

**2025-2026
North High
School Improvement Plan
through**



BUILDING AND SCHOOL IMPROVEMENT PLAN CHECKLIST
North High 2025-2026

Your building SDM plan should contain:

- | | |
|---|---|
| Shared Decision Making Team Mission Statement | Communication plan (PTA newsletter, posting minutes, etc.) |
| Operational Principles | Previous year successes, challenges, concerns and how data was gathered |
| Changes in basic school plan, if any | Identification of building SDM's self-assessment tool used in the spring of each year |
| List of meeting dates and times for the current school year | Team Roster indicating stakeholder group represented, dates and term of signature |

SCHOOL IMPROVEMENT PLAN

North High 2025-2026

I. Mission Statement

We are a representative group of the Williamsville community who value diverse perspectives and agree to convene in order to plan, problem-solve, and set direction for the improvement of student achievement and character development at Williamsville North High School. We are committed to fostering a safe, respectful, inclusive, and nurturing learning climate that encourages students to achieve their fullest potential academically, emotionally, physically, and creatively. Our purpose is to positively impact education and allow for the personal growth of all students at Williamsville North, so that they can become the leaders of tomorrow and shape the future.

II. Operational Principles

As team members, we will act as equal partners with the responsibility and the accountability of planning and making decisions.

- We will cultivate a collaborative environment to guide informed decision making through a consensus driven approach.
- We will publicly support all decisions made by consensus.
- We will respect each member of the team, as well as the nature of the issue discussed.
- We will endeavor to base our decisions upon research and data whenever possible.

III. Changes in Basic School Plan

We are committed to finding ways where we can increase student ownership in the improvement of our building and school community. We will prioritize student learning and leadership in the process of all goals and initiatives.

In alignment with the Williamsville Central School District, North's SDM will support Strategic Goal Area #1: Communication. We will enhance communication at North High School through the use of short surveys, a student forum, connecting with the SDM teams of our feeder pattern schools, and by enhancing our social media presence. We plan to partner with various organizations, clubs, and stakeholders in our school community and support school improvement efforts as appropriate.

IV. Meeting Dates

September 15, 2025	3:15 - 4:15 pm
October 14, 2025	3:15 - 4:15 pm
November 10, 2025	3:15 - 4:15 pm
December 8, 2025	3:15 - 4:15 pm
January 13, 2026	3:15 - 4:15 pm
February 9, 2026	3:15 - 4:15 pm
March 9, 2026	3:15 - 4:15 pm
April 14, 2026	3:15 - 4:15 pm
May 11, 2026	3:15 - 4:15 pm
June 8, 2026	3:15 - 4:15 pm

V. Communications Plan

SCHOOL IMPROVEMENT PLAN North High 2025-2026

- We will improve and expand our communication and information sharing with the North community at large. We will ask SDM committee members to seek opportunities to communicate directly with their constituencies, including annual reports at PTSA meetings. We will also deliver periodic updates at faculty and staff meetings, and/or school-wide assemblies where appropriate.
- We will contribute to North's newsletter and we will provide internal updates whenever appropriate.
- We will enhance our SDM team communications structure by utilizing a digital agenda with attached minutes, replying to the "email chain" with initiative updates and news between meetings, and by adding a post-meeting notes section of minutes to provide initiative updates and resolutions.
- We will encourage participation in the SDM committee, asking teachers and student leadership officers to encourage interested members to attend a Shared Decision Making Committee meeting.

VI. Summary

Successes

Our team is successful in their commitment to the continuous growth of North High School and their contributions to the Shared Decision Making team.

As a team we successfully:

- Utilized North Notes and Bi-weekly Newsletter to keep stakeholders informed.*
- Continued partnership with Art Club for the "School Beautification Project" which included painting several trash cans throughout the school.*
- Continued to enhance our nomination/voting process and awarded a 25-26 Spartan of the Year*

Challenges

We have seen significant growth in the unification of our own team and the leadership opportunities it has provided our student and adult members. We have a lot of great ideas and enthusiasm for growing our school and community. To accomplish our goals we have enhanced our own internal communication structure (ex. email chain and post-meeting minutes) and created a "point person" for each goal and/or initiative.

Concerns

- We want to continue to look for ways to positively impact the building.*
- We want to seek opportunities to effectively communicate with all stakeholders.*

Data Gathering Process

We have used both quantitative and qualitative methods for data gathering for the continuous growth of our goals and our team.

- We will administer a School of Excellence survey to all stakeholders for school improvement purposes.*
- We will use student, teacher, and parent input to make decisions.*

SHARED DECISION MAKING TEAM ASSESSMENT

North High 2025-2026

This assessment is intended as a tool to reflect on your team's functioning, progress, and/or successes. This tool is to be completed in June (of the preceding school year, for inclusion in the SDM plan completed in the fall). Rate each item as a strong (5) or a weak (1) area for your team. You may complete this assessment individually and then discuss your answers as a team.

		5	4	3	2	1
1.	Our SDM Team has established a process insuring that our School Improvement Plan is focused on strengthening student achievement and character development/wellness.		X			
2.	Operational Principles guide our meetings.	X				
3.	Our team has agreed on procedures for holding efficient and effective meetings.	X				
4.	All SDM members have equal opportunities to share creative, innovative ideas.			X		
5.	Each member of our team takes responsibility for doing his/her fair share of work.		X			
6.	We communicate SDM plans and progress with all stakeholder groups.			X		
7.	We collaborate with the entire school community to meet our SDM goals/plans.		X			
8.	We celebrate and publicize our SDM success.			X		
9.	Our team is most proud of: The addition of the point person to each SDM initiative helped facilitate effective communication back to the SDM team. This helped our team stay up to date and focused on completing our goals.					
10.	One way that we could improve: We will continue to communicate and report out to our stakeholders. We will focus on using the North SDM logo more throughout our communications. We will look to enhance our social media presence.					

**WILLIAMSVILLE SHARED DECISION MAKING
SCHOOL IMPROVEMENT AND PROFESSIONAL DEVELOPMENT PLAN
North High 2025-2026**

School Goals:

We are committed to finding ways where we can increase student ownership in the improvement of our building and school community. In all of the following goals we will prioritize student learning and leadership in the process.

In alignment with the Williamsville Central School District, North's SDM will support Strategic Goal Area #1: Communication.

Goal 1A: North will improve communication and collaboration within and among the District and school buildings in order to effectively engage all stakeholders.

-1A.1- We will improve and expand our communication and information sharing with the North community at large. We will ask SDM committee members to seek opportunities to communicate directly with their constituencies, including annual reports at PTSA meetings. We will also deliver periodic updates at faculty and staff meetings, and/or school-wide assemblies where appropriate. We will contribute to North's newsletter and we will provide internal updates.

-1A.2- North SDM will enhance the school's awareness of our Shared Decision Making (SDM) Team by partnering with various organizations, clubs, and stakeholders in our school community and support school improvement efforts as appropriate.

-1A.3- We will connect with the SDM teams of our feeder pattern, specifically the middle schools. We will send a representative to the meetings to learn more and share about North's SDM.

Goal 1B: North will improve effective communication between the District and families by establishing best practices and guidelines for two-way communication.

-1B.1- SDM will analyze input gained from the surveys and the forum and share information (as appropriate) to improve school communication, culture, and more.

-1B. 2- SDM will host a forum between administrators and students to hear the concerns of the student stakeholder group

Goal 1C: North will improve effective communication with families, students, and staff by enhancing and expanding the knowledge of our digital media presence.

-1C.1- SDM will work with the administrative team to improve our social media presence. We will seek student input and advice in social media posting.

**WILLIAMSVILLE SHARED DECISION MAKING
SCHOOL IMPROVEMENT AND PROFESSIONAL DEVELOPMENT PLAN ROSTER
North High 2025-2026**

Stakeholder Group	Name	Dates of Term	Signature
Administration	Andrew Bowen/Patrick Smith	Permanent	
Community Member	Beth Ann Diodato-McPhillips	9/2025 - 6/2028	
Teacher	Noelle Abdallah	9/2023 - 6/2026	
Teacher	Erin DeVantier	9/2024 - 6/2027	
Teachers	Callie Fritz / Sheela Nigam	9/2025 - 6/2028	
Teachers	Mark Percy	9/2025 - 6/2028	
Teacher	Amber Rice-Hannes	9/2025 - 6/2028	
Students - 12th grade	Gracie Johnson / Arish Khan	6/2024 - 6/2026	
Students - 11th grade	Sri Dudi / Ella Prenevau	9/2025 - 6/2027	
Support Staff	Michelle McKinstry	9/2023 - 6/2028	
Parent	Daphne Bell	9/2024 - 6/2027	
Parent	Andrea Berki-Nnuji	9/2024 - 6/2027	
Parent	Kate Bezrukova	6/2025 - 6/2028	
Parent	Janis Drayton	9/2024 - 6/2027	
Parent	Joe Newkirk / Sandhya Singh	6/2025 - 6/2028	