



2020-2021 Administrative Goals



Center Moriches UFSD Mission Statement

Enriched by our diversity, the Center Moriches School District, in partnership with parents and the community, strives to provide a supportive, nurturing, and innovative learning environment. Our aim is to develop in young people a love of learning, self confidence, and respect for others. We seek to promote critical thinking and individual excellence for all students through academic achievement, physical and emotional wellness, and social responsibility.

In the following pages you will find the administrative goals for the 2020-2021 school year. These goals have been created to support the District's Mission Statement and the Board of Education's 2020-2021 goals. A *SMART Goal* format was utilized in each of the five areas identified within the BOE's 2020-2021 goals. These goals are provided to articulate the important results we are working to accomplish for the coming year. They are designed in a way to foster a clear and mutual understanding of what constitutes expected outcomes. They are thorough, but not all inclusive, and some data targets will need to be finalized with input from each department and/or team involved.

In establishing *SMART Goals* the following guiding questions were utilized:

S	Specific	What will be accomplished?
M	Measurable	What data will measure the goal?
A	Achievable	What actions will you take? What are the necessary skills and resources?
R	Relevant	How does the goal align with broader goals? Why is the result important?
T	Time-Bound	What is the time frame for accomplishing the goal?

Board of Education Goal:	Goal #1: 21st Century Learning Environments - The Board of Education is dedicated to providing the necessary resources to ensure District facilities are well maintained and promote a safe and secure 21 st century learning environment. We seek to develop a long-term plan to preserve and enhance our capital assets while being mindful of the economic needs and desires of the community.				
SMART Goal:	<i>Specific</i>	<i>Measurable</i>	<i>Achievable</i>	<i>Relevant</i>	<i>Time-Bound</i>
1A. Update the 5-Year Capital Plan	Work with new architects (BBS) to complete the Building Condition Survey (BCS) Report and review data for developing a prioritized list of facilities needs and capital projects through Facilities Advisory Committee	Receive report from District Architect and create a prioritized list for consideration by BOE	Convene Facilities Advisory Committee, consult with District Architect concerning the creation of a priority list regarding BCS	Provides a blueprint and timeline for maintaining/upgrading our facilities	1/21 with priority list established by 3/21
1B. Create efficiencies and explore alternative methods	<ul style="list-style-type: none"> I. Implementation of Energy Performance Contract (EPC) II. Continued exploration of shared services opportunities 	<ul style="list-style-type: none"> I. Submission of project to State Education Department (SED) II. Generate a list of explored and realized shared services opportunities 	<ul style="list-style-type: none"> I. Energy Performance Contract Co. to work with Architect and district staff to finalize submission to SED II. Coordinate with SuffolkShare, local school districts, ESBOCES and Town of Brookhaven to investigate shared service opportunities 	Aligns with BOE Facilities and Finance Goals	<ul style="list-style-type: none"> I. September 2020 and ongoing II. Ongoing

<p>1C. Implement COVID-19 Related Procedures</p>	<p>Review all building-level procedures to ensure compliance with COVID-19 guidance and considerations</p>	<p>School Reopening Plan, which includes Arrival Maps, Testing Plan, Contact Tracing Plan, Health Screenings for all Staff and Students, etc.</p>	<p>Develop a comprehensive plan for the community. Educate the community of the plan prior to implementation via multiple communications platforms.</p>	<p>The Development of the plan provides for safe reopening of all buildings.</p>	<p>August 2020</p>
<p>1D. Establish Capital Reserve</p>	<p>Through the 2020-2021 Budget process, propose the establishment of a Capital Reserve Fund not to exceed \$5 million over a 10-year funding cycle utilizing excess fund balance.</p>	<p>Requires voter approval at Annual Budget vote</p>	<p>Educate community through Budget Workshops, community discussions, Board Meetings, budget brochure, newsletters, etc.</p>	<p>Creating this reserve fund allows for necessary capital enhancements while reducing the cost to taxpayers</p>	<p>Start discussions at December Board meetings through May 2021 Budget Vote</p>
<p>1E. Cleaning and Sanitization Protocols in the COVID-19 Environment</p>	<p>Create cleaning and sanitization procedures and protocols aligned to the CDC, NYSDOH and NYSED Guidance</p>	<p>School Reopening Plan which includes Procedures and Protocols for cleaning and sanitization</p>	<p>Consult with local DOH, Medical Community, District Architects and all stakeholders for feedback to establish procedures and protocols.</p>	<p>Ensures Health and Safety of all students and staff</p>	<p>August 2020 and ongoing</p>

Board of Education Goal:	Goal #2 - <u>Fiscal and Educational Solvency in the Tax Cap Environment</u> - The Board of Education is dedicated to the development of a stronger and deeper level of fiscal health to meet the needs of our students and the broader community of supporting taxpayers. Through short-and long-term fiscal planning, we will enhance programmatic offerings, and maintain safe and environmentally sound school facilities.				
SMART Goal:	<i>Specific</i>	<i>Measurable</i>	<i>Achievable</i>	<i>Relevant</i>	<i>Time-Bound</i>
2A. Update the District Reserve Plan	Update the reserve plan for BOE adoption. Plan update to include narratives about use of reserves under COVID Pandemic, and payback of the reserve plan to also include decreasing reliance on Appropriated Fund Balance by \$100k each year reaching \$800K appropriated by 2023	BOE Adoption of Plan and annual budget	The Reserve Plan was adopted in 2019-2020 and updates of the plan will be provided to the BOE upon finalization of the annual audit.	The Development of a plan provides for fiscal stability and planning of future educational needs	October 2020
2B. Update 4-year financial plan	Update the 4-year financial plan to include state aid reductions and tax-cap compliant budgets with budget to budget increases no more than 2% per year and 10% over five years (including the current operating year).	Manage all COVID-19 related spending for current year and the impact it will have on future budgets. Continue to compare actual vs. budget in all categories.	Adopted annual budget by Board of Education and approved budget by community vote.	Having a 4-Year financial plan will help curriculum, facilities, technology, and budget planning for future years	December 2020 and ongoing thereafter with periodic updates

<p>2C. Ensure Equitable Access to Technology Resources</p>	<p>Ensure all students have equitable access to appropriate technology within the new hybrid learning model by implementing a 1:1 instructional platform</p>	<p>Through BOE approval for the one time use of reserves, approval of Smart Schools Amendment, approval of grants requests</p>	<p>Prioritize needs. Through combined use of reserves, Smart Schools Bond, and other grant funding sources the District will build inventory to support the Distance Learning model.</p>	<p>Ensures our students are prepared to compete in a 21st Century learning environment and beyond</p>	<p>September 2020</p>
<p>2D. Implement Capital Outlay Projects</p>	<p>Budget \$100,000 (As per SED maximum allowable) for aidable Capital Outlay projects annually based on the 5-year plan</p>	<p>Tax payer approval through Annual Budget Adoption allows for expenditure</p>	<p>Budget workshops and facilities committee will identify projects that meet the criteria for Capital Outlay</p>	<p>Provides upgraded learning environments for all students, staff and community in a fiscally responsible manner</p>	<p>Annual occurrence; first project to start July 1, 2021</p>

Board of Education Goal:	Goal # 3 - <u>Students as Self-Directed Learners</u> - The Board of Education is dedicated to supporting inquiry-based curriculum initiatives and professional development that aligns to rigorous academic standards and the social and emotional needs of all students. We seek to develop self-directed learners who are prepared to compete in a technology-driven and globally interconnected world.				
SMART Goal:	<i>Specific</i>	<i>Measurable</i>	<i>Achievable</i>	<i>Relevant</i>	<i>Time-Bound</i>
3A. Establish a comprehensive education plan that includes in person, remote and hybrid learning models.	Implement Google Classroom, Zoom, Nearpod, Seesaw, Screencastify, iXL, Right Reason Technology, Peardeck, Conjuguemos, Gizmos, etc. to enhance student engagement in the virtual learning environment.	Determine usage of these applications by grade level/course after the closure of schools in March 2020. Collect teacher/student exemplars and anecdotal feedback regarding these applications for use in the 2020-2021 school year.	Establish time for teachers to share and/or facilitate professional development on these applications. Encourage teachers to participate in Model Schools workshops.	Supports both curriculum content and student/teacher engagements in the virtual classroom.	2020-2021 and ongoing
3B. Continue program and curriculum initiatives that include self-directed, inquiry and standards based learning in a positive school culture/climate	Continue IB MYP and DP as authorized programs. Continue IB PYP initiatives. Continue the alignment of programs, such as <i>Science Research Program, Teachers College Reading and Writing, Social Studies Inquiry</i> , etc. Build partnership with SUNY Stony Brook News Literacy Program.	K-12 alignment review via IB Standards and Practices. Program of Inquiry. 5-Year Programmatic Growth Plan.	Convene Curriculum Committee, Specialized PD, development of IB student leadership groups in MYP Community Project, CAS and Extended Essay	Supports self-directed learning, individualized learning, expansion of opportunities, college and career preparation	2020-2021 and ongoing (MYP and DP Authorization with a 5- year review process)

<p>3C. Focus on individualized education to continue an upward trajectory of student performance and achievement</p>	<p>Examine student achievement and growth data to identify gaps, inform instruction and identify both strengths and areas that require improvement based on meeting or exceeding established targets (See attachments).</p>	<p>Graduation rates, Regents scores, AP Exam scores, benchmark assessments, counselor data, anecdotal data, etc.</p>	<p>Cohort and assessment data will be reviewed at grade level, department level and/or building level. Targets will be established by 1/21. Several presentations to the BOE throughout the year</p>	<p>Supports the concept of individualized learning and data informed instruction</p>	<p>Annually</p>
<p>3D. Enhance resources and services through the counseling center.</p>	<p>Continue to enhance/add resources, activities, events, workshops, K-12, that build students' knowledge and awareness of post-graduate opportunities including college applications and scholarship workshops, college essay writing workshops, College Fairs and on-site visits, athletic recruitment, Military options, Career Cafes, Financial Aid, etc.</p>	<p>Collection and review of scholarship data, college acceptance and attendance data, senior survey data, college visits and retention data, etc.</p>	<p>Implementation of K-12 Counseling Plan</p>	<p>Supports the development of individualized post-graduate planning, informing students of the variety of opportunities they have beyond high school</p>	<p>2020-2021 and ongoing</p>

Board of Education Goal:	Goal #4 - <u>Communication and Community Engagement</u> - The Board of Education is dedicated to building trust and community support for our school system. We seek to enhance relationships by strengthening partnerships with community groups, endeavor to be self-reflective, and responsive to internal/external feedback. We commit to building upon District pride by celebrating the many accomplishments of our students and staff by engaging the school community through various mediums.				
SMART Goal:	<i>Specific</i>	<i>Measurable</i>	<i>Achievable</i>	<i>Relevant</i>	<i>Time-Bound</i>
4A. Enhance District image and promote positive accomplishments through regular, consistent messaging and coordinated public relations	Leverage Social Media resources and investigate the use of a communications firm	Establishment of New Social Media Accounts and review BOCES bids for communications proposals	Through the BOCES aidable Coser this is an attainable goal financially. Examine trends in numbers of tuition students.	This will assist the district in opening communications with our students and community; in addition, this use of a firm will help reallocate current resources to other areas needing support.	July 1, 2020
4B. Increase communication with the entire school community	I. Investigate implementation of Board Docs II. Distribute, collect and analyze surveys for BOE, employees, and Community for Capital Projects	I. Implementation of Board Docs II. Completion and analysis of surveys	I. Work with NYSSBA to facilitate implementation and review/analysis II. Review/analysis of survey data	I. Streamline BOE efficiency and enhance communication II. This will assist in understanding the needs of various stakeholders within the school community	July 1, 2020
4C. Review the current Policy Manual as it exists today	Investigate viability of utilizing NYSSBA policy services for a complete policy review	Adoption of new manual within three years; implementation to begin in July 1, 2020	Budget for NYSSBA	Brings Policy into alignment with current laws and regulations as well as community input	2020-2022

Board of Education Goal:	<u>Goal #5 - Diversity, Equity and Inclusivity (DEI) to Foster a Positive School Culture</u> - We pledge to operate within the District's Mission Statement, and to use this Statement, as well as our District Policy, to Create Policies and procedures that support equitable practices to ensure educational excellence for ALL students within the Center Moriches UFSD.				
SMART Goal:	<i>Specific</i>	<i>Measurable</i>	<i>Achievable</i>	<i>Relevant</i>	<i>Time-Bound</i>
5A. Diversity, Equity and Inclusivity (DEI) Committee	Create a Board of Education standing committee on DEI	Committee established with robust membership and goals aligned to the District Mission Statement	Communicate the establishment of the committee via multiple mediums to the community	Aligned to Board of Education Goals and District Mission Statement	September 2020
5B. Professional Development with a focus on Diversity, Equity, and Inclusivity.	Long Island Consortium for Equity and Excellence (LICEE) Year 2, IB PD continued, Social/emotional PD, Inquiry PD, Instructional Rounds, individualized coaching in Literacy and Mathematics, Educational Technology, etc.	Teacher/staff attendance at various professional development opportunities and follow-up via faculty meetings, roundtables, etc.	Promote professional development opportunities via MLP, based on teacher/staff input and request, create sharing/turn-key opportunities for staff, Collegial Circles, etc.	Supports ongoing learning of faculty and staff in order to meet higher standards within new initiatives and challenging programs	2020-2021 and ongoing
5C. Enhancing a Positive School Culture	Foster positive behavior and attitudes through education and consistent messaging, Positive Behavioral supports and interventions to reduce	School Climate Survey, Administrative Review of disciplinary reports, Feedback from Instructional Support Team (IST) meetings	Continuation of SMILES, Leadership Academy, Achieve "No Place for Hate" Designation,	Supports a healthy and safe learning environment for all	2020-2021 and ongoing

	negative behaviors such as, vaping, unexcused absences and student conflicts		SCPD Community Resource Officer programs (Safe driving, internet safety, tolerance, drug and alcohol, vaping, etc.), additional bathroom monitors at High School, School Climate Survey		
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