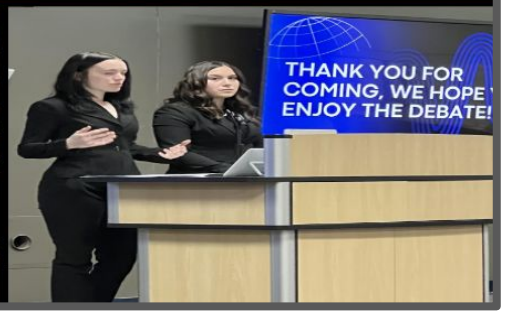
Sweet Home Strategic Plan

2023 -2026



Sweet Home Central School District

"EVERY STUDENT, ONE COMMUNITY, READY FOR THE FUTURE."

Our Mission

Every student, one community, ready for the future.

Our Vision

Inspiring students to be:

- Innovative
- Self-Directed
- Curious
- Compassionate
- Resilient
- Persistent
- Lifelong Learners

The Sweet Home Way

We Take Care of Our Kids;
We Take Care of Each Other.
We Dare to Dream.
We Do What is Hard.
We Look in the Mirror.
We Study; We Learn.
We Listen to Each Other.
We Respect Each Other.
We Work Together.
We Change Trajectories.
I am a Champion for My Kids.
We are the Champions for All Our Kids.
We Can Do It.
We Are Sweet Home.

Community Engagement

Sweet Home Teaching & Learning
Erie 1 BOCES

Thought Exchange

Sweet Home Schools asks

What are the most important skills and experiences we can provide to our Sweet Home students to prepare them for success in learning and in life? What are we doing well and what can we do differently?

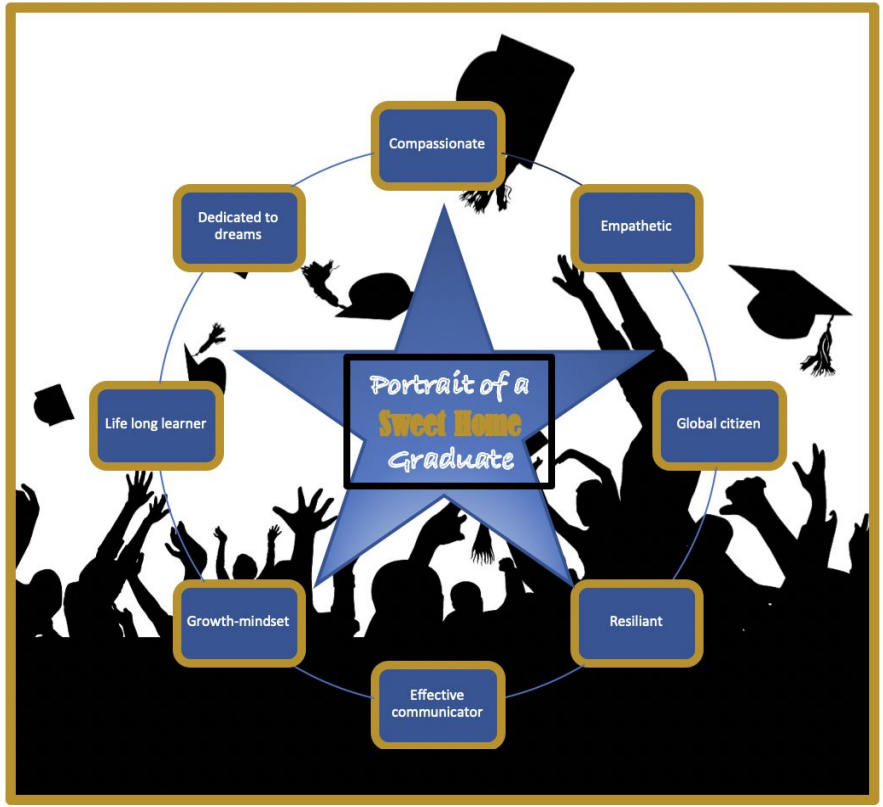
Students | Administrators

Focus Groups

Families | Teachers

1308 participants | 1034 thoughts | 29308 ratings

Every student, one community, ready for the future.



Every student, one community, ready for the future.

Our Process

- Thought Exchange
  - Future Focused, Teaching & Learning, and Whole Child
- Focus group data
- District data connected to area
  - Academic, attendance, behavioral, SEL, course catalog, etc
- Develop overarching goal, rationale & action steps
- Revise, revise, revise

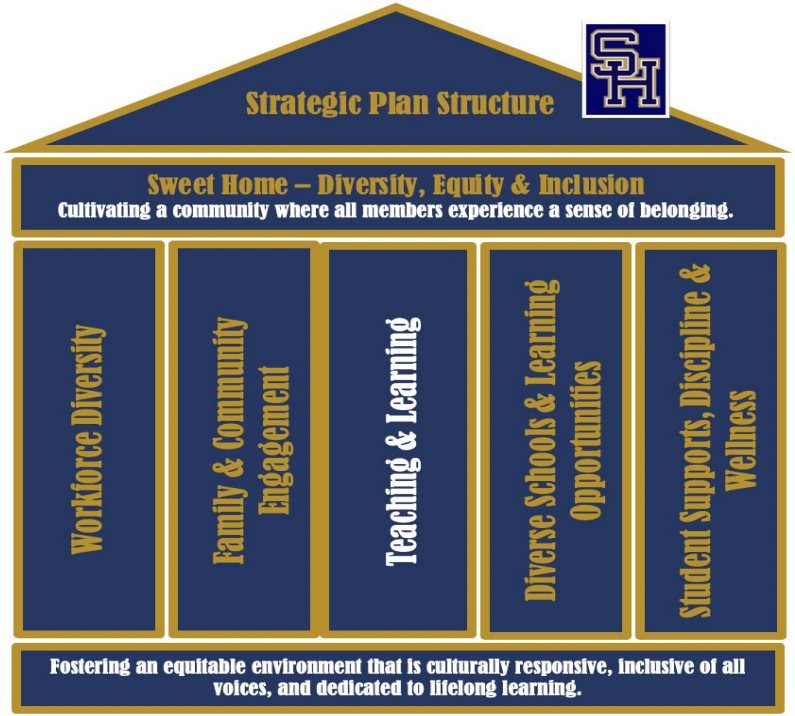
Example used to acher our work "Portrait of a Sweet Home Graduate"

Teaching & Learning Sub-Committee

Dr. Blythe Anderson, Parent & Community Member - UB
JoAnn Balazs, Assistant Superintendent for Talent & Equity
Erica Chan, Student
Matt Clemens, Parent
Stefanie Franko, Parent
Dr. Michael Ginestre, Superintendent of Schools
Brian Laible, Board Member
Bonnie Lorentz, Teacher
Debbie Opala, Administrative Assistant
Jordan Payne, Student
Robert Polino, Principal
Natasha Popovic, Assistant Principal
Patience Richards, Student
Julie Roberto, Teacher
Shakwana Shelton, Parent
Stephen Shepherd, Teacher on Assignment
Avionna Shimmel, Student
Paul Szymendera, Sweet Home Education Association (SHEA) President
Tiffany Trabold, Parent
Hunter Tryloff, Student
Jayden Vendura, Student
Dr. Toyia Wilson, Assistant Superintendent for Curriculum & Instruction
Scott Wolf, Principal for Curriculum & Instruction

Diversity, Equity & Inclusion Alignment

- DEI committee kicked of 5 sub-committees
- Teaching & Learning identified to use the DEI lens to develop the Strategic Plan
- Connects to all sub-committees



Research Driven Strategies

Using the 8 Habits to support the Sweet Home Strategic Plan implementation.

Habit 1: Be Proactive

- Listen! Involve all stakeholders in the planning, implementation and monitoring of the Sweet Home Strategic Plan.

Habit 2: Begin with the End in Mind

- Stay focused on student centered strategies, plans and supports.

Habit 3: Put First Things First

- Align personal growth and school improvement plans to the Sweet Home Strategic Plan.

Habit 4: Think Win-Win

- To support common goals, align all decisions, plans and efforts to the implementation of the Sweet Home Strategic plan while focusing on mutual respect.

Habit 5: Seek First to Understand, then to be Understood

- Support and expand collaborative partnerships while clearly communicating the Strategic Plan.

Habit 6: Synergize

- Intensify the support for individuals by providing aligned and consistent professional learning opportunities.

Habit 7: Sharpen the Saw

- Acknowledge and celebrate successes.

Habit 8: Find your Voice and Inspire Others to Find Theirs

- Empower all stakeholders to amplify their voices, growth and reflection.

Research Driven Strategies

- The theory of change, the organization's collective belief about the relationships between certain actions and desired outcomes, is often phrased as an "if… then…" statement or series of such statements.
- This theory provides the link between the mission of increased performance for all students and the strategy the organization will use to achieve that goal.

If Sweet Home supports all students in feeling a sense of belonging through the lens of DEI focused on...

High quality **teaching and learning** and...
Future focused opportunities and structures and...
Supporting the **whole child...**

Then, every student will graduate, with the feeling of belonging to one community, and ready for the future.

Strategic Goal 1 - Teaching & Learning

Goal 1: Sweet Home provides learning experiences that are focused on supporting students in developing strong academic skills through experiential learning while amplifying student voice.

Rationale: It is important to make connections between real world and classroom experiences that are meaningful. Experiential learning provides the hands-on experiences that are needed for developing lifelong skills that support strong critical thinking attributes.

Objective: Provide students with an intense focus on literacies to support student agency and as a result, students will experience a stronger sense of belonging.

Elementary Action Steps Example - Conduct a curriculum and assessment audit for English Language Arts (ELA) and Math to determine the effectiveness of our program and the need for adoption of new assessments.

Secondary Acrion Steps Example -Create a curriculum audit cycle along with an audit of the assessments used to ensure all programs support student development across all disciplines of: 21st century literacy skills, experiential learning, student agency, culturally & linguistically responsiveness and content specific standards.

Progress Measurement

3 Year Timeline

Outcomes

Strategic Plan Goal 2 - Future Focused

Goal 2: Sweet Home coursework provides real-world experiences that engage students across a series of pathways while teaching and nurturing critical life skills in everyone.

Rationale: Students must be given the opportunity to explore their personal talents, these talents must be presented in ways that do not inhibit unseen aptitudes, skills and gifts of students

Objective: Provide students with choices within a series of experiences tailored to meet their interests that address clearly defined outcomes.

Elementary Action Steps Example - Provide more opportunities for students to engage in critical thinking and inquiry-based learning.

Secondary Acrion Steps Example - Explore and identify a curriculum that supports the development of global citizenship skills in high school.

Progress Measurement

3 Year Timeline

Outcomes

Strategic Plan Goal 3 - Whole Child

Goal 3: Sweet Home students grow and learn in an environment that is fully engaging, welcoming, accepting, and safe, where students believe their voices are heard and where they have opportunities to actively engage with each other in all subject areas through relationships and the real world.

Rationale: Schools exist to support the development of students who are self-aware with the capabilities to appropriately interact on a global level. Students need to be equipped with the tools and resources to be better informed about the world.

Objective: Sweet Home will be the vehicle to support students in navigating the social environment and ultimately create a strong sense of community of emotionally strong individuals with healthy habits.

Elementary Action Steps Example - Establish clear Multi-Tiered Systems and Supports through Intervention (MTSSi) tiers for behavioral interventions and training for Trauma Informed Care for all students.

Secondary Acrion Steps Example - Provide professional development to support positive mental health, relationship and community building, ie restorative practices.

Progress Measurement

3 Year Timeline

Outcomes

Strategic Plan - Next Steps

Communicate & support making connections

↓

Develop teams to assess implementation

↓

Develop indicators such as district performance in specific areas

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Adjust as needed based on montoring, community feedback and progress

We Are Sweet Home

Questions?