
Spackenkill UFSD

Strategic Plan

Part One

Board of Education Approved: April 7, 2014

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**

Strategic Advantages:

Reputation
Culture of excellence
Community support
Engaged workforce
Class size
Educational resources
Small schools
Fiscal stability

Strategic Challenges:

Lack of defined processes
Reduced workforce
New York State instructional mandates (APPR, Common Core)
New York State finance laws (property tax cap, fund balance)
Changing socioeconomic environment
Lack of community shared vision
Declining enrollment
Maintaining programs

Pillars:

Pillar 1: Student Performance
Pillar 2: Community Involvement
Pillar 3: Workforce Satisfaction, Engagement, and Performance
Pillar 4: Healthy, Safe, and Caring Environment
Pillar 5: Operational Efficiency and Fiscal Responsibility

FIVE-YEAR DISTRICT GOALS 2014-2019

Student Performance

- The District will ensure that students will be reading on grade level by the end of third grade.
- The District will ensure that students will demonstrate annual growth in literacy and math in grades K-6.
- The District will ensure that secondary students are on track to graduate.
- The District will provide students with the opportunities and support necessary to graduate.
- The District will offer opportunities for students to take the most challenging course of instruction.
- The District will provide students with a broad range of social and enrichment opportunities.
- The District will provide students with an articulated broad and balanced curriculum across all grade levels, using a variety of instructional strategies based on best research practices.
- The District will work to ensure equitable access to programs for all students. (goal related to demographic shift)
- The District will develop a K-12 districtwide curriculum in all subjects that will, at a minimum, adhere to state-mandated standards, while incorporating our own District expectations and prepare students for promotion to the next grade level.
- The District will establish an ongoing review process on the length and content of student assessments to determine usefulness, necessity, and developmental appropriateness and to eliminate redundancy.

Community Involvement

- The District will seek and utilize stakeholders' input to inform, influence, and create policies, practices, and programs through effective two-way communication opportunities.
- The District will maintain transparency by disclosing all appropriate information to the public.
- The District will collaborate with families to support student academic success and healthy development.

Workforce Satisfaction, Engagement, and Performance

- The District will provide a work environment that promotes employee well-being, satisfaction, and positive morale.
- The District will encourage and support employees to take initiative in assuming leadership roles.
- The District will provide employees with high-quality professional development opportunities to promote individual and organizational effectiveness.

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- The District will encourage employees to participate in district activities.
 - The District will encourage employees to model the behavior they seek in students.
 - The District will encourage employees to provide students with the support and encouragement needed for success.

Safe, Healthy, and Caring Schools

- The District will provide all students and staff with a safe, healthy, and caring environment.
- The District will promote an inclusive environment that respects all students, staff, and families.

Operating Efficiencies and Cost Effectiveness

- The District will develop and deploy a long-range expenditure plan that maximizes efficiencies while maintaining a strong instructional program for all students.
- The District will present a sustainable budget, in areas within its power.
- When making all decisions, the District will consider operational efficiencies and cost savings.
- The District will, in consideration of the sizeable reductions already seen, continue to seek ways to reduce energy consumption and promote green schools.
- The District will develop and deploy a long-range financial plan to insure adequate reserves in order to maintain the financial health of the district. The plan will be updated annually.
- The District will involve the community in the budget development process.