



*Excellence in Education*

**Plainview-Old Bethpage Central School District**

**Strategic Plan**

**2022-2025**

- Involve all members of the school community and reflect their shared perspectives.
- Allow stakeholder representatives to review community feedback in order to clearly define the district's mission, vision and core values.
- Engage a team in defining the priorities of the district and suggesting action steps to accomplish objectives.
- Facilitate action planning focused on identifying who, when and how the work will get done.
- Provide the district with a road map that is transparent, accountable and focused.
- Enable the district's efforts to innovate, allocate resources and continuously grow in a coordinated, thoughtful and aligned manner.
- Be an iterative, evolving and ongoing process that builds from one year to the next while reflecting emerging needs and changing demands.

### **Steps in the Plainview - Old Bethpage CSD Planning Process:**

Successful organizations clearly define their purpose, what they need to become in order to fulfill their purpose and how they operate or behave. These are commonly known as their mission, their vision and their core values.

Through the planning process, the Plainview-Old Bethpage CSD school community defined why we exist, what happens in the organization when we are working towards the mission and what behaviors should be evident from individuals and the organization as a whole.

*Mission and Vision:*

**The mission of the Plainview-Old Bethpage Central School District is to prepare civic-minded students who productively participate in a diverse and ever-changing world as self-directed, confident, creative, curious, respectful, and empathetic learners.**

**We do this by putting all students first providing the necessary resources and support to:**

- **create a safe, inclusive environment that is focused on academic excellence, equity and where all students feel a sense of belonging;**
- **meet each student's academic, social, emotional, and physical needs;**
- **Engage our learning partners in active collaboration and communication;**  
**and,**
- **include opportunities for student voices to be a part of the decision-making process**

## **Core Values:**

**We believe that we can achieve our vision and accomplish our mission if in all of our work we focus on clearly defined and consistently demonstrated core values.**

**To that end, in all of our actions and interactions we will always:**

- **Actively listen and welcome all perspectives in the pursuit of the greatest good for all students and community members.**
- **Make decisions that attend to equity and inclusion.**
- **Engage in continuous learning that forwards the District Mission and Vision.**
- **Commit to academic excellence for all.**
- **Demonstrate kindness, empathy, respect, and integrity to all in the school community.**
- **Develop and support leaders who model a commitment to the District's Mission and Vision.**
- **Remain fiscally responsible to our taxpayers.**

*Based on community feedback and initial planning by the Board of Education and Leadership Team, the following areas were identified as priorities to be focused on in order to fulfill the mission of the district:*

*The following plans have been developed in order to guide the actions the district takes in order to accomplish the objectives in each priority area. Each action step represents a strategy for meeting an objective. A timeframe has been established and the parties listed are primarily responsible for leading the work.*

**Priority Area 1: Academic Excellence for All**

**Objective:** We will provide appropriate and rigorous learning experiences to prepare all students for post high school success.

Strategies	Who	When	Evidence of Meeting Goal
<p><b>Create a District-Wide Schedule of Data Review and Analysis to include Academic, Attendance, and Behavior Reports.</b></p>			
<p><b>Conduct curricular review to ensure assessments are aligned to NYS Next Generation Standards.</b></p> <ul style="list-style-type: none"> <li>● Create a schedule that assures course curricula is reviewed on a cycle.</li> <li>● Create an annual cycle of program evaluations.</li> </ul>			

Strategies	Who	When	Evidence of Meeting Goal
<ul style="list-style-type: none"> <li>• Provide teachers with a mechanism to contribute to the development and flexibility of pacing charts.</li> </ul>			
<p><b>Define the values and expectations of the online gradebook, including a mechanism for review</b></p> <ul style="list-style-type: none"> <li>• Value process and product: Modify, expand grading policy to include expectations for process based grades.</li> <li>• Assess knowledge and growth in addition to performance.</li> <li>• Revisit the structure of the gradebook as an instructional tool to communicate the values of the district.</li> </ul>			
<p><b>Create long-range achievement goals aligned to District Mission and Vision for each department K-12 with annual targets.</b></p>			
<p><b>All students are provided the opportunity of earning college credit/AP credit while in high school.</b></p>			

Strategies	Who	When	Evidence of Meeting Goal
<p>Provide parents/guardians with support to navigate the course expectations through presentations.</p>			
<p>Select and implement a district-wide character education program that includes a scope and sequence, instructional tools for teachers, home-school connection activities, and a mechanism to observe positive outcomes in student behavior.</p>			
<p>Engage students in lessons that are aligned to research-based, pedagogical practices that increase the acquisition of knowledge and skills, and stimulate curiosity and engagement.</p> <ul style="list-style-type: none"> <li>● Provide professional development that increases the instructional repertoire of the teachers and paraprofessionals.</li> <li>● Assure that technology integration enhances the learning or assessing of students.</li> <li>● Ensure the formal and informal tools to evaluate and rate effective teaching and learning are aligned to the District Mission, Vision and POB Strategic Plan goals.</li> </ul>			

Strategies	Who	When	Evidence of Meeting Goal
<p>Design a learning continuum for technology skills that permit students to apply technology to innovate, create content, develop critical thinking skills, and collaborate to enhance post-graduate outcomes.</p>			
<p>Develop a tool to evaluate the use of facilities, space, and furniture to ensure alignment to the District Mission and POB Strategic Plan goals.</p>			

<p><b>Priority Area 2: Social, Emotional, Mental Health and Wellness for Students and Staff</b></p>
<p><b>Objective:</b> We will focus on mental health and wellness for students and staff by integrating education about social-emotional, mental health, and wellness, providing ongoing professional development to staff in this area, hosting workshops for families, and allocating resources to support multi-tier levels of support for all students.</p>

Strategies	Who	When	Evidence of Meeting Goal
<p>Create a District-Wide MTSS Plan for SEL, mental wellness, behavior, restorative practices, and Academic Interventions Supports (AIS) that includes mental wellness screener, tiered interventions, and ongoing professional development for staff and administrators.</p> <p>Assess executive functioning skills k-12 and develop a plan to incorporate executive functioning benchmarks and progress monitoring by grade bands k-4, 5-8, 9-12.</p> <p>Research and implement programs to teach executive functioning skills and to address gaps in development of these skills.</p> <p>Provide workshops for families, using a variety of mediums, related to mental health and wellness.</p> <p>Provide resources for staff to inform, maintain, and address mental wellness.</p>			

Strategies	Who	When	Evidence of Meeting Goal
<p>Include a mental wellness value for the District that is observable in all curricular, extra and co-curricular activities.</p> <p>Ensure <u>all</u> students are involved in extracurricular, co-curricular, or community services opportunities each year by creating and analyzing rosters of clubs, teams, honor societies, community service organizations.</p>			

**Priority Area 3: Opportunities for Success**

**Objective:** We will support students in developing a vision of who they are and who they want to be by connecting each student with the multiple pathways for success.

Strategies	Who	When	Evidence of Meeting Goal
<p><b>Define opportunities that are available for students to determine who they are and the life they want to design.</b></p> <ul style="list-style-type: none"> <li>● Consistently evaluate and review opportunities available.</li> <li>● Use the existing Equity Committee to build the capacity of all students, staff, and families.</li> <li>● Provide funds for resources to achieve ideals for Profile of Graduation.</li> <li>● Review opportunities for students to utilize technologies in new innovative ways that encourage students to develop digital skills that are critical to success-in K-4, 5-8, 9-12.</li> </ul>			

Strategies	Who	When	Evidence of Meeting Goal
<p>Select a tool to conduct audits of the relevance of and access to the various opportunities available for students.</p> <p>Address gaps in areas of opportunities, or in access to opportunities.</p>			
<p>Develop parent awareness about the variety of pathways offered for students and create events that dedicate time for parents/guardians to connect with their child to understand their strengths and challenges to inform a pathway.</p>			

**Priority Area 4: Connections and Collaboration**

**Objective:** We will provide each member of the school community a voice to share their views, aspirations, and expertise to foster an environment that honors connections and collaboration among all stakeholders.

Strategies	Who	When	Evidence of Meeting Goal
<p><b>Review and revise onboarding processes for new employees to ensure inclusivity and early connectedness.</b></p> <p><b>Design time for teachers, students, and all stakeholders to collaborate.</b></p> <ul style="list-style-type: none"> <li>Peer Observations-<i>Day in the Life</i>- Understand roles and responsibilities-Collegial dialogue</li> </ul>			

<ul style="list-style-type: none"> <li>● Design master schedule to optimize opportunities for collaboration among peers</li> </ul> <p><b>Establish a clear set of guidelines and protocols for communication via technology between home and school.</b> This includes establishing standardized platforms and applications for connecting home and school. (Phone calls, Remind, IC, ClassDojo, Google Classroom, School Messenger, etc.)</p> <p><b>Provide training for stakeholders in the protocols for collaborative conversations.</b></p> <p><b>Increase the District’s presence in educational organizations via leadership roles and presentations.</b></p> <p><b>Establish systems that encourage and embrace feedback.</b></p> <p><b>Use feedback from teachers, parents, community members, and students in decision making.</b></p>			
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<p><b>Provide more opportunities for K-12 students to become involved in the POB Community.</b></p> <p><b>Implement protocols for stakeholders to engage in collaborative, productive conversations around multifaceted issues.</b></p> <p><b>Refine committee structures to include protocols for meetings, and have a centralized place to find information.</b></p> <p><b>Collaborate with businesses and higher ed institutions to support the CTE pathways and CDOS.</b></p>			
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**Priority Area 5: Finance and Facilities**

**Objective:** We will provide sound, responsible financial stewardship through the management and maintenance of efficient financial practices.

Strategies	Who	When	Evidence of Meeting Goal
Maintain Triple-A bond rating.			
Fiscal conservancy to address possible state and federal aid plateaus scheduled for the 2024-25 fiscal year.			
End each fiscal year with a 4% fund balance.			

Strategies	Who	When	Evidence of Meeting Goal
Maintain cumulative reserve levels at a minimum of 20% of annual budget general fund expenditures.			
Maintain a current ratio above 2 to 1 as measured by current assets over current liabilities on the general fund balance sheet.			
Align growth of total payroll and associated benefit costs to the growth of permanent revenue sources (i.e. tax revenue, property lease revenue, etc.)			
Use the POB Strategic Plan to guide annual budget development, program review and new program adoption cycles.			
Ensure that resources (i.e. people, time and money) are allocated equitably by instituting needs-based, results-focused budgeting; matching hiring and staff placement with relative school level and student needs.			

Strategies	Who	When	Evidence of Meeting Goal
Continue to strengthen ties with community organizations and businesses.			
Create innovative operational procedures and systems responsive to the needs of our students, staff and stakeholders.			
Implement strategic recommendations found in the most recent Building Condition Survey, with a cycle of preventative maintenance.			
Prioritize facilities needs in order of priority of health and safety, property preservation and facilities upgrades. Develop a multi-year budgetary plan to support the work.			
Partner with an Energy Service Company (ESCO) to develop a plan to improve the energy profiles and sustainability of all eight facilities at no cost to taxpayers.			

Strategies	Who	When	Evidence of Meeting Goal
Improve energy efficiency, climate resiliency and sustainability of all facilities.			
Provide equitable learning environments through the effective and efficient facilities planning, management and resource allocation.			
Maintain all facilities at high levels of cleanliness, dependability, safety and aesthetic appeal.			

*What gets measured, gets done. It is important to stay focused on the work at hand and to hold each other accountable for achieving outcomes. In the spirit of transparency, diligence to the task at hand and sharing our progress as a team, the following schedule has been developed for regular reporting on progress in working towards objectives:*

Timeframe	Activity	Who
<i>May -December 2022</i>	<ol style="list-style-type: none"> <li>1. POB Strategic Plan presented to the Community and Adopted by the BOE</li> <li>2. POB Strategic Plan shared with the faculty and staff</li> <li>3. POB Strategic Plan unpacked with smaller groups and Building-level plans created</li> </ol>	<p>Superintendent, BOE</p> <p>Superintendent</p> <p>Leadership Team</p>
<i>January 2023</i>	POB Strategic Plan Updates provided to the BOE, Community and Staff	Superintendent and Team
<i>February-April 2023</i>	<p>POB Strategic Plan Updates provided to the BOE, Community and Staff</p> <p>POB Strategic Plan <i>Budget Recommendations Made</i></p> <p>POB Strategic Plan <i>Expenditures Finalized</i></p>	Superintendent and Team
<i>June, 2023</i>	POB Strategic Plan Final Updates provided to the BOE, Community and Staff	Superintendent and Team

<i>July, 2023</i>	<p>POB Strategic Plan Planning Day Held</p> <p><i>Plan Updated for 23-24</i></p>	<p>BOE</p> <p>Superintendent Leadership Team</p> <p>Staff</p> <p>Community Members</p>