

Spackenkill UFSD Strategic Plan 2015-2020



Board of Education Approved: October 27, 2015

Mission:

Inspired by a tradition of excellence and a spirit of continuous improvement, the Spackenkill School District will provide all of our students with the academic and social skills necessary to pursue their goals and become responsible citizens in an interdependent global community.

Vision:

All Spackenkill graduates will be lifelong learners who are inspired to pursue their dreams and contribute to the global society.

Motto:

A tradition of excellence with a vision for tomorrow

Core Values:

- Commitment to **excellence**
- Commitment to **integrity**
- The development of **character**
- The pursuit of **knowledge**
- The respect for **tradition**

Goal 1: Student Performance

Objective 1: Ensure that students are on track to graduate

Measures

By June 2020

- a) At least 85% of third grade students will read on grade level (receive a score of 38 or higher) on the DRA.*
- b) At least 55% of students in grades K-8 will meet their growth target in reading and language on the NWEA MAP assessment.*
- c) At least 60% of students in grades K-8 will meet their growth target in math on the NWEA MAP assessment.*
- d) At least 90% of students in grades 6-8 will have an average of 80 or higher.*
- e) At least 85% of students in grades 9-12 will have a grade point average of 80 or higher.*
- f) The district will rank in the top third of the county on 80% of required state tests.*
- g) Percentage of students demonstrating a high score on report cards in the areas of study habits in grades 1 and 4, and on the Grit Scale in grades 7, and 10 will increase by 10%.*

Objective 2: Ensure equitable access to activities and a challenging curriculum

Measures

By June 2020

- a) 75% of students will rate the following survey item favorably: "I am actively involved in extra-curricular activities at my school."*
- b) Increase percentage of accelerated and advanced classes that have open enrollment by 10%.*
- c) 75% of parents will rate the following survey item favorably: "The school does a great job of challenging my child to his/her full potential."*
- d) 75% of parents will rate the following survey item favorably: "My child's school offers him/her opportunities to explore areas of interest outside the core content areas."*
- e) 75% of students will rate the following survey item favorably: "The work I do at school challenges me to think."*

Goal 2: Community Involvement

Objective 1: Build and maintain an effective relationship with the community

Measures

By June 2020

- a) *80% of parents will rate the following survey item favorably: "I am satisfied with the parent/guardian participation opportunities the school has to offer."*
- b) *90% of parents will rate the following survey item favorably: "I feel welcome at my child's school."*
- c) *90% of parents will rate the following survey item favorably: "School staff is responsive to parental/guardian concerns."*
- d) *Budgets will continue to pass at a rate of 75% or more.*
- e) *90% of employees will rate the following survey item favorably: "Teachers at my school have positive relationships with most parents."*

Objective 2: Ensure opportunities for community input

Measures

By June 2020

- a) *25% of parents will participate in the parent survey.*
- b) *75% of parents will rate the following survey item favorably: "I am involved in decisions that affect my child's education."*

Objective 3: Ensure transparent communications

Measures

By June 2020

- a) *75% of secondary parents will utilize the Parent Portal.*
- b) *75% of secondary parents will rate the following survey item favorably: "I regularly check my child's information (such as grades or attendance) using an online resource."*
- c) *85% of parents will rate the following survey item favorably: "I feel well-informed about my child's school life."*
- d) *85% of parents will rate the following survey item favorably: "My child's school makes effective use of technology as a means of communication."*

Goal 3: Workforce Satisfaction, Engagement, and Performance

Objective 1: Ensure workforce satisfaction, well-being, and positive morale

Measures

By June 2020

- a) *90% of employees will rate the following survey item favorably: “I am satisfied working in my school.”*
- b) *75% of employees will rate the following survey item favorably: “Overall, school/department information is communicated effectively to me.”*
- c) *75% of employees will rate the following survey item favorably: “I work in a positive, professional work environment.”*

Objective 2: Encourage opportunities for engagement and leadership

Measures

By June, 2020

- a) *At least 50% of eligible staff will receive merit pay.*
- b) *At least 35% of teachers will receive a “highly effective” rating in Domain 4.*
- c) *At least 65% of employees will rate the following survey item favorably: “I am involved in decisions that affect my work.”*

Objective 3: Provide opportunities to improve performance

Measures

By June 2020

- a) *At least 95% of employees will participate by choice in at least five professional development opportunities supported by the district.*
- b) *65% of employees will rate the following survey item favorably: “Staff development opportunities at my school/district are very relevant to my work.”*

Goal 4: Safe, Healthy, and Caring Schools

Objective 1: Ensure a safe environment for students, staff, and families

Measures

By June 2020

- a) 85% of parents will rate the following survey item favorably: “The school offers its students a safe environment to learn.”*
- b) 90% of employees will rate the following survey item favorably: “I feel safe at work.”*
- c) 80% of students will rate the following survey item favorably: “I feel safe at school.”*
- d) At least 65% of staff will participate in three or more safety-related professional development opportunities.*
- e) At least a 10% reduction in violent incidents will be reported in VADIR.*

Objective 2: Ensure a healthy environment for students, staff, and families

Measures

By June 2020

- a) 80% of employees will rate the following survey item favorably, “School/department leadership listens to my concerns.”*
- b) At least 20% of staff will be trained in CPR.*
- c) At least 30% of staff will participate in three or more health-related professional development opportunities.*

Objective 3: Promote an inclusive environment that respects all students, staff, and families

Measures

By June 2020

- a) There will be five or fewer bullying incidents reported in VADIR.*
- b) 65% of students will rate the following survey item favorably: “Bullying is not a problem in my school.”*
- c) 65% of parents will rate the following survey item favorably: “My child’s school does an excellent job dealing with student bullying.”*

Goal 5: Organizational Sustainability

Objective 1: Ensure transfer of organizational knowledge

Measures

By June 2020

- a) 100% of course curricula will be available in Atlas.*
- b) 95% of new staff will participate in an orientation program.*
- c) 95% of employees will rate the following survey item favorably: "I know what is expected of me at work."*

Objective 2: Seek innovative ways to provide services and programs

Measures

By June 2020

- a) 10% increase in funding will be received from outside sources (scholarships, donations, grants).*

Objective 3: Ensure operational efficiency

Measures

By June 2020

- a) Maintain at least a 20% annual savings in energy consumption.*
- b) Increase to 40% the state aid received as a result of BOCES expenditures.*
- c) Decrease administrative costs as a percentage of the total budget to 12%.*
- d) Decrease transportation costs as a percentage of the total budget to 2.9%.*
- e) Decrease facilities and operations costs as a percentage of the total budget to 5%.*