

Plainview-Old Bethpage Central School District Strategic Plan

Presentation to the Board of Education
September 12, 2022



Our why:
We did this
work
because...



Intentionality: We set out to...



- 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.
- Implement an iterative, evolving, and ongoing process that builds from one year to the next while reflecting emerging needs and changing demands.



What We Did: Process Steps

March 2022: Community Feedback Gathered via ThoughtExchange



March 14, 2022: **Board of Education Work Session:** Draft Mission/Vision/Core Values developed by the Board of Education and Leadership Team.



March 19, 2022: Leadership Summit: Community Team Assembled, Mission/Vision/Core Values Reviewed, Priority Areas Developed, Strategies Suggested



March 29, 2022: **District Leadership Team:** Action plans developed that specifically identify what will be done to meet the objectives of each priority area and who will be responsible for leading the work.



April-June 2022: Revisions and review completed by the Leadership Team.

Mission

Vision

Core Values



Mission and Vision



Our Why

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 our students first and 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 our actions and interactions we will always:

- Actively listen and welcome all perspectives in 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.

Priority Areas

Academic Excellence for All

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

Social, Emotional, Mental Health and Wellness for All

- 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.

Opportunities for Success

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

Connections and Collaboration

- 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.

Finance and Facilities

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

Academic Excellence for All



Strategies

Create long-range achievement goals aligned to District Mission and Vision for each department K-12 with annual targets.

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

Create a District-Wide Schedule of Data Review and Analysis to include Academic, Attendance, and Behavior Reports.

Develop a tool to evaluate the use of facilities, space, and furniture to ensure alignment to the District Mission and POB Strategic Plan goals.

Define the values and expectations of the online gradebook, including a mechanism for review.

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

Conduct curricular review to ensure assessments are aligned to NYS Next Generation Standards.

All students are provided the opportunity of earning college credit/AP credit while in high school.

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.

Provide parents/guardians with support to navigate the course expectations through presentations.

Social, Emotional, Mental Health and Wellness for Students and Staff



Strategies

Create a Districtwide 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.

Provide workshops for families, using a variety of mediums, related to mental health and wellness.

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.

Include a mental wellness value for the District that is observable in all curricular, extra and co-curricular activities.

Research and implement programs to teach executive functioning skills and to address gaps in development of these skills.

Provide resources for staff to inform, maintain, and address mental wellness.

Ensure all 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.

Opportunities for Success



Strategies

Define opportunities that are available for students to determine who they are and the life they want to design.

Select a tool to conduct audits of the relevance of and access to the various opportunities available for students.

Address gaps in areas of opportunities, or in access to opportunities.

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.

Connections and Collaborations



Strategies

Establish systems that encourage and embrace feedback.

Refine committee structures to include protocols for meetings and have a centralized place to find information.

Use feedback from teachers, parents, community members, and students in decision making.

Establish a clear set of guidelines and protocols for communication via technology between home and school. This includes establishing standardized platforms and applications for connecting home and school. (Phone calls, Remind, IC, ClassDojo, Google Classroom, School Messenger, etc.)

Implement protocols for stakeholders to engage in collaborative, productive conversations around multifaceted issues.

Increase the District's presence in educational organizations via leadership roles and presentations

Provide training for stakeholders in the protocols for collaborative conversations.

Collaborate with businesses and higher ed institutions to support the CTE pathways and CDOS.

Design time for teachers, students, and all stakeholders to collaborate.

Review and revise onboarding processes for new employees to ensure inclusivity and early connectedness.

Provide more opportunities for K-12 students to become involved in the POB Community.

Finance and Facilities



Strategies

Maintain Triple-A bond rating.	Continue to strengthen ties with community organizations and businesses.
Fiscal conservancy to address possible state and federal aid plateaus scheduled for the 2024-25 fiscal year.	Create innovative operational procedures and systems responsive to the needs of our students, staff and stakeholders.
End each fiscal year with a 4% fund balance.	Implement strategic recommendations found in the most recent Building Condition Survey, with a cycle of preventative maintenance.
Maintain cumulative reserve levels at a minimum of 20% of annual budget general fund expenditures.	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.
Maintain a current ratio above 2 to 1 as measured by current assets over current liabilities on the general fund balance sheet.	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.
Align growth of total payroll and associated benefit costs to the growth of permanent revenue sources (i.e., tax revenue, property lease revenue, etc.)	Improve energy efficiency, climate resiliency and sustainability of all facilities.
Use the POB Strategic Plan to guide annual budget development, program review and new program adoption cycles.	Provide equitable learning environments through the effective and efficient facilities planning, management and resource allocation.
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.	Maintain all facilities at high levels of cleanliness, dependability, safety and aesthetic appeal.

Next Steps



Accountability Timeline



Timeframe	Activity	Who
September - December 2022	<ol style="list-style-type: none"> 1. POB Strategic Plan presented to the Community and Adopted by the BOE 2. POB Strategic Plan shared with the faculty and staff 3. POB Strategic Plan unpacked with smaller groups and Building-level plans created 	<p>Superintendent, BOE</p> <p>Superintendent</p> <p>Leadership Team</p>
January 2023	POB Strategic Plan Updates provided to the BOE, Community and Staff	Superintendent and Team
February -April 2023	<p>POB Strategic Plan Updates provided to the BOE, Community and Staff</p> <p>POB Strategic Plan Budget Recommendations Made</p> <p>POB Strategic Plan Expenditures Finalized</p>	Superintendent and Team
June 2023	POB Strategic Plan Final Updates provided to the BOE, Community and Staff	Superintendent and Team
July 2023	<p>POB Strategic Plan Planning Day Held</p> <p>Plan Updated for 23-24</p>	<p>BOE</p> <p>Superintendent Leadership Team</p> <p>Staff</p> <p>Community Members</p>

Thank you!

