

**2025-2026  
Country Parkway Elementary  
School Improvement Plan  
through**



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Shared Decision Making

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**BUILDING AND SCHOOL IMPROVEMENT PLAN CHECKLIST**  
**Country Parkway Elementary 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

## Country Parkway Elementary 2025-2026

### I. Mission Statement

The Country Parkway Shared Decision Making Team is committed to serving the Country Parkway School Community in a collaborative and cooperative spirit. We will seek excellence and strive to improve the learning environment by implementing the goals set forth by the Williamsville Central School District in order to promote the welfare of all learners.

The vision of Country Parkway Elementary School is to establish a foundation for every student's success as a contributing citizen in our ever-changing world.

The mission of Country Parkway Elementary School is to provide a nurturing and stimulating environment that promotes learning, cooperation, responsibility and respect. Guided by our highly dedicated staff, students will be inspired to success through a challenging educational program that is uniquely adapted to their needs.

### II. Operational Principles

Each member of our team commits to the following agreements:

- Be honest, open on what is discussed
- Protect confidentiality
- Share responsibility for the group
- Begin/End on time
- Mutual respect and collaboration within the group

### III. Changes in Basic School Plan

We will work to unify Action Teams across the building. For example, there should be alignment between the work of SDM and other Action Teams. To support this, some of our 2025-26 goals will connect directly to other teams' work, such as partnering with the Literacy Action Team to enhance our Summer Reading Program.

We will also collaborate with other Action Teams, including Wellness and DEI, to review initiatives not governed by SDM, (e.g., - Charter Education) ensuring cross-functional collaboration and equity-centered practices across curricular and extracurricular efforts. Additionally, with the PTA, we will explore opportunities for national and/or local recognition to enhance resources and celebrate our school's strong academic standing within the WNY region.

### IV. Meeting Dates

|                    |                   |
|--------------------|-------------------|
| September 15, 2025 | 3:30 pm - 5:00 pm |
| October 27, 2025   | 3:30-5:00 pm      |
| November 17, 2025  | 3:30-5:00 pm      |
| January 19, 2026   | 3:30-5:00 pm      |
| February 9, 2026   | 3:30- 5:00 pm     |
| March 16, 2026     | 3:30-5:00 pm      |
| April 20, 2026     | 3:30-5:00 pm      |
| May 18, 2026       | 3:30-5:00 pm      |

### V. Communications Plan

## **SCHOOL IMPROVEMENT PLAN**

### **Country Parkway Elementary 2025-2026**

Building communications and PTA communications will be used for two-way communication between all stakeholders. Specifically, we will use the building bi-weekly newsletter, The Eagle Eye (sent via WITS), PTA electronic updates, paper flyers, the website, Google forms, and PTA social media (Facebook). Email updates will be sent to faculty and staff as needed to gain support and help aid in communication about SDM initiatives.

We will provide monthly PTA updates on Action Team activities during the Principal's Report and use the revised New Family folder to share district and building information with new families.

#### **VI. Summary**

##### ***Successes***

*SDM had a successful launch of the Country Parkway's amended approach to establishing a Welcome Committee reflective of Room Parents. This included the creation of a Welcome video of all internal stakeholders who interact with students during the school day, a refined Welcome Folder for parents reflective of a QR code document to helpful district level resources, a Welcome Message, etc. Also, a Room Parent Orientation to explain this new/additional responsibility.*

*Parental Survey sent to families to gauge insight regarding what CP can do to better support incoming families.*

*Building Plan - Annual building plan updated and implemented*

*CP extra curricular initiatives - The annual Family Festival, Art Fest, Fun Run, and Bike Rodeo where reported from the (PTA) to a higher participation rate then in past years.*

*PARP Week - Students were able to engage in Reading at home, that was reflective of a week long themed celebration in the building in which students were able to showcase their minutes read, and classes with the highest minutes read, earned prizes. To maximize student engagement and interest in the initiative, last year, the committee amended the Reading Choice Board that's used for the week, and added a Read-aloud from the principal and assistant principal as rewards.*

##### ***Challenges***

##### ***Works in Progress***

*Due to a change in school leadership during the 2024-25 school year, we were unable to accomplish all the goals set for the year. Therefore, we extended the timeframe to ensure the new principal could effectively lead and contribute to the work.*

*Feedback - We will seek feedback from external stakeholders through surveys to help guide building-level decision-making and planning, using PTA meetings during the 2025-26 school year as an opportunity to gather input in real time.*

##### ***Concerns***

*Due to committee membership changes resulting from term lengths, the timeframe for assessing the committee's progress over multiple years was affected. This year's approach, however, builds in the capacity to evaluate progress in coordination with various action teams.*

**SCHOOL IMPROVEMENT PLAN  
Country Parkway Elementary 2025-2026**

***Data Gathering Process***

***In addition to feedback from the SDM Members, we will use data from the monthly minutes of each Action Team and raw feedback from the internal and external stakeholders to make decisions.***

***We will conduct internal surveys.***

***The Family -School Partnership Survey for the School of Excellence Program will be administered to help drive the work of the SDM team.***

## SHARED DECISION MAKING TEAM ASSESSMENT

### Country Parkway Elementary 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: Creating a refined approach to ensure that our new families feel welcomed into the school community from both internal and external stakeholders.<br>Being a National PTA School of Excellence.                                                                                                                                                                |   |   |   |   |   |
| 10. | One way that we could improve: Ensuring that all families can benefit from our refined practices. (e.g., sharing resources, including the newly created digital QR code document and other communication materials typically provided to new families, with all families).<br>Creating opportunities for cross-functional collaboration among initiatives, Action Teams, and departments. |   |   |   |   |   |

**WILLIAMSVILLE SHARED DECISION MAKING  
SCHOOL IMPROVEMENT AND PROFESSIONAL DEVELOPMENT PLAN  
Country Parkway Elementary 2025-2026**

**School Goals:**

1. CP SDM will review the goals of other Action Teams to ensure alignment and coherence across all building-level committees.
2. CP SDM will collaborate with the Literacy Action Team to design and implement a revised Summer Reading initiative for Summer 2026.
3. CP SDM will provide recommendations to enhance the current Charter Education Program with the goal of broadening student recognition opportunities.
4. CP SDM will work in conjunction with (PTA) to research different national recognition opportunities for high performing schools.
5. CP SDM will divide the academic year into four quarters, allowing the team to concentrate on one targeted goal each quarter.

**WILLIAMSVILLE SHARED DECISION MAKING  
SCHOOL IMPROVEMENT AND PROFESSIONAL DEVELOPMENT PLAN ROSTER  
Country Parkway Elementary 2025-2026**

| <b>Stakeholder Group</b> | <b>Name</b>          | <b>Dates of Term</b> | <b>Signature</b> |
|--------------------------|----------------------|----------------------|------------------|
| Principal                | Nathaniel Barnes     | Permanent            |                  |
| Teacher                  | Tracy Eisman         | June 2027            |                  |
| Teacher                  | Elyse Crimi          | June 2026            |                  |
| Teacher                  | Gina Rose-Niemel     | TBD                  |                  |
| Parent                   | Laurie Hubbard       | June 2027            |                  |
| Parent                   | Li Xiang Poncz       | June 2027            |                  |
| Parent                   | Junting Zhang        | June 2027            |                  |
| Community Representative | Beth Anne McPhillips | June 2027            |                  |
| Support Staff            | Laura Kendall        | June 2027            |                  |