



MILLBROOK
CENTRAL SCHOOL DISTRICT



**2023-2028
STRATEGIC
PLAN**

TO OUR COMMUNITY

DEAR MILLBROOK,

The Millbrook Central School District has finalized its Strategic Plan, and we are eager to share it with you, our community!

Millbrook CSD partnered with Education Elements, an educational consultancy firm, in this thoughtful, student-centered process to create a strategic plan. The plan serves all students in our district. Over the last eight months, we engaged various community members – including students, teachers and staff, school leaders, and parents through a series of focus groups, advisory groups, and surveys. Then, we selected a diverse team to analyze the data collected, identify needs in our community and generate actionable, high-impact solutions to meet those needs.

The strategic plan will be the District's guide for the next five years.

Thank you for your continued support of our students and district!

Warmly,

**Millbrook Central School District
Board of Education and Administration**



MISSION

Millbrook Central School District empowers and inspires students to define their own path to success through a personalized and supportive learning experience that positively impacts our community locally and beyond.



VISION

Through innovation, collaboration and a culture of belonging, our promise is that Millbrook Central School District prepares all students for the future they choose.

VALUES

P

Purpose: We create comprehensive and diverse learning experiences for students to thrive in the pursuit of self-directed goals.

E

Ethics: We model ethical behavior and a strong moral compass.

A

Acceptance: We celebrate our differences and respect others' perspectives.

C

Community: We foster a culture of understanding, belonging and advocacy.

E

Evolution: We cultivate every student's evolution as responsible, global citizens.

OVERVIEW

OF PILLARS

To ensure that we live by our mission and fulfill our vision, we are going to focus our efforts on four key areas:

Methods, Connectedness, Sustainability and Discourse.

Based on the feedback we received from the Millbrook community, these are the areas we will prioritize to make meaningful progress for students, families, and staff. Below you will find a description of each pillar and how we will address it over time.



M

METHODS

C

CONNECTEDNESS

S

SUSTAINABILITY

D

DISCOURSE



PILLAR 1

METHODS

Develop a rich toolbox of methods to support skills development throughout the student experience that expand the methods we use throughout the total student experience to develop universal skills in our students that transcend time and future goals.

OBJECTIVES

- The district ensures decisions remain student-centered, the district provides various opportunities for student voice in decision-making
- The district promotes the continuous growth of staff, students, and community members
- The district develops and maintains systems and structures that support accountability and achievement

PILLAR 2

CONNECTEDNESS

We will prioritize teacher, staff, student, and community respect to meet the social-emotional needs of all stakeholders. We will support positive cultural awareness, inclusion, and belonging. We will recognize and advocate for the collaboration and contributions of our school communities.

OBJECTIVES

- The district fosters Social Emotional Learning and supports through training, tools, resources, and targeted support to ensure the health and wellness of all staff and students
- The district creates and implements community programming that creates a sense of connection
- The district fosters a safe and nurturing learning environment through tools, training, and resources for students, staff, families, and community members that promote inclusion and belonging



PILLAR 3

SUSTAINABILITY

To ensure the long-term viability of the District and greater community, all stakeholders must understand the need to implement and maintain sustainable practices that maximize efficiencies of resource consumption and allocation.

OBJECTIVES

- The district implements programs and instructions that promote environmental sustainability across the district to reduce our district's carbon footprint and implement more sustainable practices
- The district integrates sustainable practices and green technology considerations for all campus projects
- The district ensures that our annual budgets and spending programs include a focus on maximizing efficiencies, supporting and maintaining programs, leveraging resources and minimizing waste
- The district establishes partnerships with local and regional organizations to inform and support ongoing professional learning, sustainability-oriented instructional and operational programs

PILLAR 4

DISCOURSE

An accessible systematic approach for communication between all community members that is open, direct, and transparent that provides multiple methods to share or receive information.

OBJECTIVES

- The district fosters Social Emotional Learning and supports through training, tools, resources, and targeted support to ensure the health and wellness of all staff and students
- The district creates and implements community programming that creates a sense of connection
- The district fosters a safe and nurturing learning environment through tools, training, and resources for students, staff, families, and community members that promote inclusion and belonging



STRATEGIC PLANNING

PROCESS

PLANNING

Spring 2022

- Conducted Community Engagement, including surveys, focus groups, and video ask
- Elevated core needs from community feedback to develop pillar areas and inform the creation of a strategic direction
- Realization of Mission, Vision, Values, and Pillar Areas

CREATION

Fall 2022

- Design Day 1: Creation of Initiatives and Actions for each Pillar Area
- Design Day 2: Refinement of Initiatives and Actions, Initiative Prioritization
- Community Engagement: Survey, Staff Meetings

FINALIZATION, DESIGN & LAUNCH

Winter 2022

- Advisory Group Sessions
- Objective Work Session + Prioritization
- Design Consultation
- Action Finalization

Spring 2023

- Plan Design Rounds + Feedback Rounds
- Present Strategic Plan to the community

11

FOCUS + ADVISORY GROUPS
were hosted



97

TOTAL RESPONSES
to community surveys

50+

STUDENTS
provided feedback during
Focus + Advisory Group
sessions

100+

INSTRUCTIONAL SCHOOL STAFF MEMBERS
provided feedback during designated
department meetings



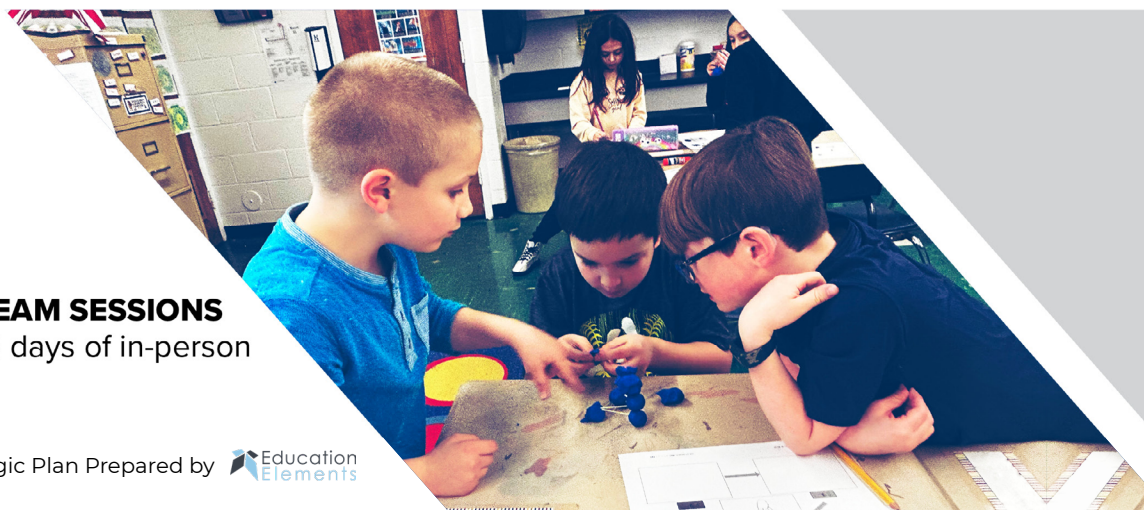
Thank you from the Design Team
members to all of those who
contributed to the development of our
strategic plan!

20+

PROJECT TEAM
check ins

4

DESIGN TEAM SESSIONS
including 2 days of in-person
planning



4

BOARD OF EDUCATION
update
presentations