

Manchester-Shortsville Central School District

STRATEGIC PLAN

2014 - 2020



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Our Mission

We will challenge all learners and work in partnership with students, parents and community to achieve high standards.

Our Vision

Every employee of the District plays a vital role in the success of our students. With uncompromising commitment in the pursuit of excellence, we will meet the unique needs of every student, regardless of social advantage, race or gender and ensure he or she has a safe learning environment and acquires necessary foundational skills. We will promote healthy habits and provide challenging, real-world learning experiences. We will cultivate student ownership for goal-setting, learning and citizenship by partnering with families and community groups. We will promote a learning environment of critical thinking, creative problem-solving, self-direction and collaboration in order to maximize each student's ability and potential to succeed in an ever-changing, highly technical and diverse world. Together, we will develop and maintain the highest level of ethical and professional practice, demonstrating a culture of respect, cooperation, and pride, with care and dignity for all.

Our Beliefs and Core Values

EXCELLENCE

Challenge and learning are the goals and rewards.

LEADERSHIP

We are all leaders and role models.

DIGNITY for ALL

Everyone is treated with dignity and contributions are heard, valued and encouraged.

COMMUNICATION

Open and honest dialogue ensures that we are all working towards a common goal.

COLLABORATION

Working together is critical to our success.

CONTINUOUS IMPROVEMENT

We are all accountable for continually improving our practice.

STUDENTS FIRST

We are responsive to the needs of *all* students.

RESOURCEFULNESS

We seek out educational opportunities within and beyond the walls of our school.

FISCAL RESPONSIBILITY

We use our resources responsibly.

PRIDE

We respect ourselves, each other and our school.

-Shared Vision September 2013
-Reviewed August 23, 2016

Long Range Goals

Goals are aligned with the school's mission, vision, beliefs and values.

ACHIEVEMENT: Strive to create a positive learning environment by providing students and staff with tools, training and facilities needed to promote continuous student growth.

COMMUNITY INVOLVEMENT: Improve community support of the district as a whole by promoting its positive attributes, maintaining open lines of communication and encouraging parent and community member involvement.

FISCAL: Practice responsible budgeting by maximizing financial resources, and advocating for our District, while balancing student needs and a desire to ease the tax burden.

POLICY & GOVERNANCE: Continue to review and update Board of Education policies and long range plan.

-Developed October 22, 2014
-Reviewed September 23, 2015
-Revised August 23, 2016

Board of Education Goals

ACHIEVEMENT: Stay abreast of student performance and support our District staff in achieving District and building goals.

COMMUNITY INVOLVEMENT: Continue to educate community members to improve understanding of District needs.

FISCAL: Work collaboratively with the superintendent to advocate for the financial needs of our District locally and at the State level.

The Board will maximize resources to ensure long term sustainability and a positive learning and working environment.

POLICY & GOVERNANCE: Ensure policies are routinely reviewed and updated to meet changes in educational law.

-Developed October 22, 2014
-Reviewed September 23, 2015
-Revised August 23, 2016

District Goals

ACADEMIC

Given the current New York State Education Department mandates for implementation of Common Core State Standards (CCSS), Annual Professional Performance Review (APPR), and Data Driven Instruction (DDI), the leadership team is committed to continually increasing student achievement.

-Developed July 2014
-Reviewed September 23, 2015
-Revised August 23, 2016

SCHOOL CULTURE

The District recognizes the ongoing importance of Positive Behavioral Interventions and Supports (PBIS), including community and family involvement. We will promote an increase in positive feedback and recognition of students and staff by supporting the related initiatives in each of the building council plans in an effort to demonstrate a culture of respect and dignity for all.

-Developed July 2014
-Reviewed September 23, 2015
-Revised August 23, 2016

Building Council Goals

High School

1. Collaboration & Communication: Continue to communicate to the students, staff, and community regarding school policies and events through multiple mediums. Create new pathways for teacher-to-parent communication.
2. Behavior: Increase a sense of whole school pride through proactive in-school and community measures; reduce number of targeted infractions.
3. Academic Integrity: Increase the number of students who score at or above 75% on Regents Exams (including Common Core assessments) by 5% per exam (ultimate goal is for 80% of students to score at target mark per exam).
4. Attendance: Maintain or decrease the number of students with 10+ tardies (5%). Implement more resources to combat habitual tardiness.
5. Culture: At least 20% of the student body will be recognized for positive behavior throughout the 16-17 school year.
6. Continuous Improvement: Focus on the success of students transitioning from 8th to 9th grade.

-Developed August 2016

Middle School

1. At least 70% of all RJMS students will be at level or no more than 1 grade level below in reading as assessed by classroom assessments and iReady benchmarking.
2. RJMS staff will partner with students and their families to improve academic performance and maximize each student's individual potential as evidenced by quarterly grades, parent-teacher-student communication (email and Google), IC/Parent Portal usage, and tracking assignments and assessment dates via Google calendar.
3. RJMS will strategically target interventions to decrease the number of students deemed chronically absent (more than 10% missed school days). Baseline Data: In the 2015-2016 school year, 20 students fell into this category.
4. The RJMS will partner with parents and students to improve student behavior through the continued implementation of PBIS (Positive Behavioral Intervention Supports).

-Developed August 2016

Elementary School

1. **Academic:**

*Grades 3-5 will rank in the top 50% or higher in the region on the NYS Math and ELA exams. (13th place or higher out of 25 districts)

*70% of students will achieve a year's growth in reading.

2. **PBIS:**

*100% of students will be recognized for showing PRIDE. Student will be recognized for positive behavior choice, academic achievement, and citizenship.

*20% of students will be recognized for consistently exceeding PRIDE expectations.

3. **Family Engagement:**

* Targeted indicator: *Developing family ability to strengthen learning at home* will be at a Level 2 or higher by the end of the school year.

4. **Building Climate:**

*50% of staff will respond positively to the following goal: Recognizing, awarding, and publicizing staff efforts and accomplishments and fostering a collaborative culture.

-Developed August 2016