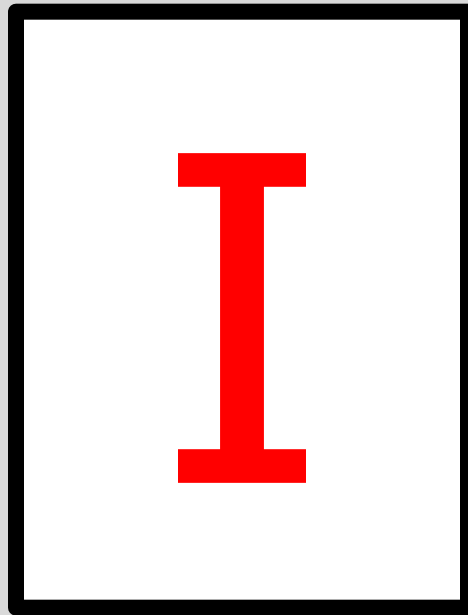


# Iroquois CSD Strategic Plan

2021-2027



**Note:** *This is a working draft submitted to the District. The District will make any final editing or changes, as desired prior to publishing, presenting or sharing.*

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## Our Vision...

Iroquois: Building on tradition to support and encourage all to excel through innovation, inspiration, and inclusivity.

## Our Mission...

The Iroquois Central School District will provide academically challenging, relevant, and purposeful learning experiences in partnership with parents and the community. We are committed to an engaged and inclusive approach that encourages innovation and creativity, preparing students for success in an ever-changing world.



## Our Beliefs...

We believe in ...

- providing a safe, positive, and inviting learning environment where students come first.
- a community of collaboration.
- preparing students to become responsible contributing members of a diverse global society.
- developing, teaching, sharing, and facilitating core values.
- a commitment to foster diversity, equity, and inclusion with compassion and empathy.
- providing immersive and engaging learning opportunities, creating a space where all learners can achieve.
- developing critical thinkers who are college-, career-, and leadership-ready.
- high expectations and accountability at all levels.
- a culture of continuous learning in our schools and community.
- developing the social and emotional learning of our students to promote healthy relationships and personal responsibility.



## Statement: Superintendent and Board of Education

We're excited to share with you the Iroquois Central School District Strategic Plan, a community and district collaboration that is designed as a roadmap for our future.

The Strategic Plan was born out of a recognized need to define the vision and goals of our Iroquois community. A dedicated group of more than 40 volunteers — including Board Members, administrators, faculty, parents, students, and community members — came together as the Core Team to identify that vision, as well as the goals and objectives that will help us achieve it.

To do so, the Core Team used survey data, feedback, and input from a variety of sources. They identified three fundamental areas of focus: student experience, communication, and facilities. These areas align with the vision and allow for opportunities for support and improvement that will have a positive impact on our students.

Task force teams were then created for each of the identified areas to determine both strengths we can build on and areas in which we can improve. Surveys and focus groups were used, and best practices in both educational and business settings were explored. The teams then developed strategic intents and set measurable long-range goals to meet those intents.

The work isn't done. We're asking for community volunteers — this includes students, parents, faculty, staff, and community members — to help us achieve our goals by participating in smaller groups that will create action plans; adjust and revise those plans as needed; and monitor and report on the progress being made. If you're interested in participating, please contact Nora Specht at 716-652-3000 x1001 or by email [nspecht@iroquoiscsd.org](mailto:nspecht@iroquoiscsd.org).

This Strategic Plan will allow our exemplary faculty and staff to support our students, families, and community through relevant and engaging academic programs and facilities. It will also help us ensure the Iroquois Central School District remains a premiere educational institution in New York.

At Iroquois, the opportunities of the future begin today as we embark on our exciting new Strategic Plan.



**(Scan to reach Iroquois Strategic Plan Website)**

## Task Force: Student Experience



# The Student Experience

## Strategic Intents and Strategies

<b>Strategic Intent #1:</b>
By 2027, 100% of our K-12 students will have access to a high quality Multi-Tiered System of Supports (MTSS) Tier 1 instruction, Tier 2 supports, and Tier 3 interventions (Academic and Social Emotional Learning).

<b>Strategy and Action Plans:</b>
<b>Strategies:</b>
1.1 Communicate with the community about the MTSS model.
1.2 Through our partnership with consultants, we will provide staff professional development to strengthen the K-12 MTSS implementation.

<b>Strategic Intent #2:</b>
By 2027, 100% of our K-12 students, with support from the staff, will develop, monitor, and celebrate personalized goals with specific action steps.

<b>Strategy and Action Plans:</b>
<b>Strategies:</b>
2.1 Create structures needed for implementing goal-orientated practices.
2.2 Cultivate a school culture that reflects growth mindset, goal-oriented practices, and celebrating goals.
2.3 Provide staff with professional development around the value of, and methods for, teaching students to set and monitor SMART goals.

<b>Strategic Intent #3:</b>
By May 2027, ICSD will offer diverse opportunities for K-12 students that foster student leadership, voice, and community to cultivate students’ skills to meet future goals. This will be evidenced by a minimum of 85% student and parent satisfaction on an annual survey conducted by the district.

<b>Strategy and Action Plans:</b>
<b>Strategies:</b>
3.1 Create a system for annually evaluating existing clubs/activities, their purpose, and how they are benefiting individual students and the school culture.
3.2 Empower students to advocate for new clubs opportunities that they find value in.
3.3 Foster community partnerships to support student leadership and activities.
3.4 Focus on developing grade-level appropriate clubs and opportunities that can be accessible to students, especially K-8.

## Task Force: Buildings and Grounds





## Buildings and Grounds Strategies and Action Plans

### Strategic Intent #4:

By 2027, ICSD will develop, share, and implement an action plan based on a critical analysis and review of all structures and spaces district-wide, determining what is in the best interest of teaching and learning, as well as the overall student and staff experience.

### Strategy and Action Plans:

#### Strategies:

- 4.1 Create a district committee to focus on space utilization.
- 4.2 Determine best practices in creating the most dynamic and innovative instructional spaces.
- 4.3 Communicate findings to all stakeholders.

### Strategic Intent #5:

By 2027, ICSD will expand and encourage access to and availability of buildings and grounds, keeping the community at the heart of our Iroquois family. Success will be indicated by a minimum of 85% of respondents to the annual district survey who agree/strongly agree with the statement:

- Community members feel welcomed within school district facilities.

### Strategy and Action Plans:

#### Strategies:

- 5.1 Gather data on current access.
- 5.2 Analyze the needs of the community and develop appropriate action plans.
- 5.3 Develop a team to determine the feasibility of creating a community center on the ICSD main campus.

### Strategic Intent #6:

By 2027, ICSD will develop spaces to prepare students for future careers and real-world experiences. Success will be indicated by a minimum of 85% of respondents to the annual district survey who agree/strongly agree with the statement:

- Our school provides locations for students to participate in a learning environment that aligns with higher education or workplace settings.

### Strategy and Action Plans:

#### Strategies:

- 6.1 Establish a committee to research, analyze, and determine the next steps of what is needed to create a learning environment that aligns with higher education or workplace settings.
- 6.2 Develop long-standing relationships with local businesses for funding and apprentice opportunities for students.

## Task Force: Communication



# Communication Strategies and Action Plans

## Strategic Intent #7:

By 2025, a minimum of 85% of respondents to district surveys will agree/strongly agree with the statement:

- The Iroquois School District provides accurate, timely and meaningful communication.

## Strategy and Action Plans:

### Strategies:

7.1 Develop a strategic communication plan that involves all stakeholders of the community by the end of the 2021/2022 school year.

7.2 Develop and design or identify a system that leads and facilitates timely and accurate information to all district stakeholders.

## Strategic Intent #8:

By 2027, a minimum of 85% of respondents to the annual district survey will agree/strongly agree with the statement(s):

- Teachers contact me [parent/guardian]; not just in times of concern.
- The district provides timely communication that is relevant and informative.

## Strategy and Action Plans:

### Strategies:

8.1 Develop a strategic communication plan that involves all stakeholders of the community.

8.2 Seek input from stakeholders regarding most effective communication among various groups (students, parents/guardians, faculty/staff, administration, community members/partners).

8.3 Provide staff with professional development that emphasizes the value of, and methods for, communicating with stakeholders.



## Core Team and Task Force Members

Allen, Tracie	Parent/ Guardian
Arcadipane, Josiah	Student
Armlovich, Peter	Community Member
Barber, Michelle	Parent/ Guardian
Bednasz, Cindy	Parent/ Guardian
Blachowicz, Arrianna	Student
Cantie, Jacob	Student
Cantie, Parker	Student
Carlin, Dave	Administrator
Christ, Sadie	Student
Cunningham, Sean	Community Member
Dehr, Bette	Community Member
Dudek, Mary Jo	Assistant Superintendent
Earsing, Adrienne	Parent/ Guardian
Greenawalt, Cori	Parent/ Guardian
Hoeh, Brenda	Student
Homac, Amelia	Student
Hovey, Michele	Board of Education Member
Jakus, Kristin	Director of Student Services
Kent, Trevor	Student
Langheier, Alexis	High School Assistant Principal
McCrea, Kim	Parent/ Guardian
Meehan, Sara	Parent/ Guardian
Mertzlufft, Tim	Community Member
Michalek, Jim	Parent/ Guardian
Miller, Liz	Parent/ Guardian
Morrison, Kim	Elementary Principal
Nesci, Olivia	Student
Pembleton, Elizabeth	Student
Polak, Julianna	Student
Porzio, Makayla	Student
Ramirez, Dean	High School Principal
Scofield, Douglas	Superintendent
Specht, Chuck	Board of Education Member
Szeglowski, Sharon	Board of Education Member
Twichell, Alex	Community Member
Vaillancourt, Brad	Community Member
Walker, Nevada	Student
Walker, Rachele	Teacher
Wolski, John	Administrator
Wyckoff, Michelle	Community Member
Wyzykowski, Lisa	Parent/ Guardian

*“Collective inquiry is the break-through concept” which is vital as “it enables ordinary people to accomplish extraordinary things.” Michael Fullan*