

Island Park UFSD



2021-2024 STRATEGIC PLAN

Adopted: June 14, 2021

Acknowledgments

Throughout the development of this Strategic Plan, the Island Park UFSD District Leadership Team collaborated with and sought input from a wide range of community stakeholders.

Thank you to the members of our four (4) Community-Based Councils:

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Introduction

Dear Island Park Community Members,

Approximately ten months ago, the Board of Education and I began the process of developing a new three-year Strategic Plan. As we set out on this journey, we recognized that it was essential that the Strategic Plan reflect the voices and principles of our stakeholders and the Island Park community. Over the past few months, the Board of Education, administrative team, faculty members, parents and community members joined us in this process by actively engaging in four (4) Community-Based Councils (CBCs). Each CBC was created to assist the District in conducting research and collecting data, which led to the development of our strategic initiatives and action plans. The goals are designed to advance 21st Century teaching and learning in the District through a clear set of initiatives. The Strategic Plan focuses the District's work around common themes that we heard repeatedly through our discussions, research and data collection process in each CBC. These interrelated goals articulate the District's mission and vision, as well as the goals and objectives needed to achieve the vision. The three-year Strategic Plan provides the framework and guidance for the District to fulfill its mission with optimal efficiency and impact by focusing on four (4) goals targeted to advance the District's instructional practices to meet the needs of tomorrow's global citizens:

- ❖ **Access and Equity/Academic Achievement for all Students:** Develop a highly engaging academic program by monitoring, assessing, and continuously improving teaching and learning.
- ❖ **21st Century Learning/Prepare our Students to be College and Career Ready:** Further research and develop programs and curricula that foster student engagement, discovery, and inquiry in order to empower students to facilitate their own learning.
- ❖ **Engage all Stakeholders in the Learning Community:** Foster a culture of growth and academic achievement by developing a shared vision among all stakeholders.
- ❖ **Social and Emotional Learning:** Further research and develop programs, partnerships, and curricula that focus on our students' social and emotional well-being by teaching self-awareness of stress and stress factors, relationship skills and reflective, responsible decision-making within a nurturing environment.

I am confident that the work of each CBC will serve to further strengthen teaching and learning across the Island Park UFSD. Each goal will seek to advance the academic achievement of **ALL** students, enhance their learning with challenging, relevant, student-centered and autonomous classroom environments that prepare them to succeed now and into the future.

I look forward to advancing the District's mission and vision through the 2021-2024 Strategic Plan.

Fondly,



Vincent Randazzo
Superintendent of Schools

Mission Statement



The mission of our Island Park Public Schools is to provide all students with equal opportunities to achieve academic excellence, social awareness, and physical fitness in a nurturing environment created through collaboration and support of staff and parents in the tradition of Island Park as a caring community.

We will enable students to develop the capacity to function as lifelong learners and good citizens who possess positive self-image, commitment to personal excellence, and respect and tolerance for individual differences.

Students will become contributing members of society as critical thinkers and compassionate citizens prepared to face the challenges of this rapidly changing world.



Strategic Goal One



Strategic Goal 1: Access and Equity/Academic Achievement for all Students: Develop a highly engaging academic program by monitoring, assessing, and continuously improving teaching and learning.

Vision Statement: To recognize the uniqueness of each individual in a developmentally and culturally responsive context which promotes Equity, Access and Diversity and enables ALL students to thrive academically, socially, and emotionally.

Strategic Objective 1.1	Develop Board of Education Policy and Regulation that promotes access, equity, diversity, and inclusion in our schools.
Strategic Objective 1.2	Further develop a formalized and systematic district-wide process to monitor and reinforce the continuous improvement of individual learners, subgroups of learners, initiatives, and programs within the school.

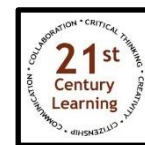
Strategic Objective 1.3	Examine science programs for alignment with New York State Science Learning Standards (NYSSLS).
Strategic Objective 1.4	Align Career and Technical Education (CTE) with the Teachers College Writing Project.
Strategic Objective 1.5	Form a committee to research and adopt a new K-8 math program.
Strategic Objective 1.6	Provide professional learning opportunities for teachers to create more student-centered, autonomous classroom environments.
Strategic Objective 1.7	Provide professional learning (in UDL) to empower teachers to create more choice-based environments.
Strategic Objective 1.8	Continue to improve upon differentiation in a culturally responsive way.
Strategic Objective 1.9	Form a committee to examine the literature students are exposed to with a focus on multiculturalism.
Strategic Objective 1.10	Create curriculum-based newsletters and curriculum guides for parents and the school community.
Strategic Objective 1.11	Further strengthen the faculty's knowledge on strategies to support the academic achievement of our special education and English as a native language students.
Strategic Objective 1.12	Create more opportunities for families to participate in students' school lives academics.
Strategic Objective 1.13	Develop common assessments to build upon inquiry-based learning.
Strategic Objective 1.14	Continue to develop consistency with ELA practices across all subject areas.
Strategic Objective 1.15	Further develop an educational climate that focuses on promoting Growth Mindsets, Mindfulness practices, and Responsive Teaching.
Strategic Objective 1.16	Research and adopt a Culturally Responsive and Sustaining (CR-S) Framework that embeds the ideals of diversity, equity and inclusion by creating student-centered learning environments that affirm cultural identities, foster positive academic outcomes, develop students' abilities to connect across lines of difference, empower students as agents of social change, and contribute to individual student engagement, learning, growth and achievement through the cultivation of critical thinking.

Strategic Objective 1.17	Attract and hire a more diverse staff.
Strategic Objective 1.18	Foster relationships with local colleges and universities to assist the district in attracting and hiring a more diverse staff.

MEASUREMENTS: STRATEGIC GOAL ONE

- **Annual review of Access, Equity, Diversity and Inclusion Policy #1800**
- **Review and update the District's mission and vision statements periodically**
- **Continually review and update District Curricula**
- **Regularly analyze communications and engagement metrics**
- **On an ongoing basis, collect and review evidence of progress monitoring of individual learners, subgroups of learners, initiatives, and programs within each school**
- **Review and revise District-wide student discipline Code of Conduct, as needed**
- **Develop a recruitment and retention plan**
- **Annually administer a school culture and climate survey to middle school students**
- **Adopt a Culturally Responsive and Sustaining Framework**
- **Update the Professional Development Plan to include all strategic plan objectives**

Strategic Goal Two



Strategic Goal 2: 21st Century Learning/Prepare our Students to be College and Career Ready: Further research and develop programs and curricula that foster student engagement, discovery, and inquiry in order to empower students to facilitate their own learning.

Vision Statement: To prepare each learner to succeed in a global setting by providing our students with comprehensive inquiry-based learning opportunities grounded in collaboration, communication, innovation, and creativity where students think critically and can demonstrate their mastery in a variety of ways.

Strategic Objective 2.1	Provide professional development for staff on inquiry-based learning, creating 21st Century assessments and on the use of formative assessment strategies.
Strategic Objective 2.2	Evaluate technological resources to see what is being utilized or underutilized.
Strategic Objective 2.3	Further strengthen teacher collaboration.

Strategic Objective 2.4	Form committees to audit existing curricula for the inclusion of 21 st Century skills, inquiry-based learning and student-centered activities.
Strategic Objective 2.5	Form curriculum writing committees across all content areas to incorporate the suggestions of the curriculum audit committees.
Strategic Objective 2.6	Develop a plan to upgrade the District's 1:1 Initiative.
Strategic Objective 2.7	Develop a plan to launch Science Regents (Biology) for all in 2022.
Strategic Objective 2.8	Examine current academic counseling procedures and practices.
Strategic Objective 2.9	Employ an instructional technology committee that oversees and leads instructional staff members to provide technology-based models that provide high-quality formative assessments, which are aligned to student learner profiles.
Strategic Objective 2.10	Create an assessment development committee to design a balance of technology-enhanced assessments-including high-quality standardized testing that measure students' mastery of 21 Century skills.
Strategic Objective 2.11	Develop a mental health and emotional wellness assessment model that is responsive to changing student needs and drives counseling and social-emotional learning on an ongoing basis.
Strategic Objective 2.12	Take inventory of teacher strengths, skill sets, and areas of expertise/interests, and administer student interest surveys to strengthen our Extra-Curricular Clubs, Activities, and Recreation Department offerings.
Strategic Objective 2.13	Find creative ways to Showcase 21st Century learning to our families.
Strategic Objective 2.14	Clearly communicate objectives around 21 st Century teaching and learning to the entire school community.
Strategic Objective 2.15	Provide students with the tools they need to be able to choose innovative and creative ways to demonstrate their understanding in the topic of study (creating products).

MEASUREMENTS: STRATEGIC GOAL TWO

- **Continually review and update District Curricula**
- **Update the Professional Development Plan to include all strategic plan objectives**
- **Periodically review technology inventory**
- **Continually evaluate Professional Learning Communities (PLCs) and develop strategies to strengthen their work**
- **Monitor disaggregated data from Regents exam results**
- **Review and update the District's Technology Plan**
- **Develop a protocol to continually monitor and review classroom-level formative and summative assessments**
- **Monitor the participation in our extra-curricular, clubs and activities, and our Recreation Department offerings and periodically update as needed**
- **Develop a procedure to periodically monitor and assess family involvement and understanding of the District's strategic objectives**
- **Periodically collect evidence from teachers and students regarding choice-based learning**

Strategic Goal Three



Strategic Goal 3: Engage all Stakeholders in the Learning Community:
Foster a culture of growth and academic achievement by developing a shared vision among all stakeholders.

Vision Statement: To create a welcoming and engaging climate with strong relationships and communication between families and staff to support student achievement, social and emotional well-being, and school success.

Strategic Objective 3.1	Administer annual family engagement surveys about interest in events or ideas for new events.
Strategic Objective 3.2	Increase signage around the building in both languages (Spanish & English), with visuals.

Strategic Objective 3.3	Create an annual survey that is given to teachers and families to gauge the success of our initiatives.
Strategic Objective 3.4	Encourage families to complete a reflection after each school or district event.
Strategic Objective 3.5	Pilot student-led parent/teacher conferences at the middle school level.
Strategic Objective 3.6	Create a buddy system where we pair up new families with families already in the district to foster relationships and create a more inclusive environment.
Strategic Objective 3.7	Create instructional videos/workshops for parents to educate them about the use of specific curricula.
Strategic Objective 3.8	Create instructional videos/workshops for parents to educate them about the use of digital tools employed in our schools.
Strategic Objective 3.9	Revise the District's Awards Policy for 7 th and 8 th grade students and create an awards night for 5 th and 6 th grade students.
Strategic Objective 3.10	Develop a series of themed nights (academic, family networking and Social and Emotional Learning) where parents come in with their children to celebrate the school and the district.
Strategic Objective 3.11	Showcase more student work at all meetings, especially Title I and Title III evening events.
Strategic Objective 3.12	Have more interpreters available for families at evening events.
Strategic Objective 3.13	Create a grade level and/or subject-specific newsletter to highlight academic successes.
Strategic Objective 3.14	Network with education departments at local colleges/universities to secure more student teachers.

MEASUREMENTS: STRATEGIC GOAL THREE

- **Analyze family engagement survey results to develop a series of theme-based activities**
- **Monitor signage around the District and in school buildings**
- **Analyze reflections from families after school events and make adjustments**

as necessary

- **Gather evidence from teachers and families to gauge the effectiveness of student-led parent teacher conferences**
- **Monitor attendance at family workshops and metrics regarding instructional video access/hits**
- **Form a committee to revise 7th and 8th grade award criteria and develop criteria for a 5th and 6th Grade Award Ceremony**
- **Monitor and track student-teacher placements and their effectiveness**

Strategic Goal Four



Strategic Goal 4: Social and Emotional Learning (SEL): Further research and develop programs, partnerships, and curricula that focus on our students' social and emotional well-being by teaching self-awareness of stress and stress factors, relationship skills and reflective responsible decision-making within a nurturing environment.

Vision Statement: To actively promote Social and Emotional Learning in fostering students' self-awareness, self-management skills, social awareness, relationship skills, and responsible decision-making.

Strategic Objective 4.1	Develop school and district-wide behavior systems that are aligned with SEL strategies and language.
Strategic Objective 4.2	Investigate SEL curriculum that can be integrated into daily instruction and schoolwide activities.

Strategic Objective 4.3	Examine access points in curriculum where SEL compliments state-of-the-field, standards-driven practices.
Strategic Objective 4.4	Develop an annual survey to middle school students to self-monitor, reflect, and foster the SEL process.
Strategic Objective 4.5	Develop parent workshops and community activities that transfer SEL practices into the home and back into the school and classroom.
Strategic Objective 4.6	Provide technology-based workshops for parents to learn how to support their child's learning at home and embrace SEL concepts.
Strategic Objective 4.7	Further strengthen the partnership with the Central Nassau Guidance & Counseling Services to provide coordination of academic, health, and mental health counseling.
Strategic Objective 4.8	Provide families with professional development for Mental Health, Child Anxiety Management, and Educational Expectations for Elementary and Middle-Level Students.
Strategic Objective 4.9	Network with professional institutions and local schools to remain current on best practices for Social and Emotional Learning.
Strategic Objective 4.10	Establish a committee that examines Growth Mindset planning and extends into vertical and grade level teams.
Strategic Objective 4.11	Routinely celebrate the success of Social and Emotional Learning in our schools.

MEASUREMENTS: STRATEGIC GOAL FOUR

- **Form a committee to adopt a District-wide SEL Curriculum and to examine Growth Mindset planning throughout the District**
- **Collect and analyze evidence to monitor the implementation of SEL strategies and language into behavior systems, curriculum, daily instruction, and school-wide events**
- **Analyze annual survey results to monitor the effectiveness of the SEL curriculum**
- **Track family participation in workshops around SEL and technology**
- **Monitor the effectiveness of the District's partnership with Central Nassau Guidance and Counseling**
- **Monitor the effectiveness of the District's participation in the Nassau BOCES Mental Health Consortium**