



SODUS CENTRAL SCHOOL DISTRICT

Plan for Excellence

2017 – 2022

VISION OF THE SODUS CENTRAL SCHOOL DISTRICT

Learning, Advancing, Proud, Spartans!

MISSION OF THE SODUS CENTRAL SCHOOL DISTRICT

Nurtured by the influence of a diverse community, our district is committed to the success of every student. We will support our students in developing the skills and strategies needed to achieve academic excellence and to become respectful, responsible, kind citizens of a global society. We are dedicated to sustaining an environment that fosters a joy for life and continued learning.

5-Year Plan for Excellence

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	Action Step	Initiation Date	Progress notes/completion date	Person Responsible
Curriculum Development	1. Create process for curriculum development and evaluation in all academic areas	July 2017		Assistant Superintendent for Curriculum and Instruction (ASCI)
	2. Prepare curriculum using newly adopted curriculum writing processes	July 2018		ASCI
	3. Evaluate written curriculum in accordance with newly adopted process	July 2020		ASCI
New Program Implementation	1. Implement with fidelity newly adopted math programs: <ul style="list-style-type: none"> a. Math Expressions K – 4 b. Math Focus 5 – 8 	July 2017		ASCI
	2. Implement with fidelity newly adopted ELA program: Journeys	June 2017		ASCI
	3. Create and implement a means for evaluating all program adoption	July 2018		ASCI

Educational Excellence

Initiative Area	Action Step	Initiation Date	Progress notes/completion date	Person Responsible
Academic Opportunities	1. Identify current and potential opportunities for enrichment K – 12, including but not limited to course offerings	July 2019		ASCI
	2. Prioritize and implement potential enrichment opportunities K – 12	July 2020		ASCI
	3. Analyze student data and determine tutoring needs	July 2018		ASCI
	4. Develop and implement tutoring opportunities to enhance student learning and achievement	July 2019		ASCI
Technology	1. Develop and maintain a technological infrastructure and plan that supports 21 st century learning	July 2017		Superintendent, ASCI
	2. Participate in personalized learning consortium through WFL BOCES	July 2017		Superintendent, ASCI
	3. Develop and implement a 5-year technology integration plan	July 2017		Superintendent, ASCI
	4. Begin to implement personalized learning plan	Spring 2018		Superintendent, ASCI

Educational Excellence

Initiative Area	Action Step	Initiation Date	Progress notes/completion date	Person Responsible
Special Education	1. Develop district philosophy for service delivery	July 2017		Director of Student Services
	2. Analyze special education service offerings to ensure compliance with student need, SED requirements, and college/career readiness	July 2017		Director of Student Services
	3. Investigate out-of-district placements to determine the district's ability to replicate services	July 2020		Director of Student Services
	4. Develop specialized professional development based on needs of special education students	July 2019		Director of Student Services, ASCI
	5. Create protocol and schedule for transition meetings regarding student needs	July 2018		Director of Student Services

Educational Excellence

Initiative Area	Action Step	Initiation Date	Progress notes/completion date	Person Responsible
Multi-tier Support System (MTSS)	1. Develop procedures manual for K – 12 multi-tier support system (AIS, PBIS, and RtI)	July 2017		Director of Student Services, ASCI
	2. Implement procedures as written	July 2017		Director of Student Services, ASCI
	3. Create professional development opportunities to ensure support systems are implemented with fidelity	July 2018		Director of Student Services, ASCI
	4. Develop a system for tracking and analyzing student data	January 2017		Director of Student Services, ASCI
	5. Evaluate the processes in place for multi-tiered support using student data collected	July 2020		Director of Student Services, ASCI
Data	1. Determine reliable, multiple data points to be analyzed in each content area and grade level	July 2017		ASCI
	2. Create and implement a protocol for data analysis	January 2018		ASCI
	3. Provide professional development on protocol for data analysis	July 2018		ASCI
	4. Analyze data in accordance with protocol	July 2018		ASCI

Educational Excellence

Initiative Area	Action Step	Initiation Date	Progress notes/completion date	Person Responsible
Professional Development	1. Develop systems that provide opportunities for staff to share ideas to enhance professional development	July 2018		ASCI
	2. Create professional development plan that focuses on multiple methods of delivery	July 2019		ASCI
	3. Create and maintain an effective program for new employees	July 2019		ASCI

Employee Experience

Goal: All employees will feel valued in their commitment to student success and empowered through shared decision making.

Initiative Area	Action Step	Initiation Date	Progress notes/completion date	Person Responsible
Wellness	1. Promote and sustain an employee assistance program	July 2017		Business Office Administrator
	2. Provide information annually to inform staff about health care and wellness options	January 2019		Business Office Administrator
Staff Recruitment and Retention	1. Actively recruit staff through multiple formats including recruitment fairs	January 2018		Superintendent
	2. Develop a systematic and annual celebration and recognition of employees	July 2018		Building Principals
	3. Create and maintain formats for peer to peer recognition/ appreciation through the year	July 2018		Building Principals
	4. Create and or maintain a process for students to recognize and celebrate staff impact	July 2018		Building Principals
	5. Partner with area colleges to increase the number of candidates participating in field experiences and student teaching in district	July 2017		Superintendent

Employee Experience

Initiative Area	Action Step	Initiation Date	Progress notes/completion date	Person Responsible
Shared Decision Making	1. Create a formal charter for building and district level shared decision making teams	July 2018		Superintendent
	2. Create shared decision making teams at building and district levels aligned to specifications outlined in charter	September 2018		Superintendent
	3. Evaluate effectiveness of shared decision making teams	June 2019		Superintendent
School Community	1. Establish staff incentives for attending school and community events	July 2019		Principals
	2. Promote opportunities to engage in school and community events	July 2017		Principals
	3. Recognize and celebrate involvement in school and community events	July 2017		Principals
Communication	1. Create multi-systems to share information with all school employees which reflects transparency and follows the chain of command	July 2017		Superintendent

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	Action Step	Initiation Date	Progress notes/completion date	Person Responsible
Communication	1. Develop and implement a communication plan which uses different modes of communication to reach all community stakeholders	July 2017		Superintendent
	2. Evaluate effectiveness of communication and make necessary adjustments	July 2018		Superintendent
	3. Create a district brand	July 2020		Superintendent
Community Resources	1. Identify viable community resources which will increase partnerships between school and community	July 2018		Superintendent
	2. Provide representations at various community service activities	July 2019		Superintendent
	3. Investigate shared space and service opportunities throughout community	July 2019		Superintendent

Community Engagement

Initiative Area	Action Step	Initiation Date	Progress notes/completion date	Person Responsible
Staff and Student Involvement in Community	1. Assist new staff in gaining an understanding of our community	August 2018		Superintendent
	2. Host a Career Fair with local business community	June 2019		Junior Senior High Principal
	3. Expand partnerships with local business community to provide student internships	June 2020		Junior Senior High Principal
	4. Partner with local business community to provide student and staff with volunteer opportunities	June 2020		Superintendent
Parent Education	1. Develop and present forums on pertinent topics for community	July 2020		Superintendent

Student Life

Goal: To create 21st century leaders by enriching our student’s character and social-emotional experiences.

Initiative Area	Action Step	Initiation Date	Progress notes/completion date	Person Responsible
Safety	1. Align building and district safety plans with NYS guidelines	July 2017		Business Office Administrator
Wellness Services	1. Develop counseling plan that aligns with new state regulations	July 2017		ASCI
	2. Integrate a healthy lifestyle focus throughout the District	July 2020		ASCI
Character Education	1. Review current character education programs K – 12	July 2018		ASCI, Principals
	2. Develop and implement a character education program for K -12 students with emphasis on life skills, social skills and cyber citizenship	July 2019		ASCI, Principals

Student Life

Initiative Area	Action Step	Initiation Date	Progress notes/completion date	Person Responsible
Code of Conduct	1. Collect and analyze student behavior data	July 2017		Principals
	2. Review and revise student code of conduct using student data and staff and student input	July 2018		Principals
	3. Explore restorative justice practices	July 2017		Principals
	4. Explore culturally responsive practices	July 2017		Principals
	5. Develop and host parent nights focused on behavioral expectations	July 2019		Principals, Director of Student Services