

# LYNCOURT

UNION FREE SCHOOL DISTRICT



2025  
-2026

BLUEPRINT FOR  
EXCELLENCE

STRATEGIC PLAN



[www.lyncourtschool.org](http://www.lyncourtschool.org)



2707 Court Street, Syracuse, NY 13208

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Dear Members of the Lyncourt School Community,

It has never been more important to be focused, aligned and intentional in our work. We are very excited to share the results of our collaborative efforts to develop plans that will help us to continue growing and improving as we always strive for excellence.

Our “Blueprint for Excellence” is the result of planning sessions that were held with our Board of Education, Leadership Team, staff, parents, and community members. We worked with feedback gathered from the community this past fall as we developed a plan that will help us continue to grow and achieve as we strive for excellence in all that we do.

This plan will be the backbone for what we do. It will serve as a roadmap in our efforts to connect with each child and family while enhancing our connections as a school and a community. We’re in this work together and look forward to being your teammate in our continued effort to be a model school of excellence.

Thank you for your feedback and support. Your collaboration and teamwork make all the difference in the lives of children and the success of the district.

Sincerely,

James J. Austin  
Superintendent of Schools

Kimberly Vespi  
President, Board of Education





# PROCESS INTRODUCTION AND OVERVIEW

## Blueprint Planning is intended to:

- Involve all members of the school community and reflect their shared perspectives.
- Allow stakeholder representatives to review community feedback to clearly define the district's mission, vision and core values.
- Engage a team in defining the priorities of the district and suggesting action steps to accomplish objectives.
- Facilitate action planning focused on identifying who, when and how the work will get done.
- Provide the district with a road map that is transparent, accountable, and focused.
- Enable the district's efforts to innovate, allocate resources and continuously grow in a coordinated, thoughtful, and aligned manner.
- Be an iterative, evolving, and ongoing process that builds from one year to the next while reflecting emerging needs and changing demands.

**December 2023 - January 2024:** Community Feedback Gathered

**October 2023:** Community Team Assembled, Mission/Vision/Core Values Reviewed, Priority Areas Developed, Strategies Suggested.

**Spring 2024:** Revisions and review completed by the Leadership Team. Communication to the community and implementation of the plan with stakeholders.

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**February 2024:** Draft Mission/Vision/Core Values developed by the Board of Education and Leadership Team.

**February/March 2024:** Action plans developed that specifically identify what will be done to meet the objectives of each priority area and who will be responsible for leading the work

# WHO WE ARE

At Lyncourt, our shared core purpose, aspirations and expectations are clear:

## OUR MISSION

Building Foundations for Lifelong Success

## OUR VISION

Lyncourt: A Thriving Learning Community for All

## OUR CORE VALUES

In order to accomplish our mission and achieve our vision, we will:

- **Prioritize Integrity, Compassion, and Student Well-being:** Always act with integrity and compassion, ensuring a safe, supportive, and healthy learning environment for all students.
- **Equity and Excellence:** Guarantee access to high-quality education, uphold high expectations for all students, and provide appropriate support to ensure each child meets established standards.
- **Foster Critical Thinking and Collaboration:** Cultivate critical and creative thinking skills, encourage collaboration and communication among students, and foster a culture of challenge and growth.
- **Community Engagement and Diversity:** Foster collaboration between families, schools, and communities to ensure student success, while creating a welcoming environment that appreciates and celebrates diversity.
- **Consistent Standards and Decision-making:** Maintain clear and consistent expectations throughout the district, basing all decisions solely on the best interests of students.

**Partnerships Responsibility Integrity Diversity Excellence**





## OUR DISTRICT

The Lyncourt Union Free School District is an independent public school district located in the Town of Salina in Onondaga County. Our district borders the East Syracuse-Minoa, North Syracuse, and Syracuse City School Districts. Our school district offers free Universal Pre-Kindergarten for 3 and 4 year old children. We have a Kindergarten-8th grade program and our high school students have a choice to attend either East Syracuse-Minoa Central or the Syracuse STEAM School.

## OUR COMMUNITY

Lyncourt is a hamlet in Onondaga County, New York, with a population of approximately 4250 residents. Lyncourt is in the Town of Salina and is a peaceful, family-friendly neighborhood known for its clean streets and strong sense of community. With its close proximity to Syracuse, Lyncourt offers excellent access to urban amenities while maintaining its small-town feel. Residents enjoy a slower pace of life but have plenty of activities available to keep them entertained and active.

## OUR LEADERSHIP

### Board of Education

Mrs. Kimberly Vespi, *President*  
Mr. Hans Meyer, *Vice-President*  
Mrs. Kenda Carfagno  
Mrs. Judy Wilsch  
Mr. Richard Leonardo

### Administration

James A. Austin,  
*Superintendent of Schools*  
David Shaw,  
*School Business Administrator*  
Katie Mahoney,  
*Director of Special Education*  
Amy Rotundo,  
*District Curriculum & Data Coordinator*  
Brian DeBoyace,  
*Director of Technology*  
Kimberly Davis,  
*Principal*

# OUR PLAN

We will improve academic outcomes for all students and ensure student engagement and achievement by strengthening our documented Tier 1 curriculum, implementing evidence-based instructional strategies at all tiers, and aligning assessment and grading practices to essential learning standards and skills. Our goal is to ensure all students reach our vision through instruction shaped by our guaranteed and viable curriculum that is vertically and horizontally aligned. This enables teachers to provide consistent rigorous learning goals for all students and enables students to set, monitor and reflect on personal learning goals aligned with priorities. We strive to improve our system so all instructional staff can implement highly effective teaching practices to maximize student learning.

Student learning is measured in multiple ways, and students are provided meaningful feedback to improve their learning and content knowledge. Through the work of Professional Learning Communities, collaborative teams work collectively to ensure high levels of learning for all students through a multi-tiered system of support (MTSS), that focuses on high levels of learning.

We will improve academic outcomes for all students and ensure student engagement and achievement by enhancing communication with families related to curriculum, learning and safety. Thoughtful, intentional communication with families is critically important so they may understand what their children are learning and be able to further support them. Regular family engagement and communication between home and schools improves student achievement and outcomes. Additionally, we will seek out and enhance partnerships with community members, businesses and organizations. These ongoing partnerships strengthen student learning and offer opportunities for real world experiences.





## OUR PLAN (continued)

We will improve academic outcomes through professional learning for all staff. Through continued professional learning and opportunities for staff to learn from one another, teachers and staff grow in their practices. All instructional staff participate in research-based professional development, aligned with our Strategic Plan priorities and receive support to effectively implement these practices. This prioritized professional learning increases our collective capacity, content knowledge and our effective use of current instructional strategies to meet the learning needs of all students. In addition, we will build the capacity of our academic system by ensuring all non-instructional staff participate in professional development to continually improve our practices that supports our learning system for our students.

We will improve academic outcomes through the integration of all learning environment systems, structures, components and processes in a fiscally sound manner. The systems and processes that support our learning environment must be coherent, efficient, and aligned to our mission, vision and core values. These systems include facilities that allow for maximized productivity of both students and staff.





# PRIORITY AREAS

Based on community feedback and initial planning by the Board of Education and Leadership Team, the following areas were identified as priorities to be focused on in order to fulfill the mission of the district. Goals have been developed for each area.



**The Student Experience**



**The Staff Experience**



**Infrastructure & Operations**



**Family & Community Engagement**





## PRIORITY AREAS

The Student Experience	The Staff Experience	Infrastructure and Operations	Family & Community Engagement
Achievement	Communication	Safety and Security	Communication
Comprehensive supports and services	High Quality Professional Learning	Facilities	Partnerships
Wide Variety of Opportunities	Growing Staff Capacity and Talent	Long-Range Fiscal Stability	Access
Safe and Productive Learning Environment	Attendance	High Quality Nutrition	After School Care
Cultural Appreciation			

<b>The Student Experience</b>	<b>Achievement</b>	<b>Comprehensive Supports and Services</b>	<b>Wide Variety of Opportunities</b>	<b>Safe &amp; Welcoming Learning Environments</b>	<b>Cultural Appreciation</b>
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## Priority Area 1: The Student Experience

**Goal:** We will strengthen Tier 1 instruction in ELA and Math to close identified achievement gaps for Black/African-American and Hispanic students.

Strategies: to accomplish our objective, we will:	Who	When
Deliver job-embedded professional development focused on high-yield literacy and math instructional strategies.	Professional Development Specialist	2025-26 School Year
Ensure vertical alignment of math standards (UPK-8) via curriculum revisions and common formative assessments.	District Data & Curriculum Coordinator	2025-26 School Year
Ensure appropriate access to services	Student Services Team	Ongoing

**Goal:** We will implement an Early Warning Intervention and Monitoring System (EWIMS) to reduce chronic absenteeism and support at-risk students.

Strategies: to accomplish our objective, we will:	Who	When
Establish a cross-disciplinary EWIMS team.	Building Principal	Fall 2025
Develop weekly data review processes integrating academic, attendance, social-emotional, and behavior indicators.	EWIMS Team Leader	By end of 2025-26 School Year
Engage families in intervention planning for at-risk students.	Admin Team	Ongoing



**Goal:** We will ensure safe, productive, and culturally responsive classroom learning environments.

Strategies: to accomplish our objective, we will:	Who	When
Provide professional development opportunities for culturally-responsive instructional classroom practices.	Professional Development SpecialistAdmin Team	2025-26 School Year
Consistent application, monitoring and accountability of shared classroom expectations across all grade levels.	Admin. Team	2025-26 School Year
Implement Distraction Free Schools Legislation	Admin. Team	Fall 2025



<b>The Staff Experience</b>	<b>Communication</b>	<b>High Quality Professional Learning</b>	<b>Growing Staff Capacity and Talent</b>	<b>Attendance</b>
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<b>Priority Area #2 The Staff Experience</b>		
<b>Goal:</b> We will ensure all staff are prepared and confident in delivering high-quality, evidence-based instruction responsive to diverse student needs.		
Strategies: to accomplish our objective, we will:	<b>Who?</b>	<b>When?</b>
Leverage Professional Development Specialist in delivery of professional learning opportunities.	Admin Team	2025-26 School Year
Provide bi-monthly PLC meetings for coaching, peer observations, and co-teaching opportunities.	Admin Team	2025-26 School Year
Provide professional learning on ELA writing strategies, small-group instruction, culturally responsive practices, and data-driven instruction.	PD Specialist	2025-26 School Year
<b>Goal:</b> We will expand staff leadership opportunities and collaborative relationships to enhance morale and school climate.		
Strategies: to accomplish our objective, we will:	<b>Who?</b>	<b>When?</b>
Ensure consistent utilization of staff interaction norms.	Admin. Team	Summer 2024
Conduct staff ThoughtExchange annually.	Superintendent	Spring 2026
Identify opportunities for staff leadership capacity building.	Admin Team	2025-26 School Year
Offer structured opportunities for staff feedback on school initiatives and climate.	Admin Team	2025-26 School Year
Complete analysis of staff attendance data and trends.	Superintendent	Spring 2026

Infrastructure & Operations	Safety and Security	Facilities	Long-Range Fiscal Stability	High Quality Nutrition
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## Priority Area 3: Infrastructure & Operations

**Goal:** We will maintain fiscal responsibility while investing in systems and resources to support instructional priorities and student needs.

Strategies: to accomplish our objective, we will:	Who	When
Complete long and short range capital project feasibility planning.	Business Office Superintendent Board of Education	2025-26 School Year
Implement increased nutritional choices for middle school students.	Business Office Food Service Director	Fall 2025
Manage enactment of “Safe and Comfortable Learning Environments” legislation.	Business Office Facilities	Fall 2025





<b>Family &amp; Community Engagement</b>	<b>Communication</b>	<b>Partnerships</b>	<b>Access</b>	<b>After School Care</b>
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## Priority Area 4: Family & Community Engagement

**Goal:** We will improve family understanding of available academic interventions and social-emotional supports.

Strategies: to accomplish our objective, we will:	Who	When
Communicate resources clearly via digital boards, print materials, and multilingual options.	All Staff	2025-26 School Year
Integrate family engagement strategies into EWIMS processes.	EWIMS Team	2025-26 School Year
Develop plan for more targeted and efficient use of ParentSquare communication platform.	Admin Team	Fall 2025

**Goal:** We will create engaging experiences to build community connection and cultural appreciation.

Strategies: to accomplish our objective, we will:	Who	When
Expand multicultural learning events reflecting the district's diverse population.	Admin Team DEI Team	2025-26 School Year
Host pre-school-year welcoming events for new and returning families.	Admin Team Student Services Team	Fall 2025

# OUR NEXT STEPS AND ACCOUNTABILITY

Timeframe	Activity	Who
Spring 2024	Blueprint Plan Presented to the Community and Adopted by the BOE	Superintendent, BOE
	Blueprint Plan “unpacked” and then shared with the faculty and staff.	Superintendent
	Blueprint Plan unpacked with smaller groups.	Directors & Principal
Fall, 2024	Blueprint implementation updates provided to the BOE, Community and Staff	Superintendent and Administrators
2024-2025 Quarterly	Blueprint Updates provided to the BOE, Community and Staff	Superintendent and Administrators
July, 2025	Blueprint Planning Day Held Plan Updated for 25-26	Superintendent and Administrators



## 2023-24 Blueprint Team

James Austin	Mark Hoxie
Kaitlyn Gardner	David Shaw
Hans Meyer	Bethany Cusick
Laura Bowen	Debra Lanty
Lew Gilbert	Randi Sherman
Monica Norton	Kimberly Davis
Catherine Cahill	Melanie Lowery
Kimberly Hartnett	Kim Vespi
Lisa Paris	Margaret DelVecchio
Kenda Carfagno	Katie Mahoney
Marian Hayden	Courtney Wood
Amy Rotundo	David Florczyk
Lisa Cowburn	Jennifer Marino





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