very pleased with her dedication and work ethic. I was concerned by the fact that being a guidance counselor is very different from being an administrator and evaluator having been their peer for over 20 years. With PD support from EastConn, we worked out the areas of need and Sam has grown in the job into an excellent manner. She has retained her soft spoken approach to administration as she developed her skills an administrator.

My second year as superintendent, the goals centered on the reworking of the curricula. The effort was to look at the curriculum from the students' point of view. This meant that as the students progressed from grade to grade, the curriculum needed to sequence logically from one grade to the next. The

curriculum lacked continuity of presentation and sequence. Therefore, the second year of my goals was to organize and implement a unified curriculum for all students with a logical sequence in math and English Language Arts. All of the ELA materials and teacher training was accomplished and we now enjoy the Columbia University's Teachers' College / Reader/Writer's workshop.

The third year goals were focused on the continued professional development of teachers in their work in Reader/Writing Workshop as well as PD in the teaching of science based on the new science standards. The PD needed to be very individualized since science and the new standards were much more complicated for classroom teachers who used standard textbooks rather than the discovery method of teaching the science content. Therefore, the teachers' PD was focused on one-on-one science lesson instruction and hands-on activities and curriculum development specific to each teacher at each grade level.

Then came year four and Covid struck in March, 2019. All our goals were set aside and our new goals focused on handling the closure of HES and to provide distant learning for the rest of the academic year.

The goals for the fifth year were to refocus our goals from the "Covid Year" based on the Hampton Board of Education's directive to combine classes to create the 1/2, 3/4, and the 5/6 structure of learning continuums. The actual goal was to reopen the school safely and reach our goal of Every Child, Every. Day for 183 Days. We reached that goal and we were one of only 3.8% of all of the schools in Connecticut who were able to accomplish that full reopening for everyday. Our students fully cooperated by wearing their masks and parents were fabulous in making the adjustments as needed from bringing their children to school to following the guidelines set by the CDC and implemented by our team of the principal and the school nurse. These two individuals are totally responsible for HES reaching our goal

Every child, Every Day For 183 Days

As I open my sixth year as the superintendent of Hampton School District, I am very proud of what we have accomplished.

1. We have survived Covid and we continue to implement our Reopening Plan. The Reopening Plan was created, sent out to every household in Hampton, and it was successfully implemented with our goal of having HES open and teaching children for the full year of 183 days

2. We have trained our teachers in the Reading/Writing workshop for the teaching of English/ Language Arts that has created continuum of the learning process in all seven grades from Pre-K to grade 6

3. We have individually trained each teacher in how best to implement the new science curriculum requirements

4. We have implemented an individualized Math instruction plan so each student's math needs are being addressed

5. We have successfully implemented the creation of the TEAM organizational plan as directed by the BoE and we have teachers teaching two age groups of students that allows the students and teachers to spend two years together learning the skills they all require with teachers who know each student's needs over a two year period

6. We have successfully lowered the educational operational costs in spite of rising minimum wage requirements, higher contractual costs. We are continuing to lower costs by \$110,000 this year. Yet, with the help from all teachers, staff and especially the skills of Mrs. Lehoux, our Business Manager. Every year, we had costly and unexpected issues develop. We have always made the budgetary adjustments required and we never had to request extra funding from the Hampton Board of Finance. This was seen when we had large expenses for these unbudgeted expenses: the repair of our septic system and the costly out placements of a number of students. We are now expecting unforeseen rises in oil pricing. In addition, we now have our HVAC system running 24/7. We also expect higher costs for paper products and most of our educational supplies and equipment. Mrs. Lehoux and I have already made plans on how best to pay for these new and unbudgeted costs.

7. We have maintained the school building and the infrastructure by keeping all systems up to date and repairing all systems before they cause any major damage. We have also had to make major repairs to our septic system, plumbing and heating valve replacements, replace one of the two arsenic tanks and the installation of handicapped entrances and exits through-out the building

8. Our school building is fully cleaned and systematically sanitized each evening with our air handlers running 24/7 to ensure full air changes as a protection against Covid

9. We are now concentrating on the professional development of our teachers in the academic area of Social Studies by once again using the experts from EastConn to meet with each teacher individually and weave the skills students need in the reading of maps, history materials, understanding our constitutional government, and using the very best support materials offered by the PBS Learning Media lessons and video support which is delivered to teachers every two weeks with new materials. We have also had complete PD in the Readers/Writers Workshop, and hands-on science implementing the newly released Science Standards.

10. We have kept the Arts in our curriculum with the art classes, music classes and instrumental lessons, as well as physical education and the teaching of age appropriate health classes. As we have discovered, our students are physically maturing at earlier ages than ever before and Mrs. Danielson, RN works closely with classroom teachers, parents, and Mrs. Garrison, our PE/Health teacher, to make sure that our students understand what they are experiencing physically as well as what they are feeling emotionally with the excellent support offered by Mrs. Sorel our emotional support counselor through the lessons she presents in our SEL program (Social, Emotional Learning)

11. Our paraprofessionals have received on line training support during the pandemic and they are implementing the special education requirements for our students. Each para has been trained and evaluated and they are working effectively side-by-side with classroom teachers. We have been able to have increased the number of male faculty and paras who are working with our students. This is a critically important development that offers more male based supports for our students.

12. We have used our Covid funding to begin to develop after school club actives including sports, technology, art, and other activities that will be announced as soon as the funding is secured from the U.S. Department of Education. We are looking forward to these additional educational opportunities for our students

13. We have also used our Covid funds to totally up-grade our technology from new file servers to new Chromebooks for our students. We have also had to remove the old wooden playscape from the school grounds and through the Covid funding, we are purchasing new playscape units that are accessible and offer students very different activities based on each unique piece of playscape equipment

14. We are looking forward to this academic year to carry our students forward to an even better educational experience. We have posted and will continue to post all of the activities our students are experiencing now that our academic life at HES is as back to as normal as possible. Yes, the students and adults are all wearing our masks and yes we maintain our Team based Learning Pods. The abnormal covid restrictions are becoming a new normal for our school and the students are excited and are learning. Just ask them as you see them - "How's school going?"

15. Most importantly, our most recent academic performance scores of student have shown a consistent upward trend. A complete report will be presented in November when all of the results will be officially released by the CSDE.

Based on these 14 accomplishments these past years, my goals are as follows:

Goal #1: The superintendent will plan professional development in the curriculum area of the Social Studies that will emphasize the inter-relatedness of all academic areas thus having teachers present lessons that create linkages between the Social Studies and the other skill areas. As an example, the study of science can be linked with the Social Studies by having the students understand that science was and is being created by human beings who are historical figures. For example, a lesson about the law of gravity would be combined with the Social Studies lesson on the scientist, Newton and his time in history. This PD will be supplied by EastConn's curriculum specialists and will be presented as one-on-one discussions and training to individual teachers. This creates a very personalized professional development and does not require any child to have to take a day off because of teacher PD.

Goal #2: The superintendent will lead the revision of the report card information system to parents that is accurate, comprehensive and easy to interpret which was started just before Covid

Goal #3: The superintendent will continue the implementation of the building's security based on the recommendations to be developed the School Safety and Emergency Response Ad hoc Committee of HES with the cooperation of the Connecticut State Police

Goal #4: The superintendent will continue to lead the administrative team in their professional development by working directly with each administrator to address the needs of the students, parents and the larger Hampton community. The administrative Team will continue to develop - in a flexible manner - academic plans and changes that directly address the needs of students. We will always keep children first

Goal #5: The superintendent will work with the administration, teachers, staff and the business manager to develop and then present to the Hampton Board of Education a 2022-2023 budget that is clearly stated, effectively presented and managed as the process develops so that the members of the BoE and the community of Hampton will understand why the recommendations for spending are being made. This communication will be implemented by using the HES website, writing clearly articulated budget updates, and by submitting to the Hampton Gazette both school budget updates and to provide information on what is happening at the school each month.

Approved by the Hampton Board of Education: _____

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