

Wiscasset School District

Strategic Plan 2021 - 2026



Superintendent, Dr. Terry L. Wood
225 Gardiner Rd, Wiscasset, ME 04578
(207) 882-4104

www.wiscassetschools.org

Table of Contents

Comprehensive Planning Team

Executive Summary

Vision, Mission, Collective Commitment

Goals and Objectives Overview

Goals, Objectives, Strategies

Goal 1: Student Development and Achievement

Goal 2: Staff Development and Support

Goal 3: Operations



Comprehensive Planning Team

Dr. Terry L. Wood

Superintendent

Kenneth Spinney II

Director of Special Education

Gina Stevens

District IEP Coordinator

John Merry

Director of Transportation

Charles Lomonte

Principal

Wiscasset Middle High School

Warren Cossette

Assistant Principal, Athletic Director

Wiscasset Middle High School

Kathleen E. Pastore

Principal

Wiscasset Elementary School

Laura Mewa

Assistant Principal, School Counselor

Wiscasset Elementary School

Executive Summary



Vision, Mission, and Commitments

Vision

Empower and prepare all students for future opportunities as productive citizens within and beyond our community

Mission

Educating individual students who think critically, communicate effectively, and serve locally and globally

Collective Commitments

- Decisions are based on the best interests of students
- Welcoming environment to all learners
- Technology-enhanced schools and learning
- Embrace new and innovative strategies for learning
- Project-based and critical thinking focus
- Developing students that are college and career ready through rigorous coursework and developing career interests throughout their academic career
- A focus on collaboration and communication for students and faculty



(DRAFT) Outline of Goals and Objectives

Goal 1: Student Development and Achievement (Warren, Laura, Ken)- 5 minutes turn and talk

Increase self-sufficiency in developing academic, social/emotional, and career development and realize the value of becoming a lifelong learner.

Objective 1: K-12 students will meet or exceed the statewide content standards.

Objective 2: Ensure students acquire the skills and knowledge of citizenry to succeed in an ever-changing world.

Objective 3: Students will be made aware of the dynamic world of work they will soon enter into. Through various programs and opportunities, students will have a better understanding of possible careers and educational opportunities.

Notes from 09/01/21: We could refocus on career development, refocus on advisory. Really liked objective 3, exposing students to various careers. We are going to be the most positive thing in our student's worlds. Effective citizenry and listening are very important skills. Connecting the learning they are engaging in to their lives. Make sure content is relevant to their lives. Loves that this speaks to the social/emotional. Empowering students. Students to be involved in town/community meetings.

Goal 2: Staff Development and Support (Chuck, Gina, Kathleen)- 3 min turn and talk

Attract and retain quality school personnel for all positions in the Wiscasset School Department.

Objective 1: Provide quality support to all WSD Staff in the form of timely meaningful training & professional development.

Objective 2: Create a positive culture and climate that honors and values individual strengths and talents.

Objective 3: Provide competitive compensation and benefits package for all staff.

Objective 4: Provide professional development opportunities that promote personal growth for all educators.

Objective 5: Consistent systematic outreach to potential employment stakeholders.

Notes from 09/01/21: Community, incorporating a team building/community piece. The size of our classrooms, being small, are going to attract teachers to have stronger relationships with their students. Nationally Board Certified Teachers -

self reflective process, promote NBCT (suggestive this certification to admin.). Administrators - you keep people by treating them with respect, make them feel like they belong, that they have a spot, that they are needed, better salaries. Money and respect will go a long way. Going to job fairs at colleges, inviting student teachers, reaching out to colleges.

Goal 3: Maintain and Improve Financial and Operational Systems (John, Terry, Marilyn) 5 min

Improve financial and operational systems to be accessible, efficient, and reliable.

Objective 1: Continue to comply with CDC and Maine DOE guidelines related to COVID-19.

Objective 2: Invest in capital improvements/projects based on available funding.

Objective 3: Invest in the safety and efficiency of all operational systems.

Objective 4: Improve and maintain an accurate financial system.

A. Improve and maintain communication in regard to budget with applicable staff.

B. Improve oversight of all grant expenditures.

Notes from 09/01/21: Air conditioning in some of the classrooms. Department budgets, more information about department budgets would be helpful. Grant writers could be helpful. Stipend positions need to be reviewed, equitably distributed, and increased. At the elem. level, an elevator is needed! Outdoor classroom learning has been wonderful. Can we create a writing surface in the outdoor spaces? Continue to work with green clubs (recycling, solar), invest in a greenhouse. Afternoon tea (Tea with Terry, 1x a week). Heat rooms where each individual teacher would like the temp to be.

Goals, Objectives and SMART (Specific, Measurable, Achievable, Relevant, Time-Bound) GOALS

Goal 1: Student Development and Achievement

Increase self-sufficiency in developing academic, social/emotional, and career development and realize the value of becoming a lifelong learner.

Objective 1: K-12 students will meet or exceed the statewide content standards.

Action Step 1	
Action Step 2	
Action Step 3	

Goal 1: Student Development and Achievement	
Increase self-sufficiency in developing academic, social/emotional, and career development and realize the value of becoming a lifelong learner.	
Objective 2: Ensure students acquire the skills and knowledge of citizenry to succeed in an ever-changing world.	
Action Step 1	
Action Step 2	
Action Step 3	

Goal 1: Student Development and Achievement	
Increase self-sufficiency in developing academic, social/emotional, and career development and realize the value of becoming a lifelong learner.	
Objective 3: Students will be made aware of the dynamic world of work they will soon enter into. Through various programs and opportunities, students will have a better understanding of possible careers and educational opportunities.	
Action Step 1	
Action Step 2	
Action Step 3	

Goal 2: Staff Development and Support	
Objective 1: Provide quality support to all WSD Staff in the form of timely	

meaningful training & professional development.

Action Step 1

Action Step 2

Action Step 3

Goal 2: Staff Development and Support

Objective 2: Create a positive culture and climate that honors and values individual strengths and talents.

Action Step 1

Action Step 2

Action Step 3

Goal 2: Staff Development and Support

Objective 3: Provide competitive compensation and benefits package for all staff.

Action Step 1

Action Step 2

Action Step 3

Goal 2: Staff Development and Support

Objective 4: Provide professional development opportunities that promote personal growth for all educators.

Action Step 1

Action Step 2

Action Step 3	
---------------	--

Goal 2: Staff Development and Support	
Objective 5: Consistent systematic outreach to potential employment stakeholders.	
Action Step 1	
Action Step 2	
Action Step 3	

Goal 3: Maintain and Improve Financial and Operational Systems	
Objective 1: Continue to comply with CDC and Maine DOE guidelines related to COVID-19.	
Action Step 1	
Action Step 2	
Action Step 3	

Goal 3: Maintain and Improve Financial and Operational Systems	
Objective 2: Invest in capital improvements/projects based on available funding.	
Action Step 1	
Action Step 2	
Action Step 3	

Goal 3: Maintain and Improve Financial and Operational Systems

Objective 3: Invest in the safety and efficiency of all operational systems.

Action Step 1

Action Step 2

Action Step 3

Goal 3: Maintain and Improve Financial and Operational Systems

Objective 4: Improve and maintain an accurate financial system.

- A. Improve and maintain communication in regard to budget with applicable staff.
- B. Improve oversight of all grant expenditures.

Action Step 1

Action Step 2

Action Step 3

2021-2022 SUPPORT STAFF SENIORITY LIST - WISCASSET SCHOOL DEPARTMENT

LAST NAME	FIRST NAME	Date of Hire	Position	Location	Impact Area	Impact Category	Notes
Cronk	Lori	3/4/1994	Bus Driver	Wiscasset Transp	Bus Driver	Bus Driver	
Foye	Paula	8/26/1997	Bus Driver	Wiscasset Transp	Bus Driver	Bus Driver	
Sherman	Cathy	8/26/1997	Bus Driver	Wiscasset Transp	Bus Driver	Bus Driver	
Berry	Laurie	8/26/2003	Bus Driver	Wiscasset Transp	Bus Driver	Bus Driver	
Rinow	Randy	7/11/2007	Mechanic	Wiscasset Transp	Bus Driver	Bus Driver	
Moore	Elaine	12/11/2008	Bus Driver - Van	Wiscasset Transp	Van Driver	Bus Driver	
Small	Alan	7/10/1985	Custodian - Nighi	Wiscasset Middlr	Custodian	Custodial	
Gagnon	Debbie	2/1/1991	Custodian - Nighi	Wiscasset Middlr	Custodian	Custodial	
Johanssen	Eilif	12/20/2020	Custodian - Nighi	Wiscasset Eleme	Custodian	Custodial	
Lily	Amy	3/15/2021	Custodian - Nighi	Wiscasset Middlr	Custodian	Custodial	6 Hours per day
Doray	Sabrina	3/29/2021	Custodian - Nighi	Wiscasset Eleme	Custodian	Custodial	
Delano	Tim	9/1/1980	Custodian - Heac	Wiscasset Eleme	Head Custodian	Custodial	
Lincoln	Dan	8/25/2008	Custodian - Heac	Wiscasset Middlr	Head Custodian	Custodial	
Goulette	Tony	1/26/1990	Maintenance	District	Maintenance	Custodial	
Caton	Tammy	8/29/2019	Ed Tech I - Specia	Wiscasset Eleme	Ed Tech I	Ed. Techs.	
Ruzcikij	Katie	8/29/2019	Ed Tech I	Wiscasset Eleme	Ed Tech I	Ed. Techs.	
Tringali	Kristen	9/15/2021	Ed Tech I	Wiscasset Eleme	Ed Tech I	Ed. Techs.	
Pooler	Debra	8/31/1989	Ed Tech II - Regul	Wiscasset Middlr	Ed Tech II	Ed. Techs.	
Webber	Heather	9/14/2008	Ed Tech II - Spec	Wiscasset Eleme	Ed Tech II	Ed. Techs.	
Crawson	Katherine	1/2/2018	Ed Tech II - Spec	Wiscasset Eleme	Ed Tech II	Ed. Techs.	
Austin	Nathan	9/1/2021	Ed Tech II	Wiscasset Middlr	Ed Tech II	Ed. Techs.	
Howard	Elizabeth	8/30/2000	Ed Tech III - Spec	Wiscasset Middlr	Ed Tech III	Ed. Techs.	
Reinstein	Robert	7/14/2002	Ed Tech III - Aspir	Wiscasset Middlr	Ed Tech III	Ed. Techs.	
Potter	Lise	9/13/2002	Ed Tech III - Spec	Wiscasset Eleme	Ed Tech III	Ed. Techs.	
Engelhardt	Marilyn	9/13/2005	Ed Tech III - Spec	Wiscasset Middlr	Ed Tech III	Ed. Techs.	
Dilts	Cheryl	9/22/2006	Ed Tech III - Spec	Wiscasset Middlr	Ed Tech III	Ed. Techs.	
Larrabee	Lindsay	8/9/2012	Ed Tech III - Spec	Wiscasset Eleme	Ed Tech III	Ed. Techs.	
West	Michaela	1/10/2013	Ed Tech III - Spec	Wiscasset Eleme	Ed Tech III	Ed. Techs.	
Bailey	Jessica	9/28/2015	Ed Tech III - Spec	Wiscasset Eleme	Ed Tech III	Ed. Techs.	
Funk	Patrick	5/2/2016	Ed Tech III - Spec	Wiscasset Middlr	Ed Tech III	Ed. Techs.	

Bailey	Mary	8/24/2016	Ed Tech III	Wiscasset Eleme	Ed Tech III	Ed Techs.
McIntire	William	1/17/2017	Ed Tech III - Spec	Wiscasset Middlr	Ed Tech III	Ed. Techs.
Jones	Joanne	8/30/2017	Ed Tech III - Spec	Wiscasset Middlr	Ed Tech III	Ed. Techs.
Sorensen	Ellen	8/30/2017	Ed Tech III - Spec	Wiscasset Eleme	Ed Tech III	Ed Techs.
Wright	Martha Anne	9/5/2017	Ed Tech III - Spec	Wiscasset Middlr	Ed Tech III	Ed. Techs.
Lembo	Lysandra	4/23/2018	Ed Tech III - SREP	Wiscasset Middlr	Ed Tech III	Ed. Techs.
Poland	Ashley	1/22/2019	Ed Tech III - Spec	Wiscasset Eleme	Ed Tech III	Ed. Techs.
Clark	Gordon	8/29/2019	Ed Tech III	Wiscasset Middlr	Ed Tech III	Ed. Techs.
LaPlante	O'Neil	9/1/2021	Ed Tech III - Spec	Wiscasset Eleme	Ed Tech III	Ed. Techs.
Ryan	Timothy	9/1/2021	Ed Tech III	Wiscasset Eleme	Ed Tech III	Ed. Techs.
Wade	James	9/1/2021	Ed Tech III	Wiscasset Eleme	Ed Tech III	Ed. Techs.
Pope	Elizabeth	9/2/2021	Ed Tech III	Wiscasset Middlr	Ed Tech III	Ed. Techs.
Morton	Bonnie	8/29/2018	Food Service Ass	Wiscasset Middlr	Cook	Food Service
Bosse	Melissa	8/29/2019	Food Service Ass	Wiscasset Eleme	Cook	Food Service
Reed	Marci-Ann	9/1/2021	Food Service Ass	Wiscasset Eleme	Cook	Food Service
Pope	Elizabeth	9/1/2021	Food Service Ass	Wiscasset Middlr	Cook	Food Service
Bryant	Kathleen	8/26/1998	Food Service Ass	Wiscasset Middlr	Head Cook	Food Service
Meehan	Theresa	12/7/2001	Food Service Ma	Wiscasset Eleme	Head Cook	Food Service
Collamore	Cindy	10/24/1995	School Administr	Wiscasset Eleme	School Admin	Secretary
Witham	Denise	8/23/2021	School Administr	Wiscasset Middlr	School Admin	Secretary
Mundy	Manon	8/28/2017	School Secretary	Wiscasset Middlr	School Secretary	Secretary
Shiple	Ronda	4/11/2016	School Secretary	Wiscasset Eleme	School Secretary	Secretary
Whalon	Sandra	08/30/2021	School Secretary	Wiscasset Middlr	School Secretary	Secretary

Moved to secretary from ed tech 09/01/2021

6 hours per day

