

MPUFSD
Strategic Plan 2023-2028

Seth A. Lipshie, Superintendent of Schools
Board of Education Meeting
December 13, 2023

Why a Strategic Plan?

- Board of Education has been discussing surveys and getting feedback from the community and staff.
- A shared understanding for all stakeholders.
- A plan includes an end result.



What is the purpose of a Strategic Plan?

A Strategic Plan

- Shared vision for the future
- Communication document
- Transparency
- Focuses energy and resources around common priorities
- Establish shared intended outcomes and results
- Creates accountability for all stakeholders



Strategic Plan Timeline

January 2023

Strategic Planning Committee (SPC) formed

March 2023

Review SWOT Analysis and formulate draft priorities for feedback
Survey stakeholders to collect data

May 2023

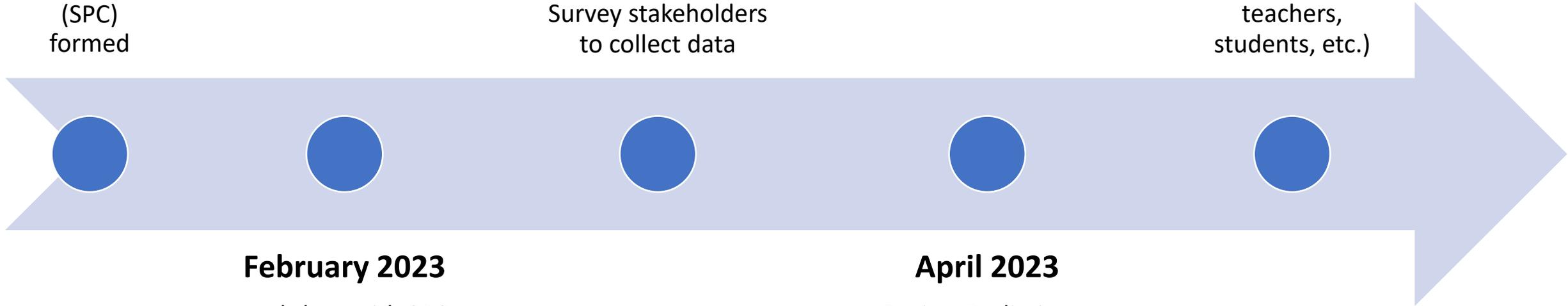
Focus Group meetings conducted with various groups of stakeholders (community members, teachers, students, etc.)

February 2023

Workshop with SPC: Overview of timeline/plan, identify draft pillars of strategic plan based on future visioning exercise and SWOT analysis

April 2023

Review Preliminary quantitative and qualitative data from March Survey
Focus Groups formed
Focus Group topics and questions reviewed by SPC



Dr. Jim Lauckhardt

Over 15 years developing strategy, conducting research, and supporting data-driven decisions in education.

Has worked in academia, government, research institutions, non-profit organizations, and school districts.

Takes a "student-first" approach to his work and facilitation of strategic plan development.

Finds it critical to include as many perspectives as possible in the work that he does.

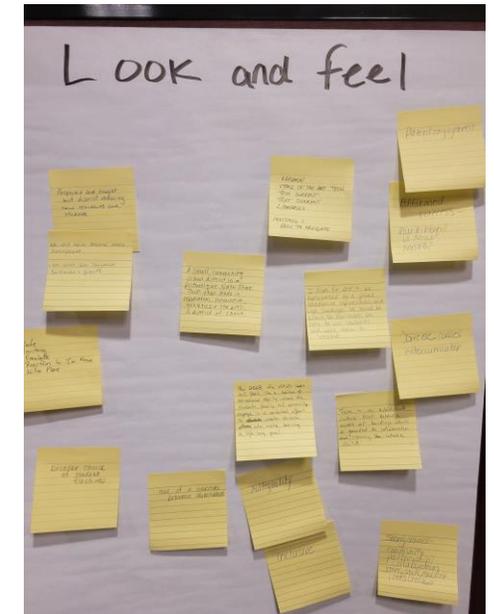
Resident of Shoreham-Wading River

Committee Members

- Board of Education Trustees
- Jim Lauckhardt, JLEDS Consulting
- Seth Lipshie, Superintendent
- Susan Craddock, Assistant Superintendent
- Sandra Wojnowski, Executive Director for Educational Services
- Colleen Card, School Business Official
- Christopher Herrschaft, Director of Human Resources
- Christine Mangiamele, Curriculum Specialist for Humanities
- Aaron Zeltmann, MPHS Teacher
- Jennifer Lakas, AMPS Teacher
- Melissa Dooley, Parent Representative
- Christine Delaney, Parent Representative

Strategic Planning Committee SWOT Needs Assessment

- Strength, Weaknesses, Opportunities and Threats
- What do we want Miller Place to look like in five years



Strategic Plan Community Survey

The following chart outlines the percentage of survey respondents providing a perspective who agreed with each survey statement (excluding neutral respondents).

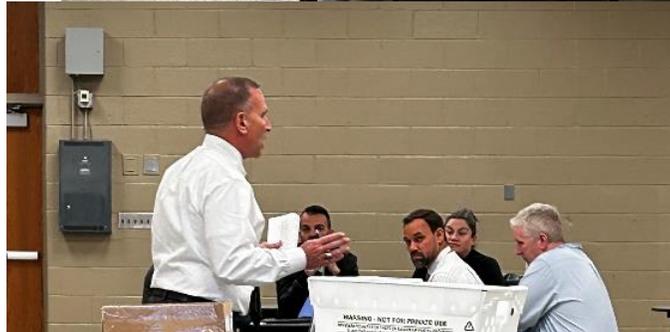
	Community (486)	Student (1,566)	Staff (462)
MPUFSD teachers are available to students to provide extra help when needed	80%	83%	86%
MPUFSD offers students and staff a safe and secure environment in which to learn and work	93%	73%	94%
MPUFSD provides a safe environment for students to learn	93%	72%	94%
MPUFSD makes the best use of student learning time at the elementary school level	79%		91%
MPUFSD class size is appropriate	83%	79%	52%
MPUFSD provides students with appropriate instructional technology	85%	67%	77%
MPUFSD keeps parents informed about their children's achievements	78%	68%	97%
MPUFSD has high expectations for all students	78%	68%	76%
I am proud to be a member of the MPUFSD community	84%	58%	91%
MPUFSD develops fiscally responsible budgets	71%		70%
MPUFSD provides assistance for students who are struggling to achieve	72%	63%	90%
MPUFSD community members (e.g., teachers, parents, students, etc.) are fully engaged in students' educational experiences, from academics to extracurricular activities	72%	63%	83%
MPUFSD communicates effectively with parents about school issues	75%	57%	86%
MPUFSD makes the best use of student learning time at the middle school level	81%	54%	80%
Overall, I am satisfied with the MPUFSD	70%	49%	82%
MPUFSD programs support the learning needs of the whole child	61%	52%	80%
MPUFSD communicates effectively with the community about current school issues and needs	69%	45%	78%
MPUFSD makes the best use of student learning time at the high school level	73%	50%	60%
MPUFSD offers students and staff high-quality facilities in which to learn, work, and play	63%	44%	64%
MPUFSD provides equitable financial support for quality school programs	63%	45%	60%
MPUFSD offers a broad curriculum beyond the basic academic skills	53%	51%	52%
MPUFSD is minimizing any negative impact on programs due to declining enrollment	64%	41%	53%
MPUFSD learning supports are designed for every child	55%	37%	69%
MPUFSD manages expenses in a responsible manner	59%	34%	62%

Initial Survey

- 24 survey questions on broad topics
- Department ratings
- All stakeholders surveyed (Staff, students and community members)
- Provided data and information for the SPC to generate discussion questions for the Focus Groups

Community Focus Groups

Focus Group meetings conducted with various groups of stakeholders (community members, teachers, staff, students, etc.)



June 2023

Review comments and responses from the Focus Groups

Sub-Committees formed to focus on specific identified priorities

August 2023

Sub-committees present their proposed objectives to the other committee members for feedback

Dr. Laukhardt and Mr. Lipshie review and combine the committee work in preparation for the fall meetings

October 2023

Reviewed the updated Strategic Plan Summary including the goals for the state priorities and activities

Reviewed the updated Mission, Vision and Values statements

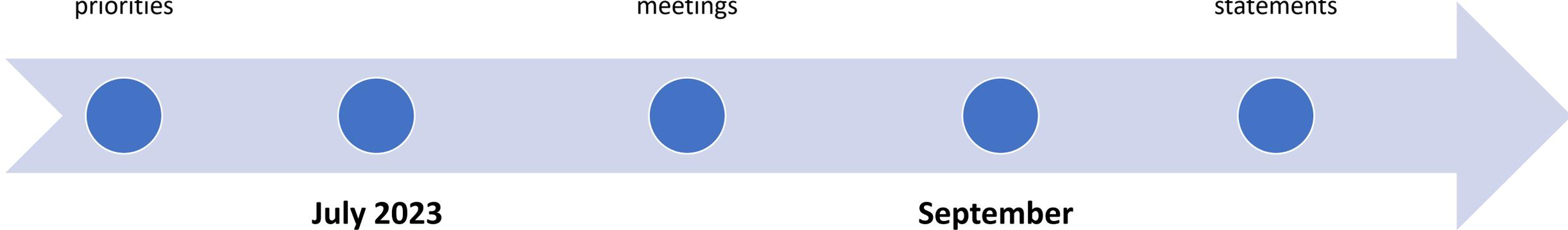
July 2023

Sub-committees meet to develop key objectives that would result in successful education change for that priority

September 2023

Reviewed priorities and activities for the Strategic Plan

Reviewed a draft Mission, Vision, and Values document



Strategic Planning Committee Sub-committees

Once the Strategic Plan priorities were identified, sub-committees were formed from the SPC for each priority.

District Administrators facilitated discussions on activities and metrics.

These recommendations were presented to the committee for further review.



**November
2023**

Review the draft
template of the
Strategic Plan

Finalize the
Mission, Vision,
and Values
statements

January 2024

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March 2024

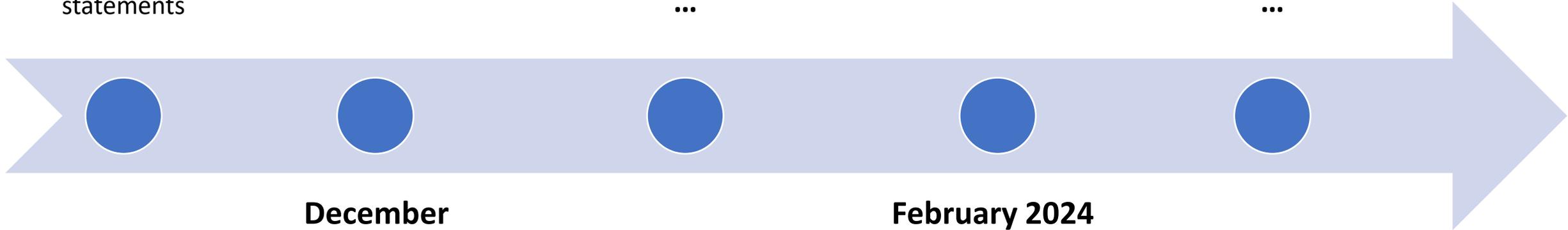
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**December
2023**

Presentation to the
community

February 2024

...



Final Plan Includes

- *Pillars*
- *Goals*
- *Activities*
- *Vision Statement*
- *Mission*
- *Values*

Pillar 1: Academic Programming Improvements

The District is dedicated to providing rigorous, innovative, engaging and future-ready academic programs. Our classrooms, from kindergarten through 12th grade, will be dynamic hubs of exploration, nurturing critical thinking, creativity and a lifelong love of learning.

Pillar 1 Goals by June 2028:

- 1. 85% of stakeholders surveyed about the Math and Literacy programs at the elementary level will indicate satisfaction with the effectiveness of these programs. Stakeholders will also indicate an understanding of the District's rationale for selecting the programs being used.**
- 2. 85% of students and parents/guardians surveyed will indicate satisfaction with the scope, breadth and diversity of Miller Place High School course offerings.**
- 3. 85% of the community surveyed will indicate satisfaction with the rigor of instruction for students in kindergarten through the 12th grade**

Pillar 2: Student Academic Performance Improvements

The District is unwavering in its commitment to raising the bar on academic excellence. Through data-driven strategies, guidance of personalized student interest and strengths and support of educators, we will equip our students to excel academically while becoming confident and adaptable learners.

Pillar 2 Goals by June 2028:

- 1. 85% of parents and students will indicate that academic performance expectations are clear and communicated regularly at all grade levels.**
- 2. There will be a 5% increase in the percentage of students in grades 2-8 meeting annual growth standards in Math and Reading as determined by the Northwest Evaluation Association (NWEA) standardized assessment results.**
- 3. The number of students earning an Advanced Regents Diploma upon graduation will be 70% or higher for each graduating class.**
- 4. Student enrollment in college credit bearing courses will be 70% or higher for the junior and senior classes.**

Pillar 3: Culture Improvements

Inclusivity, respect and collaboration are integral to the activities and culture of the District. Through our actions, words and initiatives, we will look to foster a culture of continuous improvement, where all members of the Miller Place School District community feel valued, empowered, proud and inspired to reach their full potential.

Pillar 3 Goals by June 2028:

- 1. 85% of teachers and teacher assistants will feel they can access relevant and high-quality professional development opportunities.**
- 2. 85% of teachers and non-instructional staff will agree that their perspectives are taken into account when making the best possible educational decisions for students.**
- 3. 85% of teachers will report the District has created increased opportunities for teacher collaboration.**
- 4. 85% of community members responding to District surveys will indicate the District has created more opportunities to attend District events that result in an increased sense of pride for students, families, community members, and staff.**
- 5. 85% of community members responding to District surveys will report feeling proud to be a member of the Miller Place School District community.**

Pillar 4: Facilities, Information Technology and Branding Improvements

The District is committed to the creation of a supportive environment that enhances student learning. Our strategic investments in operations, facilities and technology infrastructure will lay the foundation for a best-in-class educational experience. In support of and to reinforce our shared educational community, we will look to build collaborative concepts of a unified brand, including the symbols, images and messaging that define our District.

Pillar 4 Goals by June 2028:

- 1. 85% of planned 2021 Bond facilities improvements will be completed or scheduled to be completed.**
- 2. 85% of planned technology needs throughout the District will be met based on stakeholder input and feedback.**
- 3. 85% of survey respondents will indicate that the District's website is meeting their needs.**
- 4. 85% of the community will be satisfied that the District is managing its finances in a responsible manner.**

Pillar 5: A Focus on Whole Child Development

Beyond academics, the District recognizes the importance of nurturing well-rounded individuals. Our approach emphasizes the comprehensive development of each student, including social, emotional and physical growth.

Pillar 5 Goals by June 2028:

- 1. 85% of students and families will be satisfied that instructional practices are engaging, developing students' ability to manage their own learning.**
- 2. 85% of students and families will be satisfied that assessments that include feedback and opportunities to revise work are provided, which help students learn how to learn and encourage an intrinsic desire to understand the material and challenge themselves beyond just making the grade.**
- 3. 85% of students and families will be satisfied that as part of the students' education, they will be taught how to manage stress while also boosting social skills like collaboration, empathy and academic competence.**
- 4. 85% of students and families will be satisfied that instructional time will include empowering individual students to optimize their learning through differentiated instruction in all classrooms**



Pillar 1: Academic Programming Improvements - Activities

- **Establishing on-going auditing and assessment protocols for all Special Education and English as a New Language (ENL) programming, and revise as needed.**
- **Establishing and implementing periodic reviews of all curricular programming (i.e., Math, Literacy, Science, and Humanities) at the elementary level to ensure high-quality experiences for students and teachers.**
- **Conducting periodic audits of middle school and high school level course offerings to continuously identify and develop courses that best serve students' academic success, interests and needs.**
- **Investigating the extent to which BOCES programming is meeting the needs of District students; identify and develop programming to fill gaps where determined necessary.**
- **Assessing and improving, where appropriate, the level of rigor and challenge embedded within the District's kindergarten through 12th grade curriculum and instruction.**
- **Establishing procedures and assessment tools to ensure the use of technology is grade-level appropriate.**
- **Creating and supporting vertical curricular alignment to establish a learning continuum from kindergarten through the 12th grade.**



Pillar 2: Student Academic Performance Improvements – Activities

- **Sharing performance data with the community on a regular basis.**
- **Identifying performance areas of success and developing action steps for areas in need of improvement.**
- **Implementing research-based instructional practices/ initiatives that include professional development for administration and teaching staff to support student academic performance.**
- **Auditing curriculum for standards alignment across all grades and departments.**
- **Reviewing curricular content and supports and identifying adjustments to become best-in-class.**
- **Communicating academic standards and expectations to all community member groups.**
- **Defining a portrait of a learner/graduate to establish aspirations for all students by the time they leave the District.**
- **Providing opportunities for more students to graduate with more college credits and take courses that optimize their academic potential.**
- **Ensuring the use of technology is effective and leads to higher-level learning.**
- **Identifying and supporting the connections between out-of-classroom experiences and student learning.**



Pillar 3: Culture Improvements - Activities

- **Conducting annual reviews and updating, when necessary, the District's Code of Conduct. Ensure annual adoption by the Board of Education and the establishment of appropriate protocols to ensure consistent and equitable enforcement.**
- **Establishing on-going high-quality professional development grounded in best-practices for teachers and staff. Provide opportunities based on specific, targeted academic areas and needs.**
- **Establishing auditing protocols and on-going assessment measures aimed at improving mental health supports for both students and staff.**
- **Improving collaborative efforts and opportunities between and within all member groups of the community.**
- **Creating opportunities to increase a sense of Panther Pride among all community members.**



Pillar 4: Facilities, Information Technology and Branding Improvements – Activities

- **Establishing an on-going audit and review process of 2021 bond-related capital projects (as they are completed) and improving areas of buildings and grounds where and when necessary.**
- **Establishing auditing/monitoring process to evaluate and improve, where and when necessary, student and staff access to building-level amenities.**
- **Conducting periodic audits of technology equipment and software, and update where and when determined necessary.**
- **Continuously reviewing and improving the District’s website functionality and ease of use to create and sustain a high-quality website experience for students, staff, parents/guardians and the greater District community.**
- **Celebrating Panther Pride by establishing consistent brand images, symbols and messaging used in the standardization of District documents, presentations, logos, signage and other communication tools.**
- **Elevating the District’s brand through strategic communication efforts both internally and externally.**



Pillar 5: A Focus on Whole Child Development - Activities

- **Providing an enriched curriculum and education experiences to all students that include a focus on developing skills beyond traditional academics.**
- **Improving learning opportunities that make time for exploration and helps students make important connections among their studies, their curiosities, their passions and the skills they need to become critical thinkers and productive members of society.**
- **Ensuring students are exposed to a variety of courses, activities, and programs in subjects such as English, Reading/Language Arts, Writing, Science, Technology, Engineering, Mathematics, Foreign Languages, Civics and Government, Economics, Arts, History, Geography, Computer Science, Music, Career and Technical Education, Health and Physical Education.**
- **Creating and improving opportunities to combine academics, social-emotional learning, athletics, music, clubs, and building interpersonal relationships that support students in being productive members of the Miller Place educational community.**

Vision Statement

*Empowering excellence today,
developing tomorrow's
achievers,
forever Miller Place proud.*

Mission Statement

Our mission is to provide a dynamic educational environment that prioritizes academic achievement but also encompasses holistic growth. We envision Miller Place School District as a place where students embark on a journey toward their highest ambitions. We aim to establish strong connections among our families, educators, staff, administration and community members who serve as the foundation of support for an outstanding educational environment. Our primary goal is to guide every student towards their unique aspirations while fostering a deep sense of Panther Pride. Through dedication, collaborative efforts, and a commitment to excellence we aim to empower our students to reach their goals, become lifelong learners, possess an unwavering belief in their unique capabilities and emerge as positive contributors to society.

Empowering excellence today, developing tomorrow's achievers, forever Miller Place proud.

VALUES

Perseverance: We embrace the power of determination and resilience, teaching our students that setbacks are temporary and challenges are opportunities for growth. Through perseverance, our students develop the strength to overcome obstacles and reach new heights.

Problem Solving: We foster a culture of critical thinking and innovative problem solving. By encouraging students to approach challenges with curiosity and creativity, we equip them with the skills to identify solutions and make informed decisions.

Collaboration: We believe in the strength of working together. Our students learn the art of collaboration, communication and teamwork. By embracing diverse perspectives and combining their strengths, students develop the ability to achieve greater goals collectively than they could individually.

Pride: We take pride in our achievements, our community and our shared values. Our students are taught to value their accomplishments and feel proud, to recognize the worth of their efforts, and to take ownership of their learning journey which will build a strong foundation for lifelong success.

Responsibility: Our students are taught to embrace responsibility, as they acquire the ability to assume control over their education, conduct and decisions. They also learn to acknowledge and appreciate diverse cultures and perspectives. By comprehending the influence they have on their community and the world, students grow into conscientious global citizens.

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On Going Analysis and Follow-up



Scheduled Reviews



Progress monitoring using quantitative and qualitative data



Report updates to the Board of Education and community

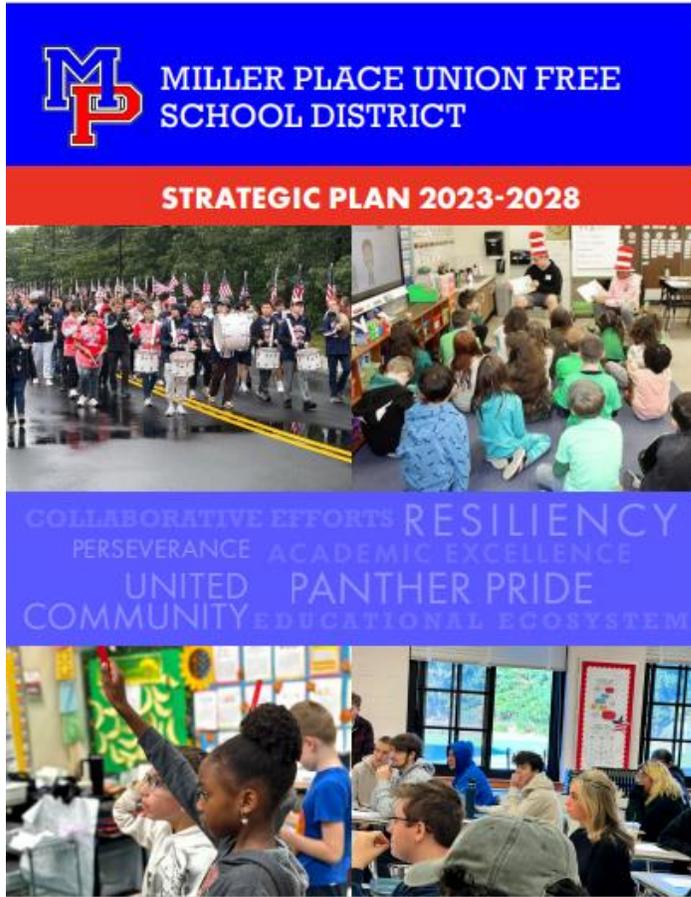


Additional surveys and data collection



Modification of the plan if new information is collected or outside factors impact the current plan

Strategic Plan Final Document



- The Strategic Plan Document will be an added webpage and tab on the District website under *District Information as Strategic Plan*.
- We will be developing additional tabs on the webpage that may include: an FAQ, Additional Documents and Strategic Plan Updates.
- Tonight's presentation will be placed on the Strategic Plan webpage.

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Questions

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