



2019-2020 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 2019-2020 school year. These goals have been created to support the District’s Mission Statement and the Board of Education’s 2019-2020 goals. A *SMART Goal* format was utilized in each of the five areas identified within the BOE’s 2019-2020 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?

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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	Complete the Building Condition Survey 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 regarding to create priority list regarding BCS	Provides a blueprint and timeline for maintaining/upgrading our facilities	12/2019 with list established by 2/20
1B. Create efficiencies and explore alternative methods	I. Implementation of Energy Performance Contract (EPC) II. Continued exploration of shared services opportunities	I. Signed EPC contract Submission of project to State Education Department (SED) II. Generate a list of explored and realized shared services opportunities	I. Energy Service Company (ESCO) to present to BOE; work with Architect to submit project to SED II. Coordinate with SuffolkShare, local school districts, ES BOCES and Town of Brookhaven to investigate shared service opportunities	Aligns with BOE Facilities and Finance Goals	I. 2020-2023 II. Ongoing

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<p>1C. Review of all District-Wide Security</p>	<p>Consult with SCPD, continue Emergency Preparedness Committee to consider implementation of SuffolkShare initiative for remote camera access. Prepare needs assessment; servers, one-button lockdown, door alarms, enhanced camera access, vape sensors, perimeter fencing and entry gates, etc.</p>	<p>Annual Security Assessment to assess costs associated with recommended upgrades and implementation plan as per the Emergency Preparedness Committee</p>	<p>Update Smart Bond Plan for funding, as well as allocations in the general fund budgets to include upgraded security costs as per the Emergency preparedness committee</p>	<p>Safety is a priority for the District. Annual review of the current systems in place and budget upgrades will help to enhance safe learning environments</p>	<p>2020-2021 Budget through 2024-2025</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 2020 Budget Vote</p>
<p>1E. Enhancing a Positive School Culture</p>	<p>Foster positive behavior and attitudes through education and consistent messaging, Positive Behavioral supports and interventions to reduce negative behaviors such as, vaping, unexcused absences and student conflicts</p>	<p>School Climate Survey, Administrative Review of disciplinary reports, Feedback from IST meetings</p>	<p>Continuation of SMILES, Leadership Academy, SCPD Community Resource Officer programs (Safe driving, internet safety, tolerance, drug and alcohol, vaping, etc.), additional bathroom monitors at High School, School Climate Survey</p>	<p>Supports a healthy and safe learning environment for all</p>	<p>2019-2020 and ongoing</p>

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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. Establish a District Reserve Plan	Develop a detailed reserve plan for BOE adoption. Plan to include descriptives of all current/future reserves and recommended funding levels; 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	Currently a reserve policy is in place, using this as a guide a plan will be created	The Development of a plan provides for fiscal stability and planning of future educational needs	December 2019
2B. Establish a 4-year financial plan	Develop a 4-year financial plan to include tax-cap compliant budgets. Include 0.25% budget increases for program growth while keeping the annual budget-to-budget increases no more than 2% per year and 10% over five years (including the current operating year)	Annually compare actuals to plan	Through use of 5Cast software and financial support team this goal can be achieved with accuracy	Having a 4-Year financial plan will help curriculum, facilities, technology and budget planning for future years	December 2019 and ongoing thereafter with periodic updates

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<p>2C. Establish a 5-Year technology budget including investigation of a 1:1 initiative</p>	<p>Utilize the district technology plan and feedback from the technology and curriculum committees to establish a five-year financing plan for technology initiatives</p>	<p>Through budget process, feasibility of committee recommendations will be evaluated</p>	<p>Prioritize needs. Through combined use of general fund expenditures and expanded use of BOCES lease program this plan can be achieved over time</p>	<p>Ensures our students are prepared to compete in a 21st Century learning environment and beyond</p>	<p>2020-2024</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, 2020</p>

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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. Develop K-12 aligned, researched-based comprehensive program that promotes self-directed, inquiry-based learning in a positive school culture/climate	Achieve authorization of IB MYP and IB DP, as well as PYP Candidacy. Continuation aligned programs of Science Research Program, <i>Kidoyo</i> pilot expansion, <i>Mosa Mack Science</i> , <i>Teachers College Reading and Writing</i> , <i>Social Studies Inquiry</i> , etc. Investigate research program in humanities and news literacy.	K-12 alignment review via IB Standards and Practices. Detailed report forthcoming following the IB Verification Visits. Establishment of PYP Program of Inquiry. 5-Year Programmatic Growth Plan	Convene Curriculum Committee, Specialized PD, development of IB student groups	Supports self-directed learning, individualized learning, expansion of opportunities, college and career preparation	2020 (MYP and DP Authorization with a 5- year review process)
3B. Professional Development that promotes and supports the needs of faculty in a collaborative framework	Long Island Consortium for Equity and Excellence (LICEE) Year 1 IB PD continued Social/emotional PD, Inquiry PD, Instructional Rounds, individualized coaching in Literacy and Mathematics, etc.	Teacher attendance at various professional development and opportunities and follow-up via faculty meetings, roundtables, etc.	Promote professional development opportunities via MLP, based on teacher input and request, create sharing/turn-key opportunities for staff, Collegial Circles	Supports ongoing learning of faculty and staff in order to meet higher standards within new initiatives and challenging programs	2019-2020 and ongoing

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<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, 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 during Oct/Nov</p>	<p>Supports the concept of individualized learning, data informed instruction</p>	<p>Annually</p>
<p>3D. Enhance College and Career Planning and Preparation K-12</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>Completion of K-12 Counseling Plan, contract with <i>CEO Works</i> to build school to business partnership and career events throughout the school year.</p>	<p>Supports the development of individualized post-graduate planning, informing students of the variety of opportunities they have beyond high school</p>	<p>2019-2020 and ongoing</p>

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Board of Education Goal:	Goal #4 - Communication and Community Engagement - 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

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Board of Education Goal:	Goal #5 - <u>Policy Alignment to the District's Overall Mission</u> - We pledge to operate within the District's Mission Statement, and to use this Statement, as well as our District Policy, to inform our decisions as a Board. We commit ourselves to systematic review of our policy in order to reflect on its relevance and importance in regard to our mission. This encompasses revising policy as necessary so that it better represents the current goals and values of the Center Moriches School District as an institution, as well as those of the community which we serve.				
SMART Goal:	<i>Specific</i>	<i>Measurable</i>	<i>Achievable</i>	<i>Relevant</i>	<i>Time-Bound</i>
5A. 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

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