NISKAYUNA CENTRAL SCHOOL DISTRICT
Strategic Plan

VISION

To facilitate the exploration of old and new knowledge
in learning environments that are safe and comfortable for all.
Together with home and community, we are proud of a commitment to excellence
and to being one of the most innovative, effective and respected public educational institutions.

Curriculum & Programs
Goal: Create a world-class educational experience.

- Continue curriculum building project
- Monitor achievement & trends
- Align program & facilities planning
- Identify best practices for universal implementation

Environment & Culture
Goal: Create learning environments that are safe, welcoming and constructive for all.

- Assess and enhance current culture
- Understand impact of existing initiatives
- Encourage broad-based input
- Increase student and staff engagement

Partnerships
Goal: Engage business, industry and higher education organizations to think of Niskayuna as a building block for their success.

- Identify areas for partnerships
- Engage business, industry, higher education, government and nonprofits
- Foster an environment of partnering within the district
- Develop communication/ engagement plan

MISSION

Empower each individual to make responsible choices, meet challenges, achieve personal success and contribute to a global society.

LEARN
DISCE

THINK
COGITA

ASK
QUAERE

INSPIRE
INSPIRA

Tenets of a Successful Strategic Plan

- Drive the 21st century educational experience and outcomes

- Ensure fiduciary and fiscal responsibilities in the creation, optimization and execution of budgetary processes

- Guarantee efficient facilities maintenance, HR processes, and advancements in technology

- Sustain a transparent and communicative relationship amongst leadership, Board of Education, staff, students, parents, and community

Curriculum & Program
Ensure all students have equal access to a world class educational experience.

Objectives

- Instructional Program Advisory Council-Create opportunities for stakeholders to research, study, provide recommendations to the Board of Education regarding topics that impact district programs.

- District Curriculum and Assessment Council – Provide a systematic process for instructional program review.

- Professional Development Committee- Guide and oversee professional learning opportunities throughout the school district reflective of identified needs.

- Elementary RTI - Ensure all students meet academic and behavioral expectations through a multi-tiers systematic approach.

- District Technology Committee-Advance teaching and learning through the appropriate use of technology.

Instructional Program Advisory Council

Create opportunities for stakeholders to research, study, provide recommendations to the Board of Education regarding topics that impact district programs.

SMART Goal	Target Date	Assigned
• Provide recommendations on homework guidelines for students through K-5	October 2018	Cosimo Tangorra/Lauren Gemmill
• Ensure that the Comprehensive School Counseling Plan incorporates *Redefining Ready* and provides for multiple pathways to graduation	June 2019	Cosimo Tangorra/Jessica Moore/Nancy Bushee/Camille Harrelson
• Provide recommendations for overcoming barriers to modifying Start Times	May 2019	Building Principals/Athletic Director/Director of Transportation/Cosimo Tangorra

District Curriculum and Assessment Council

Provide a systematic process for instructional program review.

SMART Goal	Target Date	Assigned
• Conduct K-12 Social Studies review and report on areas of strength and need (curriculum, resources, and professional development)	May 2019	Marie Digirolamo/Lauren Gemmill
• Conduct 8-12 Business Department Program Review and report on areas of strength and need (curriculum, resources, and professional development)	May 2019	Anthony Malizia/Lauren Gemmill
• Implement year 2 recommendations for Science Engineering & Technology, as well as year 1 recommendations for the Department of Art and Design and World Language.	June 2019	Marie Digirolamo, Jackie Carrese, Kelly Jones

Professional Learning Committee

Guide and oversee professional learning opportunities throughout the school district reflective of identified needs.

SMART Goal	Target Date	Assigned
• Increase attendance and offerings through Nisky Academy	June 2019	Annette Romano/Professional Learning Committee/Lauren Gemmill
• Strengthen mentoring program by offering professional development for mentors, as well as provide opportunities for mentors to get together and share practice during the year	June 2019	Aubrey Salisbury/Annette Romano/Lauren Gemmill
• Address the needs of faculty and staff identified in 2018 technology survey by hosting a professional development day focused on educational technology	March 2019	Professional Learning Committee/Instructional Technology Committee/Lauren Gemmill

Elementary Response Intervention Committee

Ensure all students meet academic and behavioral expectations through a multi-tiers systematic approach.

SMART Goal	Target Date	Assigned
• Formally implement the RTI plan in K-3 Reading	June 2019	Jean Winkler/Elementary Principals/Lauren Gemmill
• Administer K-1 Math benchmarking assessment using AimsWeb	June 2019	Bill Wales/Jean Winkler/Elementary Principals/Lauren Gemmill

District Instructional Technology Committee

Advance teaching and learning through the appropriate use of technology.

SMART Goal	Target Date	Assigned
• Deployment of 1-1 Chrome books at 6th grade level	September 2018	Ed Alston III/Jesse Fitzgerald/Middle School Administration
• Document and report learnings, feedback, best practices, and measurements of impact from 6th grade teachers and students to inform future technology implementations	June 2019	Middle School Administration/Jesse Fitzgerald
• Provide professional development for high school staff to prepare for deployment of 1-1 chrome books for all 10th graders in the 2019-2020 school year.	June 2019	High School Administration/Ed Alston III

Curriculum & Program - Accomplishments

Objective

- Instructional Program Advisory Council-Create opportunities for stakeholders to research, study, provide recommendations to the Board of Education regarding topics that impact district programs.

- District Curriculum and Assessment Council – **Provide a systematic process for instructional program review.**

- Professional Development Committee- **Guide and oversee professional learning opportunities throughout the school district reflective of identified needs.**

Accomplishments

- School Start Time
- K-5 Homework
- Multiple Pathways
- Capital Improvement Plan

- Program review for World Language and Department of Art and Design completed during the 2017-18 school year and presented to BOE June 2018
- Implementation of Year 1 Science Engineering & Technology recommendations from program review- curriculum work, tech book for technology

- Professional Development Plan updated and presented to BOE July 2018
- Subcommittee focused on expanding Nisky Academy offerings
- Budget funds from the 2018-19 budget to support purchasing of professional books for book studies through Nisky Academy
- Nisky Academy Technology Courses held during August 2018

Curriculum & Program - Accomplishments

Objective

- Elementary RTI - Ensure all students meet academic and behavioral expectations through a multi-tiers systematic approach.

Accomplishments

- AimsWeb benchmarking assessments administered in grades K-1, reading
- K-1 RTI reading formally implemented
- Data Review Teams (DRT) established
- Professional development for DRT's
- DRT's met three times between January 2018 and June 2018

- Instructional Technology Committee-Advance teaching and learning through the appropriate use of technology.

- Formed fall 2017
- Two subcommittees formed – professional development and 1:1 initiative
- Librarians began to work on lessons for digital citizenship
- Held three parent nights for Q&A about 1:1 in 6th grade
- Created parent/student agreement for September deployment

Environment & Culture
Create learning environments that are safe and comfortable for all.

Objectives

- Mental Health and Wellness Committee- Develop baseline data on mental health issues and review existing programs.

- District Code of Conduct Review- Ensure that the code of conduct advances social justice and equity.

- Diversity and Equity Committee- Review cultural responsiveness to changing demographics and provide appropriate professional development.

Mental Health and Wellness Committee

Develop baseline data on mental health issues and review existing programs.

SMART Goal	Target Date	Assigned
• Determine if existing programs are having the desired impact	December 2018	John Moskov/Camille Harrelson/Cosimo Tangorra/ Leadership Team
• Solicit Input from key staff, committees, administrators, students, related to existing programs	December 2018	John Moskov/Camille Harrelson/Cosimo Tangorra/ Leadership Team
• Make budget recommendations for 19-20 mental health and wellness programming	March 2019	John Moskov/Camille Harrelson/Cosimo Tangorra/ Carrie Nyc-Chevrier/Leadership Team

District Code of Conduct Review

Ensure that the code of conduct advances social justice and equity.

SMART Goal	Target Date	Assigned
• Convene HS/MS/ES Teams to conduct review	October 2018	Building Administrators/Lauren Gemmill/Cosimo Tangorra
• Recommend changes to code of conduct to reflect restorative practices	April 2019	Building Administrators/Camille Harrelson/Cosimo Tangorra

Diversity and Equity Committee

Review cultural responsiveness to changing demographics and provide appropriate professional development.

SMART Goal	Target Date	Assigned
• Establishing a network of K-12 mentors of various ethnicities	March 2019	Matt Grimes/Eva Jones/High School and Middle School Administration
• Develop recruitment plan for community members who may be interested in becoming teachers	June 2019	Matt Grimes/Cosimo Tangorra/Leadership Team
• Develop anti-bias recruitment and hiring practices	June 2019	Deborah Marriott/Matt Grimes/Cosimo Tangorra

Environment & Culture - Accomplishments

Objective

- Review Existing Programs (social, emotional, health related) in all buildings - Are they having the desired impact?

- Solicit Input from key staff, SDM Committees, administrators, students, related to existing programs

- Review information on Changing Demographics/Poverty & Develop PD for staff

- Review Outcome of Architect's Facilities Review. Align Facilities needs with 21st Century Master Plan

- Develop Baseline Data on Mental Health Issues, Incidents of Bullying or other behavioral data

- Review BOE & Super Assessments tools; determine if Student Culture & Environment Objectives are sufficiently represented as CTQs

Accomplishments

- Creation of ECAC Sub-Committee
- Mental Health
- Initiatives- Niska Day
- Diversity- Dr. V

- Ongoing faculty and community committee activities- RtI, Safety Committee, ECAC, IPAC,

- Ongoing (collected, analyzed, implemented) with budget and program implications- Dr. V video production

- Created Capital Project Committee to help prepare for 2020 referendum

- Creation of Mental Health sub-committee

- Implementation of SuperEval

Partnerships

Ensure the sustainability of a world class educational experience.

Objectives

- Engagement Plan- Foster an environment of partnering within the Niskayuna Central School District

Engagement Plan

Foster an environment of partnering within the Niskayuna Central School District

SMART Goal	Target Date	Assigned

• Develop engagement plan that will:
   o Identify key partners
   o Create a networking model
   o Develop marketing material
   o Create a rubric to measure success (ROI)
   o Develop PD plan than includes sharing of best practices
   o Craft a communication plan
	June 2019	Cosimo Tangorra/Carrie Nyc-Chevrier/Lauren Gemmill/Matt Leon

• Create a system that rewards employees to both assist colleagues and seek assistance from colleagues	June 2019	Cosimo Tangorra/Carrie Nyc-Chevrier/Lauren Gemmill/Deborah Marriott
• Engage businesses to think of Niskayuna as a building block of their business model	June 2019	Cosimo Tangorra

Partnerships - Accomplishments

Objective

- Develop engagement plan
  - Identify key partners
  - Create a networking model
  - Develop marketing material
  - Develop PD plan than includes sharing of best practice
  - Create a rubric to measure success (ROI)
  - Craft a communication plan

- Create a system that rewards employees to both assist colleagues and seek assistance from colleagues

Accomplishments

- [Existing Partnerships](#)

- Established and advanced PLC and Teacher Leader Model

Status of Strategic Initiatives

✓ Capital Project Phase 1A & 1B

✓ Hiring process

✓ Diversity Initiative

✓ Mental Health & Wellness

✓ School Start Times Exploration

✓ Pathways to College, Career & Civic Readiness

✓ Career & Technical Education

✓ Homework Review (K-6)

✓ Shared Transportation Services

✓ Wisdom Partnership

✓ Community-Based Partnerships

✓ Program Reviews & Curriculum Design

✓ Enrollment Projections & Building Capacity Studies