Town, School libraries acquire 358 books via BAM! book drive donations

The Glenburn Public Library and the Glenburn School Library have acquired 358 new books, thanks to the generosity of Glenburn residents and others who supported a book drive sponsored by BAM! (Books-a-Million) in Bangor.

The partnership between BAM! and Glenburn was organized by BAM! manager Ann Redman, along with Alison O’Leary, Librarian for the Glenburn Public Library, and Sylvia Oxley, Library/Media technician at Glenburn School.

The book drive was held in the summer of 2019, from July 28 to August 25. BAM! customers purchased the books for donation to the library at Glenburn Elementary School, which serves both the town and the school.

Ms. O’Leary said the donations helped build the libraries’ inventory to help develop literacy skills in all age groups.

“As Librarian Coordinator, I really emphasized to BAM! the need for information, recreational resources and stories pertaining to Maine as requested by the community families and patrons,” Ms. O’Leary said.

She said the donations included more than 20 books about Maine, including books about trails and hiking in Maine and stories about Maine people.

“You’d be surprised to see how many people want information about Maine,” she said.

Ms. Oxley said the school library benefited from the book drive in several ways.

“Through the generosity of many, Glenburn School Department approves new Strategic Plan

The Glenburn School Department has completed a Strategic Plan that the leadership team and the School Board can use as a road map for future decision-making.

The plan was approved by the School Board at its regular meeting on Tuesday evening, September 17, after a process that took more than a year and involved teachers, parents, school leaders, and County Sheriff’s Office and parent; Sheriff Steve Saucier, Penobscot County Sheriff's Office and parent.

The team’s first challenge was to update the main entrance to the school building to bring it up to current security and safety standards.

The new front entrance now includes a foyer with a set of new metal doors and a window where visitors have to stop and identify themselves to the office staff. In addition, there are several large concrete bollards in front of the building to protect the entrance.

“Our goal was to still be friendly and welcoming but to add a couple layers of security at the same time,” said Mrs. Boone.

Mrs. Boone said she wrote a letter to the editor of the local newspaper to share the plan's importance.

Safety Team formed at Glenburn School

At the start of the 2018-2019 school year a Safety Team consisting of school officials, community members, and local law enforcement and safety workers, was created at Glenburn School.

This team, which meets monthly, has been looking at the safety issues that face schools and communities today. It has set goals to ensure that our school community is as safe and prepared as possible.

Team members are: Robyn Hernandez, Assistant Principal, Safety Chair; Angela Pratt, Principal; Beth Cottrell, School Counselor; Lorrie Springer, School Nurse; Jordan McLaughlin, Glenburn Fire Chief and parent; Sheriff Stephen Boyd, Penobscot County Sheriff’s Office; and Sheriff Steve Saucier, Penobscot County Sheriff’s Office and parent.

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But professional excellence and a strong partnership with the community are both essential to ensuring student success.”

Sue O’Rourke, Vice Chair of the School Board, said the Board developed the plan because it wanted to learn what the community values and what type of educational experience it wants for Glenburn children.

“We were successful in doing that,” she said. “We discovered through this process that school choice at the high school level is important, but so is the quality of our PreK-8 education. Basically, we confirmed that Glenburn residents value education.”

The process included a series of board retreats in the fall of 2018, along with community forums, an on-line survey open to the entire Glenburn community, and a survey of Glenburn high school students.

Glenburn School, 991 Hudson Road, Glenburn, ME 04401 Vol. 2, No. 1, Fall 2019
Glenburn School Department approves new Strategic Plan

(Continued from page 1)

The Strategic Plan summarizes the three basic elements—student success, professional excellence, and community partnership—as follows:

Student Success: Glenburn students will be future ready.

Professional Excellence: All Glenburn team members (anyone who has contact with our students) are trusted masters of their craft who work to create the best possible outcomes for Glenburn students.

Community Partnership: Community members contribute to student success and professional excellence.

The entire Strategic Plan can be found on the back page of this newsletter. The entire Strategic Plan can be found on the back page of this newsletter.

Mrs. Boone said a lot of work was involved in developing the Strategic Plan, but she said it was time and effort well spent.

“It’s been a lengthy process, but why do a strategic plan unless we can capture what our community needs and wants,” she said. “We feel the plan is comprehensive. It’s not just a list of goals on paper, but something that will help drive our decision-making process, both financially and educationally.”

Glenburn Fire Department begins EMS Response program

Starting on October 1st at 0800hrs, the Glenburn Fire Department began its EMS Response program. As of 10/15, the team has answered 19 calls for service. The nature of these calls has run the gambit from stroke symptoms, general malaise, chest pains, to persons requiring a lift assist. We have also been called twice to assist Mayo Regional Hospital EMS with a critical patient they were transporting through Glenburn to the hospital.

Our primary response vehicle, Rescue 228, is a retired police cruiser. It was acquired using the State of Maine surplussion auction to decrease the burden of the EMS program on the taxpayers of Glenburn. The vehicle is fully licensed with the state and equipped with medications and equipment at the Basic Life Support level. This vehicle also carries basic firefighting equipment to include a self-contained breathing apparatus and a thermal imaging camera. In addition to EMS incidents, this vehicle is intended to respond quickly to fire emergencies and provide the operator with the tools necessary to make a quick attack on a fire, or make a rescue.

The Glenburn Fire Department would like to say Thank you to the community for your continued support. Do not forget you can find us on Facebook! Monthly updates on Fire department statistics, road shutdowns and more.

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Glenburn Recreation Department
2019-20 Activities

REGISTRATION
All program registration forms are available online under the Parks & Recreation Dept at www.glenburn.org and at our town office.

• Online registration is available for most of our programs. The online links are located on the town website, www.glenburn.org, follow the Parks & Rec tab to the program you wish to register for, the links are found on the front page of each program that it is available for.
• Printed forms are available at the Glenburn Town Office, 144 Lakeview Road; Tuesday and Thursday 7:30 am – 7:00 pm Wednesday and Friday am 7:30 – 5pm
• Fees are paid when you register – whether it is in person, over the phone via debit or credit cards, or online.
• Or mail form & payments to Glenburn Rec Dept 144 Lakeview Rd, Glenburn. The only exception is the Glenburn Little League program which has its own registration process.

*****
Make a difference today and for generations to come by becoming a VOLUNTEER
*****

WINTER PROGRAMS
Youth Cheering—Grade 2nd-6th. Register during October, program starts Nov 4 at 6:15 at the Glenburn School CAF
Youth Basketball (“In House Rec League”) – Age 4-6 grade

• Register during October, player evaluations are Nov 2, the program for the 2-6th graders will start Nov 2 with player evaluations; practices will start the week of Nov 4. There will be 1 weeknight practice each week & 2 Saturday practices in Nov, with games starting in Dec running through mid-February.
• Age 3-1st grade groups start the first Saturday in Jan, and you can register through mid-Dec.
Youth Basketball Tournaments—Glenburn Rec hosts 4 weekends of youth basketball tournaments annually
• 3rd & 4th girls, 3rd & 4th boys, 5th & 6th grade girls, and 5th and 6th grade boys,
• Saturdays & Sundays starting school Feb vacation – Mid March

Paid scorekeepers and other adult volunteers welcome, contact us to get involved. WE NEED YOU
*****
Hermon Mountain after school ski program – 2 sets of 4-week sessions/ 1 day per week – Fees set by Hermon Mtn
• Register the month of Dec for the Jan session
• Register the month of Jan for the 2nd session
• Registration is ONLY at the Town Office, this one is NOT available online
• Program starts first Thursday in Jan after Christmas break, from 3:30-5:30pm
• Grade Kindergarten – Adult packages available - fees vary by package
• Bus from school to mountain for extra fee/ parents Must pick up at 5:30 sharp

ADULTS NEED SOME PLAY TIME TOO!!
Adult Basketball – Thursday evenings starting Nov 7 – mid March, from 7:30-9pm RESIDENTS Only, $20 first night for the season. Looking for at least 20 guys to be committed to play.
Exercise Class – Pending interest. We have had different exercise classes over the past several years, but none are currently active. If you have a group that would like to see a form of exercise class start up again, please contact us.

SPRING PROGRAMS
Pee Wee Baseball—Ages 3 & 4,
• Those who are not Little League age 5
• Registration first 3 weeks of April
• Program starts first Saturday of May

Glenburn Little League Baseball & Softball – Age 5-16
• Registration opens online, mid-Feb to first of March
• Tryouts are held for ages 9-12 near the end of March

*****
There is no "I" in Team but there is a “u” in Volunteer!
*****

Host the Pitch/Hit & Run Contest – ages 7-14. This event will be held in conjunction with Glenburn Little League's Opening Day.
Easter Egg Hunt – ages 2 – 10
• Joint effort with the Lakeside Riders Snowmobile Club & Glenburn Rec
• Saturday before Easter at 10 a.m. sharp at the school

State law permits absentee ballots to be cast at any election by any voter who properly requests a ballot. Voters can request an absentee ballot for any reason, until the Thursday before the upcoming election. Absentee ballots are now available at the Town Clerk’s Office. Voters may request an absentee ballot at any time beginning 60 days before an election. The statewide deadline for requesting an absentee ballot is at the close of business on the Thursday before Election Day. Voters needing to obtain an absentee ballot after this deadline may do so if there are extenuating circumstances, such as medical emergencies.

In person:
• A voter may vote by absentee ballot in person at Town Office, located at 144 Lakeview Road. Office hours are Tuesday & Thursday 7:30 a.m. to 7:00 p.m. and Wednesday & Friday from 7:30 a.m. to 5:00 p.m.

By telephone:
• A voter may request an absentee ballot over the phone by calling (207) 542-2955 during regular business hours. Absentee ballots requested over the phone are mailed out on the same day and can be returned by mail, in person at Town Office, or by an immediate family member. Absentee ballots must be returned by 8:00 p.m. on election day.

In writing:
• Voters and immediate family members of voters can request an absentee ballot by submitting a completed Application for Absentee Ballot available on the Towns website at: https://www.glenburn.org by 5:00 p.m. on the Thursday preceding the election.

Online:
• For state-wide elections, an online absentee ballot request service (http://myvote.maine.gov/ele/onl.absenteeballot/index.php) is available, which is activated prior to each upcoming election.

November 5, 2019 State of Maine Referendum Election
The polling location for election is at the Glenburn Municipal Building located at 144 Lakeview Road. Polls will be open from 7:30 a.m. to 8 p.m. Same day voter registration is allowed at voting place on Election Day. You must provide proof of identity and residency.

Refereendum Sample Ballot:

Instructions to Voters:
1. You must be a voter and register before you can vote.
2. A voter can register at the polls.
3. A voter must register at least 24 hours before voting.
4. A voter is not a registered voter if they have not voted in the last 3 years.

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Welcome to the Glenburn Public Library!

Where to start?

Glenburn Public Library’s 2019 Summer Reading program “A Universe of Stories” began July 9th through August 9th. Programs were developed to include all ages. Children learned about space, planets, gravitation, conducted science experiments and listened to stories. Arts and crafts pertaining to space developed children’s creativity.

The Glenburn Space Cadets Book Club met weekly to discuss books of choice. As an adventure, the Space Cadets went to the Harry Potter Festival in Bangor. Thank you to the following companies for their donations and support of the program: Sweet Frog, Chick a Filet, Dairy Queen located on Broadway, McDonalds, Bangor’s Children’s Museum, Orono Trampoline Park and Fields4Kids. Thank you to Traci Hartmann and Camden LaBree for the Rocketship donated to use during the summer reading program.

September’s events were Lil’ Bakers, World of Science and the Adult Book Club. General programs were Pokemon Club, Adult Coloring, Family Game Night, LEGO Club, Model Club and Shopkins Club for the community.

The Lil’ Bakers Event brought families together to make personalized apple pies from scratch. After making the pies families were able to bake their pies at home.

Adult Book Club began the event watching the movie “Book Club”. The event included enjoying pizza and popcorn. Members received their new book “Hidden Figures” provided by Glenburn Public Library. The World of Science event walked children through making their own ice cream in a plastic bag. The ice cream tasted very delicious and cold.

* * *

October’s Calendar events included Paint A Pumpkin with Pre-K families, Scarecrow Wreaths craft for adults, and the Glenburn Fire department during Fire Safety Week.

Interlibrary Loans: Glenburn Public Library offers the Interlibrary Loan Service to Patrons. Patrons can request materials in the catalog. If the book requested is available, the book will be sent to Glenburn Public Library to lend to Patrons. Patrons return the book to the Glenburn Public Library. Simple and easy, please talk to Alison, Librarian Coordinator if you have any questions about the Interlibrary Loan service.

Late fees will need to be paid if a book is overdue through the Interlibrary Loan program.

Donations needed: Storage Containers, Books, Craft supplies, Cards Games, Cribbage Boards, Beads, Paint, Glue, Crayons, Brushes, Colored pencils, Markers etc. Email glenburppubliclibrary@glenburn.net if you would like to donate any items.

Volunteers: Thank you to all our past & present volunteers. The library is always in need of Volunteers help with programs. If you’re interested in volunteering in the library, please contact me in person or by email.

— Alison O’Leary
Librarian Coordinator

* * *

To pre-register for events and programs, email: Glenburppubliclibrary@glenburn.net

Thank you very much, Camden LaBree and Traci Hartmann, for donating the rocket ship for Glenburn’s 2019 Summer Reading Program. Camden designed the rocket ship based upon a theme for 2019 Summer’s Reading Program, “A Universe Of Stories.” Traci constructed the rocket ship based upon Camden’s design. Children could go inside the rocket ship to read books during the summer. Glenburn Public Library is very lucky to have a supportive community.

Yummy Apple Pie!

Fall is a busy time of year, and not always easy to set time aside to put the apples you picked to good use.

So at the library, we figured what better time to make apple pie? On September 24, the Glenburn Public Library offered a program called “Lil’ Bakers,” which allowed children to make apple pies from scratch.

The children learned and practiced a number of different skills:

• How to follow a recipe
• Take measurements of ingredients used to make the apple pie.
• Use a rolling pin.
• Peel apples.
• They also had the opportunity to experiment making pie crusts.

Everyone made their own unique apple pies with lots of apples—and lots of smiles.
Adam Shaw Jr., Robert St. Louis win Town Council terms

June elections results voted Adam Shaw Jr. in for his second three-year term and Robert St. Louis in for his first three year term.

The Town Council would like to congratulate Mr. Shaw and welcome Mr. St. Louis to the Town Council.

“Last year, we put it in the budget, and the School Board and Town Council both gave their approval,” she said.

Mrs. Boone noted a number of parents have told her how much they like the extra doors and the extra security, and how much safer they feel.

“They don’t mind going through an extra set of doors to get to their children,” she said.

Mrs. Boone noted that the Safety Team worked hard and did extensive research to update the main entrance to the building.

“We thank the community for supporting this initiative through the local budget,” she said.

She said several other changes that are less visible have also been implemented.

These include efforts to improve communication in the event of an emergency, such as purchasing walkie-talkies for all rooms and providing training on their proper usage.

“Safety go bags” have been created for every classroom. Safety go bags have essentials in each one of them, which will be strategically located for emergency purposes.

Finally, protocols for fire drills, lockdowns, and lockouts have all been reviewed and updated based on the most current research.

Other internal safety measures are planned for this year.

• At the top of the list are direct 911 buttons, which will be strategically located for emergency purposes.

• We will be improving our capability to provide safety monitoring of our whole facility inside and out.

• We will also be updating our crisis plan to reflect all the improvements to protocols and the physical plant.

Glenburn School thanks the many staff and volunteers who have been part of this important process.

Katahdin Iron Works.

Books can be purchased at Amazon.com for signing at the event.

Come join us as we celebrate Camden’s most recent accomplishment!

Book Description: Oscar Logcutter doesn’t want to be a lumberjack, but he is forced to. His family has had a long line of lumberjacks, and his parents want him to be one too. So, Oscar is sent off to lumberjack school.

On his first day, he has a run-in with the lumberjacks, a group of bullies with Roscoe Silvester in the middle. Oscar also meets Reid Wood, who informs him of the lumberjack sport Rootball. Oscar practices for the school championship at the end of the year, but finds out that Roscoe is going to be competing against him.

Will Oscar win the rootball championship, and get the hang of lumberjacking?

* * *

Camden LaBree, Camden’s mom, wrote the above description of Camden and book.

Books can be preordered at Amazon.com to be signed. If anyone wants to reserve a copy they can send an email to Glenburnpubliclibrary@glennburn.net.

Left photo: the Glenburn School lobby before the Safety Team redesigned the main entrance. Right photo: the lobby after the redesign.

Not every hero wears a cape: PLAN and PRACTICE your ESCAPE!

Glenburn Public Library and Champions (Before & After School Program) would like to say a very special “Thank You” to Glenburn’s Fire Chief, Jordan McLaughlin, and Firefighters Macgarvey and Matt Neadau, who met with children at the library to discuss fire safety and prevention.

The firefighters stressed the importance of being prepared in the event of a fire.

Firefighter Macgarvey demonstrated putting on his firemen’s suit and equipment to show children what fire fighters wear to fight fires. Chief McLaughlin explained and demonstrated the equipment used to put out fires.

A fire truck was available for children to explore and learn about the equipment.

(Continued from page 1)
Superintendent of Schools Christine Boone says she’s excited about the 2019-20 school year, and one of the reasons is that Glenburn School has begun using PLCs—professional learning communities—to help improve student outcomes.

PLCs are a model of school improvement where teachers become leaders and analyze their own strengths and weaknesses as evidenced by student data.

“Teachers meet in grade-level teams and use student achievement and growth data to reflect on what they need to do as a teaching team,” Mrs. Boone says. “Do they need to change the curriculum? Do they need to try different strategies? Do they need to add new dimensions? Those are some of the things they discuss. The PLCs are new to Glenburn School this year.

Nine teachers were selected as PLC facilitators. They had one day of training this summer to learn the basics about PLCs and how they can help. They hope to learn what teachers come up with to improve student outcomes. They meet once a month during the year for additional training.

“It’s extra work for them, but they’re excited about it because they’ve empowered to make the important content decisions at school which will really change things,” Mrs. Boone says. “It’s really a shared leadership model.”

Glenburn School Principal Angela Pratt is also excited about the PLCs.

“Having PLC facilitators for each grade level and allowing teachers time during the school day to meet as PLCs has resulted in a number of positive changes,” Mrs. Pratt says. “The PLCs are very focused on improving student learning. The PLCs for each grade level met once a day in grades K-5 and once a week in grades 6-8, and the facilitators start the meetings with four essential questions:

• What do we want students to learn?
• How will we know if they’ve learned it?
• What will we do if they already know it?
• What will we do if they didn’t learn it?

Facilitators set PLC agendas to ensure that the teams are focused and working towards meeting district and school goals. “Collaboration is essential in education,” Mrs. Pratt says. “Giving teachers time to meet within the school day ensures this happens, with collaborative decisions being made around content delivery, establishing standards, aligning assessments, and behavioral expectations. The teams then use all of this data to make informed decisions for students.”

PLC facilitator Jenny Stahl says the PLC groups usually look at the students in their grade levels as a group.

“For example, we might look at a 5th grade pretest to determine which questions match which standards,” she says. “Once we’ve given the pretest, the PLC team will come together again and talk about whether there were questions that all students got wrong—and whether we need to edit those questions. Once the year gets going, we’ll look at a lot of data, how to group students together, and what type of accommodations, assessments, or assignments those students might need.”

After a unit or a group of lessons is completed, Ms. Stahl says the PLC group will collect more data to see if their teaching was effective.

“If it was, what did we work well,” she says. “If not, we’ll look at what we can do for our next unit—or what we can do the next time we do that same unit.”

Ms. Kirk, the 5th grade PLC facilitator, says the grade-level teams review how successful each class has been over a period of time and use that information to reinforce what the PLC team is teaching.

“We really make adjustments to improve those teaching strategies that can be improved,” she says. Mrs. Boone says the Professional Learning Communities model really is an educational best practice as it creates a structure and framework for teachers to reflect and improve.

“I am really impressed with how the teaching staff at Glenburn School has seen the value of the model and really dug in,” she says. “We are not creating extra data, but better using what we already collect. We have many years of expertise at Glenburn School, and this model allows us to take advantage of all of that expertise.”

The PLC Facilitators are: Alex Dupre, grade 1; Julie Berry, grade 2; Kayla McGinley, grade 3; Jenny Stahl, grade 4; Chelsea Kirk, grade 5; Michael Cassidy, grade 6; Erin McGovern, grade 7; Kim Nadeau, grade 8; and Sarah Cousins, specialists.

This past May 2019, the Glenburn Education Association, along with art teacher Mrs. Hartwell and library technician Mrs. Oxley, hosted an Ice Cream Social/Art Fair/Book Fair Night! The Library Bookfair event was “Buy One, Get One Free,” which attracted a non-stop line of students and parents purchasing books from 5:45 p.m. to 7:15 p.m. A total of $812.87 was raised for the Library.

The Art Show, held by Mrs. Hartwell, displayed hundreds of student artworks in the gymnasium and hallways. Media included acrylic paintings, watercolor, printmaking, pastel and charcoal, pencil drawings, and clay sculptures. The Glenburn Education Association offered ice cream for purchase for people to enjoy while viewing artwork and shopping for books! It was a fun community event for all!
Exemption requests due by April 1

Homestead Exemptions
If you have resided in your home for over a year as of April 1st you may qualify for homestead exemption. Homestead exemption only needs to be applied for once and it will automatically renew yearly. Homestead exemption will take 20,000 dollars off the valuation of your home. This lowers your tax bill! Forms must be received by April 1st, 2020.

Veteran’s Exemption
Veterans propelling Tax Exemption forms must be received by April 1st, 2020. Please refer to the form to see if you qualify. Qualified veteran will receive $6,000 post W.W. I or $50,000 Paraplegic off your valuation. If you have any questions please contact the Assessor’s office at 659-7027.

Blind Persons Exemption
Blind Persons Exemption forms must be received by April 1st, 2020. Applicants must be blinded by defects of sight. A licensed Doctor of Medicine, Doctor of Osteopathy or Doctor of Optometry may be eligible. Please refer to the form to see if you qualify. If you have any questions please contact the Assessor’s office at 659-7027.

You can find the Homestead, Veteran, and Blind Persons Exemption forms at www>Maine.gov or at the Glenburn Municipal Office.
Glenburn School Department Strategic Plan

**Student Success:**
Glenburn students will be future ready.

We will prepare learners to be positive, proactive citizens who contribute to society.

Focus on early childhood education programs and interventions (ages 4-7). (ongoing)

Provide access to rigorous curriculum aligned with community values:
- study skills and organization (2020)
- core subjects with clear scope and sequence (2021)
- foreign language (2022)

Prepare students to evaluate and select high schools no later than grade 6. (2022)

We will meet learners where they are so that they receive the rigor or support needed to reach their individual best.

Provide differentiated instruction and materials to students. (Math and Reading 2020)

Measure content-knowledge growth, not just achievement. (2020)

Develop and use appropriate homework assignments that are aligned with best practices. (2020)

Evaluate science curriculum, select and secure appropriately aligned resources, and implement the curriculum to integrity:
- project-based purchase (2020)
- Training (2020)
- Teach to integrity (2023)

**Glenburn School strives to meet the needs of the whole child.**

Prioritize nutritional, social and emotional, and academic needs.
- Nutritional (2020)
- Social and Emotional (ongoing)
- Academic (2020)

Provide appropriate interventions as needed. (ongoing)

Grow networks with outside agencies to provide ongoing mental health and wellness support. (2020)

The school will foster an environment that develops growth mindset and healthy work habits.

Students will learn that making mistakes is an important part of learning. (2020)

Staff will model that learning is a lifelong process and a product of hard work. (ongoing)

Teachers will help students grow their persistence, resilience, and independence skills. (ongoing)

**Professional Excellence:**
All Glenburn team members (anyone who has contact with our students) are trusted masters of their craft who work to create the best possible outcomes for Glenburn students.

Staff take responsibility for student success individually and collectively, and maximize instructional time.

Use data to inform decision making. (ongoing)

Provide ongoing training to teachers so that they consistently apply the 1-4 standards-based grading system and can explain the grades that are given in a way that parents can appreciate. (ongoing)

Support and master quality differentiated instruction. (2023)
- Math and Reading (2020)
- Writing (2021)
- All subjects (2023)

Utilize a variety of engaging, data-driven, developmentally and cognitively appropriate instructional practices. (ongoing)

Reinforce that attendance matters. (ongoing)
- Celebrate outstanding attendance by staff and students.
- Hold accountable and support those who demonstrate attendance issues.

Emphasize teamwork and collaboration as part of building mutual trust and respect within the school community.

Model and promote a culture of collaboration that builds from healthy ongoing internal communication. (ongoing)

Hold ourselves accountable to students, the community, and each other. (ongoing)

Engage all students at all grade levels in leadership goals and roles. (ongoing)
- Peer tutors
- Elementary student council
- Intergrade level units of instruction
- Teaming
- Peer buddies

Provide regular opportunities for teaching, professional dialogue, and shared planning. (2019)

**Glenburn School Department will recruit, train, and retain outstanding educators.**

Cultivate new team members internally and externally (ongoing)

Offer competitive compensation packages. (ongoing)

Develop and maintain current best practice in technology-based instruction.
- Technology plan (Spring 2020)

Utilize current research to develop and plan professional development opportunities. (ongoing)

Develop partnerships and create training opportunities for potential new teachers with higher education institutions. (ongoing)

Grow competent and confident teachers through embedded professional development.

Provide guaranteed curriculum in all subjects taught. (Fall 2022)

Effectively utilize the instructional coach model. (ongoing)

Utilize the expertise of all current staff members. (ongoing)

Build a network of community resources that improve and support instruction. (Rollout Fall 2021)
- Project-based learning
- Lab work
- Field work
- Experiential opportunities

Create opportunities and expectations for collaboration across curricula. (ongoing)

Involve community in professional development initiatives. (Fall 2022)

Mentor and support both formally and informally. (ongoing)

**Community Partnership:**
Community members contribute to student success and professional excellence.

Two-way communication between school and home will be a priority in order to foster conversations, ongoing relationships, and trust.

Improve community communication:
- Inform community about Glenburn School’s unique strengths. (ongoing)
- Invite community to participate in school events. (ongoing)
- Solicit community feedback. (ongoing)

Coordinate parent and community volunteers. (Spring 2020)

Offer opportunities for parents and teachers to connect. (ongoing)

Seek out parental expertise to improve our school. (Spring 2020)

Pursue connections with the local higher education community. (ongoing)

Develop more robust website. (see technology plan-Spring 2021)

Educate parents about high school choice throughout middle school. (ongoing)

Model, grow, and inspire leadership in students, staff and community.

Offer training on relevant topics to parents (ongoing)
- technology (how to access grades and assignments)
- growth vs. grades
- bullying
- Internet safety
- Google classroom

Offer students information and training relevant to their futures (ongoing)
- peer tutoring
- career prep (UTC)
- how to teach min-lessons to peers
- community-based project learning

Build on relationships with receiving high schools. (ongoing)

The Glenburn School District will be frugal and wise stewards of financial resources.

Audit the needs of the buildings and grounds and develop a more detailed capital improvement plan. (January 2020)

Authorize proactive maintenance as the budget allows according to the capital improvement plan. (ongoing)

Allocate resources for differentiated instruction. (ongoing)

Investigate research-supported ways to expand access to foreign language. (Spring 2020)

Use academic goals and best practices to drive budget decisions. (ongoing)

Conduct technology audit and generate technology strategic plan and budget. (Spring 2020)

Maintain allocations for high school choice as per town charter. (ongoing)

Pursue creative and innovative ways to meet financial goals while improving student learning. (ongoing)

Glenburn School will provide a safe and secure learning environment.

Proactively meet the social and emotional needs of students. (ongoing)

**Physical plant:**
Continue to refine and improve Safety Plan. (ongoing)

Improve safety and security at the front entrance of the school. (Fall 2019)

Improve safety and security of surrounding entrances including the administration building. (Fall 2019)

Train staff and students in most current safety drills and procedures. (Spring 2019)

**Digital safety:**
Research and assess Glenburn School’s cybersecurity and threats to same. (ongoing)

Educate students about online safety. (ongoing)