

Change

Change is many things. For those impacted by a change, it can be emotional, challenging, frightening, and exciting, to name a few. Instituting change can bring all of these together at the same time. Change is part of life. Just because we are fearful or apprehensive, doesn't mean we should avoid the change or risks of a new adventure. Change also provides benefits. Although not always recognized or embraced at the beginning, many changes provide new opportunities for growth and improvement that would not be possible without it.

Dover schools are blessed with a great staff. From our devoted leadership team, to an outstanding staff of teachers in each classroom, to the support staff that work each day to provide for our students, our focus has always been caring for our students. The Dover administrators are not new to our community and schools. In fact, our administrators have a combined total of 251 years of service to the district. Our staff has a proven track record of caring for the children and families of Dover and this will continue as we transition to a different configuration of our elementary schools.

As a community, we now turn to the opportunities this change will provide. We are excited to move forward to serve our students academically, socially, and emotionally. We will continue to nurture their growth and love of learning.

The reorganization of our elementary schools will open doors for improvement and sharing of resources. A few of those benefits include:

- **Curriculum resources and special programs** provided in an **equitable** manner and targeted to the developmental needs of the students
- Encourages **greater collaboration among grade-level teachers** -- will reduce or eliminate the need for two-hour delays for professional development
- **Special activities** such as assemblies, field trips, school/community events will be **age-specific**, creating opportunities and efficiencies
- Students can **connect with peers earlier** and prior to the crucial middle school developmental years
- District can take advantage of **economic efficiencies with supplies**, software purchases, resources, and curriculum materials
- **Eliminates movement between buildings for families and students who move**, are in foster care, or change babysitters. Parents can potentially access student transportation from any babysitter or daycare provider in our district
- Schools can **focus on the particular learning and social/emotional needs** of students at a specific age and developmental stages
- **Balanced class sizes** and the ability to easily group and re-group for specialized instruction, social-emotional needs, and/or targeted interventions

In the days ahead, we will continue to refine the plan and communicate the details that will answer many of your questions. No, we don't have all of the answers today, but will work diligently to answer all of your questions. Please visit our website (www.dovertornadoes.com) and look at the page titled "Elementary Reconfiguration." As decisions are finalized, we will

place information on this page. If you don't see it here, we have not made a definite decision on that matter. We look forward to the new opportunities for our community, staff, and students as we implement changes to benefit all of our students.