



Blueprint for Excellence

**Strategic Plan
June 2023**

Dear Members of the Sidney School Community,

It has never been more important to be focused, aligned and intentional in our work. We are very excited to share the results of our collaborative efforts to develop plans that will help us to continue growing and improving as we always strive for excellence.

Our “Blueprint for Excellence” is the result of planning sessions that were held with our Board of Education, Leadership Team, staff, parents, and community members. We worked with feedback gathered from the community this past spring as we developed a plan that will help us continue to grow and achieve as we strive for excellence in all that we do.

This plan will be the backbone for what we do. It will serve as a roadmap in our efforts to connect with each child and family while enhancing our connections as a school and a community. We’re in this work together and look forward to being your teammate in our continued effort to be a model school of excellence.

Thank you for your feedback and support. Your collaboration and teamwork make all the difference in the lives of children and the success of the district.

Sincerely,

Eben Bullock
Superintendent of Schools

Kerri Green
President, Board of Education

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Process Introduction and Overview

Blueprint Planning is intended to:

- Involve all members of the school community and reflect their shared perspectives.
- Allow stakeholder representatives to review community feedback to clearly define the district’s mission, vision and core values.
- Engage a team in defining the priorities of the district and suggesting action steps to accomplish objectives.
- Facilitate action planning focused on identifying who, when and how the work will get done.
- Provide the district with a road map that is transparent, accountable, and focused.
- Enable the district’s efforts to innovate, allocate resources and continuously grow in a coordinated, thoughtful, and aligned manner.
- Be an iterative, evolving, and ongoing process that builds from one year to the next while reflecting emerging needs and changing demands.

Steps in the Sidney CSD Planning Process:



March-April 2023: Community Feedback Gathered



April 2023: Draft Mission/Vision/Core Values developed by the Board of Education and Leadership Team.



April 2023: Community Team Assembled, Mission/Vision/Core Values Reviewed, Priority Areas Developed, Strategies Suggested



April 2023: Action plans developed that specifically identify what will be done to meet the objectives of each area and who will be responsible for leading the work.



May 2023: Revisions and review completed by the Leadership Team. Communication to the community and implementation of the plan with stakeholders.

Mission

Vision

Core Values

Successful organizations clearly define their purpose, what they need to become to fulfill their purpose and how they operate or behave. These are commonly known as their mission, their vision, and their core values.

Through the Blueprint Planning Process, the school community defined why we exist, what happens in the organization when we are working towards the mission and what behaviors should be evident from individuals and the organization as a whole.

Mission Statement:

We provide all students with a well-rounded educational experience that prepares and inspires them to find their passion and be a productive member of the community.

Vision Statement:



Blueprint for Excellence

Sidney CSD is where everyone belongs, feels empowered, and is supported by a school community focused on excellence for all.

Core Values:

We believe that we can achieve our vision and accomplish our mission if in all of our work, we focus on clearly defined and consistently demonstrated core values.

To that end, in all of our actions and interactions we will:

- *Model respect.*
- *Demonstrate integrity and act with honesty.*
- *Focus on academic excellence and success for all.*
- *Dedicate ourselves to our vision, to our work, and to each other.*
- *Foster collaboration.*
- *Act with care, compassion, and commitment.*

Priority Areas

Based on community feedback and initial planning by the Board of Education and Leadership Team, the following areas were identified as priorities to be focused on in order to fulfill the mission of the district. A district goal has been developed for each area.



Support for Students

- **Goal:** We will implement UPK-12 programs that foster student sense of belonging, develop social emotional skills, and provide the tiered supports/services necessary to achieve success.

Community Connection

- **Goal:** We will develop additional opportunities for collaboration with the community by providing greater access to the facilities, promoting school events, partnering with community organizations, and increasing opportunities for parent involvement.

Academic Excellence

- **Goal:** We will provide a learning experience focused on foundational skill development, support for multiple pathways, and offer a wide variety of opportunities that enable students to discover their passion and develop lifelong goals.

Action Plans

The following plans have been developed to guide the actions the district takes in order to accomplish the objectives in each priority area. Each action step represents a strategy for meeting an objective. A timeframe has been established and the parties listed are primarily responsible for leading the work.



Priority 1: Support for Students

District Goal: We will implement UPK-12 programs that foster student sense of belonging, develop social emotional skills, and provide the tiered supports/services necessary to achieve success.

Action Steps	Person/People Responsible	Timeframe
Each grade level will identify no more than 15 students that need our extra support, attention, and connection for the upcoming school year.	Grade Level PLCs UPK-12 Principals	Summer 2023
Collect data on student involvement in extracurricular and athletics for grades 7-12.	Jr/Sr High School Principal, Assistant Principal, Athletic Coordinator	Summer 2023
Explore the most effective scheduling of special education teachers (ie. one per grade level vs. one per content area).	Assistant Superintendent UPK-12 Principals CSE Chair	Summer 2023
Ask Bassett School Based Health Center for a second mental health clinician.	Superintendent	Summer 2023
Educate students and families regarding the school's expectations for the appropriate use of technology, district provided and personal.	Building Leadership Team(BLT), Teachers, K-12 Counselors, Assistant Principal, UPK-12 Principals	Fall 2023
Provide all UPK-12 staff members with targeted professional development that supports the development of positive student-staff relationships.	Administration/ BOCES	Summer-Fall 2023
Research surveys that could be utilized to gather data regarding 7-12 students' sense of belonging, social emotional learning, use of technology, mental health, etc.	Assistant Superintendent Jr/Sr High School Principal Jr/Sr High School School Counselors	Fall 2023
Research social emotional programs for grades 3-12.	Asst Superintendent 3-6 Principal Jr/Sr High School Principal Grade level PLCs	2023-2024 school year



Develop a peer mentoring program.	High School Student Council and Advisor SSADD and Advisor-Teen Institute Participants	2023-2024 school year
Develop social emotional learning (SEL) goals for students receiving Tier 3 support (i.e., academic support coaching).	Academic Support Coaches UPK-12 Principals	2023-2024 school year
Research the creation of a sensory/cool down space.	Director of School Improvement UPK-12 Principals	2023-2024 school year
Explore strategies to reinforce a positive, safe and managed learning environment.	District Safety Committee	2023-2024 school year



Priority 2: Community Connection

District Goal: We will develop additional opportunities for collaboration with the community by providing greater access to the facilities, promoting school events, partnering with community organizations, and increasing opportunities for parent involvement.

Action Steps	Person/People Responsible	Timeframe
Provide and promote access to facilities.	Administration Facilities & Athletics	2023-2024 school year
Expand parent/guardian access and opportunities for involvement to all UPK-12 families.	Director of School Improvement UPK-12 Principals	2023-2024 school year
Provide educational opportunities and resources for families.	Assistant Superintendent UPK-12 Principals Sidney CSD Staff Community Partners	2023-2024 school year
Communicate and promote district-wide initiatives and accomplishments.	Superintendent Administrative Team BOCES Public Relations Service Sidney CSD Staff	2023-2024 school year
Explore community and district partnership opportunities.	Administrative Team Sidney Community	2023-2024 school year



Priority 3: Academic Excellence

District Goal: We will provide a learning experience focused on foundational skill development, support for multiple pathways and offer a wide variety of opportunities that enable students to discover their passion and develop lifelong goals.

Action Steps	Person/People Responsible	Timeframe
Identify what career supports, career counseling and career exploration is currently available	K-12 School Counselors	Spring 2024
Research how scholarship opportunities are currently communicated and develop a plan to reach all students.	Jr/Sr High School Principal Assistant Principal Jr/Sr High School Counselors	Spring 2024
Research what local supports we have for resumes, financial aid, and the college application process.	Jr/Sr High School Counselors	Fall 2023
Develop a plan that provides students with access to resume support, application guidance, and scholarship opportunities.	Jr/Sr High School Counselors PLC Teams	2024-2025 school year
Research and identify the skills most desired from new and growing businesses.	Director of School Improvement Assistant Superintendent	Spring 2023-2023-2024 school year
Use the data from LifeTrack for analysis of student successes after high school.	Director of School Improvement Assistant Superintendent Jr/Sr High School Principal Assistant Principal	Summer 2023
Investigate student-adult mentor models.	K-12 School Counselors PLC Teams	Fall 2023
Schedule, plan, and hold a career fair to include recent graduates that will speak to their post secondary schooling and/or workforce experience.	Director of School Improvement 7-12 School Counselors Sidney Alumni Association	2023-24 school year
Analyze the current transition program from elementary to middle school and revise based on needs.	3-9 School Counselors 6th, 7th and 8th grade PLC	Fall/Winter 2023-2023
Research a middle level career exploration and life goal program.	3-9 School Counselors 6th, 7th and 8th grade PLC	2023-24 school year



Analyze course offerings to ensure alignment with pathways.	10-12 School Counselor Jr/Sr High School Principal Assistant Principal	2023-24 school year
Identify essential content standards and create a format to communicate across grade levels.	Assistant Superintendent UPK-12 Principals PLC Leads	Summer-Fall 2023
Investigate ways to best utilize our time as PLC teams	Director of School Improvement Assistant Superintendent UPK-12 Principals	2023-2024 school year
Refine the after school program to include additional enrichment and remediation opportunities.	UPK-12 Principals	2023-2024 school year



Accountability and Implementation Plan

What gets measured, gets done. It is important to stay focused on the work at hand and to hold each other accountable for achieving outcomes. In the spirit of transparency, diligence to the task at hand and sharing our progress as a team, the following schedule has been developed for regular reporting on progress in working towards objectives:

Timeframe	Activity	Who
April/May, 2023	1. Blueprint Plan Presented to the Community and Adopted by the BOE 2. Blueprint Plan “unpacked” and then shared with the faculty and staff. 3. Blueprint Plan unpacked with smaller groups.	Superintendent, BOE Superintendent Principal
June/Summer, 2023	Blueprint implementation updates provided to the BOE, Community and Staff	Superintendent and Administrators
2023-2024 Quarterly	Blueprint Updates provided to the BOE, Community and Staff	Superintendent and Administrators
February, 2024	Blueprint Budget Recommendations Made Blueprint Expenditures Finalized	Superintendent and Administrators
June, 2024	Final Report Blueprint Updates provided to the BOE, Community and Staff	Superintendent and Administrators
July, 2024	Blueprint Planning Day Held Plan Updated for 24-25	BOE Superintendent Administrators Staff Community Members



2022-23 Blueprint Team

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