



SODUS CENTRAL SCHOOL DISTRICT

Plan for Excellence, Management Plan

2019 – 2020 School Year

Management Plan 2019 – 2020

The following initiatives will be accomplished during the 2019 – 2020 school year. Each is fully described in this management plan.

Focus Area	Initiative	Action Steps	Person Responsible
Educational Excellence	Academic Opportunities	Identify current and potential opportunities for enrichment K-12, including but not limited to course offerings	ASCI
Educational Excellence	Academic Opportunities	Develop and implement intervention opportunities to enhance student learning and achievement	ASCI
Educational Excellence	Special Education	Create specialized professional development based on needs of special education students	Director of Student Services ASCI
Educational Excellence	Special Education	Create a protocol and schedule for transition meetings regarding student needs	Director of Student Services
Educational Excellence	Data	Provide professional development on protocol for data analysis and steps for instructional shifts	ASCI
Educational Excellence	Professional Development	Create professional development and coaching plan that focuses on multiple methods of delivery	ASCI
Educational Excellence	Professional Development	Create and maintain an effective orientation/training program for all new employees	ASCI

Focus Area	Initiative	Action Steps	Person Responsible
Employee Experience	Shared Decision Making	Evaluate effectiveness of shared decision making teams	Superintendent
Employee Experience	School Community	Establish means of appreciating staff who attend school events and community events	Principals
Community Engagement	Community Resources	Provide representation at various community service activities	Superintendent
Community Engagement	Community Resources	Investigate shared space and service opportunities throughout the community	Superintendent
Community Engagement	Staff and student involvement in the community	Host a Career Fair with local business community	JSHS Principal
Student Life	Character Education	Develop and implement a consistent character education program for K-12 students with emphasis on life skills, social skills and cyber citizenship	ASCI Principals Director of PL & IT
Student Life	Code of Conduct	Develop and host parent nights	Principals Director of Student Services Director of PL & IT

Management Plan 2019 – 2020

Educational Excellence

Goal: All learners, no matter the circumstances, are entitled to a rigorous and impactful experience to ready them for college, career and military.

Initiative area: Academic Opportunities: Identify current and potential opportunities for enrichment K-12, including but not limited to course offerings

Key Person: Assistant Superintendent for Curriculum and Instruction (ASCI)

Task	Critical Person	Initiation Date	Progress/Status
Elementary and Intermediate WIN periods will be utilized in 19-20. Principals will outline objectives with staff assigned to these roles.	ASCI and Principals	September 2019	
With the implementation of PL and student access to chromebooks, staff will explore how to use existing digital tools for enrichment.	ASCI and Principals	September 2019	
All students will complete 40 minutes of iReady math and reading lessons weekly.	ASCI and Principals	September 2019	
Increased focus will be on Regents Mastery performance (scoring 85 or better). This will require increased instructional rigor.	ASCI and Principals	September 2019	
Review college class offerings and student enrollment. Explore if our current offerings are meeting student needs as they enter college and make adjustments.	ASCI and Principals	November 2019	
Explore how the 21st Century Program can support further enrichment opportunities.	ASCI and Principals	September 2019	

Educational Excellence

Goal: All learners, no matter the circumstances, are entitled to a rigorous and impactful experience to ready them for college, career and military.

Initiative area: Academic Opportunities: Develop and implement intervention opportunities to enhance student learning and achievement

Key Person: Assistant Superintendent for Curriculum and Instruction (ASCI)

Task	Critical Person	Initiation Date	Progress/Status
K-8 teachers will use the iReady toolkit to design instruction that meets specific skill needs of students.	ASCI and Principals	September 2019	
Elementary and Intermediate: WIN periods will be used to address identified gaps.	ASCI and Principals	September 2019	
Learning labs, AIS, WIN (apply multiple measures to determine who should be targeted and what supports are needed).	ASCI and Principals	July 2019	
Consistent monthly review of data to drive instruction. Assess student growth to determine the effectiveness of interventions.	ASCI and Principals	September 2019	

Educational Excellence

Goal: All learners, no matter the circumstances, are entitled to a rigorous and impactful experience to ready them for college, career and military.

Initiative area: Special Education: Develop specialized professional development based on the needs of special education students

Key Person: Director of Student Services, Assistant Superintendent for Curriculum and Instruction (ASCI)

Task	Critical Person	Initiation Date	Progress/Status
Utilize resources and expertise through RSE-TASC.	Director of Student Services and ASCI	July 2019	
Survey special education teachers to identify needs for professional development.	Director of Student Services and ASCI	October 2019	
Develop and ensure appropriate specially designed instruction (SDI) is being delivered to all identified students.	Director of Student Services and ASCI	September 2019	
Assess impact of SDI using student goals and District benchmarks for success.	Director of Student Services and ASCI	September 2019	

Educational Excellence

Goal: All learners, no matter the circumstances, are entitled to a rigorous and impactful experience to ready them for college, career and military.

Initiative area: Special Education: Create a protocol and schedule for transition meetings regarding student needs

Key Person: Director of Student Services

Task	Critical Person	Initiation Date	Progress/Status
Identify what information stakeholders (principals, teachers) need to support students as they progress from one grade to the next.	Director of Student Services	November 2019	
Develop a process to ensure that special education students are accurately placed.	Director of Student Services	September 2019	

Educational Excellence

Goal: All learners, no matter the circumstances, are entitled to a rigorous and impactful experience to ready them for college, career and military.

Initiative area: Professional Development: Provide professional development on protocol for data analysis and steps for instructional shifts

Key Person: Assistant Superintendent for Curriculum and Instruction (ASCI)

Task	Critical Person	Initiation Date	Progress/Status
Provide PD on use of data protocol sheet at District Leadership summer day.	ASCI	July 2019	
Provide PD on how to use data to determine what instructional shifts need to occur.	ASCI	September 2019	
Provide PD on how to use data to monitor impact of agreed upon instructional shifts and supports.	ASCI	September 2019	
Provide PD on what potential instructional shifts should be included as options to support students.	ASCI	September 2019	

Educational Excellence

Goal: All learners, no matter the circumstances, are entitled to a rigorous and impactful experience to ready them for college, career and military.

Initiative area: Professional Development: Create professional development and coaching plan that focuses on multiple methods of delivery

Key Person: Assistant Superintendent for Curriculum and Instruction (ASCI)

Task	Critical Person	Initiation Date	Progress/Status
Identify multiple avenues for offering PD. Examples include but are not limited to online learning, hybrid learning, and flexible meeting patterns.	ASCI	September 2019	
Develop a system for assessing the impact of PD.	ASCI	September 2019	

Educational Excellence

Goal: All learners, no matter the circumstances, are entitled to a rigorous and impactful experience to ready them for college, career and military.

Initiative area: Professional Development: Create and maintain an effective orientation/training program for all new employees

Key Person: Assistant Superintendent for Curriculum and Instruction (ASCI)

Task	Critical Person	Initiation Date	Progress/Status
Explore opportunities to involve community in new employee trainings.	ASCI	September 2019	
Continue to develop new employee training program.	ASCI	September 2019	
Develop systems to ensure that new employees hired mid-year receive training.	ASCI	September 2019	
Provide PD for team leaders and department chairs on how to mentor new teachers.	ASCI	September 2019	

Educational Excellence - Continuation from 18-19

Goal: All learners, no matter the circumstances, are entitled to a rigorous and impactful experience to ready them for college, career and military.

Initiative area: Multiple

Key Person: Assistant Superintendent for Curriculum and Instruction (ASCI)

Task	Critical Person	Initiation Date	Progress/Status
Prepare curriculum using agreed upon platform and writing process. Ensure new staff is trained on expectations.	ASCI	Ongoing	
Sustain, continued monitoring and adjustment of all newly implemented instructional programs (Journeys, Collections, Math in Focus, Math Expressions). Ensure all new staff are trained.	ASCI	Ongoing	
Continued focus on data analysis. Team leaders and dept. chairpersons are expected to lead data discussions in team/dept. meetings and with individual teachers.	ASCI	Ongoing	
Continued Implementation of Personalized Learning. Continue to support wave 1 and execute wave 2 19-20 implementation. Continue building and district level PL council meetings.	Director of PL & IT	Ongoing	
Continue to develop technology plan for replacement, infrastructure assessment, etc.	Director of PL & IT	Ongoing	
Continue to support the MTSS process and schedule developed during the 18-19 school year. Meetings with non-tenured teachers will continue.	ASCI and Director of Student Services	Ongoing	
Professional Development - continue to survey staff.	ASCI	Ongoing	

Management Plan 2019 – 2020

Employee Experience

- Goal:** All employees will feel valued in their commitment to student success and empowered through shared decision making.
- Initiative area:** Shared Decision Making: Evaluate effectiveness of shared decision making teams
- Key Person:** Superintendent

Task	Critical Person	Initiation Date	Progress/Status
Survey members of Shared Decision Making teams to gather feedback and impact.	Superintendent	January 2020	
Principals will put together an annual summary of work and accomplishments completed by Shared Decision Making teams.	Principals	May 2020	

Employee Experience

- Goal:** All employees will feel valued in their commitment to student success and empowered through shared decision making.
- Initiative area:** School Community: Establish means of appreciating staff who attend school events and community events
- Key Person:** Principals

Task	Critical Person	Initiation Date	Progress/Status
Principals will work with Shared Decision Making teams to develop a plan to recognize and appreciate staff.	Principals	September 2019	

Employee Experience -Continuation from 18-19

Goal: All employees will feel valued in their commitment to student success and empowered through shared decision making.
Initiative area: Multiple
Key Person: Cabinet

Task	Critical Person	Initiation Date	Progress/Status
Continue to partner with SFA and CSEA to plan end-of-year service recognition event.	Superintendent	Ongoing	
Continue to recognize staff via multiple avenues (Monday memo, etc.).	Principals	Ongoing	
Determine if a Strategic Plan update is needed during the summer of 2020.	Superintendent	Ongoing	

Management Plan 2019 – 2020

Community Engagement

Goal: To develop, enhance and support a high-level, active school-community relationship focusing on communication, involvement, service, programming and sharing of resources.

Initiative area: Community Resources: Provide representation at various community service activities

Key Person: Superintendent

Task	Critical Person	Initiation Date	Progress/Status
Continue to identify community events and work with staff to provide representation.	Superintendent	September 2019	

Community Engagement

Goal: To develop, enhance and support a high-level, active school-community relationship focusing on communication, involvement, service, programming and sharing of resources.

Initiative area: Community Resources: Investigate shared space and service opportunities throughout community

Key Person: Superintendent

Task	Critical Person	Initiation Date	Progress/Status
Work with the Chamber of Commerce and other service organizations to identify service opportunities. The School to Work Coordinator and Senior Project Advisor will advertise opportunities to the student body.	Superintendent, Principals	September 2019	
Continue to ensure that our school is open and accessible to our community.	Superintendent	September 2019	
Partner with the Sodus Mayor to explore opportunities for further collaboration.	Superintendent	September 2019	

Community Engagement

Goal: To develop, enhance and support a high-level, active school-community relationship focusing on communication, involvement, service, programming and sharing of resources.

Initiative area: Staff and Student Involvement in Community: Host a career fair with local business community

Key Person: JSHS Principal

Task	Critical Person	Initiation Date	Progress/Status
Continue to partner with Chamber of Commerce to plan and host the event.	JSHS Principal	August 2019	

Community Engagement - Continuation from 18-19

Goal: To develop, enhance and support a high-level, active school-community relationship focusing on communication, involvement, service, programming and sharing of resources.

Initiative area: Multiple

Key Person: Superintendent

Task	Critical Person	Initiation Date	Progress/Status
Continue Superintendent Listening Tours (fall) and Administration Surveys (Nov. and May).	Superintendent and ASCI	Ongoing	
Explore option for administering another District Community Survey (October).	Superintendent and ASCI	Ongoing	
Continue to offer existing new staff program, including the bus tour.	ASCI	Ongoing	

Management Plan 2019 – 2020

Student Life

Goal: To create 21st century leaders by enriching our student’s character and social-emotional experiences.
Initiative area: Character Education: Develop and implement a consistent character education program for K-12 students with emphasis on life skills, social skills, and cyber citizenship
Key Person: ASCI

Task	Critical Person	Initiation Date	Progress/Status
Continue to use Second Step curriculum for grades PreK-5. 7th and 8th grade will continue to partner with Delphi. Grades 9-12 students will continue to receive periodic boosters from JSHS staff and administration.	ASCI	August 2019	
Continue to use PBIS RRK language as a model for PreK-12.	ASCI, Building Principals, Director of PL & IT	August 2019	
Principals will develop building specific plans with MTSS teams.	ASCI, Building Principals, Director of PL & IT	August 2019	
Develop digital citizenship curriculum.	Director of PL & IT	September 2019	

Student Life

Goal: To create 21st century leaders by enriching our student’s character and social-emotional experiences.
Initiative area: Code of Conduct: Develop and host parent nights
Key Person: Building Principals, Director of Student Services

Task	Critical Person	Initiation Date	Progress/Status
Principals will develop a plan for parent events with their Shared Decision Making teams.	ASCI	August 2019	

Student Life - Continuation from 18-19

Goal: To create 21st century leaders by enriching our student’s character and social-emotional experiences.
Initiative area: Multiple
Key Person: ASCI

Task	Critical Person	Initiation Date	Progress/Status
Continue to develop and refine the counseling plan.	ASCI	Ongoing	
Schedule and hold code of conduct review session.	Superintendent and Principals	Ongoing	
Continue to implement restorative justice practices. PD will continue to be offered to staff.	Principals	Ongoing	
Culturally responsive practices will continue to be implemented across the district. PD opportunities will be offered.	ASCI, Principals	Ongoing	