



***Pine Plains CSD  
Blueprint for Excellence***

**Strategic Plan  
February 2023**

*Dear Members of the Pine Plains 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,*

*Dr. Brian Timm  
Superintendent of Schools*

*Mrs. Anne Arent  
President, Board of Education*

## Table of Contents

Introduction and Overview.....	3
Mission/Vision/Core Values.....	4
Priority Areas.....	5
Action Plans.....	6
Accountability and Implementation Plan.....	14
Blueprint Committee Members.....	15



## 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 ongoing and evolving process that builds from one year to the next while reflecting emerging needs and changing demands.

**Steps in the Pine Plains CSD Planning Process:**

**October-December 2022:** Community Feedback Gathered



**November 2022:** Draft Mission/Vision/Core Values developed by the Board of Education and Leadership Team.



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



**January 2023:** 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.



**January-March 2023:** Revisions and review completed by the Leadership Team.  
Communication to the community and implementation of the plan with stakeholders.



**Mission****Vision****Core Values**

Successful organizations clearly define their purpose, what they need to become 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 school 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.

**Mission Statement:**

We develop the whole child to be a lifelong learner and a productive member of the global community.

**Vision Statement:**

We are a district of choice offering exceptional opportunities to engage and excite our entire school community.

**Core Values:**

We believe that we can achieve our vision and accomplish our mission if in all of our work we focus on clearly defined and consistently demonstrated core values.

To that end, in all of our actions and interactions we will:

***Academic Excellence***

- Strive for academic excellence in everything we do
- Demonstrate professionalism, respect, and collective responsibility

***The Student Experience***

- Be kind, caring, and welcoming
- Create a safe, clean, and affirming environment
- Provide an exciting and engaging student experience

***Community Connection***

- Connect our work to our community



## 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. A district goal has been developed for each area.

### Academic Excellence

- We will offer a wide variety of course offerings that engage students and allow for exposure to academic opportunities and interests.

### The Student Experience

- We will identify and address the individual needs of students.

### Community Connection

- We will communicate with the community effectively about what is happening in the district so that they can be involved.



## Action Plans

The following plans have been developed to guide the actions the district takes in order to accomplish the objectives in each priority area. Each action step represents a strategy for meeting an objective. A timeframe has been established and the parties listed are primarily responsible for leading the work.

Priority Area 1: Academic Excellence		
<b>Objective:</b> We will offer a wide variety of course offerings that engage students and allows for exposure to academic opportunities and interests.		
<b>Strategies:</b> to accomplish our objective, we will...	<b>Who</b>	<b>When</b>
<b>Enhancing our Academic Program</b>		
Conduct an analysis of current course offerings and enrollment in courses to determine current utilization and areas of need	Jr./High School Counselors and Administrators	Spring 2023
Develop a student interest survey to all 9-12 students that focuses on course interests and student needs	Jr./High School Counselors and Administrators	Spring 2023 - Fall of 2023
Develop and administer a teacher interest survey to all teachers that focuses on course interests and strengths	Jr./High School Counselors and Administrators	Spring 2023 - Fall of 2023
<b>Enhancing our Instructional Strategies</b>		
Enhance teacher efficacy across the PK-12 spectrum by focusing on and providing training in best instructional practices in the field	Curriculum and Instruction Building Administrators	2023-24 School Year



Increase opportunities for student-centered instruction in content area courses	Curriculum and Instruction Building Administrators	2023-24 School Year
Provide professional development on student voice and student choice in classes (ex./project-based learning; portfolio-based learning; students as a stakeholder in their own education)	Curriculum and Instruction Building Administrators	2023-24 School Year
<b>Developing Future Ready Students</b>		
Assess our PK-12 life skills education that addresses the attributes to be successful	Building and District Administration with Stakeholder Input	2023-24 School Year
Develop an alternative to Study Hall for Middle School students with structured study skills and character programs	Committee of 5-8 grade teachers with Administrators	Spring 2023 - Summer 2023
Survey community for individuals and organizations who can share professional expertise with students	College and Career Counselor	Fall 2023 - Spring 2024
<p><b>Future Considerations:</b></p> <ul style="list-style-type: none"> <li>• Research and identify potential concentrations or pathways based on student interest</li> <li>• Research opportunities for a Seminar/Independent Study class</li> <li>• Potential merger/shared resources with surrounding districts (enrichment)</li> <li>• Ongoing student feedback of our program and pedagogical practices</li> </ul>		



<b>Priority Area 2: The Student Experience</b>		
<b>Objective:</b> We will identify and address the individual needs of students.		
<b>Strategies:</b> to accomplish our objective, we will...	<b>Who</b>	<b>When</b>
<b>Social Emotional Learning Supports</b>		
Continue the District SEL Committee, examine mental health staffing and utilization, and expand resources	Administrators & mental health staff	Spring 2023-Ongoing
Revise the Student Handbook to focus on rehabilitation and education in disciplinary matters	Administrators Building Principals	For completion by Fall 2024
Research mentorship models and assess student needs or interests at the middle school and high school levels	Guidance Department  District Clubs	2023-24 School Year
<b>Student Choice</b>		
Survey middle and high school students for interests in electives that are not offered yet	MS/HS Administrators	Fall 2023
Research work study and internship opportunities	Curriculum and Instruction	Fall 2024
Replace middle school study halls with structured study skills and character programs	MS/HS Administrators	Fall 2023





**Future Considerations:**

- Reactivate the PTSA
- Poll the community for interest in bringing their expertise to volunteer in our schools



<b>Priority Area 3: Community Connection</b>		
<b>Objective:</b> We will communicate with the community effectively about what is happening in the district so that they can be involved.		
<b>Strategies:</b> to accomplish our objective, we will...	<b>Who</b>	<b>When</b>
<b>Community Communication</b>		
Form a Community Connection Committee for shared decision-making with stakeholders in district and community with the primary goals of improving communication and community engagement	Superintendent	Spring 2023
Choose a consistent platform to communicate with parents in all 3 buildings - includes a district calendar, communications from all buildings/weekly updates, sports, clubs, etc.	Building Principals District Office	2023-24 School Year
Examine and deploy existing district digital resources, additional print options, and other means to communicate district events to families, town/regional leadership, and relevant agencies/media	District Office New Committee	2023-24 School Year
<b>Community Engagement</b>		
Process community survey responses; develop a system to update and maintain community surveys	District Office Guidance Office New Committee	2023-24 School Year
Review results from community survey and teacher needs; provide ongoing support for community involvement; institute system for regular review and reallocation	District Office Guidance Office New Committee	2023-24 School Year
Develop events to strengthen community connection (ex./ adult education, parent workshops, cultural celebrations, PARP) and align them to district and national calendar (ex./ events during Career Fair, showcases during National Education Week)	District Office Guidance Office New Committee	2023-24 School Year



<p><b>Future Considerations:</b></p> <ul style="list-style-type: none"> <li>• Brainstorm ways to get more people to vote</li> <li>• Consider recognizing additional holidays</li> <li>• Community garden with support from town Garden Club</li> <li>• Survey surrounding districts regarding efforts in these areas</li> </ul>		
---	--	--

## Accountability and Implementation Plan

What gets measured, gets done. It is important to stay focused on the work at hand and to hold each other accountable for achieving outcomes. In the spirit of transparency, diligence to the task at hand and sharing our progress as a team, the following schedule has been developed for regular reporting on progress in working towards objectives:

Timeframe	Activity	Who
<i>January-March, 2023</i>	<ol style="list-style-type: none"> <li>1. Blueprint Plan Presented to the Community and Adopted by the BOE</li> <li>2. Blueprint Plan shared with the faculty and staff</li> <li>3. Blueprint Plan unpacked with smaller groups</li> </ol>	Superintendent, BOE  Superintendent  Leadership Team
<i>June, 2023</i>	Blueprint Updates provided to the BOE, Community and Staff	Superintendent and Leadership Team
<i>July, 2023</i>	Administrators Planning Day	Superintendent Leadership Team Staff
<i>Quarterly (Sept., Dec., March, June)</i>	Blueprint Updates provided to the BOE, Community, and Staff	Superintendent Leadership Team



## **2022-23 *Blueprint Team***

Mrs. Anne Arent  
Mrs. Janine Babcock  
Mrs. Heather Berardo  
Mrs. Peg Bonneville  
Mr. Chris Boyd  
Mr. Scott Cavey  
Mr. Fred “Chip” Couse  
Mr. Nick Dean  
Ms. Amy Dieterle  
Mrs. Kristen Fischetti  
Mrs. Amie Fredericks  
Mrs. Jenn Griffin  
Mr. James Griffin  
Mr. Richard Harlin  
Ms. Heidi Johnson  
Mr. Joe Kiernan  
Ms. Josephine LaRobardier  
Mrs. Kerri Anne Lyman  
Mr. Richard McKibben  
Mrs. Kelly Nielsen  
Ms. Kimberly Puglisi  
Mrs. Laura Rafferty  
Ms. Julie Roberts  
Ms. Lauren Ross  
Mrs. Renee Rundall  
Mr. Robert Scott  
Mrs. Renee Shea  
Mrs. Jean Stapf  
Mr. Gian Starr  
Dr. Brian Timm  
Mrs. Julia Tomaine  
Mrs. Sara Von Burg

