

# **Mount Pleasant Central School District**

## **5-Year STRATEGIC PLAN**

**2011-12**

**2012-13**

**2013-14**

**2014-15**

**2015-16**

*Adopted by the Board of Education, November 17, 2011*

# MOUNT PLEASANT CENTRAL SCHOOL DISTRICT

## STRATEGIC PLANNING

### COMMITTEE MEMBERS

- Carol Ann O'Connor, Board of Education (Co-chair)
- Dr. Susan Guiney, Superintendent (Co-chair)
- Doug Lander, Superintendent of Buildings and Grounds
- Lisa Sanfilippo, Business Manager
- Michael Cunzio, Principal (Elementary)
- Jerry Schulman, Principal (Secondary)
- Eileen Farrell, District Public Relations/Parent
- Ellen Igo, Teacher/MPTA President (Elementary)
- William Schiavone, Teacher (Secondary)
- Susan Auriemma, Clerical
- Harry Canniff, Town of Mt. Pleasant Recreation
- Maryann Saracino, Community Member/Alumni Parent
- Mary DiLiberti, Parent
- Maureen Turchioe, Parent
- Jenna Synder, Westlake HS student
- Joshua Yamuder, Westlake HS student
- Dr. Mary Elizabeth Wilson, Director of Curriculum (ad hoc member)
- Nicole Schimpf, Director of Special Education (ad hoc member)
- Nasrin Rouzati, Director of Technology (ad hoc member)
- Donna Pirro, Director of Physical Education, Health and Athletics (ad hoc member)

# MOUNT PLEASANT CENTRAL SCHOOL DISTRICT

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### 1. GOAL STATEMENT: LEARNER CENTERED CLASSROOMS

Ensure that **all** learners are provided with an atmosphere and the opportunity to think deeply, confront new challenges, consider diverse perspectives, evaluate information, explore solutions, use imagination freely, create and apply knowledge and skills, and develop original works as a means of personal or group expression.\*

Process Objectives	Estimated Completion	Fiscal Impact (if any)
Under the leadership of the Director of Curriculum and Principals, teachers will survey curriculum to identify new and existing learning opportunities for students that promote project based learning as a core focus.	Ongoing	Utilize existing funds
Teachers will develop opportunities for students to share their creativity through appropriately designed tasks and aligned formative and summative performance assessments.	Ongoing	Utilize existing funds
The Director of Curriculum, in collaboration with Administrative and teacher representatives, will develop a multi-year model of professional development that is learner centered.	July 2013	Utilize existing funds

**Accountability Objectives:** Student work residing in the Curriculum Data Base will demonstrate increasing mastery of content and skills as defined by locally-developed, research-informed rubrics, and validated through participation in the Tri-States Consortium review process.

\*References to all learners in the strategic plan include adults and children in the Mt. Pleasant learning community and are inclusive of those who have special learning needs.

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**2. GOAL STATEMENT: SOCIAL AND EMOTIONAL LEARNING**

All learners will develop the social and emotional competencies that will enable them to be self and socially aware, caring and connected to others, and responsible decision-makers.

<b>Process Objectives</b>	<b>Estimated Completion</b>	<b>Fiscal Impact (if any)</b>
The Administrative Council and representative faculty will initiate a review of the findings from the Tri State Consultancy of Spring 2011, to inform program and process revisions relating to Social and Emotional Learning (SEL).	Fall 2011	\$4100 funded through the Federal Title Grants
The Superintendent will designate membership in an SEL Task Force to recommend program and process changes to realize efficiencies in supporting SEL.	June 2012	
Principals will review existing Board policy requirements, including the Code of Student Conduct, to ensure alignment with the proposed Anti-Bullying Program.	Fall 2011	
Superintendent will present for adoption by the Board a K-12 anti-bullying program designed to meet current Board Policy requirements and ensure more positive student social interaction, and comply with the requirements of the New York State Dignity For All Students Act.	July 2012	\$15,000 (Sources: Title IV, Title II-D, Safe & Drug Free School Grants, any funding associated with the NY legislation, subject to BOCES aid, possible foundation funding)

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The Director of Curriculum will recommend to the Superintendent staff development activities designed to expand, system-wide, the best staff practices in implementing the SEL Curriculum.	November 2012	Existing staff development funding
Building administrators and faculty will implement the SEL Curriculum.	June 2014	EST. \$20,000

**Accountability Objectives:** By September 2014, (a) the number of bullying incidents reported by students and parents, discipline referrals, and bus referrals recorded through the student management system will be reduced over the base year's data, and (b) students, parents and staff will report, through a climate survey, improved student peer relations and a feeling that the school is a safe and positive place for learning.

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**3. GOAL STATEMENT: TECHNOLOGY**

Integrate evolving technology as a key component of learning and communication.

Process Objectives	Estimated Completion	Fiscal Impact (if any)
<p>Under the guidance of the Director of Technology, a district-wide Technology Committee comprised of administrators, parents, teachers, and students will examine and recommend for adoption a framework for district-wide 21<sup>st</sup> century skill expectations aligned to the International Society for Technology in Education (ISTE) NETS* standards or the Partnership for 21<sup>st</sup> Century Skills' <u>Framework for 21<sup>st</sup> Century Learning</u>.</p>	<p>June 2012</p>	<p>Utilize existing funds</p>
<p>Working with Southern Westchester BOCES Lower Hudson Regional Information Center (RIC) and outside vendors, the District will ensure an infrastructure that permits universal access to technology for students and staff.</p>	<p>Ongoing collaboration with RIC;  <i>11/12 School Year</i> - Phase 1 - Wireless implementation;  <i>12/13 School Year</i> - Phase 2 – Increase wireless access district wide;  <i>13/14 School Year</i> – Phase 3 – Increase wireless access district wide;  <i>15/16 School Year</i> - Phase 4 – Complete secondary initiative.</p>	<p>District Annual Budget                      Phase 1 - Budgeted                      Phase 2 - TBD                      Phase 3 - TBD                      Phase 4 - TBD</p>

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<p>The District will provide support for the effective implementation of integrated instructional and administrative technology in at least the following ways: (a) Job-imbedded, pedagogically-focused professional development leading to technology-rich learning environments; (b) School libraries will become the locus for instructional media support; (c) Technical support proportional to need will be provided.</p>	<p>2015-2016 School Year</p>	<p>Approximately 1 FTE per year plus funding for increased professional development</p>
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- *ISTE NETS = International Society of Technology Education - National Educational Technology Standards*

**Accountability Objectives:** An annual Technology Report will be presented to the Board of Education. The annual report will include data on, and will not be limited to (1) The number of teachers who have completed professional development hours in the integration of technology into instruction; (2) Students involved in project-based learning; (3) Learner-centered classrooms enriched by technology where 21<sup>st</sup> century skills are demonstrated and exist on all grade levels in the district; (4) survey collected data on the day to day operations at the building and district level that reflect the seamless implementation of technology productivity tools.

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**4. GOAL STATEMENT: RECRUITING AND RETAINING STAFF**

Recruit, develop and retain highly-qualified and highly-effective staff.

<b>Process Objectives</b>	<b>Estimated Completion</b>	<b>Fiscal Impact (if any)</b>
<p>The Administrative Council and Human Resources Office, in concert with the Annual Professional Performance Review (APPR) Committee, will review the current hiring process to identify best practices and develop and implement criteria for recruitment that include diversity, and the utilization and/or creation of existing and new partnerships with institutions of higher education</p>	<p>July 1, 2012</p>	<p>Utilize existing funds</p>
<p>The District will maintain a working culture that is inviting and motivating as evidenced by: (a) implementing a sustained leading-edge Professional Development Plan for all district staff (clerical, custodial, aides, Teaching Assistants (TAs), teachers and administrators) including ongoing professional development with higher educational institutions; (b) supporting employee opportunities for service to the profession (e.g. hosting student teachers, presenting at conferences, acknowledging Master Teachers, developing a robust mentor program, supporting National Teacher Certifications as well as multiple areas of NYS certifications including leadership) (c) ensuring the highest performance standards are utilized in the award of tenure and permanent employment status.</p>	<p>July 1, 2013</p>	<p>Utilize existing funds</p>

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#### 4. GOAL STATEMENT: RECRUITING AND RETAINING STAFF (cont.)

**Accountability Objectives:** Report out on percent of professional staff with credentials, number of individuals screened for positions, programs to encourage applications by individuals of race and gender. APPR requirements to be established by statute (currently under NYS review).

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**5. GOAL STATEMENT: COMMUNICATION**

Increase information sharing among all District stakeholders and the global community through a well-defined Communications Plan.

<b>Process Objectives</b>	<b>Estimated Completion</b>	<b>Fiscal Impact (if any)</b>
The Superintendent of Schools, the Administrative Council and the District Public Relations Officer will assess the current delivery of district information, develop a well-defined Communications Plan including comprehensive K-12 guidelines for all avenues of communication, and improve school/community partnerships;	June 2013	Utilize existing funds
As a part of the Communications Plan, the Superintendent of Schools, with input from the Administrative Council, will determine a rubric to define the hierarchy of information dissemination throughout the district.	June 2013	Utilize existing funds
The Superintendent of Schools and the Public Relations Official will work with district stakeholders to develop a Mt. Pleasant schools “brand” for recognition and consistency in all communications	August 2015	\$10,000

**Accountability Objectives:** In a pre and post-survey of District stakeholders, the effectiveness of District communications will be shown to have improved (Pre Survey in the Fall of 2012 and Post Survey in Fall of 2015).

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**6. GOAL STATEMENT: TRANSPORTATION**

The District's Student Transportation Plan will ensure efficiency and safety.

Process Objectives	Estimated Completion	Fiscal Impact (if any)
Conduct a transportation study with an outside consultant. The Study will identify and evaluate the district's options for meeting State requirements for transportation as well as the opportunities for collaboration with other districts for shared transportation and greater cost efficiencies.	December 2011	\$15,000
Create and communicate a revised Plan for Student Transportation based upon the findings and recommendations from the Transportation Study, together with input from parents, faculty, staff, the transportation provider, and local authorities.	June 2012	Utilize existing funds

**Accountability Objectives:** (a) By FY 2013, transportation contract costs per pupil will be reduced over the base year of FY 2011.(b) The student and vehicle safety record in FY2013 will be the same or better as that for FY2011.

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**7. GOAL STATEMENT: SAFETY AND SECURITY**

Ensure student, staff and visitor safety and security within the District's school buildings and campuses.

<b>Process Objectives</b>	<b>Estimated Completion</b>	<b>Fiscal Impact (if any)</b>
The Superintendent of Schools will create a District Safety Committee as a component of implementing Project SAVE.	September 2011	Utilize existing funds
The Superintendent of Schools with the Administrative Council will review, revise, and enforce district policies and procedures for safety and security. Policies and procedures will be communicated as appropriate to the staff, students, parents and the community.	June 2012	Utilize existing funds
Under the leadership of each building principal, safety and security issues for each building and campus will be identified and reported to the Superintendent together with recommendations for improvement.	June 2012	TBD

**Accountability Objectives:** By the conclusion of FY2013, the District will complete the NYSED Safety Plan Check List and reach compliance in all areas.

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**8. GOAL STATEMENT: FACILITIES**

District facilities are safe, sustainable, motivating, and updated to meet learning standards

<b>Process Objectives</b>	<b>Estimated Completion</b>	<b>Fiscal Impact (if any)</b>
<p>District staff will explore funding options, identify potential cost savings, review the referendum process and communicate to the Board of Education and community with the intent of developing a defined Facilities Funding Plan to present to the community in 2012-2013.</p>	<p align="center">2011- 2012 School Year</p>	<p align="center">Utilize existing funds</p>
<p>The Superintendent of Buildings and Grounds working with the Administrative Council, Business Office and District-appointed Architectural Firm will investigate a plan for modernization linked to educational program implementation and implement the district's Five Year Facilities plan including energy performance items and resources for implementation.</p>	<p align="center">Ongoing</p>	<p align="center">TBD</p>

**Accountability Objectives:** The Defined Funding Plan is approved by the community by the end of FY2013 and the report will be used for purposes of accountability.