



Blueprint for Excellence

Marcellus Central School District

Strategic Plan

September 2024

Dear Members of the Marcellus School Community,

We are thrilled to share the results of our collaborative efforts to create a comprehensive plan for the future of our school district. The "Blueprint for Excellence" is a direct response to the valuable feedback we received from our Board of Education, Leadership Team, staff, parents, and community members. It will foster a sense of focus, alignment and intentionality in all that we do.

By working together, we have developed a roadmap to guide our actions and ensure that every child receives the exceptional education they deserve. This plan will also strengthen our connections with students, families, and the community while fostering a culture of excellence within our school district.

We believe that our shared commitment to improvement is essential for our continued success. Thank you for your ongoing support and partnership. Together, we will create a model school district that inspires and empowers all.

Sincerely,

Jean Sharlow
Superintendent of Schools

Christine Shea
President, Board of Education

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Introduction and Overview

Blueprint Planning is intended to:

- Involve all members of the school community and reflect their shared perspectives.
- Allow stakeholder representatives to review community feedback to clearly define the district's mission, vision and core values.
- Engage a team in defining the priorities of the district and suggesting action steps to accomplish objectives.
- Facilitate action planning focused on identifying who, when and how the work will get done.
- Provide the district with a road map that is transparent, accountable, and focused.
- Enable the district's efforts to innovate, allocate resources and continuously grow in a coordinated, thoughtful, and aligned manner.
- Be an iterative, evolving, and ongoing process that builds from one year to the next while reflecting emerging needs and changing demands.

Steps in the Marcellus CSD Planning Process:



Mission

Vision

Core Values

Successful organizations clearly define their purpose, what they need to become to fulfill their purpose and how they operate or behave. These are commonly known as their mission, their vision, and their core values.

Through the Blueprint Planning Process, the school community defined why we exist, what happens in the organization when we are working towards the mission and what behaviors should be evident from individuals and the organization as a whole. The following statements constitute our redefined mission, vision, and core values.

Mission:

We support, educate, and care for our students, like they are our own, as they learn and grow.

Vision:

We **CONNECT** with all children and **EMPOWER** them to strive toward excellence and **IGNITE** their learning each day.

Core Values:

We will consistently and effectively achieve our vision and accomplish our mission if in all of our work we demonstrate our core values.

Integrity: Upholding honesty and strong moral principles.

Trust: Building strong relationships based on reliability and truthfulness.

Dedication: Committing fully to tasks and responsibilities, striving for excellence and setting high standards.

Compassion: Showing kindness, care, and a willingness to help and empathize with others.

Respect: Treating others with consideration and understanding.

Perseverance: Persisting in actions and decisions despite challenges.

Safety: Ensuring an environment that is physically, emotionally and socially safe.

Humility: Valuing knowledge, experiences, and perspectives of others.



Priority Areas

Based on community feedback and initial planning by the Board of Education and Leadership Team, the following areas were identified as priorities to be focused on in order to fulfill the mission of the district. A district goal has been developed for each area.

Academic Excellence

- **Goal:** We will collaborate to support academic excellence by utilizing a UPK-12 curriculum that blends academics, career exploration, and social responsibility.

The Student Experience

- **Goal:** We will educate all students in a culturally responsive and inclusive manner to meet their diverse physical, emotional and learning needs.

Operations

- **Goal:** We will focus on improving clarity in communication, creating an empowering culture focused on our core values and fostering a climate that is supported by appropriate and well-maintained facilities.



Action Plans

The following plans have been developed to guide the actions the district takes in order to accomplish the objectives in each priority area. Each action step represents a strategy for meeting an objective. A timeframe has been established and the parties listed are primarily responsible for leading the work.

Priority 1: Academic Excellence		
Goal: We will collaborate to support academic excellence by utilizing a UPK-12 curriculum that blends academics, career exploration, and social responsibility.		
Action Steps:	Person/People Responsible	Timeframe
Build a MTSS process through building level teams, team leaders. Use LinkIt to drive decision making for Multi-Tiered Systems of Support (MTSS) <ul style="list-style-type: none"> ➤ Implement Behavior Intervention Monitoring Assessment System (BIMAS). ➤ Develop Behavior Interventions & Supports 	Administrative Team, RtI Teachers, Grade Level Leaders, School Psychologists	Begin development process School Year 2024 & 2025
Expose students to careers by creating opportunities for them to participate in Career Days and explore careers through internships, field trips, community speakers. Develop systems to leverage expertise of local professionals.	Grade/Content Specialists and Departments/Teams, Counseling Staff, Building Principals, Community Resources	School Year 2024 & 2025, Ongoing
Continually seek opportunities for students to engage and be more deeply involved in the school community, as well as volunteer service within and outside of the Marcellus community.	Administrative Team, Teacher leaders, class advisors, Technology team	Fall 2024, Ongoing
Establish a district-wide curriculum council to evaluate programming across the UPK-12 continuum.	Administrative Team	Fall 2024, Ongoing



With the curriculum council as the umbrella, develop subcommittees including: Social Emotional Learning (SEL), Culturally Responsive Sustaining Education with a focus on ensuring a warm, welcoming environment that embraces diversity and inclusion for all.	Administrative Team, Content Specialists	Fall 2024, Ongoing
Research and implement a tool that can be utilized to help students determine their personal strengths, challenges and learner type.	School Counselors, Building Principals, District Leadership	School Year 2024-2025, Ongoing
Develop a system to support students in developing personal goals and a means to assess achievement of those goals.	School Counselors, Building Principals, District Leadership	School Year 2024-2025, Ongoing
Support students in identifying what type of learner they are and create opportunities for students to choose learning/topics/subjects they are interested in pursuing. (Student agency & project based learning).	Content Specialists, teachers, building principals	School Year 2024-2025
Define, identify and assess priority soft skills by collaborating with local industry groups and utilizing resources such as, Portrait of a Graduate.	Community, Administrative Team, and teacher leaders	School Year 2024-2025



Priority 2: The Student Experience		
Goal: We will educate all students in a culturally responsive and inclusive manner to meet their diverse physical, emotional and learning needs.		
Action Steps:	Person/People Responsible	Timeframe
Assess the following: <ul style="list-style-type: none"> • Current PE schedules relative to PE mandates • Opportunities for student movement within the day • PD related to increasing physical movement within the school day. • Intramural opportunities 	Principals, Content Specialists, Wellness Committee, PE Director, PE staff	School Year 2024-2025, ongoing
Form an SEL Committee to consider and assess the following: <ul style="list-style-type: none"> • Review & Assess SEL Programs • Universal screening to determine baseline and progress. • Structured teaching related to kindness, bullying & coping skills. • Enrichment opportunities. 	Principals, Directors, Counselors, Social Worker, Teachers	School Year 2024-2025, ongoing
Form a Curriculum Council to review the following: <ul style="list-style-type: none"> • Current hands-on learning opportunities across all grade levels. • Electives that include internships, interviewing skills, real life financial skills, and job shadowing. • Student choice and agency in the learning process. • Assess curriculum using the Culturally Responsive Sustaining Education Framework. • Create opportunities for students to explore diversity through speakers and classroom connections outside of Marcellus. • Create opportunities for students to explore and foster inclusivity. 	Teachers, Principals, Assistant Superintendent, Directors	School Year 2024-2025, ongoing
Review current homework policies and procedures across the district and the research surrounding the impact homework has on student achievement.	Directors, Principals, Teachers UPK-12	School Year 2024-2025, ongoing



<p>Assess and build opportunities for students to meet and make strong connections with counselors and other adults throughout each school building.</p> <ul style="list-style-type: none">• Identify students' individual interests, strengths and self-knowledge and work to make connections	Counselors, Principals, Teachers	School Year 2024-2025, ongoing
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Priority 3: Operations		
<p>Goal: We will focus on improving clarity in communication, creating an empowering culture focused on our core values and fostering a climate that is supported by appropriate and well-maintained facilities.</p>		
Action Steps:	Person/People Responsible	Timeframe
<p>Gather input from staff and community members regarding communication preferences and the most effective means of communication.</p> <p>Consider:</p> <ul style="list-style-type: none"> • Parent Square • Tech tips for parents • Communication for non-school residents 	<p>Director of Technology, Communications Team, Administrative Team</p>	<p>Fall 2024</p>
<p>Solicit community, staff, and student feedback via climate surveys and use data analysis for 2024-2025 planning..</p>	<p>Administrative Team</p>	<p>Spring 2024, Summer 2024</p>
<p>Identify means and methods to establish, articulate, and discuss openly and frequently core values as a district.</p>	<p>Administrative Team</p>	<p>Summer 2024, ongoing</p>
<p>Establish an approach to effectively communicate needs and plans for facility improvements with a timeline.</p>	<p>Superintendent, Business Official, Director of Facilities, & Facilities Committee</p>	<p>School Year 2024-2025, ongoing</p>
<p>Create a new/updated website, and continually assess and survey stakeholders to make improvements.</p>	<p>Director of Technology & Communications Team</p>	<p>Spring 2024, ongoing</p>
<p>Conduct a safety assessment for the physical safety needs of the facilities.</p> <ul style="list-style-type: none"> • Assess the physical security of the buildings during arrival/dismissal. 	<p>Workplace Violence/Safety/Facilities Committee</p>	<p>Summer 2024, 2024-2025, Ongoing</p>



Establish a Parent Advisory Council.	Superintendent & Assistant Superintendent	Fall 2024
Seek ways to communicate with community members that don't have students in the district.	Communications Team & Admin Team	School Year 2024-2025
Increase awareness of anonymous reporting service and other avenues to maintain emotional and physical safety.	Administrative Team	School Year 2024-2025, ongoing
Provide opportunities for staff to become more cohesive UPK-12.	Administrative Team	School Year 2024-2025, ongoing



Accountability and Implementation Plan

What gets measured, gets done. It is important to stay focused on the work at hand and to hold each other accountable for achieving outcomes. In the spirit of transparency, diligence to the task at hand and sharing our progress as a team, the following schedule has been developed for regular reporting on progress in working towards objectives.

Timeframe	Activity	Who
June, 2024	Blueprint Plan Presented to the BOE	Superintendent, BOE
July, 2024	Blueprint Reviewed	Superintendent Administrators
August, 2024	Blueprint Plan “unpacked” and shared with the faculty and staff.	Superintendent, Principals
September, 2024	Final Blueprint Plan provided to the BOE, Community and Staff	Superintendent and Administrators
December, 2024	Blueprint Progress Updates provided to the BOE, Community and Staff	Superintendent and Administrators
February/March, 2025	Blueprint Budget Recommendations Made Blueprint Expenditures Finalized	Superintendent and Administrators
June, 2025	Blueprint Progress Updates provided to the BOE, Community and Staff	Superintendent and Administrators
June, 2025	Seek stakeholder feedback to inform updates and revisions to Blueprint for Success	Superintendent and Administrators
July, 2025	Blueprint Revisions/Updates Planning Day Held	Superintendent, Administrators, Staff, Community Members

