

**Manchester-Shortsville CSD  
District Blueprint  
2024-2025**



## **VISION**

**Every employee of the District plays a vital role in the success of our students.**

**Together, we will develop and maintain the highest level of ethical and professional practice, demonstrating a culture of respect, cooperation, and pride, with care and dignity for all. With uncompromising commitment in the pursuit of excellence, we will:**

- **Meet the unique needs of every student regardless of social advantage, race, or gender and ensure a safe learning environment in which all students acquire necessary foundational skills.**
  - **Promote healthy habits and provide challenging, real-world learning experiences.**
  - **Cultivate student ownership for goal-setting, learning, and citizenship by partnering with families and community groups.**
- **Promote a learning environment of critical thinking, creative problem-solving, self-direction and collaboration in order to maximize each student's ability and potential to succeed in an ever-changing, highly technical and diverse world.**

## **MISSION**

**We will challenge all learners and work in partnership with students, parents and community to achieve high standards.**

## **GOAL**

**During the summer of 2024, the District engages in a comprehensive reflection on the various methods employed to monitor growth and progress within our schools. This reflective process allows us to critically evaluate the effectiveness of our strategies and make necessary adjustments that will not only address immediate challenges but also ensure long-term sustainability as we transition into the 2024-2025 school year.**

**Throughout the 2024-2025 school year, the District is committed to an ongoing process of monitoring and refining these adjustments. Our primary objective is to embed these changes in a way that ensures their sustainability across the entire District. To achieve this, we will employ a dual approach of utilizing both quantitative and qualitative data. Quantitative data will include key metrics such as student performance, attendance rates, and other measurable indicators of success. In parallel, qualitative data will be gathered through regular feedback from staff, students, and the broader school community, providing valuable insights into the lived experiences and perceptions of those directly impacted by these changes.**

**Simultaneously, the District will undertake a thorough review of the current strategic plan, which is scheduled to expire in the spring of 2025. This review process will be guided by a critical examination of our evolving priorities and how they align with the long-term goals of the District.**

**The ultimate goal of this endeavor is to revitalize or revamp the strategic plan in preparation for the summer of 2025. By integrating the insights gained from our data-driven evaluations and aligning them with our strategic priorities, we aim to develop a forward-looking plan that will guide the District through the coming years.**

## **Three Pronged Approach**

- 1. Meeting Student Needs- Establish a challenging and impactful educational experience to create a culture that supports all learners**
  - a. School Pride**
  - b. Positive District Culture**
  - c. Student Engagement-Meeting the unique needs of all students**
  - d. SEL/MH Support**
  
- 2. Meeting Adult Needs-Create a culture that supports ALL adults to achieve success and be productive members of the District**
  - a. Create and sustain a positive District culture**
  - b. Recruitment and retention of high quality staff**
  - c. Collaborative decision making to create and Pk-12 consistency**
  - d. SEL/MH Support**
  
- 3. Meeting Facility Needs-Establish systems and partnerships by promoting meaningful connections between internal and external stakeholders**
  - a. Safety and Security**
  - b. Oversight/leadership**
  - c. Fiscal Responsibility/Planning**
  - d. Capital Project/Facility Upgrades**

# Measuring Success

- **Define**
  - **What can we and will we consistently measure?**
    - **Academic**
    - **Attendance/Engagement**
    - **Behavior**
    - **Social Emotional**
- **Monitor**
  - **What and how often will we measure?**
    - **NYS Assessments**
      - **Annually each September**
      - **Annually each October Conference Day**
    - **NYS Regents**
      - **Annually each September**
      - **Annually each October Conference Day**
    - **Local Assessments**
    - **Surveys**
      - **Annually to students, staff and community**
- **Adjust**
  - **How will we adjust and how often will we adjust?**
    - **Building Councils and District Council**
    - **Pk-5 Morning collaborative time**
    - **6-12 Afternoon collaborative time**
    - **Pk-12 Conference days**
    - **District PD committee and PD plan**
- **Celebrate**
  - **How and when will we celebrate large or small successes?**
    - **Monthly faculty meetings**
    - **Weekly collaborative time**
    - **Pk-12 Conference days**
    - **BOE meetings**

## Priority One Culture

Initiative Areas	Current Work	Future Work
Maintain and build Community/School Pride	<ul style="list-style-type: none"> <li>● PRIDE</li> <li>● Traditions</li> <li>● Distributive Leadership</li> <li>● Super Town Hall Meetings</li> </ul>	<ul style="list-style-type: none"> <li>● Rebranding               <ul style="list-style-type: none"> <li>○ New mascot</li> </ul> </li> <li>● School and community connections</li> <li>● Celebrations</li> <li>● Building council goal for each building</li> </ul>
Create and sustain a positive District culture	<ul style="list-style-type: none"> <li>● BOCES-Comm.</li> <li>● Building Events</li> <li>● Community Engagement</li> <li>● Systems of Support</li> <li>● Professional Development</li> </ul>	<p>Trust</p> <ul style="list-style-type: none"> <li>● Approachable</li> <li>● Visibility</li> <li>● Consistency</li> <li>● Open door policy</li> <li>● Collaboration</li> <li>● Inquire</li> </ul> <p>Communication</p> <ul style="list-style-type: none"> <li>● Clarity, transparency and effectiveness</li> <li>● District Plan</li> <li>● School and community connections</li> <li>● Internal Communications “Playbook”</li> </ul> <p>Collaboration</p> <ul style="list-style-type: none"> <li>● Staff attend events</li> <li>● Increase Pk-12 collaboration</li> </ul>
Recruitment and retention of high quality staff	<ul style="list-style-type: none"> <li>● HR Manual</li> <li>● Add or Reduce               <ul style="list-style-type: none"> <li>○ Proposal</li> </ul> </li> <li>● Recruit Front</li> <li>● Fellows</li> <li>● Interns</li> <li>● Student Teachers</li> <li>● Tenure Process</li> <li>● Professional development               <ul style="list-style-type: none"> <li>○ Internal</li> <li>○ External</li> <li>○ Mandated</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● Effective APPR and evaluation process</li> <li>● Mentor programs</li> <li>● Coaching programs</li> <li>● Teacher Handbook</li> <li>● Celebrations</li> <li>● Gratitude</li> <li>● Collaboration and vertical alignment</li> <li>● Monitor staffing levels, class sizes and course offerings</li> <li>● Master Schedule</li> </ul>

## Priority Two Engagement & Collaboration

Initiative Areas	Current Work	Future Work
<p>Student Engagement-Meeting the unique needs of all students</p>	<p>Student Accountability</p> <ul style="list-style-type: none"> <li>● .5 Dean of Students</li> <li>● Code of Conduct committee (Review)</li> <li>● Student Attendance</li> </ul> <p>Student Voice (Pk-12)</p> <ul style="list-style-type: none"> <li>● Student Government</li> <li>● BOE student Reps</li> <li>● NHS lunch and learn</li> <li>● Cave Crew</li> <li>● Student Clubs</li> <li>● BOE presentations</li> </ul> <p>Academic achievement</p> <ul style="list-style-type: none"> <li>● IST Process-Student Reviews</li> <li>● 6-12 Student lead PTC</li> <li>● Data Driven</li> <li>● RtI</li> <li>● 504/CSE/SPED</li> <li>● Master Schedule</li> <li>● PD</li> </ul>	<p>MTSS</p> <p>Academic achievement</p> <ul style="list-style-type: none"> <li>● Strategic Plan</li> <li>● Opportunities (Equity)</li> <li>● Pathways for the spectrum of learners at RJ</li> <li>● District Council</li> <li>● Curriculum Council</li> <li>● PD Committee</li> </ul> <p>Technology</p> <ul style="list-style-type: none"> <li>● Staffing</li> <li>● Professional Development</li> <li>● Internal Support Processes</li> </ul>
<p>Collaborative decision making to create Pk-12 consistency</p>	<ul style="list-style-type: none"> <li>● District SP</li> <li>● District budget</li> <li>● Curriculum Mapping</li> <li>● Building Council</li> <li>● Master Schedule</li> <li>● Dept/Grade Level</li> </ul>	<ul style="list-style-type: none"> <li>● PD Committee</li> <li>● District council</li> <li>● Curriculum council</li> </ul>

## Priority Three Safety & Support

Initiative Areas	Current Work	Future Work
Safety and Security	<ul style="list-style-type: none"> <li>● .5 Director of Facilities</li> <li>● Monthly walkthroughs</li> <li>● District SP</li> <li>● District budget</li> <li>● SRO</li> <li>● Safety Team</li> <li>● Raptor Alert Accountability System</li> <li>● Annual BOE presentation</li> </ul>	<ul style="list-style-type: none"> <li>● Utilization of               <ul style="list-style-type: none"> <li>○ Human resources-maintain SRO</li> <li>○ Fiscal resources-budget plan</li> <li>○ Facility resources-capital project</li> </ul> </li> <li>● Training of new staff including subs during onboarding</li> <li>● Annual NYSED Safety Summit annually</li> <li>● Capital Project               <ul style="list-style-type: none"> <li>○ Facility Updates</li> </ul> </li> </ul>

SEL/MH Support- Students,families and staff	<ul style="list-style-type: none"> <li>● District SP</li> <li>● District budget</li> <li>● TIG Support               <ul style="list-style-type: none"> <li>○ Consortium</li> </ul> </li> <li>● EAP               <ul style="list-style-type: none"> <li>○ New provider</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● TIG</li> <li>● MTSS</li> <li>● PBIS</li> <li>● Exploring Community Schools</li> <li>● ACES/Trauma Poverty Training</li> <li>● CCT</li> </ul>
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