

**Northern York County School District
Comprehensive Strategic Plan 2022 – 2025
Targets, Priorities & Strategies**

Target Area 1: ACADEMICS

NYCSD engages students and families in research-based, authentic learning experiences in order to prepare them for success as a contributing and conscientious citizen both now and in the future. We strive to understand, value, and respond to the diverse academic needs of all our students as a partner and advocate for all.

T1 Priority 1: *Curriculum, instruction, and assessment practices are aligned to meet the diverse needs of students.*

T1.P1 Strategy 1: *Develop standards-based curriculum that provides broad opportunities for exploration and mastery of content in the core, vocational, and Science, Technology, Engineering, Arts, Math (STEAM) areas.*

T1.P1 Strategy 2: *Utilize approaches to assessment methodology to increase the use of data to inform instructional decision-making and increase student learning.*

T2.P2 Strategy 3: *Integrate techniques, screens, and other tools that identify the academic strengths and needs of our students.*

T1 Priority 2: *Family and student engagement is recognized and supported as central to the learning process.*

T1.P2 Strategy 1: *Connect families as purposeful partners in their student’s academic experiences both on and off campus.*

T1.P2 Strategy 2: *Communicate clearly and concisely learning expectations and academic progress to families.*

T1.P2 Strategy 3: *Open and maintain two-way communication channels between families and the school community.*

T1 Priority 3: *Professional development activities generate continuous, vigorous, and collaborative growth opportunities.*

T1.P3 Strategy 1: *Provide all staff with integrated professional development that produces reflective and engaged practitioners focused on creating authentic, personalized, and relevant learning for all.*

T1.P3 Strategy 2: *Utilize the Educator Effectiveness Observation & Practice Framework (2021) as the standard for exemplary classroom performance.*

T1.P3 Strategy 3: *Select resources carefully and provide accompanying professional development to ensure maximum productivity and student outcomes.*

T1 Priority 4: *Post-secondary preparation values student interests and aptitudes, promotes exploration, and creates pathways to opportunity.*

T1.P4 Strategy 1: *Identify student interests and aptitudes and provide a range of activities designed to promote exploration, selection, and realization of personal post-secondary goals.*

T1.P4 Strategy 2: *Inform students and families of opportunities for partnership and communicate progress toward preparatory goals.*

T1.P4 Strategy 3: *Expand and improve relationships with local businesses to increase career exposure through speakers, career activities, and internship opportunities for students.*

T1.P4 Strategy 4: *Maintain a system of post-graduate tracking to evaluate and inform our preparation of students for post-secondary transition.*

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Target Area 2: SAFETY AND WELL BEING

NYCSD commits to the safety and well-being of all students and provides interventions, supports, and safety measures that enable students to develop the skills they need to maximize their academic and personal growth.

T2 Priority 1: *A learning environment is created that prioritizes the safety of all students.*

T2.P1 Strategy 1: *Create learning environments that encourage perseverance and resilience through the development of a growth mindset and coping strategies.*

T2.P1 Strategy 2: *Cultivate a culture of caring and respect in which every student experiences a sense of connectedness and belonging.*

T2.P1 Strategy 3: *Partner with organizations/agencies to provide additional services and supports in our schools to meet the needs of our students.*

T2 Priority 2: *Support systems and interventions are in place that attend to and develop the well being of our students.*

T2.P2 Strategy 1: *Ensure all students have opportunities to develop their character and citizenship skills as they create, collaborate, think critically, and communicate during the learning process.*

T2.P2 Strategy 2: *Provide staff with the resources and professional development necessary to intervene early and effectively to address students' needs.*

T2.P2 Strategy 3: *Integrate techniques, screens, and other tools that identify the social, emotional, and mental health strengths and needs of our students.*

T2.P2 Strategy 4: *Establish and strengthen a Multi-Tiered Systems of Support (MTSS) for student learning and well being.*

T2 Priority 3: *Physical safety and security processes and practices are enhanced across the district.*

T2.P3 Strategy 1: *Standardize security practices, resources, and policies across the district.*

T2.P3 Strategy 2: *Enhance working relationships with all first responder agencies that service the district.*

T2 Priority 4: *A working environment is maintained that prioritizes staff well being.*

T2.P4 Strategy 1: *Provide opportunities for professional growth and connections, involving teachers in professional development design and implementation.*

T2.P4 Strategy 2: *Cultivate a culture of belonging, trust, value, and open communication.*

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Target Area 3: COMMUNITY OUTREACH

NYCSD will use multiple platforms to consistently engage the broader community in promoting collaboration and building strong, trusting relationships.

T3 Priority 1: *Develop connections with community groups/organizations that build supportive relationships, promote dialogue, and positively impact the school community.*

T3.P1 Strategy 1: *Develop opportunities for members of the local community to be in our schools and engage with our students, sharing their skills, talents, and resources.*

T3.P1 Strategy 2: *Increase district participation in local business and civic organizations and establish greater visibility at community events.*

T3 Priority 2: *District communications are integrated across platforms to ensure seamless, consistent communication experiences for all audiences.*

T3.P2 Strategy 1: *Evaluate and refine existing communication protocols and platforms to ensure the district delivers timely information consistently and accurately to families and the community.*

T3.P2 Strategy 2: *Evaluate and refine existing communication protocols and platforms to ensure families and the community can provide feedback directly to the district.*

T3.P2 Strategy 3: *Ensure that communication channels and resources, including internet access, are available for all individuals.*

T3.P2 Strategy 4: *Communicate transparently with the school community using direct and easy to understand language.*

Target Area 4: OPERATIONAL EXCELLENCE

NYCSD will, through a commitment to operational excellence, create a secure, safe, and robust framework of services and resources that support teaching and learning.

Human Resources

Proactively committed to recruiting, hiring, and retaining student-centered staff while ensuring compliance in prioritizing the safety, well-being, and learning needs of our school community.

Priority 1: *Strategies addressing staff retention and shortages are identified that successfully align with our staff's professional development and career goals.*

T4.P1 Strategy 1: *Implement hiring and workplace strategies and resources (e.g. interview and survey materials) that welcome new hires and foster the personal investment of existing staff.*

T4.P1 Strategy 2: *Ensure the district is fostering staff retention in its practices related to its quality of supervision, opportunities for growth, employee appreciation and value, and culture-building.*

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(Target Area 4 OPERATIONAL EXCELLENCE Continued)

Priority 2: *A workplace culture is built and maintained that values equity and consistency across the district by ensuring that district policies and procedures are compliant, consistent, fair, and well communicated.*

T4.P2 Strategy 1: *Examine current staff handbooks and other resources to identify areas of need focusing on: compliance, consistency, and equity.*

Operational Technology

Implement and sustain a secure and effective integrated technology system that engages, enhances and stimulates instruction, management, and communication.

Priority 3: *Classroom standards for technology are developed and implemented at all levels.*

T4.P3 Strategy 1: *Standardize hardware and software in classrooms across the district.*

T4.P3 Strategy 2: *Develop and publish technology device life cycles to ensure consistent and reliable access.*

T4.P3 Strategy 3: *Implement technology-related practices and procedures that align with and support district policy.*

Priority 4: *Technology infrastructure, devices and access are safe and secure.*

T4.P4 Strategy 1: *Require Multi-Factor Authentication at industry standard for all district users.*

T4.P4 Strategy 2: *Leverage technology practices, devices, and training to ensure campuses are appropriately secured and protected.*

T4.P4 Strategy 3: *Enhance the means necessary for effective communication within and outside the district (e.g., softphones, hardphones, radios, announcement systems, chat applications).*

Facilities

Consistently deliver effective, efficient school facilities and services that are aligned with the district's mission to achieve an environment that is safe, reliable, and welcoming.

Priority 5: *District facilities are properly maintained and conducive to learning.*

T4.P5 Strategy 1: *Utilize preventative maintenance schedules to maximize operations.*

T4.P5 Strategy 2: *Filter budget requests to ensure the primary cost drivers are focused on classroom experiences.*

T4.P5 Strategy 3: *Ensure the staffing structure allows for a clean and safe learning environment.*

Priority 6: *A long-term capital plan is created and implemented that ensures facilities are of adequate size and appropriately budgeted.*

T4.P6 Strategy 1: *Use an updated feasibility study to guide the direction for capital improvements over the next 10-20 years.*

T4.P6 Strategy 2: *Properly budget for large capital items years in advance to properly fund the long-term capital plan.*