



**Cincinnatus Central School District**  
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October 20, 2014

## **Strategic Planning Action Team History**

- 1. October 2, 2012: First meeting**
- 2. October 30, 2012: Possible SP action items selected**

The following points were assigned to SP action items in rank order:

### **Teaching & Learning:**

- 34 points - page 12, #4
- 18 points - page 12, #1
- 9 points - page 14, #1
- 7 points - page 15, #1
- 6 points - page 12, #2
- 5 points - page 12, #3

### **School Community & Culture**

- 23 points – page 30, #3
- 16 points – page 26, #4
- 15 points – page 27, #1
- 8 points – page 26, #5
- 5 points – page 29, #1
- 4 points – page 24, #5 and page 26, #3
- 3 points – page 25, #2
- 2 points – page 28, #3

*The team selected the following SP action items for possible implementation for the 2012-2013 school year (listed in rank order with A receiving the most number of points):*

#### ➤ **Teaching & Learning UPK-12:**

- A. Page 12, Initiatives/Action Plans #4:** We will analyze student achievement data from formative assessments (4.1, 4.2, 4.3, 4.4, and 4.5),
- B. Page 12, Initiatives/Action Plans #1:** We will develop a UPK-12 curriculum aligned with the common core standards, and

- C. Page 14, Initiatives/Action Plans #1: We will create a program which will build the 21<sup>st</sup> Century Learning Competencies (1.1, 1.2, 1.3, and 1.4).

➤ **School & Community Culture:**

- A. Page 30, Initiatives/Action Plans #3: We will understand the change process and its importance in moving the district forward (3.1, 3.2),
- B. Page 26, Initiatives/Action Plans #4: We will identify barriers that impede student achievement (4.1, 4.2), and
- C. Page 27, Initiatives/Action Plans #1: We will align a decision making process across elementary, middle and high school (1.1).

**3. December 18, 2012: SP Action items selected for Teaching & Learning**

Page 12, Initiatives/Action Plans #4: We will analyze student achievement data from formative assessments (4.1, 4.2, 4.3, 4.4, and 4.5),

**4. January 22, 2013: SP Action items selected for School & Community Culture**

Page 27, Initiatives/Action Plans #1: We will align a decision making process across elementary, middle and high school (1.1).

Was approved with the following understanding:

- A comprehensive review of existing committees will be conducted to determine whether some may be consolidated or disbanded, and
- A process of decision making within our school will be understood by all and to gather input from applicable sources.

**5. February 26, 2013: Reviewed the SP Action Items Implementation Plans**

**Strategic Plan Action Items**

***2012-2013 Implementation Plans***

**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.

## **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.

### **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.*

***Cincinnati Central – Striving to meet children’s needs, awaken their minds, and touch their hearts.***