

# We Are Hebron

Hebron Public Schools

## We Are Hebron Citizen Leadership Academy - November 6, 2019

Presenters: Lynne B. Pierson, Ed.D, Interim Superintendent of Schools  
Heather Petit, Chairperson, Hebron Board of Education



# We Are Hebron

- Introductions
- Hebron Board of Education

## 7 Members

Heather Petit, Chairperson

Christopher Aker, Vice Chairperson

Kevin Williams, Secretary

Geoffrey Davis

Maryanne Leichter

Kathy Williams

Joseph Zuzel



# We Are Hebron

## • Roles/Responsibilities of the BOE

Employment of Superintendent

Development of Policies/Admin. Regulations

Budget Process

Board Committees:

Resource Management Committee

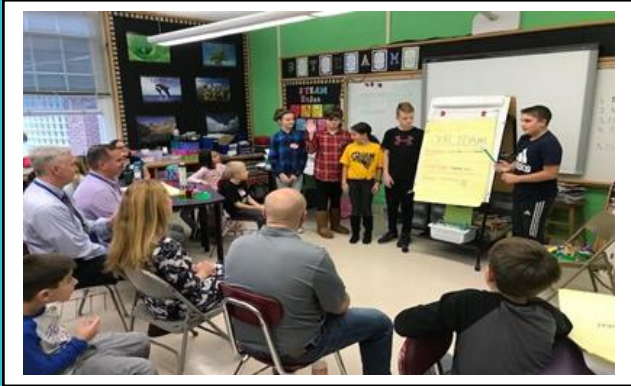
Communications Committee

Policy Committee

*Each local board of education shall prepare an itemized estimate of the cost of maintenance of public schools for the ensuing year and shall submit such estimate to the board of finance of each town or city having a board of finance, to the board of selectmen in each town having no board of finance or otherwise to the authority making appropriations for the school district, not later than two months preceding the annual meeting at which appropriations to be made.*

*CGS Section 10-222*

# We Are Hebron



- **February 15<sup>th</sup>** – Detailed Estimate of Expenditures is due to Town Manager (Town Charter Chapter IX Section 902)
- **No later than October 15<sup>th</sup>** – BOF shall confer with BOS and BOE to discuss the goals and objectives for the upcoming budget (Town Charter Chapter IX Section 902)

## **BOE Budget Development Process:**

Superintendent Budget Development (July – Nov.)

Resource Management Budget Development Discussions (Sept. – Nov.)

Superintendent's Budget Transmittal to the BOE (Dec.)

BOE Budget Deliberations and Adoption of Proposed Expenses (Jan-February)

BOE Transmittal to Town by February 15<sup>th</sup>

## Hebron BOE Budget Process

# We Are Hebron



## Gilead Hill School

316 Students

55.3 Faculty & Staff (FTE)

Grades PreK – 2



## Hebron Elementary School

341 Students

56.6 Faculty & Staff (FTE)

Grades 3 – 6



# We Are Hebron

### Mission

The Hebron Public Schools, in partnership with families and the community, is committed to fostering confidence, creativity, responsibility, and academic excellence in our children to enable them to explore the possibilities in their diverse world as respectful, contributing members of their community.

## Mission, District Vision & Goals

### District Vision

The Hebron Public Schools is a high achieving district that supports all learners.

*We...*

- Maintain high academic standards;
- Value the importance of technology;
- Celebrate participation in the Unified Arts;
- Actively recruit, train, and support educational professionals;
- Foster social and emotional well-being;
- Establish meaningful relationships through collaboration with staff, students, families and the community;
- Adapt to changes in a fiscally responsible manner.

### Board Goals

#### Student Achievement & Development

Maximize learning opportunities for all students

#### Communication

Ensure clarity, understanding, and transparency for our staff, parents, and school community.

#### Professional Learning and Growth

Strengthen professional learning opportunities, encourage reflection, and collaborate to support student development and achievement.

#### Resource Management

Implement budget policies that reflect the priorities of the school community and align with the District Vision.

# We Are Hebron

## Theories of Action

### **BOE GOAL 1: Communication and District/School Climate**

If we foster a positive district culture with a high level of stakeholder engagement, communication, and collaboration, then we will be more effective in mobilizing students, faculty, staff, parents, and community members around continuous improvement and high levels of student achievement.

### **BOE GOAL 2: Student Achievement and Development**

If we establish a system of monitoring through the use of student assessment data, curriculum review, and evaluation, then we will be more effective in adjusting our curriculum, programming, and instructional pedagogy to insure a high level of student achievement.

### **BOE GOAL 3: Professional Learning and Growth**

If we assure that all staff are provided meaningful professional development opportunities that are current in theory, practical, and align directly with their responsibilities, then staff will be able to apply their learning and enhance their effectiveness in meeting the needs of our students.

### **BOE GOAL 4: Resource Management Practices**

If we facilitate the development of talent and collective responsibility through the intelligent allocation of our financial and human resources, then we will be able to effectively adjust our curriculum, programming, and instructional pedagogy to insure high levels of student achievement.

# We Are Hebron

Hebron BOE  
High  
Expectations,  
Bright Futures

- District Coherence
- BOE Goals
- District and School Advancement Planning
- School Safety Planning
- Unified Sports
- Readers, Writers, and Math Workshop
- Standards Based Grading
- NAEYC Accredited Preschool
- STEAM Programming
- Library Media
- Responsive Classroom
- Challenge and Enrichment
- Technology Integration & 1:1 Chromebook Program (3-6)
- World Language (Grades 3-6)
- Student Leadership Development
- Award Winning Instrumental Music Program
- Community Partnerships
  - Parks and Recreation PREP
  - AHM Youth and Family Services
  - Hebron PTA
  - Multicultural Council
  - Hebron Education Foundation



# We Are Hebron

Questions &  
Answers



Revised 11/6/2019

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**WE ARE HEBRON**  
**Citizen Leadership**  
**Academy**



**Regional School District 8**  
**RHAM**



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November 6, 2019  
Patricia Law, Ed. D., Superintendent

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# Agenda

Introductions

Region 8 BOE

All About RHAM

District Strategic Plan

Budget - Process and Focus



## **11 Member Board**

Amy D'Amaddio, Chair, Hebron

Sue Rapelye, Vice Chair, Marlborough

Dave Gostanian, Treasurer, Andover

Stephanie Bancroft, Secretary, Andover

Judy Benson Clarke, Marlborough

Jean Wilson, Marlborough

Scott Fleeher, Marlborough

Kathleen Goodwin, Hebron

Joe O'Connor, Hebron

Tom Tremont, Hebron

Rob Schadle, Hebron

# Region 8 BOE

Monthly BOE meetings

Subcommittees:

- Finance
- Program
- Facilities
- Policy
- Negotiations

# RHAM Middle and High School

## Middle School

- 450 students
- 76.5 Faculty and Staff
- Grades 7 and 8
- Inquiry Academy
- STEM Academy
- Extra-curricular arts, sports and clubs



## High School

- 941 students
- 139 Faculty and Staff
- Grades 9-12
- College and Career Courses
- Manufacturing Pipeline
- Extra-curricular [arts](#), sports, clubs



# Region 8 District Strategic Plan

## Mission

Regional School District #8, in partnership with its families and community, provides a safe and supportive environment that encourages all students to participate actively in their learning, to achieve their full potential and be positive contributors to society.

## Vision

To engage students in rigorous and challenging education that provides multiple pathways to college and career readiness.

## Theory of Action

If the Region 8 community invests in providing and sustaining high quality leadership and instruction that engages teachers and students in their own learning and growth by offering a rigorous and challenging mix of academic experiences which combine core competencies, innovative learning opportunities, expectations for community service, and extracurricular activities, then students will develop the critical thinking and problem solving skills necessary for success as informed citizens in college and/or career pathways.



# Region 8 District Strategic Plan

## *District Commitments*

*Region 8 commits to:*

- *Developing fiscally efficient and accountable budgets that maximize resources.*
- *Providing a welcoming/accepting, well maintained, accessible and safe facilities and school community.*
- *Offering a globally competitive, world-class education for ALL students.*
- *Hiring, training and retaining high quality professional staff*
- *Engaging the community through active outreach and on-going communication.*



# Region 8 District Strategic Plan

**GOAL 1:** All students in Region 8 will have access to and actively engage in a variety of learning opportunities where they experience growth and develop skills, competencies, and dispositions to be successful in college and/or career and as citizens in an ever changing world.

**GOAL 2:** Develop professional staff to promote positive school climate.

**GOAL 3:** Develop budgets that address the declining enrollment of the district and are fiscally responsible and responsive to the needs of the school, towns, and state.

**GOAL 4:** Develop and implement strategies to enhance and further develop a culture of safety, acceptance, pride and support with students, families, staff and community members.

**GOAL 5:** Enhance facilities in order to support innovative and fully accessible teaching, learning and extra-curricular opportunities.

# Budget - Process and Focus

- \$30,151,804 - Operating and Capital Budget
  - \$29,634,828 - operating
  - \$516,976 - capital
- 2.86% increase from 2018-2019
- Debt Services - 2018-19 principal and interest = \$2,560,213
- 62% of total budget are personnel costs
- Each town pays levy based on student enrollment numbers

## Timeframe:

- October 1 - Process begins at RHAM
- December BOE Meeting - policy 3110, 3165
- January BOE Meeting - present administrative budget
- February BOE Meetings- budget workshops - held in each town
- April 6, 2020- Public Budget Meeting
- April 20, 2020 - BOE adoption of budget
- May 4, 2020 - Annual Meeting
- May 5, 2020 - Budget Referendum



# Looking Ahead

DOT Traffic Pattern - State Grant- Summer 2020

Continued Focus on Capital Projects - Including Security

Expansion of College and Career Readiness Programs

Development of Special Education Programming

Continued Collaboration with AHM and three towns

Competition Field Project - Turf?



QUESTIONS

