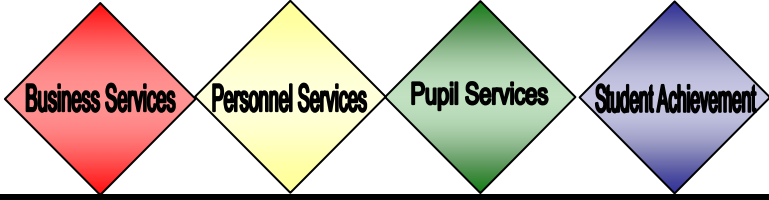




# School District of New London



## MONTHLY UPDATE

By: Bill Fitzpatrick  
District Administrator  
Date: July 7, 2010

### Human Resources

Although we have been unable to move to fill a much needed Human Resource professional, it is clear that we need to take steps to address our hiring and evaluation practices. We are using the suggestions generated during our discussions of HR functions to modify our hiring protocols to include a third party review and reference check conducted after the interview process. The interview teams will make recommendations with respect to those interviewed. However, no offer may be made until an independent review and thorough reference check has been conducted. A second interview is preferred with the top candidates if time permits. This will provide for a checks and balance in the selection process.

The administrative team has also spent time in the past month revising our supervision and evaluation process. Because we have made a commitment to evaluate every teacher every year we took time to revise our evaluation instruments and to purposefully elevate this function to a top priority for principals. There is an expectation that principals are in classrooms on an almost daily basis with the explicit purpose of assessing instruction and providing frequent feedback to teachers.

### Community Youth Wellness Initiative

In discussion with the Wolf River Health Care Foundation, New London Family Medical Center and the local Lions club, we are exploring a community initiative to assist in tackling persistent health related issues with our youth. I shared that we need to get beyond just the physical aspect of fitness and nutrition and also consider the social/emotions and mental health issues facing our young people. We also do not want this to be a school program with community partners, but rather we need a community program that involves the schools. The group is in the process of assessing the current state by examining available data. A draft problem statement has been developed. Lifestyle choices and environmental issues have led to a greater incidence of childhood health issues in our community. Our next meeting is scheduled for Wednesday, July 21. I will be transitioning this initiative to members of the Physical Education Department with assistance of our school nurse, health teacher and Guidance department as it begins to take shape.

### Changes in Support Staff

As communicated to you last month, I have notified regular para-educators of the need to re-organize this pool of staff to reduce costs while meeting the critical aspects of the positions. On Tuesday we conducted a call back process with Support Staff Union representatives in attendance as observers. The process resulted in each para-educator being recalled on a seniority basis and placed after a discussion of fit for the position along with individual preferences. The process went smoothly and all paras were placed at a position that was compatible. There are several support staff positions that are in the process of being filled. This may have a ripple effect as internal candidates are considered.

### Bullying Policy

A recent change in state law has resulted in Districts being required to adopt policy that has specific elements and prohibits bullying. The DPI was responsible for providing a model policy that contains all elements of the legislation for boards to consider, edit or adopt. We have now received the model document and have placed the item on our next administrative team meeting agenda. From there we will forgo the policy development committee as the draft will meet the statutory elements required by the law. We will bring the policy to the Board for its first reading at the August meeting with the second reading and adoption scheduled for the second meeting in August or the first meeting in September.

### Fair Funding for Our Future

State Superintendent Tony Evers is proposing a new framework for school funding. Although specifics will be forthcoming in the budget process, I have attached a one page summary of his initial proposal.

I do not know if it will gain any traction until more specific detail is provided with regard to the overall impact of the proposal on the entire state budget. What is clear is that there will most likely be no new money for education, rather a redistribution of funds including the allocation of School Tax Credit to schools.

As this continues to be a critical issue for schools throughout the state, it is a topic that we need to remain vigilant about.