

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 Learning 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
<ul style="list-style-type: none">• Provide recommendations on homework guidelines for students through K-5	October 2018	Cosimo Tangorra/Lauren Gemmill
<ul style="list-style-type: none">• Ensure that the Comprehensive School Counseling Plan incorporates <i>Redefining Ready</i> and provides for multiple pathways to graduation	June 2019	Cosimo Tangorra/Jessica Moore/Nancy Bushee/Camille Harrelson
<ul style="list-style-type: none">• Provide recommendations for overcoming barriers to modifying Start Times	May 2019	Building Principals/Athletic Director/Director of Transportation/Cosimo Tangorra

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

- Provide recommendations on homework guidelines for students through K-5
- Ensure that the Comprehensive School Counseling Plan incorporates *Redefining Ready* and provides for multiple pathways to graduation
- Provide recommendations for overcoming barriers to modifying Start Times

Accomplishments

Homework guidelines revised and implemented January 2019 – monitoring of guidelines ongoing

Drafted
Shared with Leadership Team June 2019
Presented to BOE May 2019

Subcommittee will present to BOE August 2019

District Curriculum and Assessment Council

Provide a systematic process for instructional program review.

SMART Goal	Target Date	Assigned
<ul style="list-style-type: none">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
<ul style="list-style-type: none">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
<ul style="list-style-type: none">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

District Curriculum and Assessment Council

Provide a systematic process for instructional program review.

SMART Goal

- Conduct K-12 Social Studies review and report on areas of strength and need (curriculum, resources, and professional development)
- Conduct 8-12 Business Department Program Review and report on areas of strength and need (curriculum, resources, and professional development)
- Implement year 2 recommendations for Science Engineering & Technology, as well as year 1 recommendations for the Department of Art and Design and World Language.

Accomplishments

- K-12 Committee has been meeting monthly. Committee will report to DCAC in June 2019 and BOE in June 2019
- K-12 Committee has been meeting monthly. Committee will report to DCAC in June 2019 and BOE in June 2019
- Small groups have been working on priority areas under the leadership of the directors. Updates will report to DCAC in June 2019 and BOE in June 2019

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

Professional Learning Committee

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

SMART Goal

- Increase attendance and offerings through Nisky Academy
- 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.
- Address the needs of faculty and staff identified in 2018 technology survey by hosting a professional development day focused on educational technology.

Accomplishments

- Subcommittee formed and charged with expanding Nisky Academy offerings – spring 2018
- To date-43 Nisky Academy class with 248 participants
- Budget funds from the 2018-19 budget to support purchasing of professional books for book studies through Nisky Academy - one book group at the elementary level fall 2018
- Nisky Academy Technology Courses held during August 2018
- Lab classes spring 2019 - Responsive Classroom and Words Their Way
- Mentor and Mentee websites updated with resources
- Two levels of mentor training offered summer 2018
- Two levels of mentor training offered April 2019
- Mentor application implemented April 2019 – requirement mentor training once every three years
- Mentor cohort meetings established 19-20 school year –meet three times
- March 22 Rick Kiker keynote presentation and two 2-hour workshop

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. Administer

June 2019

Bill Wales/Jean Winkler/Elementary Principals/Lauren Gemmill

Elementary Response Intervention Committee

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

SMART Goal

- Formally implement the RTI plan in K-3 Reading.
- Administer K-1 Math benchmarking assessment using AimsWeb.

Accomplishments

- AimsWeb benchmarking assessments administered in grades K-3, reading
- K-3 RTI reading formally implemented
- Data Review Teams (DRT) established
- Professional development for DRT's
- DRT's meet five times a year 2018-19
- Administered K-1 math benchmarking
- Identified need for early intervention by building using AimsWeb data – on average 15-17% of students should receive tier II or III interventions

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

District Instructional Technology Committee

Advance teaching and learning through the appropriate use of technology.

SMART Goal

- Deployment of 1-1 Chrome books at 6th grade level.
- Document and report learnings, feedback, best practices, and measurements of impact from 6th grade teachers and students to inform future technology implementations.
- 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..

Accomplishments

- Accomplished
- MS faculty surveys and focus groups provided feedback fall 2018
- 6th grade teachers presented at high school faculty meetings about tools and instructional shift in practice
- Parent meetings for tech support – goal is to host two meetings fall 2019
- March 22 Rick Kiker presented Keynote and two 2-hour workshops
- 6th grade teachers presenting at faculty meetings April 2, 2019

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
<ul style="list-style-type: none">Determine if existing programs are having the desired impact	December 2018	John Moskov/Camille Harrelson/Cosimo Tangorra/ Leadership Team
<ul style="list-style-type: none">Solicit Input from key staff, committees, administrators, students, related to existing programs	December 2018	John Moskov/Camille Harrelson/Cosimo Tangorra/ Leadership Team
<ul style="list-style-type: none">Make budget recommendations for 19-20 mental health and wellness programming	March 2019	John Moskov/Camille Harrelson/Cosimo Tangorra/ Carrie Nyc-Chevrier/Leadership Team

Mental Health and Wellness Committee

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

SMART Goal

- Determine if existing programs are having the desired impact
- Solicit Input from key staff, committees, administrators, students, related to existing programs
- Make budget recommendations for 19-20 mental health and wellness programming

Accomplishments

- ACES PD for all employees
- Creation of Trauma Informed Practices Committee
- Student Forum
- Chief Equity Officer
- Social Workers

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
- Recommend changes to code of conduct to reflect restorative practices

October 2018

April 2019

Building Administrators/Camille Harrelson/Cosimo Tangorra

Building Administrators/Camille Harrelson/Cosimo Tangorra

District Code of Conduct Review

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

SMART Goal

- Convene HS/MS/ES Teams to conduct review
- Recommend changes to code of conduct to reflect restorative practices

Accomplishments

- Revisions presented to BOE in spring 2019
- MS revisions incorporate concepts of equity, responsibility and restorative justice

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
- Develop recruitment plan for community members who may be interested in becoming teachers
- Develop anti-bias recruitment and hiring practices

March 2019

June 2019

June 2019

Equity Officer/Eva Jones/High School and Middle School Administration

Equity Officer/Cosimo Tangorra/Leadership Team

Deborah Marriott/Equity Officer/Cosimo Tangorra

Diversity and Equity Committee

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

SMART Goal

- Establishing a network of K-12 mentors of various ethnicities
- Develop recruitment plan for community members who may be interested in becoming teachers
- Develop anti-bias recruitment and hiring practices

Accomplishments

- Plan in development through initiatives involving the ECAC, the Commission on Diversity and Inclusivity, and Generation Ready
- Plan for the recruitment of community members and current high school students under development
- Knowing your bias training
- Equity Officer
- Human Resources
- Generation Ready/Commission

Partnerships

Ensure the sustainability of a world class educational experience.

Objectives

- Engagement Plan- Foster an environment of partnering both internal and external the Niskayuna Central School District

Engagement Plan

Foster an environment of partnering within the Niskayuna Central School District

SMART Goal

Target Date

Assigned

- | SMART Goal | Target Date | Assigned |
|--|-------------|---|
| <ul style="list-style-type: none">• Develop engagement plan that will:<ul style="list-style-type: none">○ Identify key partners○ Create a networking model○ Develop marketing material○ Create a rubric to measure success (ROI)○ Develop PD plan than includes sharing of best practices○ Craft a communication plan | June 2019 | Cosimo Tangorra/Carrie Nyc-Chevrier/Lauren Gemmill/Matt Leon |
| <ul style="list-style-type: none">• 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 |
| <ul style="list-style-type: none">• Engage businesses to think of Niskayuna as a building block of their business model | June 2019 | Cosimo Tangorra |

Engagement Plan

Foster an environment of partnering within the Niskayuna Central School District

SMART Goal

- Develop engagement plan that will:
 - Identify key partners
 - Create a networking model
 - Develop marketing material
 - Create a rubric to measure success (ROI)
 - Develop PD plan than includes sharing of best practices
 - Craft a communication plan
- Engage businesses to think of Niskayuna as a building block of their business model

Accomplishments

- Regional STEM Grant initiative including several Capital Region school districts
- Chamber of Commerce meetings with local business throughout 2018-2019