Floral Park-Bellerose Public School District
Strategic Plan

Goal Area 1: ***Academic Program: Curriculum, Instruction, and Assessment***

Goal: A well-rounded research-based curriculum that provides challenges to every student regardless of need, where revisions are made based on the evolving needs of the student as well as analysis of student performance.

STRATEGY: 1) Unpacking, developing an understanding, and implementation of curriculum and instruction standards

Activity	Person(s) Responsible	Estimated Timeline	Evaluation Method
1. Unpack Next Generation Standards	Assistant Superintendent for Curriculum and Student Services, Director of Curriculum, Principals, Assistant Principals	2018-2019	Agenda to Assistant Superintendent
2. Develop an understanding of the Next Generation Standards among administrators, teachers, students, parents	Assistant Superintendent for Curriculum and Student Services & Director of Curriculum Principals & Assistant Principals	2018-2022	Classroom observation process, faculty meetings, grade level meeting, plan books
3. Ongoing review of current resources and assessments to determine alignment with Next Generation Standards	Assistant Superintendent for Curriculum and Student Services, Director of Curriculum, Principals, Assistant Principals	2020-2022	List of needed resources and available resource
4. Implementation of Next Generation Standards in classroom instruction	Assistant Superintendent for Curriculum and Student Services, Director of Curriculum, Principals, Assistant Principals	2020-2022	Scope and program guides Classroom observations Lesson plans
5. Applicable and ongoing professional development	Assistant Superintendent for Curriculum and Student Services, Director of Curriculum, Principals, Assistant Principals	2018-2022	Professional development schedule

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STRATEGY: 2) Collaboratively revise curriculum and programs as needed engage all aspects of a student's being as supported by a well-rounded curricular program.

Activity	Person(s) Responsible	Estimated Timeline	Evaluation Method
1. Embed Social-Emotional Learning opportunities classroom instruction and school environment	Assistant Superintendent for Curriculum and Student Services, Director of Curriculum, Principals, Assistant Principals	2018-2022	Classroom observations Lesson plans Referrals
2. PTA provide an enrichment program for all students based on developing the whole child: For example: SEL Drama Music Arts Yoga Chess Foreign language MakerSpace/Activities Leadership Camp Invention Camp STEAM Camp	PTA Executive Board Building Administrators	2018-2022	List of offerings

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Goal Area 2: ***Learning Environment***

Goal: Provide safe, secure facilities that meet the needs of all existing programs that are in compliance with state health standards, and federal ADA requirements while creating a welcoming learning environment that is equipped with the tools necessary for our students to thrive.

STRATEGY: 1) Bond referendum & Facilities Planning

Activity	Person(s) Responsible	Estimated Timeline	Evaluation Method
1. Facilities Audit	Administrative Team	2018-2019	Five year facilities plan
2. Pass Bond referendum	Administrative Team	October 2018	Bond referendum
3. Budgeting and planning for facilities upgrades	Superintendent Assistant Superintendent for Business BOE	2018	Approved budget
4. Five year facilities plan	Superintendent Assistant Superintendent for Business	Each School Year	Adopted plan
5. Community and agency coordination	Superintendent Assistant Superintendent for Business.	Ongoing	Formal and informal agreements and MOA's

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STRATEGY: 2) Safety and security evaluation and upgrades

Activity	Person(s) Responsible	Estimated Timeline	Evaluation Method
1. District Safety Committee to meet and evaluate current safety and security structures and protocols	Assistant Superintendent for Business Director of Facilities	Feb. 2019 – June 2019	Meeting Agenda/minutes
2. Adjust the budgetary plan based on results and recommendations from the safety committee	Assistant Superintendent for Business Director of Facilities	July 2019 – April 2020	Approved school district budget
3. Amend the district's Five Year Facilities Plan as needed	Assistant Superintendent for Business Director of Facilities	Ongoing	Budget and architectural plans
3. Facilities internal and expansion plans developed and submitted to NYS Facilities Planning	Assistant Superintendent for Business	Dec. 2018 – April 2019	SED approval for summer work SED approval for expansion work
4. Addition of lockdown lights and security cameras	Assistant Superintendent for Business Director of Facilities	Summer 2019	Notice of completion
5. Upgrade to auditorium audio-visual system	Assistant Superintendent for Business Director of Facilities	Summer 2019	Notice of completion
6. ADA compliant restrooms at FPBS and JLCS per ongoing plan	Assistant Superintendent for Business Director of Facilities	Summer 2019	Notice of completion

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Goal Area 2: ***Learning Environment***

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STRATEGY: 3) School beautification and classroom environment

Activity	Person(s) Responsible	Estimated Timeline	Evaluation Method
1. Flexible seating	Building Administrators	All activities 2018-2022	Classroom observation
2. Interactive bulletin boards	Building Administrators		Functional boards in halls and common spaces
3. Student artwork galleries	Building Administrators		Artwork posted around schools and BOE offices
4. Inspiration wall art	Building Administrators		Artwork posted around schools
5. School spring plantings	Building Administrators		Purchases orders, planting activities, and plants
6. New signage	Building Administrators		Signs posted
7. Front entry carpets	Building Administrators		Carpets installed
8. Sensory hallways	Building Administrators		Sensory items posted
9. Grounds beautification	PTA Building Administrators		List of plants, planting boxes, gardening activities, foods

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Goal Area 3: ***Technology***

Goal Strategically coordinate how educational technology is chosen, implemented, used, and supported.

STRATEGY: 1) Technology Needs Assessment, Audit, and Plan

Activity	Person(s) Responsible	Estimated Timeline	Evaluation Method
1. Collaboratively develop a five-year technology plan with Technology Committee	Director of Curriculum Technology coordinator	2018	The Technology Plan Plan submitted 2018
2. Conduct a technology audit to determine education resources and needs, infrastructure resources and needs, and staffing needs based on strategic aims, mission, and beliefs	Assistant Superintendent for Curriculum and Student Services, Assistant Superintendent for Business, Director of Technology	2018-2021	Report to Superintendent
3. Develop a Smart School plan and submit to state for approval	Superintendent, Assistant Superintendent for Curriculum and Student Services, Assistant Superintendent for Business, Director of Technology	2018-2022	Submission of Plan
4. Survey teachers on technology needs and strengths	Assistant Superintendent for Curriculum and Student Services, Director of Technology	2019	List of needs

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Goal Area 4: ***Professional Staff***

Goal: Hire, retain, and provide professional development for high quality teachers and aides that understand and can meet the needs of the whole child.

STRATEGY: 1) Review all processes, procedures, and policies for hiring

Activity	Person(s) Responsible	Estimated Timeline	Evaluation Method
1. Third-party review all of hiring, policies, processes and procedures	Superintendent Assistant Superintendent for Business	2019	Audit results
2. Hire highly qualified candidates that have an understanding of the whole child and align with the district's mission and beliefs	Administrative Team	Ongoing	Interview questions Demo lessons Reference checks

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Goal Area 4: *Professional Staff*

Goal: Hire, retain, and provide professional development for high quality teachers and aides that understand and can meet the needs of the whole child.

STRATEGY: 2) Create a comprehensive, differentiated, job-embedded professional development program

Activity	Person(s) Responsible	Estimated Timeline	Evaluation Method
1. Staff professional development needs assessment survey	Assistant Superintendent for Curriculum and Student Services, Director of Curriculum, Principals, Assistant Principals	2019	Needs assessment results
2. Develop a professional development plan	Assistant Superintendent for Curriculum and Student Services, Director of Curriculum, Principals, Assistant Principals	2019	Professional development plan

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Goal Area 4: *Professional Staff*

Goal: Hire, retain, and provide professional development for high quality teachers and aides that understand and can meet the needs of the whole child.

STRATEGY: 3) Teacher Evaluation System

Activity	Person(s) Responsible	Estimated Timeline	Evaluation Method
1. Administrator calibration of teacher evaluation rubric/criteria	Superintendent, Assistant Superintendent for Curriculum and Student Services, Director of Curriculum, Principals, Assistant Principals	Feb. 2019 - June 2019	Administration team review criteria
2. Teacher refresh professional development of evaluation criteria	Principals Assistant Principals	Yearly	Teachers receive criteria
3. Teacher-peer classroom visitations	Principals Assistant Principals	2019-2022	Teacher inter-visitation

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Goal Area 5: ***Climate, Culture, and Communication***

Goal: Build and maintain strong home/school/community relationships based on trust and shared responsibilities.

STRATEGY: 1) Foster a productive positive climate

Activity	Person(s) Responsible	Estimated Timeline	Evaluation Method
1. Administer a staff and parents' climate survey	Superintendent, Assistant Superintendent for Curriculum and Student Services	2020	Results of survey
2. Conduct focus group meetings with parents and teachers from both schools	Principals Assistant Principals	2021-2022	Results from focus groups
3. Engage Parent-Teacher Association to develop school community events	Principals	2018-2022	List of events /calendar

Floral Park-Bellerose Public Schools
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Goal Area 5: ***Climate, Culture, and Communication***

Goal: Build and maintain strong home/school/community relationships based on trust and shared responsibilities.

STRATEGY: 2) Develop and maintain a focused and coherent communication system between and among school personnel, the home, and community to enhance clarity of purpose and trust.

Activity	Person(s) Responsible	Estimated Timeline	Evaluation Method
1. School website, Facebook, District website, District newsletter, Budget newsletter, ConnectEd, Board-docs, School newspapers, Textcaster, Electronic information boards, Coffee with the Principals and Assistant Principals, Reports Cards, Progress Reports, ClassDojo, Parent Conferences, Title 1 Meetings, PTA Meetings and communication, Shared Decision Making, Board of Education Meetings, District Wellness Committee, District Safety Committee, Strategic Planning Committee, Team Meetings, Academic Intervention Services Meetings, Email blasts, Teacher Websites (Schoolwires), Press Release, Google Classroom	Administrative Team, Teachers, and Staff	Ongoing	Review of the effectiveness of platforms and methods

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Goal Area 6: ***Governance and Organizational Coordination***

Goal: Conduct ongoing review of district policies and procedures related to governance and coordination to clarify roles, responsibilities, authorities, and expectations between all staff and board of education members.

STRATEGY: 1) Create a 5-year cycle to review all board of education policies and revise as necessary.

Activity	Person(s) Responsible	Estimated Timeline	Evaluation Method
1 Create a BOE policy committee	Superintendent BOE	2018	Committee
2. Review and revise policies on a consistent basis	Superintendent, Assistant Superintendent for Curriculum and Student Services, Assistant Superintendent for Business, Director of Curriculum, Principals, Assistant Principals	Ongoing	Approved Policies
3. Collaborate with BOCES to create a district policy manual	Superintendent, Assistant Superintendent for Curriculum and Student Services, Assistant Superintendent for Business, BOE	2018-2020	Policy Manual
4. Administrative team review of new policies	Superintendent, Assistant Superintendent for Curriculum and Student Services, Assistant Superintendent for Business, Principals, APs, BOE	Ongoing	Administrative Meetings
5. Published policy manual online for public view	Superintendent BOE	2020-2021	Online access to policy manual