



5-Year Plan – Progress Report

October 14, 2015

TEACHING AND LEARNING

Recommendation:

Create personalized learning inventory

Action(s):

Sophomores took Career Cruising survey in December 2014 to determine career interests.
Developed relationship with Warner Theater to provide internships and for credit offerings.
High School Business Teacher in cooperation with Principal and the President of the New Hartford Business Association has developed a list of area business to approach to provide work opportunities for students.

Recommendation:

Create stronger connection between the Ag Ed program and campus beautification projects

Action(s):

Students designed and planted around the sign at the bottom of the hill
Students cleared and re-planted the Ag Ed garden near the greenhouse

Recommendation:

Integrate Ag Ed programs into community

Action(s):

Developing Woodsman Club that will participate around the region.
Ag Ed planning to do a wreath-making program with the community in the Fall of 2015
Plan to invite the community in when making maple syrup and apple cider in the Fall of 2015
Flowers and shrubbery donated by local farms used towards a First Place Landscaping Exhibit at the Big E
Received landscaping donations from local residents and businesses including:
South Norfolk Lumber
Monrovia Nurseries
Moscarillo's Garden Shoppe
Kari Diehl

STUDENTS

Recommendation:

Connect students to regional mental health support services

Action(s):

Winchester Youth Service Bureau working with groups in the school
New Social Worker is developing relationship the Mountainside Foundation

Recommendation:

Work with legislators to improve laws surrounding adolescent mental health issues

Action(s):

Rep Case introduced legislation in 2015 on social worker to student ratio and allowing security grant to be used for personnel costs.

Went to Legislative Office Building in Hartford to meet with representatives from DSS, DCF and DHMAS to remove barriers to providing mental health services.

Recommendation:

Provide greater communications to families about support services in the region

Action(s):

High School staff created brochure to list local mental health providers

Recommendation:

Enhance partnership with community organizations to create support groups

Action(s):

McCall House coming to Northwestern to offer drug and alcohol group counseling

Recommendation:

Continue NW CT Mental Health Coalition

Action(s):

Held meetings in November 2014, January, March and June 2015. Next meeting October, 2015.

Recommendation:

Provide additional academic supports

Action(s):

Implemented credit recovery program by accessing the STEP program for non-STEP students.

Accessed Ag Ed to provide additional credit opportunities for students in science

Added Applied Statistics II at the high school

Recommendation:

Increase AP offerings

Action(s):

Added AP class in Comparative Government without increasing staff

Recommendation:

Create report on potential of reassigning staff if enrollment declines

Action(s):

Collected class size data for each section

Collected data on elementary enrollments

Next meeting in November

Recommendation:

Expand relationship with NWCC to include dual credit classes in certain fields

Action(s):

Criminal Justice class currently running at Northwestern. Taught by NWCC staff.
Many Northwestern students enrolled at NWCC for college level credit.

STAFFING

Recommendation:

Hire up to (3) additional social workers

Action(s):

Board of Education approved the hiring of one Social Worker in 2015-16. Social Worker hired in August 2015.

Recommendation:

Hire part-time Communications Director/Grant Writer

Action(s):

Cooperated with Education Connection to take advantage of their grant writing capacity which resulted in one successful federal grant award of \$325,000.
Working with Education Connection to identify and apply for funding to implement partnership with the Warner Theater.

Recommendation:

Hire Network Engineer and/or Technology Assistant

Action(s):

Temporarily contracted with Walker Technologies to provide network supports

FACILITIES

Recommendation:

Replace roof

Action(s):

Installed roof drains, roof crickets, and heat traced to improve roof performance
Installed Sarnafil roof on area above maintenance garage

Recommendation:

Renovate to a two-pipe HVAC system

Action(s):

Addressed some of the leaking issues caused by the single pipe system by installing copper pipe in the middle school.

Recommendation:

Adopt energy management program

Action(s):

Implemented SchoolDude's Utility Direct program to track utility costs in relation to temperature days.

Gathered sample policies from other districts in the state

Recommendation:

Design and build a concession stand adjacent to soccer field

Action(s):

Worked with architect who developed a schematic drawing and provided a cost estimate.

Recommendation:

Implement classroom flooring replacement plan

Action(s):

Installed new flooring in classroom downstairs

Recommendation:

Implement heating unit replacement cycle

Action(s):

Completed work on units in 5 classrooms to completely rebuild the pneumatic system in these units to allow them to work better and more efficiently.

TECHNOLOGY

Recommendation:

Fund a technology replacement plan as part of the annual budget

Action(s):

Will include funds for technology replacement plan as part of 2016-17 budget

Recommendation:

Upgrade technology infrastructure as needed

Action(s):

Upgraded servers, switches and wireless access point

Recommendation:

Implement programs to create more workflow efficiencies

Action(s):

Implementing Human Resources module of BudgetSense to track leave time, certifications and contact information

COMMUNICATIONS

Recommendation:

Continue having annual Community Conversations

Action(s):

Meeting scheduled for October 28th, 2015

Recommendation:

Increase frequency of press releases

Action(s):

Sent out communications to press on Robotics, Project Aware grant, Run Like a Deer, Community Conversation

SCHOOL SECURITY

Recommendation:

Continue to fund School Resource Officer

Action(s):

Board of Education maintained funding in the 2015-16 budget
Hired new SRO in October 2015 to replace Joe Locascio, who left for another position.

Recommendation:

Continue to implement security report recommendations

Action(s):

Continued with installation of exterior cameras
Updated Emergency Management Plan to include an improved evacuation plan for the district
Fire Marshall inspect building and oversaw fire drill
Developed a continual pattern of school safety meetings with state and local law enforcement and administration.

BUDGET/BUSINESS OFFICE

Recommendation:

Implement the Uniform Chart of Accounts

Action(s):

Held meetings with Blum Shapiro to map our current chart of account to the statewide system.

Recommendation:

Develop a budget communication action plan

Action(s):

Created a new draft budget document with more historical information and more description of categories.

The Board of Education will create an Ad Hoc Committee of BoE make recommendation for further improvements to budget document

Recommendation:

Communicate and plan for the costs associated with the Affordable Health Care Act

Action(s):

Ovation benefits to conduct another cost analysis of Cadillac Tax impact on RSD7.
Information will be communicated through the budget process

EXTRACURRICULAR

Recommendation:

Conduct a cost/benefit analysis of adding club or athletic offerings

Action(s):

In the process of adding a Woodsman Club
Recently added a Yoga Club and Biking Club for minimal cost
Added a 3-on-3 before school basketball program for MS students

Recommendation:

Establish a network of organizations that will provide internship opportunities to students

Action(s):

In conjunction with the New Hartford Business Association, Northwestern's Business Department has placed students in local businesses. These businesses include:
Fashion Retailing at Farmington Dance
Dental Hygiene with local dentist
Management at the Warner
Stage setup at the Warner
Engineering at EMC
Daycare at Giant Steps
Actuarial at Peter Bakker
Management at Curves
Banking at Avanti Management

OTHER

Recommendation:

Conduct cost/benefit analysis of outsourcing cafeteria operations

Action(s):

Recently signed 2 year contract with cafeteria union. However, pay increases for the second year of the contract are based on performance of the program based on sales. If this incentive based program is successful, outsourcing may not be needed.

Recommended Changes to Plan

Move School-to-Career coordinator out of Special Education

Reconfigure the entryway to the school to create a sally port for security reasons.

Need to include funds in the budget for 504-related costs