

Year 1 Implementation Schedule

JULY 2001-JUNE 2002

PROFESSIONAL DEVELOPMENT **Goal 1**

- Create District Professional Development Team
- Review current Professional Development Plan
- Review Action Team Survey
- Research / data collection
- Compile, organize, and present data
- Recommend a framework for professional development
- Collect baseline data

SUPERVISION & EVALUATION

Goal 1

- Create Supervision / Evaluation Team
- Review current supervision / evaluation plans
- Review 1999 Supervision / Evaluation Committee work
- Review Action Team survey
- Research / data collection
- Compile, organize, and present data
- Recommend a framework for supervision / evaluation

COMMUNICATION **Goal 2**

- Publish and distribute school/community newspaper
- Become member of National Public Relations Association
- Initiate conversation for district-wide calendar of events

RESPONSIBILITY / ACCOUNTABILITY **Goal 3**

- Establish Vision Review Team
- Review work of Action Team 3
- Create database management system design
 - Create baseline survey – vision
 - Implement, collate, and report results of survey
 - Research exemplary comparison schools
 - Select exemplary comparison schools

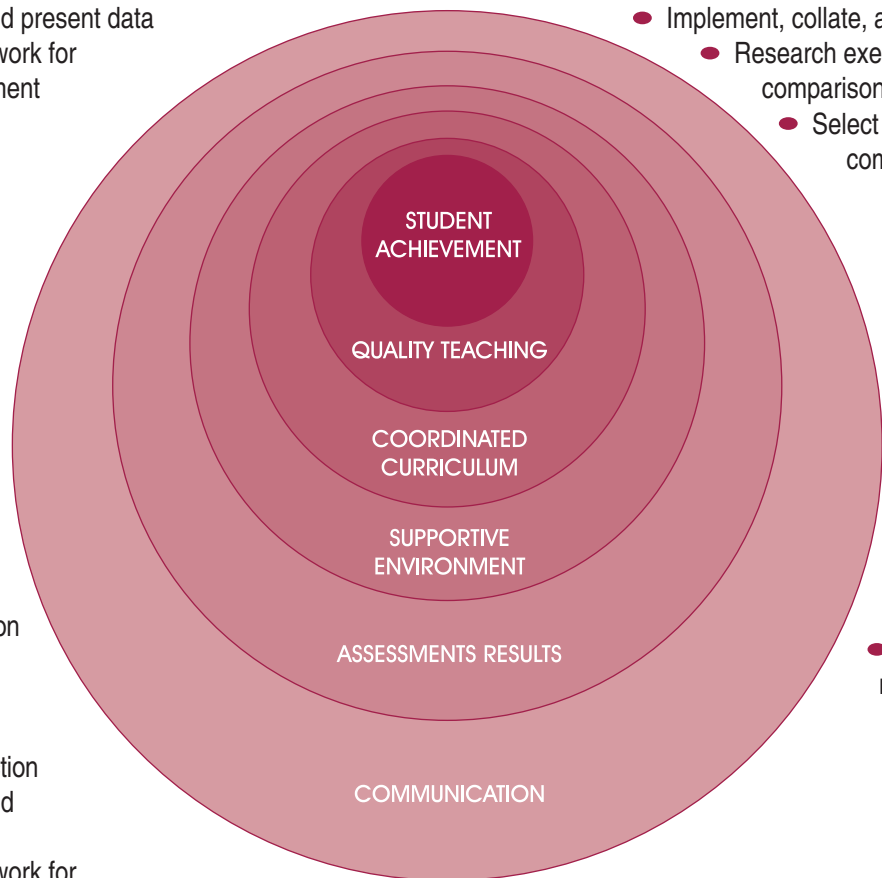
CURRICULUM

Goal 4

- Establish district-wide personnel needs
- Establish district-wide curriculum team
- Document curriculum
- Compare to state / national standards

CULTURE / CLIMATE **Goal 5**

- Create opportunities for staff collaboration
- Create Wellness Team Guidelines
- Establish building level shared values
- Establish recognition program
- Establish district-wide climate team
- Create alternative structures for collegial planning
- Establish baseline regarding climate
- Create philosophy of behavior K-12
- Present philosophy of behavior
- Create program for new students (welcome)
- Establish a committee to address diversity



* Additional implementation schedules will be published on an annual basis.

Future Direction Planning Team

Pond Cove

Sara Berman
Tom Eismeier
Susan Michaud

Middle School

John Casey
Susan Dana
Nancy Hutton

High School

Michael Efron
Ted Jordan
Jeff Shedd

Parents

Kelly Dell'Aquila
Anne Swift-Kayatta

Business Partner

Herb Rau
Fairchild Semiconductor

Community

Colquitt Mechum

C.E.E.A.

Ellen Brady

School Board

Jennifer DeSena
Susan Steinman

Special Education

Claire LaBrie

Support Staff

Barbara Cummings

Superintendent

Tom Forcella



Cape Elizabeth Schools FUTURE DIRECTION PLAN

2001-2006

Dear Friend of Education,

It is a pleasure for me to present the Cape Elizabeth Schools' Future Direction Plan to the public. The plan will serve as the cornerstone for decision making in our schools for the next several years. The mission, vision and plan were created after extensive dialogue among teachers, parents, administrators, students, and community members. A full day workshop attended by over 250 staff, students, parents, and community members was held on November 21, 1999 as a kickoff to the long-range planning/review process. Community forums, faculty meetings, and parent association meetings were also initiated to further solicit input regarding social and economic trends, school system strengths and weaknesses, educational beliefs, and other important issues that the Cape Elizabeth Schools must address over the next five years.

The Future Direction Planning Team was charged with reviewing input from all stakeholders in order to write the mission, vision, and strategic goals for the Future Direction Plan. A Future Direction Planning retreat was held at the Cape Elizabeth Town Hall on January 12, 2000. This diverse group of twenty-one individuals placed as top priority creating a mission that is clear, focused and responsive to students and the teaching and learning process. A vision statement that stretches our school system to be the best it can possibly be was developed and approved by the Cape Elizabeth School Board in June of 2000. Community and staff input were crucial in the consensus decision. Underlying the entire plan are the educational beliefs generated by staff, students, and community. As a next step, each school will review the belief statements in terms of how those beliefs are put into practice in our schools.

The Future Direction Planning Team established several strategic goals as a first step toward the implementation of our plan. An action team was created for each strategic goal. Action teams met regularly during the 2000-2001 school year, charged with devising specific objectives and strategies which would be needed to implement the goals. Implementation objectives and strategies were presented to the Future Direction Planning Team in May of 2001. The Future Direction Planning Team prioritized the objectives and strategies and placed them into a five-year implementation schedule. This schedule and the entire Future Direction Plan were formally adopted by the Cape Elizabeth School Board at its June 12, 2001 meeting.

It is our hope that this plan will enable us to create the best possible learning opportunities for our students by working collaboratively with a common vision and unified focus. With our plan in place, it is our goal to make the Cape Elizabeth School a world class educational system that is second to none.

Sincerely,

Thomas Forcella, Ed.D.
Superintendent of Schools

CREATING THE FUTURE
for the children
of Cape Elizabeth

Cape Elizabeth Schools FUTURE DIRECTION PLAN

5 Year Objectives

STRATEGIC Goal 1: To attract, retain, develop and supervise the best possible staff for the Cape Elizabeth Schools.

Objectives:

1. A districtwide framework for professional development will be designed.
2. A professional development system with a focus on teaching and learning will be implemented.
3. The effectiveness of the professional development program will be analyzed and publicized.
4. A districtwide framework for supervision and evaluation of professional staff will be designed.
5. A process for supervision and evaluation that is focused on individual growth and improvement, with an emphasis on student learning, will be implemented.

STRATEGIC Goal 2: To communicate and build support among all stakeholders.

Objectives:

1. A planned systematic program of communication will be developed and maintained.
2. Opportunities for the involvement of parents and community members in school related non-booster type initiatives will be expanded.

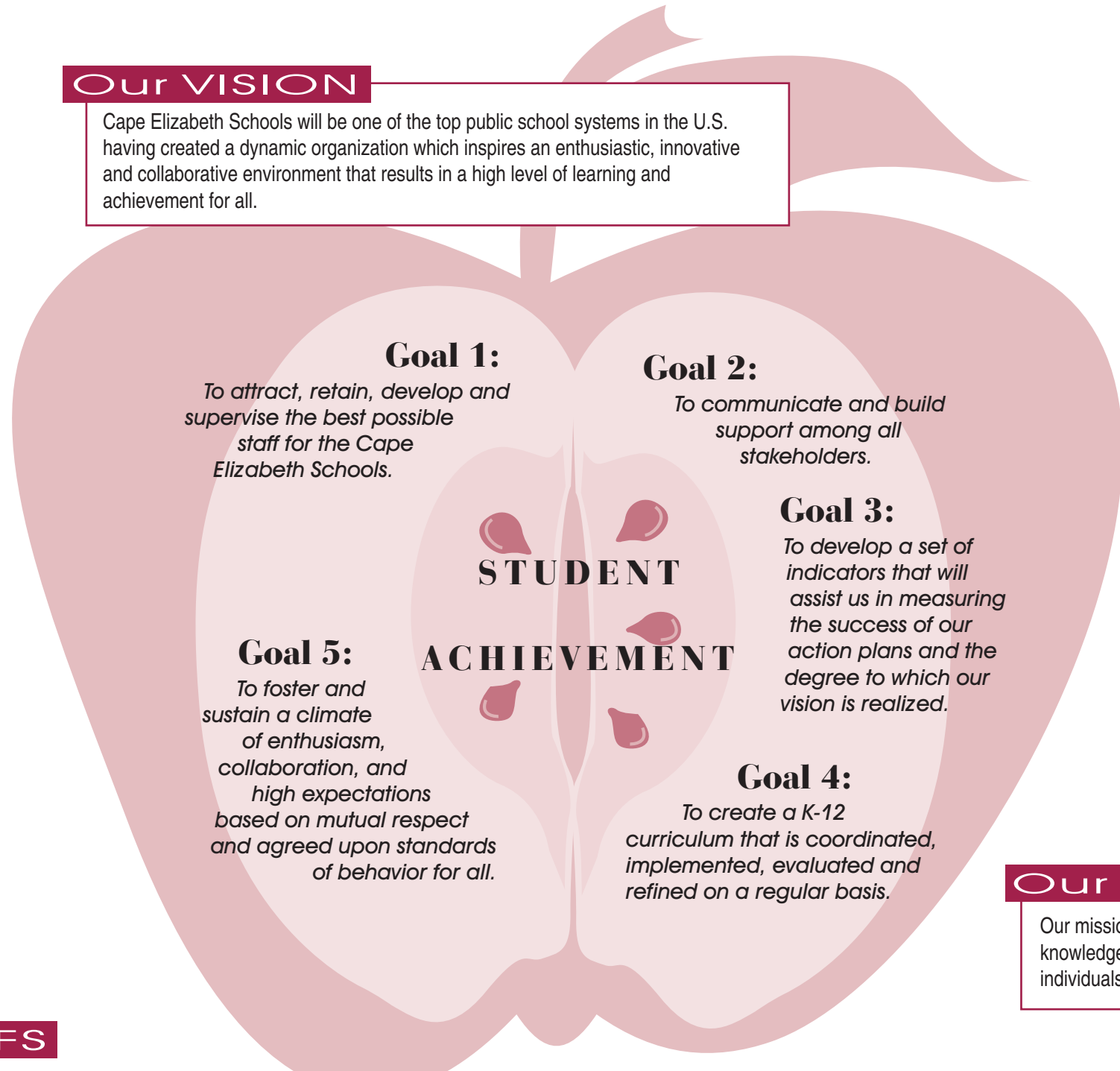
STRATEGIC Goal 3: To develop a set of indicators that will assist us in measuring the success of our action plans and the degree to which our vision is realized.

Objectives:

1. A baseline will be established so that we may determine the present relationship of the Cape Elizabeth Schools to its vision.
2. Comparisons and relationships with exemplary regional schools will be established.
3. The degree of progress toward the attainment of the Cape Elizabeth Schools' Vision will be assessed.

Our VISION

Cape Elizabeth Schools will be one of the top public school systems in the U.S. having created a dynamic organization which inspires an enthusiastic, innovative and collaborative environment that results in a high level of learning and achievement for all.



5 Year Objectives

STRATEGIC Goal 4: To create a K-12 curriculum that is coordinated, implemented, evaluated and refined on a regular basis.

Objectives:

1. All current curriculum will be documented and analyzed with regard to state and national standards.
2. A revised curriculum will be developed and coordinated to meet state and national standards.
3. All staff will clearly understand the expectations and content of the revised curriculum and be prepared to implement it.
4. The revised curriculum will be fully implemented K-12.
5. A defined plan for evaluation and revision of the curriculum will be created and implemented.
6. The effectiveness of the curriculum will be evaluated.

STRATEGIC Goal 5: To foster and sustain a climate of enthusiasm, collaboration, and high expectations based on mutual respect and agreed upon standards of behavior for all.

Objectives:

1. A climate of enthusiasm, collaboration, safety, respect, and health (physical and emotional) will be fostered and sustained among the adults in the school system.
2. All members of the school community will have a common understanding about respectful behavior.
3. All members of our school community will feel safe. Respect and acceptance will be apparent in all facets of school life.

Our MISSION

Our mission is to ensure that all of our students develop the knowledge, skills, behaviors, and attitudes to become successful individuals and citizens.

Our BELIEFS

About Students and Learning, we believe that:

- All students can learn
- All students should be challenged and supported in their learning
- All students have abilities and talents that are worthy of being recognized and developed
- All students benefit when they are held to clear and appropriate expectations
- As educators, we will connect with the strengths and passion of each student for learning by providing a meaningful and engaging education
- Education must prepare students to become competent individuals and productive citizens

About Teachers and Teaching, we believe that:

- Teachers need time for collaboration, reflection and professional development on a regular, consistent basis
- Teachers need to understand and address the different learning styles of their students
- Our community expects, values, and supports excellence in teaching

About schools as Learning Communities, we believe that:

- Students and staff have the right to a safe, respectful, and challenging environment conducive to learning
- Education is a shared responsibility among students, teachers, staff, parents, and the community
- A wide range of learning opportunities must be provided in order for our students and staff to be successful
- The quality of relationships directly impacts learning and achievement

