



Cincinnati Central School District

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February 23, 2015

Strategic Plan Action Items

2014-2015 Implementation Plans

Amended: February 23, 2015

1. Teaching & Learning Task Force:

✚ Action Plan #4 (page 12):

"We will analyze student achievement data from formative assessments.

- *Create a district-wide committee for each subject area,*
- *Develop benchmarks/formative assessments (by committee) to evaluate skills necessary to bridge from one grade level to the next,*
- *Investigate methods to allow for collaboration times among small grade level/subject groups, as well as district-wide teams,*
- *Investigate methods to allow for peer observations and follow-up reflection time,*
- *Provide professional development opportunities related to curriculum alignment, benchmarking/formative assessments, peer observation, and reflective practices."*

✚ Action Items:

- ❖ *Create a district-wide student achievement committee whose purpose will be to recommend specific actions (research based to improve student achievement), through the building principals, to the Superintendent of Schools for the actualization of T & L Action Plan #4.*
- ❖ *Complete an investigation of the implementation of UPK -6 and 7-12 quarterly benchmarking assessment systems (i.e. Aims web, STAR Assessments, Math 180, quarterly exams, midterms, etc.) with*

recommendations to the Superintendent of Schools for implementation.

- ❖ Create a small group meeting schedule for the 2013-2014 school year to assure collaboration times for the sharing of achievement data (NYS assessments, Fountas & Pinnell, Read 180, formative assessments, etc.,) among and between grade levels/subject areas.
- ❖ Discuss and recommend a PD calendar for the 2013-2014 school year which allows for specific student skill review and intervention strategies, curriculum alignment, benchmarking reviews and action plans, peer observation reflection time and the sharing of instructional practices.
- ❖ Create a peer observation calendar for the 2013-2014 school year.

 **Strategic Intent #6, (page 15):**

“We will identify best practices for motivating students and help students learn strategies that encourage internal motivation.”

- *Provide professional development opportunities related to student engagement and motivation.*
- *Increase opportunities for cross-grade level lessons in which students are involved as peer teachers.*
- *Design and implement team building experiences for students that foster positive peer relations within the school community.*

 **Action Items**

- ❖ Create a committee, or use existing committee, to investigate best practices for motivating students and to assist students with internal motivation.
- ❖ Provide professional development through a variety of means, including the PDP, to include student engagement and motivation.

2. School & Community Culture Task Force:

 **Strategic Intent #3/Action Plan #1 (page 27):**

“We will align a decision making process across elementary, middle and high school.

- *We will provide staff with models of effective planning and decision making according to a preset model:*
 - *Define the problem*
 - *Analyze causes*
 - *Consider possibilities*
 - *Choose solutions*
 - *Implement, assess, and verify*
- *A comprehensive review of existing committees will be conducted to determine whether some may be consolidated or disbanded,*
- *A process of decision making within our school will be understood by all and to gather input from applicable sources.*

 **Action Items:**

- ❖ Building principals will complete a comprehensive review of all existing committees and will share the list with respective school employees, inclusive coordinators, in request of input for consolidation and/or to dissolve.
- ❖ A recommendation for review will be provided to the Superintendent of Schools.
- ❖ An amended list of committees for the school year will be published prior to June 30, 2013.
- ❖ Each committee will then be required to develop a purpose statement, action items for consideration and a schedule of meeting dates for the 2013-2014 school year.
- ❖ The decision making model noted above will be displayed in each classroom and office and will be utilized during all meetings of committees, faculty/staff, and administration.

 **Strategic Intent #2/Action Plan #4 (page 26):**

“We will identify barriers that impede student achievement.

- *Establish a committee that is representative of UPK-12 to research data on barriers to student achievement.*
- *Based upon identified needs, the district will provide professional development opportunities for teachers and staff to instruct a wide range of student needs.*

Action Items

- ❖ Create a committee, or use an existing committee, to research and disseminate data on barriers to student achievement.
- ❖ Provide professional development through a variety of means, including the PDP, to provide teachers and staff with the tools necessary to teach a wide range of student needs.

3. Strategic Plan:

Ongoing implementation (page 6):

Parameters:

- *All stakeholders must have a complete understanding of the Strategic Plan, as well as their role and responsibilities in fulfilling it.*
- *We know change is necessary to move forward.*
- *We will not overburden the organization by undertaking too many initiatives.*
- *We will align our work with the Strategic Plan in order to achieve our Mission, Vision, Beliefs, and Strategic Intents.*

Action Items

- ❖ The Strategic Plan will be incrementally “unpacked” by building principals and supervisors during regularly scheduled meetings and staff development days during the 2012-2013 and 2013-2014 school years as well as refreshers for future school years.
- ❖ The plan will be used as a reference guide during all employee committee meetings, inclusive coordinators, and will be used to determine all future action.

Vision Statement

As a community dedicated to ongoing learning, we embrace educational practices that engage students, foster collaboration and innovation, and promote creative and independent thinking.

Our graduates will be competent and compassionate individuals, responsible for themselves and their community, and committed to making a positive dynamic impact on our world

We believe...

- ✚ Students come first.
- ✚ Strong connections are vital.
- ✚ High expectations drive high achievement.
- ✚ We share accountability for student and school success.
- ✚ Learning is for all; it is continuous and forever.