



2023-24 Blueprint Team

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On behalf of the Lyncourt Board Of Education I would like to extend our sincere gratitude to the members of the Blueprint for Excellence Planning Committee. The dedication, insights, and commitment they played was pivotal in shaping the future direction of our school.

Throughout our collaborative sessions, their thoughtful contributions enriched our discussions and helped us identify key priorities and strategies to enhance the educational experience for our students. The passion for excellence and unwavering support for our school community, they displayed, has been truly inspiring.

As we look towards the future, we are confident that the initiatives and goals outlined in our blueprint will pave the way for continued growth and success. Lyncourt community continued involvement and support will be instrumental in bringing our vision to fruition and ensuring that we achieve our shared objectives.

Together, we will continue to strive for excellence and create a brighter future for our students.
Sincerely,

James J. Austin
Superintendent



LYNCOURT
UNION FREE SCHOOL DISTRICT

Blueprint for Excellence STRATEGIC PLAN

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**Lyncourt Union Free
School District**
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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

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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.

Steps in the Lyncourt Planning Process:




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Our Next Steps and Accountability

Timeframe	Activity	Who
Spring 2024	1. Blueprint Plan Presented to the Community and Adopted by the BOE 2. Blueprint Plan “unpacked” and then shared with the faculty and staff. 3. Blueprint Plan unpacked with smaller groups.	Superintendent, BOE Superintendent 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	BOE Superintendent Administrators Staff Community Members



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OUR OBJECTIVES and STRATEGIES: Family & Community Engagement

Priority Area 4: Family & Community Engagement: Communication, Partnerships, Facilities and After School Care.


Goal: investigate additional partnerships and supports for students and families.

Strategies: to accomplish our objective, we will:	Who	When
Using the Community Schools Coser, research local resources available to support parents and students.	Community Schools Committee	Winter 2025
Implement additional health resources and opportunities for students within the school building.	Building Principal Director of Special Education and Early Childhood Development School Nurse Wellness Committee Athletic Director/PE Teachers	Winter 2025

Goal: We will communicate opportunities for families to access school resources (health and wellness) and facilities.

Strategies: to accomplish our objective, we will:	Who	When
Fitness center hours will be communicated via social media and print communications for community members and staff.	Superintendent	Summer 2024
Communicate parent opportunities, supports, and resources available to them at district events. Examples: Digital resource board/Padlet, Google slideshow, Pamphlet in parents preferred language.	Student Services Team	Fall 2024



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MISSIONVISIONCORE VALUES

Successful organizations clearly define their purpose, what they need to become in order to fulfill their purpose and how they operate or behave. These are commonly known as their mission, their vision and their core values.
Through the Blueprint Planning Process, the Lyncourt UFSD community defined why we exist, what happens in the organization when we are working towards the mission and what behaviors should be evident from individuals and the organization as a whole.

Who We Are

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

MISSION
Building Foundations for
Lifelong Success


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.

PartnershipsResponsibilityIntegrityDiversityExcellence

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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 Solvay Union Free School District.

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 Members
Mrs. Kimberly Vespi, President
Mr. David Florczyk, Vice-President
Mr. Michael Leonardo
Mrs. Kenda Carfagno
Mr. Hans Meyer

OUR ADMINISTRATION




James A. Austin, Superintendent of Schools
David Shaw, School Business Administrator
Katie Mahoney, Director of Special Education and Early Childhood Development
Amy Rotundo, District Data and Curriculum Coordinator
Kimberly Davis, Principal
Catie Cahill, Director of Technology and Innovation

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OUR OBJECTIVES and STRATEGIES: Growth & Sustainability


Priority Area 3: Growth & Sustainability: Safety and Security, Facilities, Long-Range Fiscal Plan, Enrollment Growth and Class Size.


Goal: We will stay fiscally sound and be proactive with solutions when needs arise

Strategies: to accomplish our objective, we will:	Who	When
Update the long-range fiscal plan, including enrollment projections.	Business Office Board of Education	Spring 2025
Develop a long-range replacement cycle and service contract plan for facilities and technology.	Business Office Tech Team Board of Education	Spring 2025

Goal: We will develop a sustainable model for responding to safety and security procedures

Strategies: to accomplish our objective, we will:	Who	When
Train staff on and implement a new reunification system.	School Safety Team Technology Team	Fall 2024
Pilot new reunification system for daily student dismissal.	Building Principal Director of Technology All staff	Spring 2024
Ensure safety plans are updated and communicated to all stakeholders.	School Business Official School Resource Officer School Safety Team	Fall 2024

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OUR OBJECTIVES and STRATEGIES: The Staff Experience

Priority Area #2 The Staff Experience: Communication, High Quality Professional Learning, Recruiting and Retaining Staff, Relationships and Attendance.

Goal: We will ensure a supportive work environment where staff feel heard and their feedback is valued.

Strategies: to accomplish our objective, we will:	Who?	When?
Develop districtwide norms that address staff interactions	Superintendent	Fall 2024
Offer opportunities to elicit feedback from staff and share results	Building Principal	Fall 2024
Engage in a staff thought exchange	Superintendent	June 2024

Goal: We will provide staff professional development and training opportunities that are both high quality and relevant to our student community and population.

Strategies: to accomplish our objective, we will:	Who?	When?
Coordinate a day in the summer 2024 for the Professional Development Committee to work together on the 2024-25 district PD plan.	PD Committee Building Principal District Data and Curriculum Coordinator	Summer 2024
Incorporate the Blueprint Plan core values into recently hired staff training and orientation sessions.	Building Principal Business Office Staff	Summer 2024

Goal: We will continue to build strong, positive relationships within and between staff, families, students and the community.

Strategies: to accomplish our objective, we will:	Who?	When?
Each grade level (UPK-5) will plan one day each school year to invite parents and families into classrooms for a student showcase or planned activities. Middle school grades will have a half-day parent and family event on the same day as elementary parent conferences in the Fall.	Grade level teams and instructional staff Library Media Specialist	Throughout 2024-25 school year
Continue with the Middle Advisory program with the DBT (Dialectical Behavior Therapy) Steps A.	Director of Special Education and Early Childhood Development DBT Pilot Team	Throughout 2024-25 school year
The school counselor and MS teachers will create a parent teacher conference plan and meeting format.	School Counselor MS teachers	Winter 2025



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 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.

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 district. 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	Growth & Sustainability	Family & Community Engagement
Achievement	Communication	Safety and Security	Communication
Comprehensive supports and services	High Quality Professional Learning	Facilities	Partnerships
Wide Variety of Opportunities	Recruiting and Retaining Staff	Long-Range Fiscal Plan	Facilities
Class Size	Relationships	Enrollment Growth	After School Care
Cultural Appreciation	Attendance		



OUR OBJECTIVES and STRATEGIES: The Student Experience

Priority Area 1: The Student Experience: Achievement, Comprehensive supports and services, Wide Variety of Opportunities and Cultural Appreciation.

Goal: We will provide a sustainable model which ensures appropriate student access to social emotional supports.

Strategies: to accomplish our objective, we will:	Who	When
Implement tier 1 SEL curriculum.	Director of Special Education and Early Childhood Development Building Principal	Fall 2024
Refine/analyze entrance and exit criteria to tier 2 and 3 mental health supports - data driven.	Student Services Team	Winter 2025
Ensure appropriate access to services.	Student Services Team	Ongoing

Goal: We will create a welcoming environment for all returning and newly enrolled students.

Strategies: to accomplish our objective, we will:	Who	When
Create a welcoming event before the first day of school.	Building Principal Elementary Classroom Teachers P.T.O.	Fall 2024
Develop a "new student induction" program.	School Counselor School Psychologist School Social Worker	Fall 2024
Provide opportunities for multicultural learning that reflect the diverse population of the district.	Building Principal ELL Team DEI Leadership Team	Spring 2025

Goal: We will provide a sustainable model that guarantees student access to evidence-based instruction and academic support to accelerate their learning and close academic gaps.

Strategies: to accomplish our objective, we will:	Who	When
Engage in a review of the academic components of our multi-tiered systems of support (MTSS) model.	District Data and Curriculum Coordinator Interventionists Student Services Team	Winter 2025
A team of stakeholders will evaluate the current report card and grading system.	Building Principal, Instructional Staff, School Counselor, School Social Worker	Spring 2025
Expand middle school course offerings and learning opportunities.	District Data and Curriculum Coordinator, Computer Science Committee Technology Committee, School Counselor	Spring 2025