



Caledonia-Mumford Central School
Strategic Plan
2018-23

Vision of the Caledonia-Mumford District

The Caledonia-Mumford School District will provide a high-quality and well-rounded educational experience.

Mission of the Caledonia-Mumford District

The Caledonia-Mumford Central School District, in collaboration with our community, takes pride in providing safe, comprehensive and rigorous educational experiences, in order for all students to graduate as ethical, responsible, lifelong learners, who are college and career ready.

The Caledonia-Mumford Plan for Excellence is focused on 4 key areas and goals for each:

- **Academic Excellence:** To create a culture focused on excellence so all learners will be successful in an ever-changing world.
- **Communication, Community and Traditions:** To enhance and support our school community by strengthening communication and honoring our traditions.
- **Stewardship:** To provide a school [learning] environment that is fiscally responsible and reflects high expectations that our school community can be proud of.
- **Student Life:** To develop leaders through exemplary offerings in academic, creative, athletic and character education wellness programs.

Each focus area then has several initiative areas and actionable outcomes for each. These are divided among the five years of the Strategic Plan.

Academic Excellence

Goal: To create a culture focused on excellence so all learners will be successful in an ever-changing world.

Initiative Area and Goal: Student Support Services – To provide the necessary support for all students to achieve success and realize their potential.

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Implement a special education program that is aligned with SED requirements and best practice.	Director of Special Education	9/30/18	1/15/19	6/30/19
Implement an Rtl program that is aligned with SED requirements and best practice.	Building Principals Director of Curriculum and Instruction	9/30/18	2/1/19	6/30/19
Develop district guidelines to review student support services annually	Director of Curriculum and Instruction	9/30/19	12/1/19	6/30/20
Implement a program to support ENL students to ensure compliance with SED requirements and best practice.	Building Principals ENL Coordinator	9/30/20	2/1/21	6/30/21
Implement a program to provide enrichment opportunities for all students.	Building Principals	10/30/20	2/1/21	6/30/21

Academic Excellence

Goal: To create a culture focused on excellence so all learners will be successful in an ever-changing world.

Initiative Area and Goal: Curriculum and Instruction – To align curriculum and instruction to meet student needs.

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Effectively utilize data to inform instruction and report achievement	Director of Curriculum and Instruction	10/30/18	1/15/19	6/30/19
Define criteria and procedures for adopting, adapting, piloting, writing and reviewing curriculum.	Director of Curriculum and Instruction	9/30/18	3/1/19	6/30/19
Create an expectation that available technology is used to capacity in order to enhance student learning	Director of Curriculum and Instruction Director of Technology	9/30/19	2/1/20	6/30/20

Academic Excellence

Goal: To create a culture focused on excellence so all learners will be successful in an ever-changing world.

Initiative Area and Goal: Academic offerings – To maximize current and future academic opportunities.

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Examine current academic offerings in comparison to other districts and develop a plan to enhance college and career readiness for all students	Director of Curriculum and Instruction Building Principals Guidance Counselors	9/30/18	1/20/19	6/30/19
Implement plan to enhance course offerings, meeting the post-secondary needs of students	Director of Curriculum and Instruction Building Principals Guidance Counselors	10/30/19	1/15/20	3/15/20
Provide all students with opportunities within and/or outside of school so that they may explore and be better prepared for college or career (i.e. mentorships, internships, shadowing, cooperative work experiences)	Director of Curriculum and Instruction Building Principals Guidance Counselors	9/30/20	1/15/21	6/30/21

Academic Excellence

Goal: To create a culture focused on excellence so all learners will be successful in an ever-changing world.

Initiative Area and Goal: Professional Learning – To provide professional development based on identified areas of need.

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Develop annual review process to update District Professional Learning Plan	Director of Curriculum and Instruction	11/30/18	3/1/19	6/30/19
Develop Professional Learning Plan aligned with district vision and areas of need in professional learning	Director of Curriculum and Instruction	3/30/19	5/15/19	6/30/19
Create departmental and grade level goals based on their need and aligned with the Professional Learning Plan	Director of Curriculum and Instruction	9/30/19	2/1/19	6/30/20
Implement best practices for professional development/learning opportunities.	Director of Curriculum and Instruction Instructional Coach	9/30/20	2/1/21	12/31/21

Community Partnerships, Communication and Traditions

Goal: To enhance and support our school community by strengthening communication and honoring our traditions.

Initiative Area and Goal: Communication - To enhance communication with school and community.

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Implement marketing/branding strategies in the school and community	Superintendent Athletic Director Building Principals	9/30/18	1/15/19	6/30/19
Gain an understanding of the internal communication needs of faculty and staff during both routine and emergency situations	Superintendent	11/30/18	3/1/19	6/30/19
Survey parents to understand perceptions and needs of school to home communication	Superintendent	9/30/19	12/1/19	6/30/20
Develop and enhance communication processes that fit given needs within the District	Superintendent Building Principals	12/30/20	4/1/21	6/30/21
Strategize and develop a means to effectively communicate with Caledonia-Mumford businesses and local organizations	Building Principals Staff	10/30/21	3/1/22	6/30/22

Community Partnerships, Communication and Traditions

Goal: To enhance and support our school community by strengthening communication and honoring our traditions.

Initiative Area and Goal: Parent Engagement – To increase parent participation in our schools.

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Create ways to enhance the current Open House program to be more engaging for parents and include more parents	Building Principals	9/30/18	12/1/18	6/30/19
Develop and create volunteer opportunities for parents in our schools	Building Principals Staff	9/30/19	1/15/20	6/30/20
Develop and present forums on pertinent topics for parents, utilizing technology as appropriate	Superintendent Building Principals	9/30/20	1/1/21	6/30/21
Provide parent support to assist with academic success	Building Principals Director of Curriculum and Instruction	9/30/20	2/15/21	6/30/21

Community Partnerships, Communication and Traditions

Goal: To enhance and support our school community by strengthening communication and honoring our traditions.

Initiative Area and Goal: **Creating and Honoring Traditions** – To honor our traditions and to continue to grow Red Raider Pride.

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Enhance relationships with alumni	High School Principal	9/30/19	2/15/20	6/30/20
Utilize traditions and partnerships to build school pride within our community.	Superintendent Building Principals Students Staff	9/30/19	2/15/20	6/30/20

Community Partnerships, Communication and Traditions

Goal: To enhance and support our school community by strengthening communication and honoring our traditions.

Initiative Area and Goal: Resource Collaboration – To identify and utilize collaborative opportunities between our school and community.

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Identify viable school resources which will increase partnerships between school and community	Administrative team	9/30/19	1/15/20	6/30/20
Create ways to showcase school activities at community events	Administrative team	10/30/20	4/1/21	6/30/21
Identify and promote community service opportunities	Administrative team	9/30/21	12/1/21	6/30/22
Investigate shared space and service opportunities throughout community	Superintendent	9/30/22	2/1/23	6/30/23

Stewardship

Goal: To provide a school [learning] environment that is fiscally responsible and reflects high expectations that our school community can be proud of.

Initiative Area and Goal: Facilities – To maintain and enhance the community investment of district assets.

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Complete Building Condition Survey (BCS)	Director of Building and Grounds	9/30/20	12/30/20	1/30/2021
Design Improvement Plan based on BCS	Director of Building and Grounds	9/30/21	3/15/22	6/30/2022

Stewardship

Goal: To provide a school [learning] environment that is fiscally responsible and reflects high expectations that our school community can be proud of.

Initiative Area and Goal: **Food Service** - To provide a high quality meal while being fiscally responsible.

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Evaluate the food service program	Director of Food Service; Building Principals	9/30/18	12/1/18	6/30/19
Develop plan to increase student and staff participation in food service program	Director of Food Service Building Principals	9/30/18	4/1/19	6/30/19

Stewardship

Goal: To provide a school [learning] environment that is fiscally responsible and reflects high expectations that our school community can be proud of.

Initiative Area and Goal: **Human Resources** – To attract and retain quality employees.

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Establish hiring practices to attract and hire high quality employees in all positions	Superintendent	9/30/19	1/15/20	6/30/20
Establish district-wide practices to retain quality employees	Superintendent	10/30/20	1/15/21	1/31/21

Stewardship

Goal: To provide a school [learning] environment that is fiscally responsible and reflects high expectations that our school community can be proud of.

Initiative Area and Goal: **Finance** – To establish short-term and long-term financial plan that will support district programs

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Implement the strategic plan initiatives through fiscal responsibility and budgetary decision-making	Superintendent Board of Education	9/30/19	2/1/20	6/31/20
Investigate shared service opportunities with other school districts and municipalities, including athletic opportunities	Superintendent Shared Service Committee	9/30/19	1/1/20	6/30/20
Develop short-term & long-term financial plan	Business Administrator	9/30/20	2/15/21	6/30/21

Student Life and Engagement

Goal: To develop leaders through exemplary offerings in academic, creative, athletic and character education wellness programs.

Initiative Area and Goal: Athletics - To enhance our comprehensive athletic program.

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Examine existing modified, JV, and Varsity offerings with an understanding of Title IX compliance	Athletic Director (AD)	9/30/18	1/15/19	6/30/19
Examine participation by students with disabilities and rectify roadblocks to participation	AD Director of Special Education	10/30/18	2/1/19	6/30/19
Examine the standards of coaching within the District, including a review of the evaluation process and its alignment to coaching standards	AD	9/30/19	1/15/20	6/30/20

Student Life and Engagement

Goal: To develop leaders through exemplary offerings in academic, creative, athletic and character education wellness programs.

Initiative Area and Goal: Student Wellness – Provide supports to ensure the physical and social/emotional well-being of all students.

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Promote positive mental health for all students	School Psychologist Building Principals Counselors	9/30/18	1/15/19	6/30/19
Educate and support the school community on a variety of approaches that are culturally sensitive to support mental health	School Psychologist Building Principals Counselors	9/30/18	1/15/19	6/30/19
Establish a committee to examine existing programs, available interventions and need for program creation in counseling, character education, drug/alcohol and mental health.	Superintendent Building Principals	9/30/18	10/15/18	11/1/18
Investigate the opportunity to provide District-wide social workers	Superintendent Building Principals	9/30/18	1/15/19	3/31/19
Clarify role of SRO to optimize potential support for students	Superintendent Building Principals	11/30/18	3/15/19	6/30/19
Review current attendance policy, intervention plan and means to communicate to stakeholders	Building Principals	9/30/19	1/15/20	6/30/20
Investigate ways to staff a pupil services support team in elementary and middle school/high school	Superintendent Building Principals	10/30/19	2/15/20	6/30/20
Raise staff awareness of local resources within the region	Director of Curriculum and Instruction Building Principals	9/30/21	1/15/22	6/30/22

Student Life and Engagement

Goal: To develop leaders through exemplary offerings in academic, creative, athletic and character education wellness programs.

Initiative Area and Goal: Extra Curricular - Provide enriching opportunities that are inclusive of all students.

Task	Critical Person	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Identify student interest and student availability as they relate to current and potential extra-curricular opportunities	Building Principals	10/30/18	2/1/19	6/30/19
Create and implement a menu of opportunities to be delivered through unique structures (Time, technology, venue, etc.)	Building Principals	9/30/19	1/15/20	9/1/20
Develop a communication plan to increase student awareness of extra-curricular opportunities	Building Principals	11/30/19	2/1/20	9/1/20
Create and implement an annual evaluation process for extra-curricular programs	Building Principals	9/30/20	1/15/21	6/30/21