



# DOVER SCHOOL DISTRICT

## EMPOWERING ALL LEARNERS!

### SUPERINTENDENT MESSAGE – NOVEMBER 2018

Dover School Community,

In my October Superintendent Message, I shared that all children must know they are supported by a caring adult community. The primary core of this care must first be in the child's family and extend to the school and community. Children and youth knowing and recognizing that they are sincerely cared for provides a secure foundation for their development, learning, and future endeavors.

I also indicated there will be those times when it will be difficult to accept or to love our children's words and actions, yet every student must have the support of an adult that is sincerely invested in them. I had shared the English language has one word to capture the feeling and emotion of love, yet the Greek has seven words for love. Each of the words expresses a different form of love. Four of those are eros, storge, phileo, and agape. Children and youth knowing they are surrounded by a community of adults that love and care for them as individuals without any conditions – **agape**. This type of love feeds the purpose and passion for meaningful and supportive relationships between a significant adult and a child.

In this issue, I would like to share the thinking Michele Borba, school psychologist and speaker, from her article *Planting Seeds of Empathy in Classrooms* from Educational Leadership October 2018 Issue. She states, "Empathy is at the core of everything that makes a school caring, a teacher responsive, and a society civilized." Substitute parent/guardian for teachers and home for schools. Borba continues, "When empathy wanes, narcissism, distrust, aggression, bullying, and hate rise – and schools suffer."

Borba believes that empathy consists of nine teachable competencies:

- **Emotional Literacy** – Borba states, "Before students can empathize, they must be able to read emotions...Students who can recognize feelings are better adjusted emotionally and more popular, outgoing, and sensitive." She feels electronic devices are stunting kid's growth in this area. It is important to maximize meaningful face-to-face connections.
- **Moral Identity** – This children and youth seeing themselves as people who value others. It is important parents and guardians help children to develop strong ethical compasses.
- **Perspective Taking** – This is the cognitive side of empathy, and it can be developed, for example by connecting students with other cultures and customs. Having a child or youth putting themselves in the shoes of the person on the other side of a conflict.
- **Moral Imagination** – Reading books like *Wonder*, *The Grapes of Wrath*, and *a Long Walk to Water*, movies like *Dumbo* (How would it feel to be made fun of like that?).



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- **Self-Regulation** – “Managing emotions is a better predictor of academic achievement than IQ,” says Borba. Learning how to keep feelings in check frees up bandwidth to tune into another person’s state of mind. She recommends set aside a daily (twice a preferable) of 15 minutes of quiet time.
- **Practicing Kindness** – Teaching our children to be more “we” and less “me” oriented: nudging them to notice, care about, empathize with, and help and comfort others. Borba states, “Kindness also jump-starts a cascade of beneficial effects not only for the receiver, but for the giver.
- **Collaboration** – Borba states, “Empathy is never a solitary act. It’s only when we let go of our self-centeredness and feel with others that our hearts open.” Orchestrating collaboration and cooperation promote understanding, build problem-solving skills, and helps children and youth disagree agreeably.
- **Moral Courage** - “Upstanders” are the empathy elite, says Borba; they are ordinary people who stand up for others and stick their necks out for justice and compassion.
- **Growing Changemakers** – This is making empathy part of family’s mission: being explicit about encouraging our children to understand and help others, perhaps through service projects. “Giving – not receiving – is what makes kids happier, healthier, less stressed, and feel better about themselves,” concludes Borba.

Our children and youth knowing that they are surrounded by community network of love and empathy can serve as a powerful influence that can have a significant and meaningful impact upon our children and youth. Observing adults that demonstrate care, support, love, and empathy will have a powerful impact on the Dover community’s children and youth. It will develop a strong foundation for their future endeavors and success. Our actions will make a difference.

*Bill*

William R. Harbron, Ed.D.  
Superintendent



## **Dover Schools Strategic Plan**

**GOAL 1:** The Dover School District will improve educational outcomes for students by effectively engaging with the broader community.

**GOAL 2:** The Dover School District will develop and sustain a culture that is characterized by optimizing social, emotional, civic, physical, and rigorous academic learning.

**GOAL 3:** The Dover School District is committed to continue investments in infrastructure to support student learning inclusive of facilities, technology, and safety-security.

**GOAL 4:** The Dover School District will recruit, hire, develop and retain effective and caring educators and support them in their growth as strong community members.

The following objectives have been selected for emphasis during the 2018-2019 school year:

**OBJECTIVE 1.1 – STUDENT VOICE:** We will enhance student voice by creating a student-driven environment that allows students to have meaningful input and choice into their learning program.

**OBJECTIVE 1.2 – STUDENT SUPPORT AND WELLNESS:** We will enhance the support and wellness of all students through purposeful engagement in school and community-based activities.

**OBJECTIVE 1.5 - COMMUNITY UNDERSTANDING AND PARTICIPATION:** We will provide opportunities for diverse community stakeholders to engage with the Dover schools in shared problem solving and decision making.

**OBJECTIVE 2.1 – SOCIAL, EMOTIONAL, PHYSICAL:** We will promote and support the overall health and well-being of all students and staff.

**OBJECTIVE 2.2 – STUDENT ENGAGEMENT IN LEARNING:** We will maximize each student's engagement in learning.

**OBJECTIVE 2.4 – COMPETENCY-BASED EDUCATION:** We will optimize student learning and achievement by developing and implementing a competency-based education model.

The goals will be the focal point of the District's work with the aim to continually improve the quality and effectiveness of the Dover School District.



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## Dover Schools Updates

### DMS – FACE-2-FACE UNPLUGGED CONVERSATIONS



The initial October session set the stage for the future face-to-face unplugged conversations between youth and adults. The youth facilitators did outstanding work in planning and conducting the first session. The facilitators are excited about the next two unplugged conversations and are in the planning process for January and April. Parents and other adult community members are invited to join the unplugged conversations.

The dates and times for the two remaining conversations will be **January 15 and April 2 from 6 p.m. to 8 p.m. at Dover Middle School**. These conversations can serve to enhance your relationship with your child and open the lines of communication during the early adolescent years, when open communication is critical.

### BUDGET SEASON



**Budget** season for Fiscal Year 2020 has started for the Dover School District. The following is the timeline established by the Board for the development of the budget:

- September 10 – School Board approve the FY20 Budget schedule
- October 1 – School Board set priorities, assumptions, and process
- October 19 – Deadline for administrators to submit proposed budget data in Ivey to Business Office
- October 22-28 – SAU staff to work on remaining budget documents
- November 8 – Business Administrator to provide budget to the Superintendent
- November 9-14 – Review of budget documents with Business Administrator
- November 15-30 – Superintendent to review budget(s) with Administration
- December 10 – Superintendent to present proposed budget to the School Board
- January 7 – School Board Budget Workshop
- January 14 – School Board Budget Workshop
- January 22 – School Board Budget Workshop
- January 28 – School Board Budget Workshop



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- February 4 – School Board to adopt Budget
- February 11 – School Board back up date to adopt Budget
- February 15 – School Budget due to the City Manager – Tentative Date
- April 3 – Superintendent to present Budget to the City Council – Tentative Date
- April 17 – School Budget Public Hearing – Tentative Date
- May – TBD – City Budget (including School Budget) Adoption

The Board invites and encourages community members to attend the scheduled session, so you may be informed for the financial needs of the Dover School District.

### SUBSTITUTE TEACHERS NEEDED



**D**over School District needs substitute teachers. If you are interested in serving in this capacity contact Evonne Kill-Kish at 516-6241 or [e.kill.kish@dover.k12.nh.us](mailto:e.kill.kish@dover.k12.nh.us).

### NEW DOVER HIGH SCHOOL AND CTC

**T**he new Dover High School and CTC will be hosting public tours on Friday, November 23 - The tours will be held before the annual Alumni Basketball Game starting beginning at 1:00 p.m.

Dover High School Tour 2018 - <https://youtu.be/ZkHb3a6G3gk>

### DOVER SCHOOL'S FACEBOOK

**C**heck-out the Dover School Facebook Page at [www.facebook.com/DoverNHSchoolDistrict](http://www.facebook.com/DoverNHSchoolDistrict). It is a way to stay informed of the current events of the Dover School District. There are many good happenings occurring in your Dover School District.



### NEW DOVER SCHOOL'S WEBPAGE

**T**he District is engaged with **Edlio** in the design and development of a new Dover School District Webpage. The new website went live on Thursday, November 1. During the next several months, the website will continue to evolve. If you have feedback you wish to share, please send email to [v.kuzmitski@dover.k12.nh.us](mailto:v.kuzmitski@dover.k12.nh.us).



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The new website also contains professional videos pertaining to ten topics related to *digital citizenship* to assist parents/guardians in helping their children to become responsible digital citizens.



### NOVEMBER 2018 SIGNIFICANT DATES

- DMS Eighth Graders – Parent Dover High School and CTC Information Night – Thursday, November 1 from 6:30-8:30 p.m. – Dover High School
- Monday, November 5 – School Board Meeting, 7 p.m. – McConnell Center
- Tuesday, November 6 – Election Day – Exercise your right to vote. Reminder that you can register at the polls.
- Friday, November 9 – No School for Students—Workshop/Conference Day
- Monday, November 12 – Veterans Day – No School
- Wednesday, November 21 through Friday, November 23 – Thanksgiving Break



### SOMETHING TO THINK ABOUT

**KINDNESS:** *How lovely to think that no one need wait a moment, we start now, start slowly changing the world! How lovely that everyone, great and small, can make their contribution toward introducing justice straightaway...And you can always, always give something, even it is only kindness.* Anne Frank

- Kid President's 20 Things We Should Say More Often <https://youtu.be/m5yCOSHeYn4>