

Lyncourt Union Free School District



5 Year Strategic Long Range Plan 2019-2024

Superintendent

Mr. James Austin

Board of Education 2019-2020



Dr. Lawrence Salamino, President

David Florczyk, Vice President

Ms. Kimberly Vespi

Mr. Michael Leonardo

Mr. Anthony Maggi

Approved by the Board of Education: _____

A Message from Superintendent James Austin

Dear Parents and Community Members,

Five Years Ago, the Lyncourt Union Free School District sought input from the community leading to the development of our district's long-range strategic plan. As I met with groups across the school district community, four critical questions were posed:

- When you think about Lyncourt School, what do you think we do well? What areas would you like to see improve?
- What skills do you think our students need to be successful?
- What are the challenges that our students are facing as we look at the changing world?
- How can we best communicate with all stakeholders?

In these times of rigorous state standards and pressures to prepare our students for the 21st century, it is essential that we focus our educational systems on not just the basics alone. We need to strive for valued outcomes of an educational system that cannot be measured solely by paper-pencil or computerized tests. Staff and patrons shared outcomes and goals for our children that the community is deeply committed to. The foundational principles that the committee felt were essential for the children of Lyncourt are:

- That education is a preparation for life.
- Students learn to be respectful, responsible citizens who will contribute to their communities.
- Students learn in a safe, supportive, and healthy environment.
- Every student will have access to a high quality, meaningful educational experience.
- Our students will be critical and creative thinkers who challenge themselves.
- Students succeed when the family, school and community work together.
- Students thrive in a welcoming environment where diversity is appreciated.
- All students succeed when held to high expectations based on a challenging curriculum.
- Academic and personal growth is enhanced when students have opportunities to collaborate and communicate.
- That all decisions are based solely on the best interest of all of our students.
- All children will meet established standards given appropriate time and support.
- Students will be successful when expectations are clear and consistent throughout the district.

We are happy to say that these last five years have been extremely successful and we look forward to the next five years.

This strategic plan is an essential road map that the district will continue to use in the years to come in budgeting, the training of staff, caring for our school facilities, and providing effective learning programs for students.

Sincerely,



James J. Austin

Long-Range Planning

District administration indicate that the mission, vision, and foundational principles for learning from the 2014-2019 plan remain relevant and useful as guiding statements. The three task forces (Academic Excellence and Rigor Task Force, Strengthening Communications with All Stakeholders Task Force and Safe and Healthy Environment Task Force) created at that time continue to be active with continual data collection, review of progress and implementation of actions as articulated.

In April 2019, all task forces met to review data, celebrate accomplishments and articulate emerging and evolving needs based on data, information, and feedback gathered from faculty during March 2019. In May 2019, all task forces met again to revise and refine the Strategic Intents (goals), Key Initiatives (strategies) and Action Items.

Using the district mission (what the school does), vision (what we want to be as a school), and foundational principles (guiding practices) as a foundation, the three tasks forces developed the following long-term plan for Lyncourt Union Free School District. Strategic Intents are the goals or targets for what we desire to accomplish in the coming years. Key Initiatives are the strategies for how the targets or goals will be achieved. Action Items are concrete, specific steps required to implement the key initiative or strategy. Action items are generally for one year and are used to guide progress.

A strategic plan provides a map and guidance as decisions are made regarding actions, resources and time.

To achieve the goals of this plan, it will require collaboration, perseverance and commitment by all stakeholders.



Long-Range Planning Process

Mission – What we do as a school.

Vision – What we want to be as a school.

Beliefs – The Foundational Principles for Learning – The guiding practices we agree to use.

Strategic Intent – What we want to accomplish. The targets.

Key Initiatives – Strategies for how we will achieve our targets.

Actions – What we focus on for one year. What we will check our progress against.

Task force memberships

Academic Excellence and Rigor Task Force

Kimberly Davis- Facilitator

Amy Rotundo- Co-facilitator

Jessica Ambrose

James Austin

Brian Cool

Matt Dean

Rachel Gross

Chenelle Horton

Strengthening Communications with All Stakeholders Task Force

Katie Mahoney- Facilitator

James Austin

Beth Cusick

Sarah Greenway

Amy MacCaul

Melissa MacCollum

Laura Pyland

Safe and Healthy Environment Task Force

Cathryn Marchese- Facilitator

James Austin

Ryan Bolsei

Amy Borkowski

Elizabeth Caspian

Jim Hiltbrand

Chris Molinari

Kimberly Sweeney

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Norms guiding the work of the groups include:

- Be respectful of ideas
- Try to limit distractions
- Stay on topic
- Be a contributing member



Three Task Force Teams were then identified to set the course for improvement over the next 5 years. The charge of the first Task Force Team, Academic Excellence and Rigor, was challenged with the development of targets and actions that build on district strengths and create plans for areas of identified weakness that improve learning outcomes specific to student achievement based on the Next Generation Learning Standards and Future Ready Skills as they focus on college and career readiness.

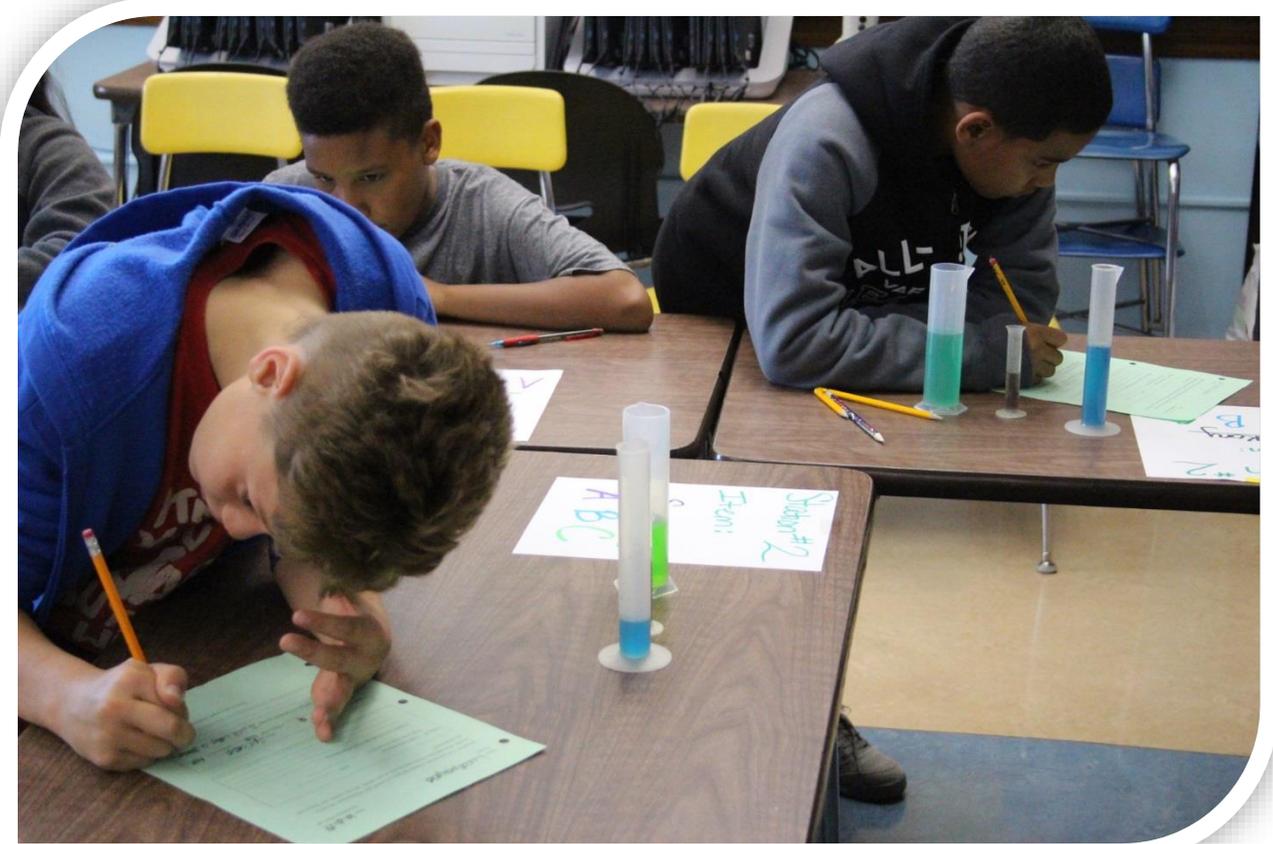
The second team, Strengthening Communication with all Stakeholders, used the same process, but with the intention of increasing parent involvement and participation. They also examined current communication practices in order to use technology to ensure transparency and accuracy of information essential for an informed educational community.

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The third team, Health and Safety, explored ways to provide an environment that students feel physically safe and emotionally secure. They will revise curriculum at all grade levels that will focus on students' abilities to identify their feelings and strategies that will help them to cope with their feelings.

There was a commitment by staff, parents and community members to contribute to the combined thinking and planning that developed a document that outlined strategies to effectively engage and appropriately challenge every student, leading to excellence for all.

It was an exciting, engaging process that has led to the development of this document that will serve as the blueprint for change and engagement for the next several years.



Mission

The Lyncourt Union Free School District, in partnership with the community, is committed to educating all learners to reach their full potential.



Vision

The Lyncourt Union Free School District will be a leader in public education inspiring confident, passionate, life-long learners.

Foundational Principles for Learning

We believe:

- That education is a preparation for life.
- Students learn to be respectful, responsible citizens who will contribute to their communities.
- Students learn in a safe, supportive, and healthy environment.
- Every student will have access to a high quality, meaningful educational experience.
- Our students will be critical and creative thinkers who challenge themselves.
- Students succeed when the family, school and community work together.
- Students thrive in a welcoming environment where diversity is appreciated.
- All students succeed when held to high expectations based on a challenging curriculum.
- Academic and personal growth is enhanced when students have opportunities to collaborate and communicate.
- That all decisions are based solely on the best interest of all of our students.
- All children will meet established standards given appropriate time and support.
- Students will be successful when expectations are clear and consistent throughout the district.

Academic Excellence and Rigor Task Force

Strategic Intent #1

By June 2024, 95% of students will meet or exceed growth expectations on district assessments which measure student achievement based on New York State Next Generation Standards.

Key Initiative 1-1

Implement curriculum through evidence based strategies.

Key Initiative 1-2

Use consistent assessment tools.

Key Initiative 1-3

Implement Response to Intervention (RtI pyramid with both academic and social - emotional tiers).



Strategic Intent #2

By June 2024, students will demonstrate future ready skills as indicated by rubrics, checklists or observations that outline expectations for each grade level with 95% student proficiency.

Key Initiative 2-1

Identify grade level outcomes relating to standards regarding technology and future learners.

Key Initiative 2-2

Integrate 6 C's: critical thinking, creativity, collaboration, communication, character education, and citizenship.



Strengthening Communications with All Stakeholders Task Force

Strategic Intent #3

Promote, encourage, and establish meaningful parent engagement as measured by number of parents' attendance at school wide events to increase by 5% each year through June 2024.

Key Initiative 3-1

Implement a consistent platform to communicate with families to use along with social media.

Key Initiative 3-2

Increase parent involvement and participation by incorporating student driven activities at educational events.

Strategic Intent #4

Increase community and stakeholder awareness and investment by creating four opportunities each year and then increasing annually by one each year through June 2024 for interaction between the school community and larger community.

Key Initiative 4-1

Provide opportunity for stakeholders to attend school events and explore ways to connect and involve stakeholder with district mission.

Key Initiative 4-2

Provide opportunities for students to explore ways to connect with stakeholders not only within Lyncourt but also within the larger Syracuse community.



Safe and Healthy Environment Task Force

Strategic Intent #5

Students will feel secure and demonstrate emotional well-being as evidenced by student data on DESSA, and student management systems. On The Devereux Students Strengths Assessment (DESSA) students at or above at-risk designation will increase by 5% each year and student management systems data will indicate 5% decrease in behavior incidents each year through June 2024.

Key Initiative 5-1

Staff will increase capacity to support student emotional and social development.

Key Initiative 5-2

Implement district wide support for students to develop positive interpersonal interactions and relationships.

Strategic Intent #6

By June 2024, 100% of our staff will indicate improvement of physical safety and security for both themselves and the students including arrival and dismissal activities.

Key Initiative 6-1

Provide a physically safe environment and the ability to address any emerging needs and issues.



Part 2

Long-Range Planning

Lyncourt Union Free School District

Mission (What we do) - **The Lyncourt Union Free School District, in partnership with the community, is committed to educating all learners to reach their full potential.**

Vision (What we want to be) - **The Lyncourt Union Free School District will be a leader in public education inspiring confident, passionate, life-long learners.**

Foundational Principles for Learning (Beliefs) -

We believe:

- That education is a preparation for life.
- Students learn to be respectful, responsible citizens who will contribute to their communities.
- Students learn in a safe, supportive, and healthy environment.
- Every student will have access to a high quality, meaningful educational experience.
- Our students will be critical and creative thinkers who challenge themselves.
- Students succeed when the family, school and community work together.
- Students thrive in a welcoming environment where diversity is appreciated.
- All students succeed when held to high expectations based on a challenging curriculum.
- Academic and personal growth is enhanced when students have opportunities to collaborate and communicate.
- That all decisions are based solely on the best interest of all of our students.
- All children will meet established standards given appropriate time and support.
- Students will be successful when expectations are clear and consistent throughout the district.



Academic Excellence and Rigor Task Force Team

Task Force Charge

The Academic Excellence and Rigor Task Force will review literature and research that will lead to the development of Key Initiatives and Action Plans that will define research based practices that will increase academic achievement including, but not limited to acquiring and applying:

- Basic Knowledge
- Critical and creative thinking skills
- Communication skills
- Problem solving skills
- Collaboration skills
- College and career-ready skills
- Community engagement

5-Year Plan

Strategic Intent #1

By June 2024, 95% of students will meet or exceed growth expectations on district assessments which measure student achievement based on New York State Next Generation Standards.

Key Initiative 1-1

Implement curriculum through evidence based strategies.

Action Items:

- 1-1.1 We will hold team meetings and professional development sessions led by leadership members.
- 1-1.2 We will continue professional development that focuses on evidence based strategies across content areas.
- 1-1.3 We will adjust science, social studies, and the arts scope and sequence to coordinate with elementary literacy program to deepen students' understanding of the world around them.
- 1-1.4 We will facilitate better communication across disciplines.

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Key Initiative 1-2

Use consistent assessment tools.

Action Items:

- 1-2.1 We will continue to use and explore new options in the AIMSWebPlus assessment system to measure student growth in core reading and math skills.
- 1-2.2 We will align UPK assessment to district assessment system.
- 1-2.3 We will explore and develop assessments for other subjects beyond math and ELA.
- 1-2.4 We will implement a common tool such as The Devereux Students Strengths Assessment (DESSA) for measuring proficient characteristics of a learner K-8. UPK will use Devereux Early Childhood Assessment Infant and Toddler Program (DECA).
- 1-2.5 We will extend to grades 7 and 8 the use of the DESSA.

Key Initiative 1-3

Implement Response to Intervention (RTI pyramid with both academic and social - emotional tiers).

Action Items:

- 1-3.1 We will use multiple data sources to provide targeted instruction that meets all learners needs.
- 1-3.2 We will implement high expectations and rigorous instruction with appropriate scaffolding strategies.

Strategic Intent #2

By June 2024, students will demonstrate future ready skills as indicated by rubrics, checklists or observations that outline expectations for each grade level with 95% student proficiency.

Key Initiative 2-1

Identify grade level outcomes relating to technology standards and future learners.

Action Items:

- 2-1.1 We will Identify the International Society of Technology in Education (ISTE) Standards and inform all staff and educators.
- 2-1.2 We will provide staff professional development on how to implement these standards.
- 2-1.3 We will review and implement essential technology skills for each grade level.
- 2-1.4 We will implement consistent technology skills across all grade levels.

Key Initiative 2-2

Integrate 6 C's: critical thinking, creativity, collaboration, communication, character education, and citizenship.

Action Items:

- 2-2.1 We will embed 6 C's lessons in every grade level and subject.
- 2-2.2 We will explore areas of interest, using Naviance in younger / earlier grades.
- 2-2.3 We will incorporate life skills such as financial literacy at each grade level.
- 2-2.4 We will expand Science, Technology, Engineering, the Arts and Mathematics (STEAM) opportunities and learning experiences.
- 2-2.5 We will continue Professional Learning Communities (PLC) to further develop teacher knowledge and leadership capacity.
- 2-2.6 We will facilitate teacher collaboration across grade levels.
- 2-2.7 We will expand Project Based Learning (PBL) opportunities and learning experiences.
- 2-2.8 We will extend teacher collaborative planning.
- 2-2.9 We will expand opportunities for continuous vertical collaboration and communication.
- 2-2.10 We will implement and utilize consistent social- emotional vocabulary as related to 6 C's.



Strengthening Communication with all Stakeholders Task Force Team

Task Force Charge

The Strengthening Communication with all Stakeholders Task Force will conduct and analyze surveys and review research in order to develop key initiatives and action plans including, but not limited to:

- Identifying effective opportunities with all stakeholders
- Reviewing and creating ways to communicate with all stakeholder groups
- Exploring new ways/methods to communicate with all stakeholder groups
- Exploring ways to connect and involve the community/parents to support our school mission
- Exploring ways to actively involve parents/guardians in their child's education

5-Year Plan

Strategic Intent #3

Promote, encourage, and establish meaningful parent engagement as measured by number of parents' attendance at school wide events to increase by 5% each year through June 2024.

Key Initiative 3-1

Implement a consistent platform to communicate with families to use along with social media.

Action Plans:

3-1.1 We will research options for a platform.

3-1.2 We will survey teachers and parents within the shared decision making process to select the platform.

3-1.3 We will educate teachers and parents on the use of platform.

3-1.4 We will continually provide training for parents and teachers to expand use of platform.

3-1.5 We will maintain use beyond initial "implementation bump" by reviewing data usage.

3-1.6 We will administer a "how did you hear about this event" survey to parents to measure the effectiveness of our communication.

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Key Initiative 3-2

Increase parent involvement and participation by incorporating student driven activities at educational events

Action Items:

- 3-2.1 We will map out after school events and explore where new events can be integrated.
- 3-2.2 We will explore holding a cultural fair.
- 3-2.3 We will revamp curriculum night with the goal to increase student participation in the event.
- 3-2.4 We will explore the use of Lyncourt U for parent education through 4 events.
- 3-2.5 We will develop a process and welcome for all new families entering during the school year.
- 3-2.6 We will conduct a new family orientation at the beginning of the school year.
- 3-2.7 We will create and post on-line tutorials for academics, technology, district procedures and general information.

Strategic Intent #4

Increase community and stakeholder awareness and investment by creating four opportunities each year and then increasing annually by one each year through June 2024 for interaction between the school community and the larger community.

Key Initiative 4-1

Provide opportunity for stakeholders to attend school events and explore ways to connect and involve stakeholders with district mission.

Action Items:

- 4-1.1 We will explore options for career fair.
- 4-1.2 We will notify/invite key stakeholders such as local businesses and community organizations to attend events.
- 4-1.3 We will explore and pursue opportunities for relevant grant opportunities.
- 4-1.4 We will invite food trucks to events.
- 4-1.5 We will explore ways to enhance public relations to increase awareness within the region of district successes.
- 4-1.6 We will partner high school students to work with K-8 students.

Key Initiative 4-2

Provide opportunities for students to explore ways to connect with stakeholders not only within Lyncourt but also within the larger Syracuse community

Action Items:

- 4-2.1 We will explore opportunities for field trips including virtual field trips.
- 4-2.2 We will organize opportunities for students to interact with people outside of school building.
- 4-2.3 We will arrange opportunities for students to experience job shadowing.
- 4-2.4 We will identify and pursue corporate resources to enhance student learning through fiscal and human resources.
- 4-2.5 We will invite senior citizens into the school community to volunteer with students.



Safe and Healthy Environment Task Force Team

Task Force Charge

The Healthy and Safe Learning Environment Task Force will conduct and analyze surveys and review research in order to develop key initiatives and action plans including, but not limited to:

- Evaluate current practices that promote a safe and healthy learning environment
- Create/revise expectations that support a safe and healthy learning environment
- Enhance positive staff/student relationships

5-Year Plan

Strategic Intent #5

Students will feel secure and demonstrate emotional well-being as evidenced by student data on DESSA, and student management systems. On The Devereux Students Strengths Assessment (DESSA) students at or above at-risk designation will increase by 5% each year and student management systems data will indicate 5% decrease in behavior incidents each year through June 2024.

Key Initiative 5-1

Staff will increase capacity to support student emotional and social development.

Action Items:

5-1.1 We will continue systemic implementation of Second Step program PK-6 and explore opportunity for 7th and 8th grade to have an aligned program.

5-1.2 We will continue systemic implementation of Positivity Project PK-8.

5-1.3 All staff will effectively and efficiently implement social emotional programs.

5-1.4 We will educate staff with continuous professional development regarding student social-emotional well-being.

5-1.5 We will continue to seek outside agencies to support student social-emotional well-being.

5-1.6 We will develop ways to effectively utilize the social-emotional designated support room and resources.

5-1.7 We will continue to educate staff to embrace behavior techniques.

5-1.8 We will develop and articulate core values for staff, students and parents.

5-1.9 We will create a positivity lounge and other incentives for positive behavior.

Key Initiative 5-2

Implement district wide support for students to develop positive interpersonal interactions and relationships.

Action Items:

- 5-2.1 We will revive a mentor-mentee program for students.
- 5-2.1 We will explore ways to foster positive connections within the whole school with mentoring and buddy classes as examples.
- 5-2.3 We will educate parents, staff and students on responsible social media use including length of daily screen time.
- 5-2.4 We will explore how to incorporate positive interactions including how to play during recess and free time.
- 5-2.5 We will educate students, parents, and staff on the difference between bullying and minor conflicts.
- 5-2.6 We will continue to develop and educate students on coping strategies for bullying behaviors.
- 5-2.7 We will continue to provide opportunities to mediate problems between students.
- 5-2.8 We will increase social skills groups within What I Need (WIN) time.
- 5-2.9 We will seek opportunities for speakers and business groups to interact with small groups.
- 5-2.10 We will continue to develop ways to encourage positive reinforcement for school wide behavioral expectations.
- 5-2.11 We will revisit middle school consequences and expectations for behaviors.
- 5-2.12 We will research procedures of In School Time-out (IST) with our high school partners.
- 5-2.13 We will address consistent building wide expectations and consequences for In School Time-out (IST).
- 5-2.14 We will explore the possibility of having a consistent IST person in order to better develop relationships with students.
- 5-2.15 We will identify staff members or teachers by a displayed emblem who are available to students in need.

Strategic Intent #6

By June 2024, 100% of our staff will indicate improvement of physical safety and security for both themselves and the students including arrival and dismissal activities.

Key Initiative 6-1

Provide a physically safe environment and continue to address any emerging needs and issues.

Action Items:

- 6-1.1 We will explore the use of a single entrance for arrival and exit for dismissal.
- 6-1.2 We will create a curbed sidewalk for drop off and pick up area in the rear of the building.
- 6-1.3 We will enhance supervision during arrival in gym.
- 6-1.4 We will continue to enhance the safety and security of the building and school grounds.
- 6-1.5 We will continue to evaluate, monitor and update safety and security procedures on an as needed basis including pick up of walkers.

Next steps:

Each task force will continue to meet with their facilitator to gather data, monitor action items, review progress, and adjust or revise action items as needed.

Progress Reporting

Data Progress Reporting							
	Baseline Data	2020	2021	2022	2023	2024	Intent Goal
Strategic Intent #1							
Strategic Intent #2							
Strategic Intent #3							
Strategic Intent #4							
Strategic Intent #5							
Strategic Intent #6							