



STRATEGIC PLAN

2016-2020

ABSTRACT

The following is the official Strategic Plan for the Lewiston-Porter Central School District. This document was created through the hard work of various stakeholder groups from the Lewiston-Porter community. We thank them for the dedication to this process and the creation of this Plan.

This document will aid in the development and advancement of leadership, instruction and community involvement.

Paul J. Casseri

Superintendent of Schools



STAKEHOLDER GROUPS

Thanks to everyone who contributed to this process!

Administration

Andrew Auer
Paul Casseri
Julie Gajewski
Barbara Godshall, Ed.D.
Patricia Grupka, Ed.D.
Andrew Krazmien
Tamara Larson
Dean Ramirez, Ed.D.
Tina Rodriguez

Students

Joe Beltrano
Robert Blakelock
Kevin Bovanizer
Jack Dunn
Noah Passanese
Eric Smith
Nathaniel Swanson
Troy Toohey

Support Staff

Barbara Ketch
Sue Lombardi
Bonnie Rampado
Kathleen Scalfani
Tom Welder
Joe Zimmerman

Parents

Monica Barner
Christine Barrientos
Carol Houwaart-Diez
Christina Orsi
Kathy Passanese
Keith Pollack
Penelope Pollack
Ann Siejka
Sarah Waechter
Megan Wentland
Denise Winger

Community Members

Chandra Foote, Ph.D., *Niagara University*
Ann Siejka, *Lewiston Library*

Teachers

Darcy Allender
Candy Allen-Thomas
Heather Anello
Kelly Baio
Susan Black
Kelly Block
Liz Cardwell
Claudine Carlo
David Carter
Summer Chapman-Price
Ashley Clingersmith
Joseph Conti
Ashli Dreher
Laureen Fabiilli
Terri Faut
Amy Ferrari
Laura Gatehouse
Sue Hedemann
Mark Herbst
Kyle Hurtgam
Jill Jaruszewski
Heidi Kazulak
Kelley Kinnaird
Janeanne LePage
Jennifer Lombardi
Kathleen Lombardo
Kristen Maggi
Tressa Majerski
John Mango
Sonja Marchetti
Emily Marin
Claire Marshall
Kelly Milleville
Erin Myers
Tina Oddy
AnnMarie Oliverio
Rebecca Orsi
Janelle Siuta
Lisa Scelsa
Barbara Sikoski
Audrey Stafford
Barbara Tewsley
Angela VanEgmond
Kim Wailand
Annette Wall
Karen Yager
Sally Zito



students
environment
academic
respect
resourceful
learning
excellence
rigorous
personal
diverse
empowers
collaborative
practice
decision-making
innovative
focus
partnerships
individual
curriculum
inspires
student
achieve
promote



OUR MISSION

The Lewiston-Porter Central School District empowers and inspires students to achieve academic and personal excellence through rigorous curriculum, collaborative partnerships, and resourceful decision-making. We promote a diverse learning environment through innovative practice, a focus on the individual student and respect for all.



PILLAR I LEADERSHIP



PILLAR 1 – LEADERSHIP

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
STUDENT LEADERSHIP	<ul style="list-style-type: none"> • Actively participate to create a culture of trust within the organization. • Set clear goals with an action Plan for achievement - participating in a variety of activities inside and outside of the classroom. • Show empathy and respect for themselves and others. • Involvement in school community and display school spirit. 	<ol style="list-style-type: none"> 1. Increase student leadership/voice through the utilization of a unified character education and leadership frameworks. 	<ol style="list-style-type: none"> 1. Beginning of the school year activities will be designed to assist students in setting goals. 2. Participate in the District’s character education program. 3. All students (K-12) will create academic and personal goals - inside and outside of the classroom. 	<ol style="list-style-type: none"> 1. Increase in student performance/satisfaction based on character education leadership frameworks reflection/survey.

TIMELINE	COST (Program)
Starting in the 2016-17 school year and will complete annually through 19-20 school year.	Character Education Program (ex. Leader in Me) (Aid-able)



PILLAR 1 – LEADERSHIP

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
TEACHER LEADERSHIP	<ul style="list-style-type: none"> • Actively participate to create a culture of trust within the organization. • Understand their role within the professional learning community. • Set clear, measurable goals and regularly seek to improve their professional practice. • Create and maintain professional relationships with students and families 	<ol style="list-style-type: none"> 1. Establish and maintain the tenets of the Professional Learning Community (PLC) model across the district. 2. Participate in professional development opportunities to understand and implement the character education and leadership frameworks. 	<ol style="list-style-type: none"> 1. All faculty members (K-12) will create professional goals. 2. Professional development to support the implementation of the PLC. 3. Partner with higher education programs to support development of PLC and teacher leadership. 4. Participate and/or facilitate professional development opportunities to understand and implement a character education program. 5. Collaborate with other districts to investigate best practices. 	<ol style="list-style-type: none"> 1. Full participation in implementation of the PLC. 2. Minutes from Department Chair/Teacher Leader meetings, 3. Feedback from collaborative relationships with local postsecondary institutions. 4. Goal setting documents between each level and department. 5. Measures and surveys established in character education leadership frameworks.

TIMELINE	COST (Program)
Ongoing each year of the Strategic Plan.	<ol style="list-style-type: none"> 1. Professional Learning Community (ex. Solution Tree) (Aid-able) 2. Character Education (ex. Leader in Me) (Aid-able)



PILLAR 1 – LEADERSHIP

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
SUPPORT STAFF LEADERSHIP	<ul style="list-style-type: none"> • Actively participate to create a culture of trust within the organization. • Understand their role as a professional and actively participate in a professional learning community. • Always seek to support the teaching/ learning process through individual role within the organization. • Provide a safe environment that supports a positive feeling within the organization and community at large. 	<ol style="list-style-type: none"> 1. Establish and maintain the tenets of the Professional Learning Community (PLC) model across the District. 2. All support staff (K-12) will create professional goals. 	<ol style="list-style-type: none"> 1. Professional development to support the implementation of the PLC. 2. Beginning of the school year activities will be designed to assist support staff in setting goals. 	<ol style="list-style-type: none"> 1. Full participation in implementation of the PLC. 2. Goal setting documents established with building administrators. 3. Measures and surveys established in character education leadership frameworks.

TIMELINE	COST (Program)
Ongoing each year of the Strategic Plan.	<ol style="list-style-type: none"> 1. Professional Learning Community (ex. Solution Tree) (Aid-able) 2. Character Education (ex. Leader in Me) (Aid-able)



PILLAR 1 – LEADERSHIP

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
ADMINISTRATIVE LEADERSHIP	<ul style="list-style-type: none"> • Actively participate to create a culture of trust within the organization. • Understand their role as a professional and actively participate in a PLC • Set clear, measurable goals and regularly seek to improve their professional practice. • Create and maintain professional relationships with students and families. • Facilitate and collaborate with stakeholder groups to set goals based on the needs of students and professionals that educate them. 	<ol style="list-style-type: none"> 1. Establish and maintain the tenets of the Professional Learning Community (PLC) model across the District. 2. All administrators (K-12) will create professional goals 	<ol style="list-style-type: none"> 1. K-12 establish and develop a character education program and leadership framework to foster goal setting opportunities for students. 2. Beginning of the school year activities will be designed to assist support staff in setting goals. 3. Participate in professional development opportunities to understand and implement a character education program. 4. Establishment of Department Chairs/Teacher Leaders for grade levels and departments across the District. 	<ol style="list-style-type: none"> 1. Measures and surveys established in character education leadership frameworks

TIMELINE	COST (Program)
Ongoing each year of the Strategic Plan.	<ol style="list-style-type: none"> 1. Professional Learning Community (ex. Solution Tree) (Aid-able) 2. Character Education (ex. Leader in Me) (Aid-able)



PILLAR 1 – LEADERSHIP

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
PARENT LEADERSHIP	<ul style="list-style-type: none"> • Actively participate to create a culture of trust within the organization. • Actively participate in their child’s education by providing a home environment that supports education and learning, etc. • Partner with educational professionals to create a greater understanding for the use of resources available through the school to support the success/development of their child. 	<ol style="list-style-type: none"> 1. All parents (K-12) will be encouraged to assist in creating and implementing personal and academic goals with students. 2. Develop K-12 Parent-Teacher Association (PTA) & Partners in Education (PIE) Leadership forum to foster greater collaboration and communication with parent stakeholders. 	<ol style="list-style-type: none"> 1. Support and participate in K-12 establishment and development of a character education program to foster goal setting opportunities for students and families. 2. Create meeting opportunity August/November/March with PTA/PIE Presidents and Vice Presidents - use google to establish collaborative meeting agenda. 	<ol style="list-style-type: none"> 1. Measures and surveys established in character education and leadership frameworks program. 2. Qualitative feedback from members of committee.

TIMELINE	COST (Program)
Ongoing each year of the Strategic Plan.	<ol style="list-style-type: none"> 1. Professional Learning Community (ex. Solution Tree) (Aid-able) 2. Character Education (ex. Leader in Me) (Aid-able)



PILLAR 1 – LEADERSHIP

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
<p>BOARD OF EDUCATION LEADERSHIP</p>	<ul style="list-style-type: none"> • Actively participate to create a culture of trust within the organization. • Set policies that conform to NY Education law, and support the mission and vision that represents the values of the community. Represent the District and community in a positive way. • Create and maintain professional relationships with students and families. 	<ol style="list-style-type: none"> 1. All Board members will create internal Board goals and support District goals relating to the Strategic Plan. 2. All Board members will engage in goal setting and evaluation of the Superintendent that supports attainment of the Strategic Plan. 3. All Board members will seek to build on their capacity for effective school governance. 	<ol style="list-style-type: none"> 1. Board will use annual retreat to establish, reflect on and adjust Board and District goals. 2. Board will evaluate the superintendent each year using the established framework. 3. Board will seek opportunities for professional development through organizations and outside facilitators. (NYSSBA, NYSCOSS) 4. Use budget process to prioritize and support goals and actions of the strategic Plan. 5. Annual Board self-assessment. 	<ol style="list-style-type: none"> 1. Board goals and District goals adopted through resolutions and visually displayed on District website. 2. Superintendent goals finalized through resolution and reviewed in Executive session. 3. Opportunities at Board meetings and Board work sessions for report out and discussion of professional development opportunities. 4. Self-assessment reflects a cohesive Board.

TIMELINE	COST (Program)
Ongoing each year of the Strategic Plan.	<ol style="list-style-type: none"> 1. HB Solutions 2. K-12 Insight 3. Training and Conferences



PILLAR II

TEACHING & LEARNING



PILLAR II – TEACHING & LEARNING

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
STUDENTS	<ul style="list-style-type: none"> • Promote excellence and continually strive to “Aim Higher.” • Develop a skill set for college and career readiness. 	<ol style="list-style-type: none"> 1. Participate in opportunities for greater student voice in academic and social experiences K-12. 2. Actively participate in social skills development K-12 (Character Education). 3. Establish a culture of student self-reflection 4. Strive to increases in student proficiency on all State level assessments each year of the strategic Plan. 	<ol style="list-style-type: none"> 1. Quarterly meetings utilizing student council groups to increase collaboration with students at the 6-12 levels. (Identify programs and speakers to support student engagement and Character Education). 2. Create and promote social skill development through the character education and leadership frameworks at all grade levels. 	<ol style="list-style-type: none"> 1. Increase in student performance/ satisfaction based on academic performance and character education and leadership framework reflection/ survey. 2. Decrease in discipline referrals and suspensions (DASA related issues).

TIMELINE	COST (Program)
Starting in the 2016-17 school year and will complete annually through 19-20 school year.	Character Education Program (ex. Leader in Me) (Aid-able)



PILLAR II – TEACHING & LEARNING

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
TEACHERS	<ul style="list-style-type: none"> • Promote excellence and continually strive to “Aim Higher.” • Establish collaborative relationships among teachers between District schools. 	<ol style="list-style-type: none"> 1. Produce engaged, intrinsically motivated students who seek to empower their own learning and instruction. 2. Adapt and align teaching practice to the individual student using research based methods. 3. Establish a collaborative teaching environment K-12. 4. Strive to increase student proficiency on all State level assessments by mutually agreed upon targets each year of the strategic Plan. 5. Promote a better understanding of Career & Technical Education (CTE) opportunities for K-12 students. 	<ol style="list-style-type: none"> 1. Professional development committee will collaboratively develop a Professional Development Plan that is aligned K-12. 2. Participate in well-organized and focused professional learning communities (PLCs) through department and grade level teams K-12. 3. Utilize ongoing professional development to maximize job performance and intrinsic motivation through staff development. 4. Quarterly meetings for all K-12 department chairs with a specific focus on vertical alignment across buildings. 	<ol style="list-style-type: none"> 1. Track growth of individual student performance through the use of qualitative, quantitative, formal and informal assessment data.

TIMELINE	COST (Program)
Ongoing each year of the Strategic Plan.	<ol style="list-style-type: none"> 1. Professional Learning Community (ex. Solution Tree) (Aid-able) 2. Character Education (ex. Leader in Me) (Aid-able)



PILLAR II – TEACHING & LEARNING

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
SUPPORT STAFF	<ul style="list-style-type: none"> • Promote excellence and continually strive to “Aim Higher.” • Understand the roles and responsibilities of a support staff member. • Understand the needs of individual students and groups of students. 	<ol style="list-style-type: none"> 1. Support and encourage students to become intrinsically motivated and who seek to empower their own learning and instruction. 2. Create greater participation and job satisfaction. 3. Increase goal setting, initiative, and problem solving abilities. 	<ol style="list-style-type: none"> 1. Participate in professional development activities that identify the needs of students. 2. Utilize ongoing professional development to maximize job performance and intrinsic motivation through the Staff Development. 3. Utilize professional development specific to job duties. 	<ol style="list-style-type: none"> 1. Increase in job performance/satisfaction based on character education and leadership framework reflection survey.

TIMELINE	COST (Program)
Ongoing each year of the Strategic Plan.	<ol style="list-style-type: none"> 1. Professional Learning Community (ex. Solution Tree) (Aid-able) 2. Character Education (ex. Leader in Me) (Aid-able)



PILLAR II – TEACHING & LEARNING

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
ADMINISTRATORS	<ul style="list-style-type: none"> • Promote excellence and continually strive to “Aim Higher.” • Develop rigorous curricula that connects the four District schools. • Foster data-driven instruction among all disciplines across the District. • Utilize the latest technology, resources, and training to enhance instruction. 	<ol style="list-style-type: none"> 1. Strive to increase student proficiency on all State level assessments by mutually agreed upon targets each year of the strategic Plan.. 2. Create opportunities for greater student voice in academic and social experiences K-12. 3. Promote a better understanding of Career & Technical Education (CTE) opportunities for K-12 students. 	<ol style="list-style-type: none"> 1. Participate in well-organized and focused professional learning communities (PLCs) 2. Promote Career and Technical Education (CTE) Programs through BOCES for student participation. 	<ol style="list-style-type: none"> 1. Examine gap analysis of student performance on State level assessments. 2. Aid in the implementation of the recommendations of the Professional development committee. 3. Charting of overall student participation and completion of CTE programs.

TIMELINE	COST (Program)
Ongoing each year of the Strategic Plan.	<ol style="list-style-type: none"> 1. Professional Learning Community (ex. Solution Tree) (Aid-able) 2. Character Education (ex. Leader in Me) (Aid-able)



PILLAR II – TEACHING & LEARNING

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
PARENTS	<ul style="list-style-type: none"> • Promote excellence and continually support their child to “Aim Higher.” • Understand and support the District’s curricular programs. • Provide a home environment that supports the learning within the classroom. 	<ol style="list-style-type: none"> 1. Support engaged, intrinsically motivated students who seek to empower their own learning and instruction. 2. Create opportunities for greater parent voice in academic and social experiences K-12. 	<ol style="list-style-type: none"> 1. Encourage participation through parent/community groups in District sponsored opportunities for parents and community members to participate in well organized and informative PLC nights. 2. Actively encourage increased participation in parent related functions/ meetings. (PTA meetings, building leadership meetings, parent/teacher conferences, SST meetings, athletic council meetings) 	<ol style="list-style-type: none"> 1. Increased attendance at parent nights or PTA functions. 2. Examine gap analysis of student performance on State level assessments 3. Measures and surveys established in character education and leadership framework 4. Qualitative feedback from members of committee.

TIMELINE	COST (Program)
Ongoing each year of the Strategic Plan.	<ol style="list-style-type: none"> 1. Professional Learning Community (ex. Solution Tree) (Aid-able) 2. Character Education (ex. Leader in Me) (Aid-able)



PILLAR II – TEACHING & LEARNING

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
BOARD OF EDUCATION	<ul style="list-style-type: none"> • Establish responsible policies that support the District’s mission and vision. • Promote excellence and continually support all stakeholders to “Aim Higher.” • Support the District’s curricular programs. • Establish collaborative relationships among stakeholders. 	<ol style="list-style-type: none"> 1. Establish Board and District Goals that are aligned to the mission and vision of the District and are aligned to the Strategic Plan. 2. Focus budget priorities that support attainment of goals and actions within the Plan. 3. Foster understanding for current educational issues facing District, state and nation. 	<ol style="list-style-type: none"> 1. Evaluation of the superintendent will be aligned to the focused priorities within the Strategic Plan. 2. Board will seek opportunities for professional development through organizations and outside facilitators. (NYSSBA, NYSCOSS) 3. Use budget process to prioritize and support goals and actions of the strategic Plan. 	<ol style="list-style-type: none"> 1. Board goals and District goals adopted through resolutions and visually displayed on District website. 2. Superintendent goals finalized through resolution and reviewed in Executive session. 3. Opportunities at Board meetings and Board work sessions for report out and discuss professional development opportunities.

TIMELINE	COST (Program)
Ongoing each year of the Strategic Plan.	<ol style="list-style-type: none"> 1. HB Solution 2. K-12 Insight 3. Training and Conferences



PILLAR III

COMMUNITY & CULTURE



PILLAR III – COMMUNITY & CULTURE

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
STUDENTS	<ul style="list-style-type: none"> • Participate in a supportive and welcoming culture. • Involved in school & community and exhibit an understanding of issues facing our community and the world. • Display respect and acceptance for all members of the school organization and the school community at large. 	<ol style="list-style-type: none"> 1. Have greater participation in student clubs across the District. 2. All students K-12 will participate in various community service opportunities that are grade level appropriate. 3. Maximize participation in extracurricular and interscholastic athletic programs. 	<ol style="list-style-type: none"> 1. Participate in forums/focus groups for students to voice suggestions about clubs and activities. 2. Increased student leadership, voice through the utilization of a character education program. 3. Student leaders will engage with Administrative staff and teacher leaders to dialogue around the development of school based community service opportunities. 	<ol style="list-style-type: none"> 1. Increase in student performance/satisfaction based on character education reflection/survey. 2. Chart participation in clubs/activities and school community events. 3. Qualitative discussions with student leadership groups.

TIMELINE	COST (Program)
Starting in the 2016-17 school year and will complete annually through 19-20 school year.	<ol style="list-style-type: none"> 1. Character Education program (ex. Leader in Me) (Aid-able) 2. Extracurricular clubs and activities <ol style="list-style-type: none"> A. Athletics B. Fine Arts



PILLAR III – COMMUNITY & CULTURE

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
TEACHERS	<ul style="list-style-type: none"> • Participate in a supportive and welcoming culture throughout the school and community. • Display respect and acceptance for all members of the school organization and the school community at large. • Actively seek to positively impact the culture of their school and the District as a whole. • Work to enhance a positive and collaborative environment through the professional learning community. 	<ol style="list-style-type: none"> 1. Expand opportunities to interface with community resources to support student learning and engagement. 2. Through the professional learning community seek to collaborate with all stakeholders to support a K -12 focus on community service. 3. Establish a set of best practices to effectively communicate with parents. 	<ol style="list-style-type: none"> 1. Engage building leadership teams to reach out to groups to find community service opportunities. 2. Create a set of resources to be utilized for effective parent communication. 3. Maintain informative web page. 	<ol style="list-style-type: none"> 1. Building Leadership Teams will evaluate and further develop collaborative relationships with community. 2. Provide feedback based on character education reflection survey. 3. Qualitative feedback from department chairs, faculty and Building Leadership team meetings.

TIMELINE	COST (Program)
Ongoing each year of the Strategic Plan.	<ol style="list-style-type: none"> 1. Character Education program (ex. Leader in Me) (Aid-able) 2. Extracurricular clubs and activities <ol style="list-style-type: none"> A. Athletics B. Fine Arts



PILLAR III – COMMUNITY & CULTURE

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
SUPPORT STAFF	<ul style="list-style-type: none"> • Participate in a supportive and welcoming culture throughout the school and community. • Display respect and acceptance for all members of the school organization and the school community at large. • Actively seek to positively impact the culture of the school and the District as a whole. • Work to enhance a positive and collaborative environment through the professional learning community. 	<ol style="list-style-type: none"> 1. Expand opportunities to interface with community resources to support student learning and engagement. 2. Through the professional learning community seek to collaborate with all stakeholders to support a K -12 focus on community service. 3. Communicate frequently and in a focused fashion with parents and families to support the learning process. 	<ol style="list-style-type: none"> 1. Engage building leadership teams to reach out to groups to find community service opportunities. 	<ol style="list-style-type: none"> 1. Provide feedback based on character education reflection/ survey. 2. Qualitative feedback from meetings and discussions (Superintendent's conference days).

TIMELINE	COST (Program)
Ongoing each year of the Strategic Plan.	<ol style="list-style-type: none"> 1. Character Education program (ex. Leader in Me) (Aid-able) 2. Extracurricular clubs and activities <ol style="list-style-type: none"> A. Athletics B. Fine Arts



PILLAR III – COMMUNITY & CULTURE

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
ADMINISTRATORS	<ul style="list-style-type: none"> • Participate in a supportive and welcoming culture throughout the school and community. • Display respect and acceptance for all members of the school organization and the school community at large. • Actively seek to positively impact the culture of their school and the District as a whole. • Work to enhance a positive and collaborative environment through the professional learning community. 	<ol style="list-style-type: none"> 1. Expand opportunities to interface with community resources to support student learning and engagement. 2. Through the professional learning community seek to collaborate with all stakeholders to support a K -12 focus on community service. 3. Communicate frequently and in a focused fashion with parents and families to support the learning process. 	<ol style="list-style-type: none"> 1. Engage building leadership teams to reach out to groups to find community service opportunities. 2. Post community service opportunities on Lewport website. 3. Hold periodic forums/focus groups for students to voice suggestions about clubs and activities. 4. Begin research and re-establishment of Family Support Center. 5. Encourage purposeful and ongoing communication and collaboration with stakeholders within the surrounding community. 	<ol style="list-style-type: none"> 1. Measures and surveys established in character education program. 2. Charting the development of the Family Support Center. 3. Charting of overall participation from all stakeholder groups. 4. Surveys and feedback from Professional Learning Community training.

TIMELINE	COST (Program)
Ongoing each year of the Strategic Plan.	<ol style="list-style-type: none"> 1. Character Education program (ex. Leader in Me) (Aid-able) 2. Extracurricular clubs and activities <ol style="list-style-type: none"> A. Athletics B. Fine Arts



PILLAR III – COMMUNITY & CULTURE

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
PARENTS	<ul style="list-style-type: none"> • Engage in the spirit of volunteerism that exists throughout the District. • Support all academic District goals in the home environment. • Display respect and acceptance for all members of the school organization and the school community at large. • Actively seek to positively impact the culture of the school and the District as a whole. • Work to enhance a positive and collaborative environment through the professional learning community. • Take advantage of opportunities and resources to enhance their child’s education. 	<ol style="list-style-type: none"> 1. Actively seek opportunities to find and utilize resources within the school community to support their child’s growth and success. 2. Communicate frequently and in a focused fashion with teachers and school to support the learning process. 3. Provide positive support for the District’s Arts and Interscholastic Athletic program. 	<ol style="list-style-type: none"> 1. Encourage participation on District/school stakeholder committees (i.e. Building Leadership Team, PTA meetings) 2. Support the re-establishment of Family Support Center. 3. Encourage active involvement in District key communicators groups (athletic advisory, ad hoc committees developed to support Strategic Plan) 	<ol style="list-style-type: none"> 1. Measures and surveys established in character education program. 2. Qualitative feedback from meetings and discussions

TIMELINE	COST (Program)
Ongoing each year of the Strategic Plan.	<ol style="list-style-type: none"> 1. Character Education program (ex. Leader in Me) (Aid-able) 2. Extracurricular clubs and activities <ol style="list-style-type: none"> A. Athletics B. Fine Arts



PILLAR III – COMMUNITY & CULTURE

GROUP	VISION	GOAL(S)	ACTIONS	MEASURES
<p>BOARD OF EDUCATION</p>	<ul style="list-style-type: none"> • Participate in a supportive and welcoming culture. • Set policy that supports the District mission and vision. • Represent the District and community in a positive way. • Participate in a supportive and welcoming culture throughout the school and community. • Display respect and acceptance for all members of the school organization and the school community at large. • Actively seek to positively impact the culture of the District as a whole. • Work to enhance a positive and collaborative environment through the professional learning community. 	<ol style="list-style-type: none"> 1. Actively seek opportunities to develop resources within the school community to support the growth and success of all students. 2. Build capacity for issues facing parents, students, and the community at large. 	<ol style="list-style-type: none"> 1. Begin research and re-establishment of Family Support Center 2. Use budget process to prioritize and support goals and actions of the strategic Plan. 3. Encourage purposeful and ongoing communication and collaboration with stakeholders within the surrounding community. 	<ol style="list-style-type: none"> 1. Qualitative feedback from BOE work sessions and scheduled meetings. 2. Monitoring of BOE goals and District goals adopted through resolutions and visually displayed on District website (strategic Plan alignment).

TIMELINE	COST (Program)
<p>Ongoing each year of the Strategic Plan.</p>	<ol style="list-style-type: none"> 1. HB Solutions 2. K-12 Insight 3. Training & Conferences 4. Character Education program (Leader in Me) (Aid-able) 5. Extracurricular clubs and activities <ol style="list-style-type: none"> A. Athletics B. Fine Arts