



# LIBERTY

Central School District

*A Great Place to Learn*

## 2015 – 2018 Goals & Priorities Overview

*Liberty Central School District Mission:*

*To inspire all students to pursue their dreams and to contribute and thrive in a diverse community.*

<b>PROGRAM</b>	<b>DATA</b>	<b>TECHNOLOGY</b>	<b>FISCAL</b>
<p><b>Long Range Goal 1: Student Achievement</b></p> <p>Increase the graduation rate dramatically by creating a supportive and positive learning environment and by developing intervention programs and strategies to identify and assist at risk students in grades Pre-K – 12 while providing a rigorous core curriculum tied to State Standards, enrichment and acceleration opportunities for all students.</p> <p><b>Priority:</b></p> <ul style="list-style-type: none"> <li>• Develop and implement intervention strategies that assist at-risk students and provide pathways to become successful and deter dropping-out.</li> <li>• Implement school-wide strategies to reduce bullying and create a safe, supportive learning environment.</li> </ul>	<p><b>Long Range Goal 2: Student Achievement</b></p> <p>Increase student achievement and teacher success through the collection and use of data to drive improvements in instruction, student performance and the overall quality of the educational system within Liberty Central School District.</p> <p><b>Priority:</b></p> <ul style="list-style-type: none"> <li>• Monitor leading indicators in areas students are prone to become at-risk to develop an early warning detection system.</li> <li>• Have administrators and teachers properly trained on the collection, compiling, distribution and interpretation of data.</li> <li>• Develop district data team, building data teams, grade level and departmental data teams.</li> <li>• Provide administrators and teaching staff time to have meaningful conversations about data driven instruction (DDI) and how to utilize data to improve student performance.</li> </ul>	<p><b>Long Range Goal 3: Educational Instruction and Program</b></p> <p>Increase student achievement by aligning course curricula to the Common Core or approved State standards and integrating technology in the classroom to help foster the growth of 21st century skills in grades Pre K-12.</p> <p><b>Priority:</b></p> <ul style="list-style-type: none"> <li>• Provide professional development opportunities to fully train teachers in the Common Core &amp; related curriculum and instructional shifts.</li> <li>• All administrators and teachers will become proficient in integrating technology in the classroom and learn new and/or innovative methods to support student learning.</li> <li>• Provide STEM programs, enrichment, acceleration, and interdisciplinary learning opportunities for students in core and non-core areas.</li> </ul>	<p><b>Long Range Goal 4: Fiscal</b></p> <p>The Board of Education will ensure that the Liberty Central School District is fiscally sound and will responsibly support the goals and priorities of the district.</p> <p><b>Priority:</b></p> <ul style="list-style-type: none"> <li>• Explore innovative cost saving measures while maintaining quality educational programs for all of our students.</li> <li>• Complete planning and construction of Phase II high school renovation project and second EPC.</li> <li>• Complete 2015 Building Condition Survey, review, and initiate discussions for Phase III of the building renovation project to complete the district’s long range facilities plan</li> <li>• Develop a 5-year fiscal plan for the district.</li> </ul>

## Focus Areas by School 2015-16

	<b>PROGRAM</b> <b>Long Range Goal 1:</b> <b>Student Achievement</b>	<b>DATA</b> <b>Long Range Goal 2:</b> <b>Student Achievement</b>	<b>TECHNOLOGY</b> <b>Long Range Goal 3:</b> <b>Educational Instruction and Program</b>
<b>LES</b>	<ul style="list-style-type: none"> <li>• Learning Environment: Build a Community of Readers</li> <li>• Promote learning thru Classroom Design</li> <li>• Visual displays as resources for learning</li> </ul>	<ul style="list-style-type: none"> <li>• Cognitive Engagement: Provide explicit instruction using Workshop Model</li> <li>• Ongoing assessment with feedback</li> <li>• Showcase student learning</li> </ul>	<ul style="list-style-type: none"> <li>• eSpark: Increase achievement thru the use of eSpark</li> <li>• Continue 1:1 pilot in Grade 3</li> </ul>
<b>LMS/HS</b>	<ul style="list-style-type: none"> <li>• Analyze APPR rubric data to look for common areas for teacher PD, in order to increase student achievement and improve graduation rate</li> </ul>	<ul style="list-style-type: none"> <li>• Use of Learning Targets to routine use</li> <li>• Increase student <u>cognitive</u> engagement</li> <li>• Ongoing formative assessments (tied to standards) with feedback</li> <li>• Enhanced role for Teacher Leaders</li> </ul>	<ul style="list-style-type: none"> <li>• Implement 1:1 in all English classrooms Grades 8-12</li> <li>• Continue 1:1 pilot in math</li> </ul>
<b>SS Services</b>	<ul style="list-style-type: none"> <li>• Decrease ISS/OSS of Sp Ed students by 10%</li> </ul>	<ul style="list-style-type: none"> <li>• Increase achievement scores for ESL, Migrant &amp; Sp Ed students by 10%</li> </ul>	<ul style="list-style-type: none"> <li>• Increase use of iPads &amp; other assistive technologies</li> </ul>
<b>Central Office</b>	<ul style="list-style-type: none"> <li>• Continue monitoring monthly discipline data</li> <li>• Arrange appropriate PD to support teachers &amp; principals</li> </ul>	<ul style="list-style-type: none"> <li>• DataWise MOOC for administration PD</li> <li>• Monthly meetings with principals &amp; T Leaders</li> </ul>	<ul style="list-style-type: none"> <li>• Develop long range plan for implementing and financing a true district-wide 1:1 program</li> </ul>

## Focus Areas by School 2014-15

	<b>PROGRAM</b> <b>Long Range Goal 1:</b> <b>Student Achievement</b>	<b>DATA</b> <b>Long Range Goal 2:</b> <b>Student Achievement</b>	<b>TECHNOLOGY</b> <b>Long Range Goal 3:</b> <b>Educational Instruction and Program</b>
<b>LES</b>	<ul style="list-style-type: none"> <li>• Learning Environment: reduce student referrals                             <ul style="list-style-type: none"> <li>○ PBIS/Ellison/Check &amp; Connect</li> </ul> </li> <li>• Rtl</li> </ul>	<ul style="list-style-type: none"> <li>• Cognitive Engagement: Module implementation</li> <li>• Monitor attendance</li> <li>• Center-based learning &amp; guided reading</li> <li>• Data binders</li> </ul>	<ul style="list-style-type: none"> <li>• 1:1 pilot in Grade 3</li> </ul>
<b>LMS/HS</b>	<ul style="list-style-type: none"> <li>• Formalize Rtl process</li> <li>• Formalize AIS protocols</li> <li>• Identify credit recovery options</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce student behaviors that result in ISS/OSS</li> </ul>	<ul style="list-style-type: none"> <li>• 1:1 pilot in math and English</li> </ul>
<b>SS Services</b>	<ul style="list-style-type: none"> <li>• Decrease ISS/OSS of Sp Ed students (FBAs/BIPs)</li> <li>• Implement ABLE in MS</li> <li>• Improve case management for students</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Increase use of iPads &amp; other assistive technologies</li> </ul>
<b>Central Office</b>	<ul style="list-style-type: none"> <li>• Teach administrators to write and implement Action Plans</li> </ul>	<ul style="list-style-type: none"> <li>• Strategy in Action for administration PD</li> <li>• Implement monthly meetings with principals (&amp; T Leaders)</li> </ul>	<ul style="list-style-type: none"> <li>• Hire and induct Tech Dir</li> <li>• Support initial 1:1 pilots</li> </ul>

## Notes for October 27, 2015:

- Goals meant to be long term (vs. LCSD BOE old way of doing goals)
- Limit the number of goals (if you have a hundred goals might as well have no goals)
- Flexibility for buildings to focus on what's important to them within the goals framework
- It's a process! Can expect visible movement toward goals in short term, but ambitious goals take time
- BOE approves goals, admin produces priorities and action plans

### Brief history:

- October 2013 – February 2014 Board develops goals (started with NYSSBA help)
- February 2014 Board adopts goals for 2013-15
- September 2013 – June 2014 Administrative team reads “Switch” & “Mindset”
- March 2014 – August 2014 Administrative team develops Action Plans & starts reading “Strategy in Action”
- September 2014 – June 2015 Hire new LES principal/assistant principal & LCSD Director of IT  
Action Plans implemented/monthly progress reviews with Bill & Carol  
Changing the administrative role from manager to instructional leader/learner  
Start changing culture to focus on data/negotiations with LFA over common prep
- Summer 2015 Administrative Institute/Teacher Leadership Week – “Strategy in Action”
  - After Action Reviews of 2014-15 Action Plans
  - Draft 2015-16 Focus Areas & Action Plans
  - Changing role for Teacher Leaders
- September 2015 – June 2016 Implementation: eSpark/1:1 pilots in MS-HS English  
Year 2 Action Plans implemented/monthly progress reviews with Bill & Carol  
(see Building/Student Services focus area slides)

### Recommendation:

Hold the course – re-adoption of goals as written,...  
...with Administrative tweaks to priorities/updated action plans