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Developments for sfcu in 2020 include plans for a new branch in Amsterdam, a new ATM in Norwich, the implementation of a credit card rewards program and services for 30-year mortgages and first-time home buyers. (Photo by Tyler Murphy)

Sidney Federal Credit Union: A membership of community

By TYLER MURPHY
The Evening Sun

With new leadership in 2019 Sidney Federal Credit Union, also known as sfcu, focused on improving its internal processes, reinforcing a positive work culture and adapting to the changing needs of customers.

Developments for sfcu in 2020 include plans for a new branch in Amsterdam, a new ATM in Norwich, the implementation of a credit card rewards program and

services for 30-year mortgages and first-time home buyers. The credit union also rebuffed a serious scam attack on a handful of ATMs during the 2019 Labor Day weekend.

In December of 2018 the long-time head of sfcu, CEO Jim Doig retired after 22 years as the credit union's leader. Current CEO Jim Reynolds took over as CEO of January 1, 2019.

"Obviously Jim was well-renowned in this area; great reputation in the com-

munity, great business leader. So with his retirement, that was a major initiative for the board, which, luckily for me I was chosen," said Reynolds of his predecessor.

Reynolds has 22 years of experience in the credit union industry, having served as Chief Operating Officer at Empower Federal Credit Union in Syracuse before coming to sfcu.

"When the opportunity came open, I started applying and going through the process and was fortunate

enough to be granted this position," said Reynolds, noting his experience in different lines of business within the credit union industry.

"I really view myself as a steward of the credit union so that when I retire, the next person comes in and keeps moving the ship forward. And it's not about legacy building, it's about doing what's right for the membership."

Currently sfcu has about 52,000 total members and

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The Sam and Adele Golden Foundation for the Arts, Dedicated to inspiring art for the community

By TYLER MURPHY
The Evening Sun

NEW BERLIN – The Sam and Adele Golden Foundation for the Arts was created to honor the spirit of the couple who built a thriving premium paint manufacturing business in the rolling hills of New Berlin.

The foundation is a non-profit organization that is independent from the company, Golden Artist Colors, Inc., but the two share the same innovative traditions that inspired them. It was founded in 1997 and for 10 years, the foundation aided artists and organizations supporting the arts with grants and awards before establishing a residency artist program.

Golden Artist Colors Inc., based in New Berlin, produces about 1.2 million gallons of paint a year and



Golden Foundation Program Director Emma Golden, Board President Mark Golden and Executive Director Barbara Golden.

employs approximately 220 full-time workers. Its brand has become recognized throughout the art world for its versatile and high quality products.

The company shipped

1.8 million tubes of paint and gave away 754 gallons of paint to local artists and charities in previous years. More than 1,000 people, on a total of 112 tours, visited Golden in 2018. Figures for

2019 were not available.

The company was conceived by a retired paint maker four decades ago, Sam Golden, who possessed an inspirational love of the

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In Your Own Words

Norwich City School District

Norwich CSD: A New Chapter with Endless Possibilities

The Norwich City School District is in a year of positive, productive transition. This year we began the school year with two areas of emphasis, which included the goals of creating "A New Chapter with Endless Possibilities" for our students by fostering a "Culture of Student Thinking."

In order to move the NCS D forward, we have begun to train our teachers in Thinking Strategy Instruction within all four schools, with a group that are the experts in the field, the Public Education and Business Coalition (PEBC.org) out of Denver Colorado. We are partnering with a local school district in this training, which allows us to run this shared service thru BOCES and drive BOCES aid to help us pay for their services.

Additionally, we are working with a "Behaviorist" who is training our teachers and support services personnel in best practice methodologies that we can use with students to maximize learning and minimize behavioral problem so our students can learn without additional stressors in the classroom.

Lastly, we are working very hard to get our fiscal house in order within the NCS D. We have made financial strides and will continue to move the district forward. Our Board of Education, teachers, administrators and support staff are all working with this goal in mind. It is important that everyone is part of this positive momentum so our students get the most from their educational experience within the Norwich schools.

– Norwich Interim Superintendent
Diana Bowers

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The Sam and Adele Golden Foundation for the Arts, Dedicated to inspiring art for the community –



Attendees at the galley inside the Golden Artist Colors plant in New Berlin, gather for the '2019 Made In Paint' art show opening.



The Sam and Adele Golden Foundation's artist residency in New Berlin.



Artist Sophie Knight works on a piece inside the studio provided by the The Sam and Adele Golden Foundation for the Arts.



The Sam and Adele Golden Foundation's artist residency in New Berlin.

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The Sam and Adele Golden Foundation for the Arts, dedicated to inspiring art for the community—

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arts and an indomitable work ethic.

Sam Golden began his paint-making career in 1936 at Bocour Artist Colors, a company he co-owned with his uncle, Leonard Bocour. Sam and Leonard began by producing hand-ground oil colors for artists in Manhattan. In 1980, together his wife, Adele, his son Mark, and his daughter, Barbara, the family founded Golden Artist Colors.

In the true spirit of the couple, the Sam and Adele Golden Foundation for the Arts has dedicated itself to supporting the community through encouragement and friendship of those engaged in the arts. For the Golden family and friends, the Golden Foundation is also a means of celebrating the

legacy of Sam and Adele. The Golden Foundation will be celebrating its 8th annual 'Made in Paint' art exhibition, April 4 by celebrating the works of the 2019 artists in residence. Last year's Made in Paint art exhibition drew more than 600 people.

Beginning in 2004, with the initial development of its own residency program, the Sam and Adele Golden Foundation established the Golden Foundation Fellowship to provide continued assistance to the art community specifically for the residency program.

Every year since 2012, the Artists in Residence Program affords 18 artists from across the globe the opportunity to spend four weeks at a barn beside the Golden Artist factory to experiment with their art using paint made by the company.

"We've gotten to know some amazing people, some amazing artists and then we get to show their work," said Golden Foundation Program Director Emma Golden. "It's like a big family, the family just keeps growing."

In its first year the

Artists in Residence Program was open to seven artists. Every year since the program has included 18 artists, with the number of applicants increasing with every year. Emma said well over 160 artists have joined the residency program over the last eight years.

Examples include artists from other countries, artists from the Philadelphia Mural Project; high school art teachers as selected by the Scholastic organization through their Alliance for Young Artists and Writers Awards.

The Golden Foundation Residency is a highly competitive program. This past year close to 450 artists from 25 different countries applied for the positions.

The residency was a failing cow barn on Bell Road, but in 2008, reconstruction began to create a location for the Artist in Residence Program. By 2012 the first artists arrived.

The residency program invites artists from all over," said Emma. "We've had artists from Israel, Germany, Australia, England, lots of different places. And it's really amazing that

all of these artists want to come to this little area."

"It was always about gathering people together," said Emma. "And so when both my grandparents passed away, we wanted to create an organization that honored their time in the arts and so we created a foundation."

In 2017 the Golden Foundation reached its five year goal to support the cost for all future artists in residence, as a result of a local and online art auction that feature donated works from artists.

The foundation will again support 18 domestic and international artists in residence in 2020, some traveling from as far away as New Zealand, Pakistan, Taiwan, and Canada.

"The residency emphasis is on experimentation with new and unique materials, and to create an environment in which exploration can take place. New ideas spawn creativity and give rise to creativity in all fields," said Emma.

She said currently the foundation is developing an internship program for local senior college art students to experi-

ence and participate in the operations of a not-for-profit artist residency program. This internship opportunity honors the work of retired Director Lucy Tower Funke, who has devoted over 50 years of her life to supporting the arts in Chenango County.

According to Emma, the Golden Foundation also hosts six open studios each year, at the end of each four week-long residency.

"The doors are open to the community to attend at no cost to see the latest experimental works of the artists in residence," said Emma.

From 1997 to 2007 before the residency program, she said the Golden Foundation awarded over \$100,000 in grants to individual artists and arts organizations.

More information about the Made in Paint exhibit can be found on The Sam & Adele Golden Foundation website, www.thesagg.org. The SAGG is located in Golden Artist Colors at 188 Bell Road in New Berlin.

According to Emma there are about 600 artist residencies in the United States, and climbing.

There are residencies for musicians, dancers, writers, artists working with sustainable materials, artists with families, to name a few. Some residencies are a week long, others are a year-long. Some offer studio space and living space, food, community engagement and a stipend, while others just offer space.

"Our residency is for artists working in paint and we offer studio space and living space for four weeks. The uniqueness of our program is that we are right across the road from Golden Artist Colors which supports the artists in residence in two major ways: One, the artists get all the paint they need over the four weeks, at no cost to them. Two, is the educational component. The workshops with the material and application specialists at Golden Artist Colors to learn about materials, tools and techniques. There is no other residency in the world that offers this unique opportunity, and it's right here in New Berlin," said Emma.

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Sidney Federal Credit Union: A membership of community —

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nine branches including Norwich, Oneonta, Walton, Dehli, Greene and Bainbridge. The company employs about 175 staff and has an asset value of about \$522 million, with assets growing by about \$25 million.

This was his first year running sfcu and Reynolds had the company carefully review its own internal workings.

"2019 was all about looking inward first and understanding the internal service culture," he said. "We're trying to become more efficient and create a consistent experience for our members. We are expanding with more branches consistency in service is very important. We want members to have the same consistency with any service, at any branch."

The credit union hopes to add more staff in 2020 and plans to open a new branch in Amsterdam, NY, sometime in late summer that will create five or six additional new positions.

"We want to hire people who have an inherent need to want to give back to the community," said sfcu Vice President of Marketing Keith May.

Adapting to the needs of members sfcu is work-

ing to create a new model to offer financial resources as a one-stop-shop approach that is also technologically savvy.

In recent years sfcu has found success in implementing a number of developments, including the implementation of remote deposit capture for checks, the employment of a new tagline, increased loan services including auto-decisioning with car dealers, and expanded skip-a-pay options.

"At the end of the day if we are not meeting our members' needs and expectations, they can go anywhere. This is really about how you deliver the right service. One good service and that person might tell ten other people about the positive experience," said Reynolds.

"In some cases we have to convince ourselves why not to make the loan, because we're not just looking at the credit scores. We are looking at the relationship. Knowing our members is an important part of our philosophy. We want to trust our members and find a solution for them that fits their needs," he said.

Some of the internal reflection led to some reorganization inside the credit union. The credit union created a cultural

position to help connect prospective hires with the right job. The primary function of the new role is to be apart of all applicant hiring. Having one key person consistently involved helps the overall process and finds the best fit for the company's needs.

The credit union also created a new business analyst role, that is intentionally decentralized, meaning they have a comprehensive understanding of not just computers, but other aspects of the business. The job requires keen communication skills to help oversee that information is clearly relayed between departments and staff.

"At the end of the day anyone can go to any financial institution, it really comes down to the people and the service," said Reynolds.

In the near future sfcu will be opening a new ATM location in the Norwich's southern plaza, near Price Chopper.

The credit union is also looking at opening a branch in Madison, maybe by the end of the year.

"Many of the changes are in response to the needs of the members," said May.

The changes have included the pending roll-out of a credit card reward

program, free checking and 30-year mortgages.

The credit union is also creating a specialized programs for first-time home buyers, to help them acquire matching grants and have access to a financial advisor who is an expert in first-time home buying options.

May also said sfcu was implementing text messaging as a communication channel with customers in 2020, sending information, such as branch closing, responding to balance inquiries and general questions.

The credit union is also taking steps to focus on digital business banking, with an option for small and medium business loans.

The credit union is even working to continue serving members who have left the area.

"If we have a population drain — people not coming back, how can we still service them? We want a suite of products that meet their needs, where ever they may be," said May.

Reynolds said sfcu was working hard to build meaningful relationships with members. "We are trying to exceed member expectations."

New members who join, are welcomed in email or on the phone. The credit union is also asking customers to give feedback.

"We call you and thank you for using our service, if you had a loan we look at the report and we offer tips on how to save some money," said May. "If we do what is right for them and save them money, it is better for us too. That's really our goal, to save our members time and money."

One major challenge sfcu had to overcome in 2019 occurred during the Labor Day holiday at the beginning of September.

During the extended holiday the credit union was one of several institutions that was intentionally targeted by an elaborate gang of scam artists who installed camouflaged devices on a num-

ber of teller machines. The devices were specifically made to look like they were a part of the machines and the thieves installed them to capture pin numbers and card information.

Within a day the credit union detected suspicious activity and contacted the police. They also called staff into work on the Saturday holiday. Working with the Federal Bureau of Investigations the bank was able to locate and remove the devices and restore the stolen funds. The funds were taken in increments of \$80 to \$100, with scammers hoping the credit union and their members would not notice. About 500 members were affected.

"When made aware we immediately stopped it. We halted cards and re-issued cards, repaid members. Within a day or two everything was whole again," said Reynolds.

Another development in 2019 was rebuilding sfcu's website. Currently, about 55 to 60 percent of sfcu's member base is utilizing its website, and over 50 percent of members are utilizing its mobile app. One portion of the website that sees a lot of traffic is devoted to keeping members up-to-date on current scams.

May said, "We do have a section of our website where people can read about scams that are happening now, and scams that have happened way back; what to do and what not to do. It's a well-read section on the website."

Moving forward Reynolds said sfcu is currently fine-tuning its five-year plan, working closely with its board of directors. He said his goal is for sfcu to grow from \$522 million in assets and 52,000 members to \$1 billion in assets and 100,000 members in the next decade.

Sidney Federal recently had seven staff members certified as financial counselors.

"We want to work with the schools, we want these certified individuals to work with them and

help provide skills to be successful financially," said Reynolds. The credit union hopes to work with area districts to help teach youth and adult financial education.

Reynolds said people wanting to buy a home or improve a credit score may not know the details on how to do that. He said the program could start in Sidney with a focus on money management.

"We are working on a pilot program to integrate these counselors into the classroom to help teach financial awareness," said May. "Schools recognize there is a need for monetary management skills, since many students are going to college or taking the next big step in life, there is an immediate need for these skills."

Besides engaging schools the credit union also encourages community volunteerism. Reynolds said sfcu contributes to just over a 100 charities and community groups through direct donation and volunteering of staff's time.

"Our employees participate in over 70 community events," said May. He mentioned several including Colorscape, the YMCA, the county fair, Hospice, the local chambers of commerce, Chenango Memorial Hospital and many others.

"We have staff that are involved in every school in the county," he said. "A lot of times people come and ask for help or a donation, like Relay for Life, and we are glad to help."

Reynolds estimated sfcu compensated for thousands of hours of volunteer time but often employees gave up a lot of their own time to participate in the community. He estimated more than 3,500 hours were spent on volunteer work every year by staff.

"I think it's our culture, we want to give back to the community we live in, when life goes up here we go up with it," said May.




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In Your Own Words

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Stanford Gibson Primary: Meeting academic and social-emotional needs of young learners

At Gibson Primary School, we strive to meet the individual academic and social-emotional needs of our youngest learners. We are constantly reviewing our instructional practices and making the required shifts to ensure our students receive the best possible start. This year we have been lucky enough to collaborate with the PEBC (Public Education and Business Coalition). Together we are focusing on how to foster critical thinking skills in students in the area of literacy. Our teachers have had the opportunity to work with the PEBC trainers, study the thinking strategies, observe a modeled lesson, and discuss the next steps towards implementation.

In addition to our work with the PEBC, we have implemented Guided Reading in all of our classrooms. Students work in small groups, led by a teacher, to increase their ability to read accurately and comprehend text. Teachers are able to tailor their instruction to meet the needs of all students. We have also implemented a schedule of universal screenings to track the growth of every student's reading skills. We have already seen students make great gains and are very excited to see our end of the year data!

Much of this work would not be possible without the support of our amazing Purple Tornado Community Team (PTCT). We are a group of staff, parents, and community members committed

to bettering the education of all students in the Norwich City School district. This organization, formed in 2013, collaborates across grade levels to bring programming, scholarships, equipment, and activities to the families of the district. This year PTCT ran a hugely successful fundraiser so that we could start planning for events, field trips, and purchases. This year, Gibson hosted Winter Wonderland for the community. Our new President Katlyn Carnachan is very skilled at getting staff participation, however, we are still in great need of parent members and would welcome any and all community members to join us. Your input and ideas are always needed in facilitating the resources and many events that the PTCT creates. PTCT President Katlyn Carnachan can be reached at 607-334-1600 extension 3086.

PTCT meetings schedule: All meetings are on Monday's at 4 p.m.

January 27, at the Perry Browne Library; February 24, at the Stanford Gibson Library; March 30 at the Perry Browne Library; April 27, at the Stanford Gibson Library; May 18 at the Perry Browne Library (Final meeting of school year)

PTCT's generous donation to our Gibson shared literacy library allowed us to purchase approximately 2,400 leveled books for teachers to use with students. We hope to continue to grow this shared library in the future, providing our students with appropriate reading materials to grow their reading skills throughout their time here at Gibson. We are dedicated to our students and establishing a 'Culture of Student Thinking' from the very first day of their educational experience.

— Stanford Gibson Primary Principal
Jennifer Oliver

Norwich City School District

Perry Browne Intermediate School: Endless possibilities foster the best in all of us

Here at Perry Browne Intermediate we continue to reflect, refine and find ways to give our students the experiences and tools necessary to foster a sense of self-efficacy, problem solving skills, and a curiosity for learning.

As a school we are challenged with keeping up with new initiatives, rapidly evolving technology, and teaching trends. With all the change, the one constant is the teachers.

With this in mind we have been working closely with the PEBC (Public Education & Business Coalition) who aim at providing teachers with the support and guidance to fine tune their instruction.

Keeping our students engaged through the workshop model has been a focus for our school community. Our teachers have embraced this important work, finding time to observe one another and provide one another invaluable feedback.

In addition, we have been working closely with Stanford Gibson to better align and improve our reading and writing instruction Pre-K-5.

We have engaged in a series of meetings, observations, and discussions that have created a sense of excitement as both administrators and teachers will be seeking out professional development to assist our efforts.

We are planning on hosting a summer work institute alongside the PEBC to work on instructional practices. As a school and district, we are

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In Your Own Words

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committed to providing staff with the time and resources to continuously improve.

We believe that by working together, we will better prepare our students for success as learners and thinkers with endless possibilities.

— *Perry Brown Principal Michelle Osterhoudt and Assistant Principal Sean Wood*

Norwich Middle School: Things to remember about the middle school years

Any parent that survived the middle school years is sure to have a story or two.

Middle school is supposed to be about making mistakes and bouncing back from disappointments. Some kids navigate the turbulent times while many today struggle with self-awareness and self-regulation. Middle schools have their own unique culture seeming as though it is a school within a school. Most of the time that uniqueness is rooted in social awkwardness and student expression of individuality.

If, we as adults, can resolve that the “Middle School Years” will potentially be the weirdest and most unpredictable time of life for a student, it affords us empathy and strategy in helping them establish their place in the world.

Given the developmental stage of a middle schooler, their bodies feel out of control and so much of life can as well. Some develop quicker while others maintain the baby-face appearance breeding nothing but insecurities in most. So much today focuses on appearances with selfies, sfofies and snaps for all to see and judge. How they compare to their peers is all they worry about. Friendships change as adolescence pushes childhood to the side. Remember that M.S. students lack the social skills to juke and jive the complexity of these changing relationships. Draw on that memory of when your so-called best friend no longer wanted to hang with you, friendships now have become as unpredictable as the body as a middle school student.

Also remember, the middle school child brain’s ability to evaluate and analyze cause and effect relationships has yet to develop. As a result, treatment towards peers can be fierce and often times hurtful; sometimes intentionally. Due to this environment of unstable relationships and a less cognizant approach with social interaction, trust and vulnerability levels become shallow. Isolation or a feeling of aloneness is often part of one’s M.S. story.

Last but not least, remember that although your student will proclaim they’ve got the whole world figured out and as a result will push for independence from all adults, they truly crave the security and support that we, caring parents and educators, provide. Our assistive role in this development is more important today than 10 years ago given the confusing and all-encompassing stimuli that kids are exposed to every day.

Remember, your listening skills will undoubtedly be tested, your patience will seem depleted and your MS experience will soon be over. Continue to equip your child with problem solving skills instead of solving every adverse situation for them. Stress can be good. They will surely need those skills as their mind catches up with their body. Most importantly, initiate conversation with your child’s teacher —don’t wait for them. Take an active role in monitoring this development. Email is always the best means to communicate with a teacher but do not hesitate to pick up the phone either.

Don’t forget, we were all once a M.S. student.

— *Norwich Principal Scott Ryan*

Norwich High School Every child deserves a champion

Motivational speaker and educator, Rita Pierson said, “Every child deserves a champion; an adult who will never give up on them, who understands the power of connection and insists that

they become the best they can possibly be.”

Each and every day at Norwich High School we are on a journey to lean into these words and make them a reality for our students. Balancing the social and emotional needs with the demands of academics is now, more than ever, the art of teaching.

This is the primary reason we have chosen to focus on practices and protocols that create and establish a sense of community at NHS.

Norwich High School uses restorative practices in order to foster relationships, build connections, change behaviors, repair relationships, address harm and improve results academically, socially, emotionally and behaviorally.

We are fortunate to be in year two of a five year pilot program for these practices in New York State and appreciate the opportunity to be on the leading edge of this nation-wide initiative. Restorative practices are rooted in establishing community by intentionally focusing on developing positive connections and fostering relationships.

The benefits of this type of environment are numerous and include the creation of a more effective teaching and learning environment, improved levels of communication for all, increased levels and displays of emotional literacy, a reduction in conflict and resulting exclusions, greater sense of responsibility and acceptance, healthier working relationships and an overall solutions-focused approach to education.

Teachers begin this work by holding community circles in their classrooms. These circles are intended to be a community building tool in the classroom that can be used to check in on how students are feeling, develop relationships and explore values. The principles of a circle are that everyone is equal, each person has the opportunity to contribute to the discussion and that participants learn to listen and respond respectfully to each other.

A restorative circle extends from a talking circle and is facilitated by the counselors, assistant principal and principal. This type of circle is meant to bring people together to discuss and identify a harm that may have occurred and develop an action plan to assist with the situation. It is important to understand that circle practices do not replace traditional discipline but rather are complementary to those practices and focus on identifying and repairing harm between individuals as a means of restoring and maintaining the sense of community we want students to feel while in school.

We also know that the skills students learn through restorative practices help them become responsible adults and can be applied beyond the walls of the classroom.

We have also developed other mechanisms to help meet the social-emotional needs of our students and broaden their perspective to the wider community.

This can only be accomplished through collaboration between faculty, staff, students, parents and the greater Norwich community. Within NHS, we have developed an academic center and a Zen Den.

In our academic center, students work on completing classwork in an environment where there are fewer students and an adult who connects frequently with our social worker and school counselors to support our students.

The Zen Den is a place students can go for a shorter period of time to regulate their behavior and/or emotions. The Zen Den is located within our nurse’s office and near our social worker’s office so that added support can be provided when needed.

Our Spanish Club and Liberty Partnership Project (LPP) have worked to develop, create and establish “The Purple Pride Closet.” This is a unique space at our high school where we can provide additional food, clothing, school supplies and hygiene products to our students as they need them.

Through generous donations from Chobani, Walmart, The Dollar Store and many faculty and staff members, we are able to keep this space well stocked and able to serve our students. On long holiday weekends and breaks we are able to provide additional food items to many families.

Norwich City School District

During the holidays especially, we work with area churches and local organizations to provide food and clothing to families in need.

One example of that is the annual clothing drive held at Morrisville College. This is a partnership between NCS and the Liberty Partnership program that we provide a new, warm outfit and work to meet the winter needs of families. This year, we were fortunate to partner with the Emmanuel Episcopal Church to provide necessary food to sustain families over the longer break.

The United Church of Christ and the Broad Street Methodist Church also partner with us during Thanksgiving and Christmas to assist our families. In addition, Chobani partnered with us for a back to school kick off for families and we look forward to continuing this with them. Although a much less formal process, many of our athletic teams participate in community service projects as a means of giving back. Our extra curricular clubs do much the same thing.

Youth Philanthropy Council (YPC) is an organization run by The Place that NHS students as well as students from Sherburne and Unadilla Valley participate in.

They develop an area of focus for the year, seek proposals from Chenango County not for profit agencies, review those proposals, make site visits and ultimately award approximately \$10,000 in funding to support those entities. Annually, during spirit week in the spring we collect canned goods and/or hygiene products which all stay local.

Our students work in conjunction with the Salvation Army as bell ringers during their yearly campaign. In addition, our student government hosts a blood drive twice a year so that students can literally be part of giving the gift of life to others. Our National Honor Society works in conjunction with our musical theater department to host a dinner right before the high school musical for area senior citizens.

Folks are treated to a themed dinner and then get to see the dress rehearsal for our musical free of charge. This spirit of giving and contributing to the greater good is encompassed in our newly promoted motto of NHS CARES. CARES stands for caring, ambition, empathy, respect and self-discipline. We recognize students on a monthly basis for demonstrating these attributes and we encourage them to apply these attributes throughout their lives.

This spring our shared decision making team will begin meeting again. This group is comprised of both school, parent and community members who will continue to examine our practices and work together to improve and refine what we do so that it continues to benefit all students.

If you are interested in being part of this group, please feel free to contact our high school main office.

As is often said, “it takes a village to raise a child,” and we believe that by working together we will continue to empower our youth to become the leaders of today and tomorrow.

We are already seeing the results of our efforts as our graduation rate continues to rise each year. When students feel a sense of community and want to be here, their academics are naturally impacted in a positive manner as well.

Recognizing that our students are the reason behind the decisions that we make, drives our focus day in and day out.

We continue to encourage our students to pursue academic excellence, become involved in extra-curricular activities and contribute to that special spirit at NHS that we call purple pride.

We expect our students to make positive decisions, look for the good in others and make a personal commitment to achieve as they become part of the tornado legacy. We rely on the connections we have developed with our parents and community members to foster this growth in our students.

It is through this collective effort and belief that we each can and do impact the lives of our students that achieve greatness together.

— *Norwich High School Principal Kisten Giglio*



Front, Norwich High School Principal Kisten Giglio, Perry Browne Intermediate School Principal Michelle Osterhoudt, Stanford J. Gibson Primary School Principal Jennifer Oliver, Interim Business Manager Margaret Boice, Interim Superintendent Diana Bowers, Business Manager Brian Bartlett. Back row, Norwich High School Assist. Principal Kristin Fox, Director of Special Programs Katherine Gooden, Norwich Middle School Principal Scott Ryan, Perry Browne Intermediate School Assist. Sean Wood. (Photo by Tyler Murphy)



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