

# 24-25 Initiatives – Action Steps and Timelines

## Priority Area No. 1: Inspire Growth In Every Student

<p>Initiative 1: Revise and enhance our Response to Intervention Plan to include a multi-tiered system of support. Target Date: June, 2027</p>		
Action Steps	Target Date	Person Responsible
1. The Elementary Administrative Team will engage in an initial review of our RtI Plan and review research based best practices in RtI and MTSS.	June, 2025	Rebecca Chowske, Laura Peterson, Ryan Aliperti
2. Assemble a committee of stakeholders to include K-12 teachers, teacher assistants, and K-12 administrators who will meet 6 times in 24-25 to make recommendations to improve the District's RtI Plan.	November, 2025 (Launch Date)	Rebecca Chowske, Laura Peterson, Ryan Aliperti

<p>Initiative 2: Strengthen co-teaching team partnerships and instructional practices. Target date: June 2026</p>		
Action Steps	Target Date	Person Responsible
1. Provide high quality coaching to all co-teaching teams throughout the school year. (12 elementary and 15 secondary coaching sessions will be completed prior to June, 2026)	June, 2026	Laura Peterson
2. Provide three targeted professional development sessions to the Administrative Team on coaching strategies focused on differentiation and co-teaching	June, 2026	Rebecca Chowske, Laura Peterson

<p>Initiative 3: Revise the Elementary Report Card to strengthen response to student needs and communication between home and school. Target date: June 2027</p>		
Action Steps	Target Date	Person Responsible
1. Assemble a committee of stakeholders to include teachers, administrators, and parent representatives.	November, 2024 (Launch Date)	Rebecca Chowske, Chad Altman, Jessica Zimmer
2. The committee will meet at least four times between November and June to review the current report card for curricular and standard alignment.	June, 2025	Rebecca Chowske, Chad Altman, Jessica Zimmer

<p>Initiative 4: Assess and align enrichment opportunities offered at each grade level at both elementary schools, including projects that boost academic research skills in grades 3-6. Target date: June 2025</p>		
Action Steps	Target Date	Person Responsible
1. Conduct an evaluation of enrichment opportunities and research projects in each grade level.	November, 2024	Directors/Coordinators
2. Develop comparable interdisciplinary enrichment and research projects for grades 3-6 as necessary.	Spring, 2025	Directors/Coordinators

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<p>Initiative 5: Enhance social-emotional wellness programs to provide explicit instruction for the core competencies of the Manhasset Learner Profile. <i>Target date: June 2027</i></p>		
Action Steps	Target Date	Person Responsible
1. Conduct an evaluation of our current social emotional lessons and student programs across elementary buildings to identify that the components of the Manhasset Learner Profile may need to be developed or reinforced.	June, 2025	Laura Peterson Kerry Fallon
2. Assemble a committee to review research-based programs that will align with the Manhasset Learner Profile.	June, 2026	Laura Peterson Kerry Fallon

<p>Initiative 6: Conduct a comprehensive review of our Secondary School Instructional Program with an emphasis on:</p> <ul style="list-style-type: none"> <li>• exploring advanced diploma seals.</li> <li>• developing career-oriented curricular pathways.</li> <li>• evaluating classes offering special instructional pacing (e.g. Algebra 9A, 10A, Applied Geometry, Intermediate Algebra, Applied Chemistry, and Applied Physics).</li> </ul> <p><i>Target date: June 2026</i></p>		
Action Steps	Target Date	Person Responsible
1. Explore the Seal of Biliteracy and determine the feasibility of offering this diploma seal opportunity to our students.	November, 2024	Christina Lang
2. Explore the Seal of Civic Readiness and determine the feasibility of offering this diploma seal opportunity to our students.	November, 2025	Margaret Ronai
3. Plan for the expansion of the Secondary School’s Business Pathway by conducting a course gap analysis to identify existing curriculum strengths, potential areas for growth, and alignment with post-secondary programs.	November, 2024	Lauren Tallarine
4. Explore the creation of a Medical Sciences Pathway by assessing current student interest, identifying key industry partnerships, and ensuring alignment with post-secondary programs.	November, 2024	Michael O’Connell
5. Explore the creation of an Information Technology Pathway assessing current student interest, identifying key industry partnerships, and ensuring alignment with post-secondary programs.	November, 2026	Lauren Tallarine
6. Evaluate courses offering special instructional pacing to determine if support can be provided to students through differentiation and supplemental support courses, rather than separating students into specially paced classes.	November, 2024	Lauren Tallarine and Michael O’Connell
7. Engage teachers and administrators in a review of course entrance requirements and pathways, with a focus on exploring self-selection for Honors/AP courses rather than relying on minimum grade requirements and teacher recommendations, to promote student autonomy in pursuing advanced course work.	November, 2025	Rebecca Chowske, Richard Roder, Kerry Fallon, Directors/Coordinators

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### Priority Area No. 1: Inspire Growth In Every Student

<p>Initiative 7: Continue developing the Middle School experience by evaluating elective offerings and strengthening the teaming model. <i>Target date: June 2026</i></p>		
Action Steps	Target Date	Person Responsible
1. Evaluate current team practices to ensure outcomes of meetings include a focus on creating plans to support school culture, sharing of instructional strategies, and/or creation of individual plans to support students.	January, 2025	Rich Roder
2. Evaluate current elective offerings in 7th and 8th grades to ensure alignment with our District's Learner Profile and make recommendations, if appropriate, to enhance current offerings or explore new courses.	January, 2025	Rich Roder
3. Evaluate and, if appropriate, improve 7th and 8th grade school year events to ensure they reflect a positive, student-centered, Middle School environment.	June, 2025	Rich Roder

<p>Initiative 8: Enhance programming in the Middle School Wellness Center to support student learning and the development of the Manhasset Learner Profile. <i>Target date: June 2025</i></p>		
Action Steps	Target Date	Person Responsible
1. Establish new initiatives in the Middle School Wellness Learning Center that include intentional programming that promote student development of wellness practices and strategies.	June, 2025	Kerry Fallon
2. Foster connections between students by recruiting high school student volunteers to facilitate relationships and a sense of belonging within the Manhasset school community.	June, 2025	Kerry Fallon

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### Priority Area No. 2: Connect Through Strong Relationships

Initiative 1: Continue our migration to a new website. Target date: June 2025		
Action Steps	Target Date	Person Responsible
1. Conduct a comprehensive review of the new website with administrators responsible for various pages.	October, 2024	Rich Sevilla
2. Identify and train staff/content managers (sub webmasters) for updates regarding various district pages	February, 2025	Rich Sevilla

Initiative 2: Research additional communications platforms and technology tools to strengthen communication between the district and stakeholders. Target date: Dec. 2024		
Action Steps	Target Date	Person Responsible
1. Assess our current communication along with technology tools used for communication between district and stakeholders	December, 2024	Rich Sevilla
2. Research additional communication tools	January, 2025	Rich Sevilla

Initiative 3: Provide regular opportunities for parental engagement through town halls and curricular- focused presentations at SCA meetings. Target date: Ongoing		
Action Steps	Target Date	Person Responsible
1. Establish six curricular based presentations to be given at joint SCA meetings	August, 2024	Rebecca Chowske
2. Establish a town hall to discuss potential changes to the student cell phone policy at the Secondary School.	November, 2024	Gaurav Passi Richard Roder
3. Establish a town hall to discuss school budgeting	April, 2024	Gaurav Passi Sam Gergis

## 24-25 Initiatives – Action Steps and Timelines

### Priority Area No. 3: Support Growth For Each Educator

<p>Initiative 1: Expand teachers' proficiency to effectively differentiate instruction for all students. <i>Target date: June 2025</i></p>		
Action Steps	Target Date	Person Responsible
1. Provide baseline PD for all teachers on Differentiation of Instruction	August, 2024	Rebecca Chowske
2. Each department will provide a minimum of two specific professional development sessions focused on Differentiation of Instruction	Spring, 2024	Directors and Coordinators
3. Provide professional development for the administrators on best practices for Differentiation of Instruction	September, 2024	Rebecca Chowske

<p>Initiative 2: Enhance the Leadership Team through book studies, classroom visits, quarterly data-review meetings, and table-top exercises to underscore problem-solving protocols, provide collective problem-solving, and surface patterns in need of change. <i>Target date: Ongoing</i></p>		
Action Steps	Target Date	Person Responsible
1. Establish three Data Review meetings for administrators to pinpoint areas of strength and in need of improvement in student performance in each building	Spring, 2024	Rebecca Chowske and Ryan Aliperti
2. Design opportunities for collective problem-solving and table top exercise at monthly District Leadership Team Meetings	Spring, 2024	Gaurav Passi
3. Conduct classroom visits with pairs of administrators to support best practices.	Spring, 2024	Gaurav Passi Rebecca Chowske Principals Directors and Coordinators

<p>Initiative 3: Augment the recruiting process to attract highly qualified and skilled instructional and non- instructional staff. <i>Target date: June 2025</i></p>		
Action Steps	Target Date	Person Responsible
1. Human Resource administrator will utilize various job search opportunities such as OLASjobs.org, district website, district social media to advertise open positions.	June, 2025	Dina Maggiacomo
2. Attend job fairs open to the District related to hiring both instructional and non-instruction staff.	June, 2025	Dina Maggiacomo

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### Priority Area No. 3: Support Growth For Each Educator

Initiative 4: Incorporate regular feedback loops to solicit input from faculty and staff, promoting an environment of open communication and Shared Decision Making. <i>Target date: Ongoing</i>		
Action Steps	Target Date	Person Responsible
1. Superintendent and Principal will meet with the faculty of each building to hear their hopes and dreams for the new school year.	December, 2024	Gaurav Passi Principal
2. Superintendent and Principal will review the feedback gathered from the faculty meeting and create a plan of action.	January, 2025	Gaurav Passi Principal
3. Maintain monthly meetings with the leadership of each bargaining unit	June, 2025	Gaurav Passi Dina Maggiacomo

# 24-25 Initiatives – Action Steps and Timelines

## Priority Area No. 4: Upgrade our Security and Facilities

<p>Initiative 1: Continue to improve our District security to reflect the evolving challenges of today's world, ensuring that our protocols, technology, and training remain at the forefront of safety and reflect best practices. <i>Target date: Ongoing</i></p>		
Action Steps	Target Date	Person Responsible
1. Continue to build a strong partnership with the Nassau County Police Department and Homeland Security through regular meetings of the Nassau County School Superintendent's Safety Committee.	Ongoing	Gaurav Passi
2. Implement recommendations from the Homeland Security Audit that include enhanced training for security aides, the addition of a security booth at the Secondary School, improved signage and security camera rotations.	Ongoing	Gaurav Passi Sam Gergis
3. Investigate engaging the services of a professional school security company to provide consultant services related to security management and training.	December, 2024	Gaurav Passi
4. Provide threat assessment training to building level threat assessment teams.	December, 2024	Laura Peterson
5. Conduct regular training and tabletop exercises to discuss best practices in emergency preparedness.	Ongoing	Gaurav Passi

<p>Initiative 2: Manage the capital projects under the bond issue to ensure they are completed within their timeline and within budget. <i>Target date: June 2026</i></p>		
Action Steps	Target Date	Person Responsible
6. Conduct weekly meetings with Architect, Construction Management Firm, Contractors and District personnel to update and evaluate progress.	June 2026	Sam Gergis
7. Review and verify cost spreadsheets, borrowings, and expenditures; discuss alternatives (if necessary) with CM firm and District Treasurer.	June 2026	Sam Gergis

<p>Initiative 3: Engage stakeholders to ensure input is solicited and considered in the final planning of all facilities improvement projects. <i>Target date: Ongoing</i></p>		
Action Steps	Target Date	Person Responsible
1. Conduct quarterly Facilities meeting with principals/assistant principals to review and prioritize individual building needs.	June 2025	Sam Gergis
2. Incorporate Facilities improvement discussion within Health & Safety meetings, to expand input.	June 2025	Sam Gergis
3. Develop Facilities Planning Committee to evaluate and plan post-bond projects	June 2026	Sam Gergis

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## Priority Area No. 4: Upgrade our Security and Facilities

Initiative 4: Identity future Facilities/Instructional Technology projects and develop an appropriate plan of action. <i>Target date: Ongoing</i>		
Action Steps	Target Date	Person Responsible
1. Review and evaluate Building Condition Survey components (completed in 2020).	June 2025	Sam Gergis
2. Conduct pre-BCS walkthrough with principals, custodians, I/T and staff to identify listed components, and other areas requiring attention; prioritize as a Capital or maintenance project.	Spring 2025	Sam Gergis
3. Conduct walkthrough with Architect and CM Firm to determine key elements of BCS.	Spring 2025	Sam Gergis
4. Preliminary identification of proposed projects at June 2025 Board meeting.	June 2025	Sam Gergis
5. Integrate feedback from committees, walkthroughs and recommendations within BCS.	Fall 2025	Sam Gergis
6. Complete and submit BCS no later than March 1, 2026.	March 2026	Sam Gergis