



***Mahopac Central School District***  
**Strategic Plan for 2018-2022**

by Anthony DiCarlo, Superintendent of Schools

# Preamble

The following District goals establish the strategic map by which the District will utilize to fulfill the mission of educating students and shall be measured from 2018-2022. Each of these goals, and underlying objectives, plays an important purpose as it intertwines and relates to others.

These goals shall form the primary basis for evaluation of the Superintendent by the Board. The Board presents this document as the primary statement of priorities that shall determine the initiatives, policies and budget allocations for the above mentioned school years. Each year the Board will review these goals, add milestones and amend as needed.



# Roles

The Board has a responsibility to ensure District goals reflect the values of the community, establish the necessary policies to achieve these goals, and to communicate with the community about the goals and progress toward them.



# Mission

## Mission Statement

To prepare each and every student for college and career readiness, and to educate all students to be responsible and productive members of the global community and especially become:

- ❖ Caring, collaborative and compassionate people;
- ❖ Critical thinkers, problems solvers and resilient;
- ❖ Listeners and communicators; and
- ❖ Lifelong learners.



# Vision

By the year 2022, the MCSD will:

- ❖ Have demonstrated evidence of overall improvements in students learning and achievements across a broad spectrum of measurements including, but not limited to, state assessments, state regents and District benchmark assessments;
- ❖ Have a staff that will consistently and collaboratively lead students at all levels and learning styles to learn at or above the grade level standards through continued professional learning;
- ❖ Have created an effective engagement and outreach system with parents, students and the Mahopac community; and
- ❖ Have developed a multiple year plan that will manage fiscal, technological, and capital resources effectively and efficiently, in support of our Mission and Vision.



# Core Values

- ❖ Success is measured by student growth and achievement;
- ❖ All students are worthy of intellectual, social and emotional respect;
- ❖ Effective teaching is essential;
- ❖ We can all learn from each other;
- ❖ There is a partnership with parents and guardians; and
- ❖ All students deserve the opportunity to achieve their fullest potential



## Student Learning Objectives

**Student Learning**: promote social, emotional, creative and intellectual growth of all students, encouraging them to take challenging and career ready courses to inspire them to do their best through their K-12 experience in the MCSD

Objective 1: ***Cohesive Districtwide K-12 approach to teaching and learning.*** MCSD curriculum instructional *strategies*, assessments, and grading practices will be consistent districtwide, fair, aligned with the NYS standards, and support student learning for all

Objective II: ***Primary Grade Fluency in Reading and Math.*** MCSD will increase the percentage of students' fluency in reading and math by the end of third grade through districtwide primary assessments, benchmarks, state assessments, and reading interventions

Objective III: ***Establish a Districtwide approach to RTI Services.*** MCSD will develop and K-12 approach to intervention services using research based interventions in Tiers I, II, III

Objective IV: ***Access to rigorous coursework.*** MCSD will increase the percentage of MHS students that successfully complete at least one college-level course in high school



# MCSD Strategic Plan 2018-2022 Overview

## High Quality Staff

**High Qualified Staff:** recruit, hire, cultivate, evaluate and support all faculty and staff to consistently lead all students and learning styles to learn at or above grade-level benchmarks

Objective I: **Supervision and Learning Feedback:** MCSD faculty shall receive meaningful feedback and evaluations on performance annually. Pedagogical reviews will follow the APPR framework required by NYSED

Objective II: **Recruiting and hiring.** MCSD will actively attract and recruit candidates from all backgrounds for open positions. Interview and hiring processes shall be collaborative, include real world contexts such as model lessons, writing samples, gauged by multi-peer groups using performance rubrics

Objective III: **Learning and celebration.** MCSD will receive ongoing professional learning opportunities grounded in best research based practices for adult learning. MCSD will celebrate staff accomplishments at Board of Education meetings, school levels and through local and social media platforms





# MCS D Strategic Plan 2018-2022 Overview

## Community Engagement and Outreach

**Community Engagement and Outreach**: communicate and collaborate effectively; partner effectively with parents, students, the business community, local colleges, universities and residents of all ages to live our Mission and achieve our Vision

Objective I. ***Communication with parents***. MCS D will actively and effectively communicate with parents about the progress of their children and the opportunities available to them specifically through University Nights

Objective II: ***Partnership with the community and local governments***: MCS D will increase the quality and quantity of partnerships and collaborations with community organizations to increase opportunities for students

Objective III: ***Positive public relations***: MCS D will maintain a positive public profile through proactive publicity and social media highlighting student and staff accomplishments.



# MCSD Strategic Plan 2018-2022 Overview

## Resource Management

**Resource Management:** manage fiscal, capital and technological resources effectively and efficiently, in alignment with our Mission and Vision

Objective I: **Budget:** MCSD's budget and resource allocation will support the attainment of the strategic objectives and long-term fiscal stability; including a maximum fund balance allowable by legal limit

Objective II: **Facilities and Grounds:** MCSD's facilities and grounds will provide safe, secure, and learning environments that maximize opportunities for 21<sup>st</sup> century learning and career and college readiness

Objective III: **Technology:** MCSD's technology infrastructure will support teaching and learning, providing students will opportunities and all levels to access technologies to further their readiness for the global community, career and college

