

2016-2018 District Goals

Goal 1: Increase the effectiveness of core instruction by teachers of our adopted curriculum to increase differentiation of instruction and implement researched based proven Tier I and II and III interventions for underperforming students with the primary purpose of improving student outcomes

Action/Strategies	Implementation Steps	Responsibility Supervised	Cost	Specific Timeline	Success Indicators/Results
<p>Design and implement an articulated RtI process which becomes embedded into the professional practice of each building.</p>	<ul style="list-style-type: none"> a. Identify a renowned expert in the field of RtI process development and contract for services. b. Establish a committee of stakeholders to identify needs and participate in RtI process development c. Utilized subcommittee format to make recommendations to the larger RtI/ Intervention Committee d. Create Draft RtI process document to deliver to the BoE one month prior to adoption. e. BoE is provided with a panel discussion regarding final RtI process prior to adoption f. Administrative team makes data based recommendations based on scheduling and staffing needs. g. RtI/AIS programs are identified, secured and implemented 	<p>Dir. of C & I Building Principals Director of Student Services and Pupil Personnel</p>	<p>School Improvement Grant Funded</p>	<p>Oct 2015-Sept 2016</p>	<p>Over time, students are given data driven research based interventions which will allow for fewer students to be identified as needing IEP</p>
<p>b. Reinforce a culture of fidelity to the BoE adopted curriculum</p>	<p>1. Principals, Assistant Principals, Head Teacher and Director of Special Services, Director of C & I and Superintendent will be in classrooms</p>	<p>Superintendent Principals Dir. of Special Svcs Asst. Principals Head Teacher</p>	<p>None</p>	<p>Ongoing Immediate</p>	<p>The actions, strategies and implementation steps will result in improved results on STAR, leveled reader results, NYS 3-8 assessments, Regents and SLO assessments</p>

	<p>at least once a week more often to evaluate use of curricular materials.</p> <p>2. Aforementioned administrators will regularly attend GL/CL grade level meetings to ensure implementation of grade level materials.</p> <p>3. Clear curricular expectations are delivered on multiple occasions (PD days, faculty meetings and general correspondences)</p>				
C. Review staffing levels and needs	1. Grade level sizes and student instructional needs are monitored, identified and addressed during the budget process as emergency dictates	Superintendent Building Principal	The cost of relevant staff as needed	Jan16-Sept 16 Jan 17-Sept 17 Jan18-June 18	BCSD classes are within contractual limits to provide our students with the best chances for learning.
The District will provide world class educational opportunities to staff members to develop their professional practice	<p>1. The District will contract with HMH (Houghton Mifflin Harcourt), Eureka Developers, Math Nation, EdTech Team, North Syracuse and in house local experts to provide state of the art PD to our staff</p> <p>2. The District will continue sending teams to national conference to present our findings, bring back best practices and to identify worthwhile initiatives.</p>	Director of C&I Business Office	PD as budgeted in the annual budget, funded through grants and provided for through the CBAs	July 1, 2016- June 30, 2018	Participants are surveyed and communicated with to understand perspectives on the effectiveness of each training.

Goal 2: Support and enhance educators in Phase I and II and III of the BCSD Digital Initiative for the purpose of providing exceptional resources for teaching and learning in our 21st Century learning environment.

Action/Strategies	Implementation Steps	Responsibility Supervised	Cost	Specific Timeline	Success Indicators/Results
Teachers in each phase will be provided with ongoing training in Google	a. Establish dates for training	Director of 21st Century Learning Business Executive	Grant and local funded PD	August 2016 and 2017 3 Saturday Summits each year	Teachers in each phase will utilize digital skills to enhance their teaching practice, increase engagement and provide students

<p>Apps for Education (GAFE) and other applications to support and enhance the journey of effective teaching and learning to prepare students with 21st Century skills.</p>	<ul style="list-style-type: none"> b. Identify highly skilled trainers to provide direct instruction c. Register teachers for trainings PD days d. Work with the Business Office to ensure compensation under the CBA 	<p>Principals</p> <p>Superintendent</p>	<p>\$15,000</p>		<p>with the collaborative and communication tools necessary to be quality contributors to society and self.</p>
<p>The District will adhere to the stated vision of providing Chromebooks to our students assigned to teachers who were provided training on the effective use of GAFE, Apps and Chromebooks.</p>	<ul style="list-style-type: none"> a. 21st century Learning will continue to investigate vendor which can provide cost effective Chromebooks b. The District will solicit teachers who want to be part of each phase c. Cases will be identified and purchased to protect the Chromebook investment d. The Office of 21st Century Learning will establish a method for insuring each Chromebook. 	<p>Director of 21st Century Learning</p> <p>Business Executive</p> <p>Building Principals</p>	<p>ELT REAP SSBA and local tech budget</p>	<p>July 1, 2016-June 30, 2018</p>	<p>The District will track the number of students which are eligible to use a Chromebook on or off campus to enhance learning opportunities.</p> <p>The district is able to build a sustainable funding stream to secure this environment for over a decade.</p> <p>Damaged Chromebooks are repaired via an self-funded insurance program at no cost to the district</p>
<p>The District will commit to providing state of the art professional development to enhance the growth of the teachers in each phase.</p>	<ul style="list-style-type: none"> a. Each Teacher provided with world class digital teaching and learning instruction will mentor teachers who are beginning their journey into the digital teaching environment. b. New teachers will be provided with time to visit schools or classrooms dedicated to effective teaching practices which embrace digital tools to enhance instruction. 	<p>Director of 21st Century Learning</p> <p>Building Principals</p> <p>Director of C&I</p>	<p>ELT REAP SSBA and local tech budget</p>	<p>Sept 2016 Sept 2017</p> <p>Oct-Dec 2016 March 2017</p> <p>Oct- Dec 2017 March 2018</p>	

	<p>c. The District will create three (3) Digital Saturday Summits for each year of the goal.</p> <p>d. The District will host a Google Summit</p>	Directors of C&I and 21st Century Learning		<p>Each School year</p> <p>Sept 2016</p>	
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Goal 3: Effectively plan and prepare for a Capital Project and Energy Performance enhancements to provide our students with a state of the art environment where safety, learning and physical activity are of prime importance.

Action/Strategies	Implementation Steps	Responsibility Supervised	Cost	Specific Timeline	Success Indicators/Results
<p>Discuss the coordination of the EPC enhancements and the need and benefits provided with a Cap Project master plan strategy with the Operations Committee</p> <p>Additionally identify and execute a Capital Outlay project to address a single High Priority, short duration project on an annual basis {with the benefit of SED building aid reimbursement provided the year following the project}</p> <p>Establish Subcommittees within the Operations Committee to make recommendations which can be brought to the BoE.</p> <p>Create a School/Community Capital Advisory Project (CAP) Committee</p>	<p>a. Schedule Ops Meeting</p> <p>b. Solicit committee participation</p> <p>c. Solicit participation and guidance from Architect & Engineering Firm, Selected ESCO firm (Siemens); Fiscal Advisors and Bond Counsel</p> <p>d. Request volunteers to participate</p> <p>e. Schedule committee meetings</p> <p>f. Provide CAP Committee with mission, timeline and initial education related to building aid and scope development. If available provide list of "needs" from Building</p> <p>g. Create agendas</p> <p>h. Make recommendations to BoE</p>	Superintendent Business Executive	\$0	July 2016- Nov 2016	<p>EPC (approved by the BoE, fall 2016) with proposed Capital Project adopted by the BoE to address health and safety items, provide updated mechanicals and improved facilities while providing a level tax rate and increased revenues. Following a long range strategic Building/Campus facilities management plan, the District is able to maximize NYS Building Aid reimbursement, while operating the campus in an efficient manner and maintaining health and safety standards to our students, staff and community.</p> <p>It is worth noting that maintenance & repair expenditures and deferred maintenance are not "aidable" expenditures - but capital improvement work is considered 'aidable', and under these guidelines it is in the District's best interest to pursue thoughtful, strategic long range capital improvements which will provide a 21st Century Learning Environment.</p>

<p>Scope development and related costs with calculation of tax impact (periodical presentations to BOE on status of development)</p>	<p>a. Conditions Survey is provided to BoE as starting point for scope development.</p> <p>b. Contract with Fiscal Advisors to determine tax impact based on Capital Reserve and debt service/building aid reimbursement forecast with a goal of maximizing SED building aid reimbursement and holding the local share portion to no new increases</p> <p>c. Work with Principals, supervisors and architect to determine needs</p>	<p>Superintendent Business Executive Ops Committee</p>	<p>\$0</p>	<p>July 2016-November 2016</p>	
<p>Presentation to BOE on Committee proposed scope and related tax impact (seeking Board acceptance of proposed scope)</p>		<p>Superintendent Business Executive Ops Committee</p>	<p>\$0</p>	<p>November 2016</p>	
<p>Letter to Intent submitted to NYS Education Dept.</p>	<p>Business Executive works with fiscal experts and Tetra Tech to create and submit letter to the NYSED.</p>	<p>Superintendent Business Executive</p>	<p>\$0</p>	<p>November 2016</p>	
<p>Local Counsel to prepare SEQRA Resolution/Bond Counsel to prepare resolution to establish the date of voter referendum. BOE to adopt both resolutions (must be done no less than 45 days prior to vote while still providing at least 45 days prior to</p>	<p>a. Special Election in District's official newspaper(s) (1st publication must be at least 45 days prior to voter referendum date). Four publications need to be made prior to vote.</p>	<p>Superintendent Business Executive BoE Clerk Ops Committee</p>		<p>November 2016</p>	

vote for publications to take place)					
Submit for publication of Legal Notice of				November 2016	
Communicate with the school community regarding the scope and needs of the capital project including the state aid and long range tax benefits	<ul style="list-style-type: none"> a. Development of Newsletter to be distributed to residents. b. Establish the components placed on the District website c. Attend Open Houses and parent forums d. Create and schedule community presentations/informational sessions 	Superintendent Business Executive BoE Clerk	\$5,000	August 2016- January 2017	The BoE feels that the community was well informed of the capital project
A voter referendum is brought forward to the community for decision		Superintendent Business Executive BoE Clerk	\$5,000	January 2017	The vote is completed on time without major issues of concern.

Post vote actions necessary for the successful completion of a Capital Project

Post Vote Action/Strategies	Implementation Steps	Responsibility Supervised	Cost	Specific Timeline	Success Indicators/Results
Coordinate returning certified vote results to bond counsel for preparation of bond resolution		BoE Clerk Superintendent Business Executive		January 2017	
Bond Resolution is		BoE Clerk		February	

adopted by the BOE, subsequent Estoppel Notice is published in the District's official newspaper(s)		Superintendent Business Executive		2017	
Architect design phase				January - June 2017	
NYS Education Department submission of plans		BoE Clerk Superintendent Business Executive		July 2017	
NYS Education Department Approval of Plans		Superintendent		January 2018	
Contract bidding and award		BoE Clerk Superintendent Business Executive Treasurer		February 2018	
Schedule of Values become available and SA-139 Forms submitted to NYS Education Department				March 2018	
Align the Beginning of Construction		Superintendent Business Executive		Spring 2018	
First borrowing for Construction (prior borrowing for design phase to occur as needed)		Superintendent Business Executive Treasurer		June 2018	
Construction completion/Contract Closeout		Superintendent Business Executive B & G Supervisor		September/October 2018	
Certificate of substantial completion and final cost reports submitted to NYS Education Department		Superintendent Business Executive B & G Supervisor		November 2018	

Goal 4: Promote and enhance an engaging and progressive environment through the successful implementation of the Extended Learning Time Grant and Project Based Learning in the Middle School.

Action/Strategies	Implementation Steps	Responsibility Supervised	Cost	Specific Timeline	Success Indicators/Results
<p>Schedules Will be created at each building, for each grade level to ensure ELT implementation for every student</p>	<ol style="list-style-type: none"> 1. Schedules will be created for each building for ELT which will include: <ol style="list-style-type: none"> a. Recess/lunch block b. Common Planning time c. Seven cycles of BAZ activities d. ELT block at the Middle School and High School 2. 7th and 8th Grade teams will devise schedules which allow for multidisciplinary teaching approaches and flexibility based on instructional needs as required for all successful PBL environments 	<ol style="list-style-type: none"> 1a. BES/CHES principals 1b. Principals 1c. BES/CHES principals in coordination with ELT Grant Coordinator 1d. MS Principal and HS Principal 2. MS Principal 	<ol style="list-style-type: none"> 1a-d \$0 2. \$0 	<ol style="list-style-type: none"> 1a-d. Schedules will be created Summer of 2016 and implemented School Year 2016-2017 2. September 2016 to June 2017 	<ol style="list-style-type: none"> 1a. Schedules will be created which allow for a recess/lunch block to be implemented in each teacher's schedule. 1b. Schedules will be created which allow for specials to be blocked to grade levels at a time thus creating common planning time. 1c. Both BES and CHES will have 7 cycles of BAZ scheduled throughout the 16-17 school year. 1d. Schedule will reflect an ELT block, between periods 4 and 5 that all students in the building at that time are assigned to an approved ELT program reflecting student choice through a Google Form. 2. Teachers will share flexible scheduling weekly to accommodate multi-disciplinary projects and learning experiences.
<p>Teachers volunteering for PBL will be provided with high level training to ensure successful programming</p>	<ol style="list-style-type: none"> 1. PBL teachers will attend the Learning Summit at ESM during the summer of 2016 and potentially the summer of 2017 	<ol style="list-style-type: none"> 1. MS Principal 2. Business Office 3. Superintendent 	<ol style="list-style-type: none"> 1. 2016 Cost = \$7,713 2017 Cost = ~\$7,800 	<p>Ongoing</p>	<p>Teachers identify through conversation and survey that they are confident in their training</p>

	<p>2. PBL teachers will work with Siemens Corporation and Clarkson University to enhance professional practices related to PBL</p> <p>3. Teachers new to the PBL initiative will be provided with four (4) curriculum development days.</p>				
Local partnerships are created and nurtured to provide our students and teachers with resources	<p>1. Partnerships will be formed or solidified with the following organizations/ companies to enhance our teaching and learning opportunities for both ELT programming and PBL:</p> <p>a. Siemens b. YMCA c. Strand d. Clinton County Health Dept. e. BHSN f. Cornell Cooperative Extension g. Beekmantown Youth Commission h. College For Every Student</p>	<p>a. MS Principal (PBL) and Elementary principal</p> <p>B-f. ELT Grant Coordinator</p> <p>G. HS Principal (HS work) and ELT Grant Coordinator for ELT partnership.</p>	<p>ELT Funded:</p> <p>a. b. \$75,000 c. \$65,000 d. \$15,000 e. 0 f. ~\$14,000 g. \$10,000 h. \$15,000</p>	Partnership contracts will be created and signed during summer 2016.	Solidified partnerships working within our district during the 16-17 school year which provide resources or services which we could not otherwise provide.
Students are allowed to select Engaging Learning Activities	<p>ELT Session Surveys ELT Approved Offerings</p>	ELT Grant Coordinator in conjunction with building principals.	<p>ELT Funded: \$1,500/ approved offering.</p>	<p>~MS/HS- quarterly after each ELT session (4x/year) ~BES/CHES- after each session (7x/year) Approvals completed and finalized by Aug 2016. Implemented 16-17 school year.</p>	Student surveys will depict success of engaging learning activities as well as results on STAR and NYS assessments.

Goal 5: Strengthen and build the continuity of our supervisory and administrative teams while building contingency plans for continued success.

Action/Strategies	Implementation Steps	Responsibility Supervised	Cost	Specific Timeline	Success Indicators/Results
Provide newly hired administrative team members with mentors	Upon being hired the district will assign an administrative team member as a mentor for a two year duration.	Superintendent Administrative Team Leadership			

Create contingency training to prepare for administrative turnover and/or potential promotion	Administrative team members may be identified to train biannually with veteran administrators in critical positions.	Superintendent	\$0		
Provide professional growth and health opportunities for the administrative team members that align with our vision and mission.	<ol style="list-style-type: none"> 1. Locate meaningful State/National Conferences which align to our vision and mission 2. Provide Committee members with educational offerings for evaluation & discussion. 3. Create a schedule within each week for administrative team members to focus on personal health and team discussions. 	<p>Superintendent Director Lambert of 21st Century Learning</p> <p>Business Exec. Purchasing Clerk</p>	<p>\$2,000</p> <p>\$5,000</p> <p>\$200</p>	<p>Dec – Feb</p> <p>December</p>	<p>Committee members were provided with documents and opportunities for professional growth and understanding</p> <p>Conferences budgeted and attended by stakeholders who share their findings at Administrative Team meetings</p>
Develop the culture of “Instructional Rounds” to develop and understanding of pedagogical excellence and continuous improvement.	<ol style="list-style-type: none"> 1. Train and discuss the effectiveness and of bringing Instructional Rounds to the Administrative team 2. Identify dates to have administrative team members share rounds within their building <p>https://www.gse.harvard.edu/ppe/program/instructional-rounds-spring-session</p>				

Adopted by BOE on 9/13/16