

2020-2023 DISTRICT GOALS AND IMPLEMENTATION STEPS

The goals and actions/strategies utilized to obtain the desired outcomes are documented to provide focus and guidance to all stakeholders within the Beekmantown Central School District. The expectation of the Beekmantown CSD Board of Education is that goals may be completed during the 2020-2023 school years while other goals may be ongoing. The Board's expectation for long term goals is that adequate progress toward attainment of the goals is evident through observation, work products, data, or other means.

Goal 1: Each school will improve student achievement outcomes through faithful and rigorous adoption and utilization of the BCSD BoE adopted curriculum and by implementing effective teaching strategies including but not limited effective use of digital resources, well planned instruction, grouping practices and differentiation of desired outcome to improved Tier I and II and III interventions

Action/Strategies	Implementation Steps	Responsibility Supervised	Cost	Specific Timeline	Success Indicators/Results
1. Revised Rtl process to be utilized in each building.	<ul style="list-style-type: none"> a. Create revised Rtl process based on outcomes and available human and digital resources. b. AIS is provided during WIN time c. Smaller groups are used d. Data based recommendations based on scheduling and staffing levels. e. Rtl/AIS programs and tools are reviewed for ROI 	Administrative Team	None	Aug 20 - Jan. 2021	Over time, students are given data driven research based interventions which may allow for fewer students to be identified as needing IEP's.
2. Reinforce a culture of fidelity to the BoE adopted curriculum	<ul style="list-style-type: none"> a. Amend the curriculum Initiative document. b. Amend HS and MS handbooks and course syllabi c. Administrative team will be in classrooms (in person or digital) at least frequently to evaluate use of curricular materials and effectiveness of teaching d. Administrators will regularly attend GL/CL grade level meetings to ensure 	Superintendent Principals Assistant Superintendent of Special Svcs	None	February 2021	The actions, strategies and implementation steps will result in improved results on leveled reader results, NYS 3-8 assessments, Regents and standardized assessments

	<p>implementation of grade level materials.</p> <p>e. Clear curricular expectations are delivered on multiple occasions (PD days, faculty meetings and general correspondences) through written documents and by Principals</p>				
3. Review staffing levels and needs	a. Grade level and class sizes are monitored to ensure minimum sizes and contractual language are adhered to and instructional needs are monitored, identified and addressed during the budget process and as emergencies dictates	Superintendent Building Principal	The cost of relevant staff as needed	April 20 - Sept. 20	BCSD classes are within contractual limits to provide our students with the best chances for learning.
4. Create a Hall of Fame to recognize graduates who attended BCSD and achieved outstanding academic, professional and civic distinction. showcase the real possibility to students that they can achieve tangible success.	<p>a. Committee</p> <p>b. Timeline</p> <p>c. Process/criteria</p> <p>d. Location</p> <p>e. Award/ceremony</p> <p>f. Self sustainable funding</p> <p>g. Bylaws</p> <p>h. Location</p>	Superintendent Dir. of Athletics HS Principal Committee Chair Elem. Principals	Fundraising \$5,000	March 2021	BCSD effectively launches its first Hall of Fame induction ceremony 2021
5. Adopt an elementary ELA curriculum aligned to the NYS Standards	<p>a. BoE Presentation</p> <p>b. Distribute</p> <p>c. Order</p> <p>d. Plan PD</p> <p>e. Pay</p> <p>f. Administrative Review</p>	Principals Committees Superintendent	\$225,000	August 2020	
6. Realign staff to strengthen academic outcomes	<p>a. Move 2 to 3 - Level 2 outcomes</p> <p>b. Move 3 to 4 - Level 3 outcomes</p> <p>c. Keep 4 at 4 - Level 4 outcomes</p>	Principals Assistant Supt.	Minimal	Sept. 20 April - July 21	Targeted areas will see improvement on valid administered of state or standardized assessments.
7. Ensure that every effort is made to maintain College Credit and credential classes for BCSD students on the Pathway to College	<p>a. Engage with colleges</p> <p>b. Ensure that these offerings are prioritized during budget season</p>	HS Principal Superintendent	Minimal Grant Monies		Long term analysis of BCSD and component districts demonstrates effectiveness of this goal.

Goal 2: Support and enhance new and best practices for BCSD athletic and extracurricular offerings to ensure that students are exposed to exceptional learning opportunities in our 21st Century learning environment.

Action/Strategies	Implementation Steps	Responsibility Supervised	Cost	Specific Timeline	Success Indicators/Results
1. Hiring procedure for coaches and extracurriculars is improved and documented	a. Committee Process b. Adopt Procedures & Practices c. Implement	Superintendent BoE Athletic Coordinator Building Principals	\$0	Adoption in summer of 2020 and all other hiring cycles	Successful implementation
2. Create a Hall of Fame to showcase outstanding coaches and athletes who achieved successes on and off the field.	a. Committee b. Timeline c. Process/criteria d. Award/ceremony e. Self sustainable funding f. Bylaws g. Location	Superintendent Dir. of Athletics HS Principal Committee Chair Elem. Principals	\$5,000 and then Fundraising	September 2021	BCSD effectively launches its first Hall of Fame induction ceremony 2021
3. Develop a fair and consistent evaluation process for coaches and advisors	a. Committee b. Timeline c. Process/criteria d. Evaluation Tool e. BOE Adoption	Dir. of Athletics HS/MS Principals Superintendent	Time	Adoption Athletics Summer 2020	Documentation is recorded and preserved which indicates unification of committed adopted process.
4. Parent, student and coaching expectations with clear pathways to address issues and expectations of all.	a. Committee b. Timeline c. Process/criteria d. Evaluation Tool e. BOE Adoption	Dir. of Athletics HS/MS Principals Superintendent	Time	Adoption Athletics Summer 2020	Documentation is recorded and preserved which indicates unification of committed adopted process.
5. End of year 1 and 2 review and remedy process	a. Committee b. Gather Feedback	Dir. of Athletics HS/MS Principals Superintendent	\$100		
6. Strive to continue offering athletic and extracurricular offerings during this difficult budgetary process	a. Review data during budget process	BoE Superintendent		May 2021, 2022 & 2023	The BoE is able to offer robust learning and extracurricular offerings to students each year.

Goal 3: To work diligently through the financial, health and employment crises caused by the coronavirus pandemic to allow BCSD to prevail as a world class educational institution for the residents of the district.

Action/Strategies	Implementation Steps	Responsibility Supervised	Cost	Specific Timeline	Success Indicators/Results
1. Maintain safety as a priority to enhance learning	<ul style="list-style-type: none"> a. Use safety committees for advice and guidance b. COVID appointed officer c. Recruit & hire School Safety Officers d. Maintain a high awareness of federal, state and local health requirements 	Superintendent	\$60,000	Ongoing	
2. Create a district and school Reopening Plan(s) and revise as needed to maintain safety expectations	<ul style="list-style-type: none"> a. Form reopening committee b. Utilize safety committees c. Initiate teacher/staff forums d. Host parent and community Facebook Live forums 	Superintendent	Minimal	9/20 Ongoing	Approval of the NYS plans Revise as needed
3. Maintain a balance in educational offerings & support offerings regardless of educational pathways	<ul style="list-style-type: none"> a. Review offerings for different pathways b. Balance offering which align to ESSA and a commitment to high expectations 	Principals Asst Supt Supt	None	Each Summer	Are students receiving a wide array of services and offerings?
4. Work to ensure sustainable budgets are adopted by the BoE	<ul style="list-style-type: none"> a. Pass Budgets b. Budget for Adversity c. Multi-Year Plan for Fund Balance Allocation 	Superintendent Business Manager	Yearly Vote Costs	Jan - May of each year	Successful voting outcomes
5. Partner with organizations wanting to help BCSD achieve our mission and vision.	<p>Engage & foster partnerships with the following entities:</p> <ul style="list-style-type: none"> a. Health Departments b. CFES - Brilliant Pathways c. BHSN d. The Development Corporation e. Town of Beekmantown Youth Commission f. Child Advocacy Center g. CVES h. CC Dept. of Social Services i. Paul Smith's College j. Clinton Community College k. Syracuse Univ 	Superintendent Assistant Supt. Admin Team	No Cost	Each year	Quantify the number of partners helping BCSD's programing

	<ul style="list-style-type: none"> l. College Board m. Plattsburgh State University n. ETS Inc. 				
6. Advocate for fair and equitable funding	<ul style="list-style-type: none"> a. Identify legislative stakeholders to engage with b. Prepare correspondence outlining our position 	Superintendent BoE	\$-0-	Quarterly	Response from political recipients is quantified. Record of engagement.
7. Establish a Superintendent 2025 Advisory Committee					
8. Procure Safety Equipment and develop procedures Procedures	<ul style="list-style-type: none"> a. Committee b. Review CDC guidance c. WHO guidance is reviewed d. Source masks, shields, sanitizer, dividers, electrostatic sprayer for disinfectants, disinfectant wipes, etc. e. Procedures for visitor f. Cleaning procedures g. Discipline expectations h. Athletic safety procedures i. Busing Procedures j. Student tracking measures to enhance contact tracing k. Establish an accommodations procedure l. Build a distribution process 	Superintendent Business Manager Committees	Reallocate Cares Act & Community Schools Monies	7-9/20 And ongoing	All areas are addressed and limited to no complaints are registered regarding staff members going without proper PPE because of our inability to provide.
9. Execute 100K Capital Outlay Projects to improve district facilities.	<ul style="list-style-type: none"> a. Have successful bid for bleachers capital outlay project. b. Contractor completes project c. Present and share information on each budget re: capital outlay project plan that is included as part of the budget vote in May of each year d. Develop plans for 2021, 2022 & 2023 capital outlay projects. 	Superintendent Business Manager Director of Facilities Treasurer Operations Committee	\$100,000 capital outlay projects with building aid of just under \$80,000 received in the following year from SED.	July, August & September 2020	Successful completion of each outlay if approved by BoE and community.

Goal 4: Engage in the dynamic process of strategic planning to articulate an enhanced vision of the desired future through retention of a third party vendor. This long term and comprehensive strategic plan will provide explicit direction for school district improvement efforts as well as a guide for our resource allocation.

Action/Strategies	Implementation Steps	Responsibility Supervised	Cost	Specific Timeline	Success Indicators/Results
1. Secure a Third Party Vendor	a. RFP for strategic plan partner b. BoE & Supt. interviews	Superintendent BoE Leadership	\$200,000	September 2021	
2. Form Steering Committee	a. BOE President & Superintendent b. Form committee made of school leaders, teacher, students & parents	Superintendent BoE Leadership	Included in \$200,000	TBD	
3. Conduct a Needs Assessment	a. Led by Vendor	Superintendent BoE Leadership		TBD	
4. Identify Areas that need Improvement	a. Academic Improvement b. Political c. Health & Safety d. Communication e. Economical	Superintendent BoE Leadership		TBD	
5. Formulating short term and long term goals for the plan	a. Analyze Internal and external resources, opportunities, threats and environment	Superintendent BoE Leadership		TBD	
6. Plan development				TBD	
7. Plan implementation				TBD	
8. Measuring and controlling progress and overall performance.	a. Look for gaps	Superintendent BoE Leadership		TBD	

Adopted by Board of Education on 11/10/20.