



# **DISTRICT PLAN FOR SHARED DECISION-MAKING**

**2018-2020**

**for  
3/12/2018 BOE Approval**

# East Syracuse Minoa Central School District

## The Community

The 72-square-mile suburban district has a resident population of more than 22,000 and encompasses the Villages of East Syracuse and Minoa. As part of Central New York's four-season region, the district is minutes from the City of Syracuse's downtown amenities.

The area boasts of more than 44 universities and colleges offering professional and cultural opportunities, including Syracuse University, SUNY ESF, Le Moyne College and Onondaga Community College. Recreation opportunities abound with more than 50 state and county parks and 40 golf courses.

A strong, supportive business presence with Bristol Myers-Squibb, CORE Federal Credit Union, Siemens and others provides numerous career opportunities. Culturally, the nationally renowned Everson Museum of Art is among the museums and galleries, as is the Museum of Science and Technology. The Syracuse Opera serves the area musically, while Syracuse Stage leads the list of theatrical offerings.

The Carrier Dome, home to Syracuse University athletics, is the only domed stadium in the Northeast featuring the nationally renowned college basketball team – The Syracuse Orange. The sports scene also includes the Minor League Baseball Triple-A Syracuse Mets and the American Hockey League's Syracuse Crunch.

## About ESM

ESM supports the importance of early childhood education with a pre-kindergarten program serving ages 1-4 at Park Hill School and a full-day kindergarten program in each of its four elementary schools. Inquiry-based and project-based learning are essential elements in the delivery of the Curriculum.

Pine Grove Middle School is a collaborative learning community with a focus on transforming educational engagement and delivery as a model for 21<sup>st</sup> century learning. Pine Grove emulates preparing the *whole child* through the alignment of curriculum with the Common Core State Standards and the integration of STEM/*STEAM* principles in trans-disciplinary, project-based learning. Covey's *7 Habits of Highly Effective Teens* are an integral component of Pine Grove's youth development. Pine Grove Middle School was the recipient of the 2010 NYS ASCD Educating the Whole Child for the 21<sup>st</sup> Century Award and the 2011 ALA National School Library Program of the Year.

ESM is proud to be one of 11 schools in New York State designated as a comprehensive high school with a student-led credit union, courses for advanced placement and college credit and the integration of 21<sup>st</sup> century learning in preparedness for success with real-world application in learning and life. The East Syracuse Minoa Central School District is one of only 447 school districts in the nation honored by the College Board on its AP<sup>®</sup> Achievement List.

**District Enrollment:** The total enrollment for the Fall of 2017 is approximately 3,506 students.

### **Building Enrollment (approximate):**

- Park Hill School: Pre-K program for ages 1 through 4, enrollment of 263
- East Syracuse Elementary School: Grades K-5, enrollment of 318
- Fremont Elementary School: Grades K-5, enrollment of 378
- Minoa Elementary School: Grades K-5, enrollment of 395
- Woodland Elementary School: Grades K-5, enrollment of 353
- Pine Grove Middle School: Grades 6-8, enrollment of 750
- Central High School: Grades 9-12, enrollment of 1,049

**Resident population:** More than 22,000. This encompasses the Villages of East Syracuse and Minoa. ESM is located the Towns of DeWitt, Manlius, Sullivan and Cicero.

## **DISTRICT GOALS**

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**Goal 1** – Increase student achievement through high expectations supported by consistent, comprehensive focus on teaching and learning.

**Goal 2** – Increase student achievement by building capacity within the system to support and nurture a continuum of learning through the implementation of research-based practices.

**Goal 3** – Increase student achievement by strengthening parent engagement and community partnerships to support learning.

# Executive Summary

The District Planning Committee for Shared Decision-Making met on January 10, 2018, to review the current District Shared Decision-Making Plan for the period of February 1, 2016 to February 1, 2018 and to review the Proposed Plan for February 1, 2018 to February 1, 2020. The original plan, approved by the Board of Education in 1993, has been recertified as required by Regulations of the Commissioner of Education every two years. Given the extensive community, staff and parental engagement in the process of developing the District Strategic Plan, approved in June 2008, a major focus of the planning effort in 2012 was to align the Shared Decision-Making Plan with the district approved Strategic Plan. This continues to be the focus for the 2018-2020 Shared Decision-Making Plan, based on the approved District Strategic Plan for 2013-2018 and beyond.

The chart which follows summarizes the required components of Shared Decision-Making and how they have been and will be addressed by the District Strategic Plan for 2013-2018 and beyond.

# **ALIGNMENT OF DISTRICT SHARED DECISION-MAKING WITH DISTRICT STRATEGIC PLAN**

## **SHARED DECISION-MAKING PLAN**

## **STRATEGIC PLAN**

<p>1) The educational issues which will be subject to cooperative planning and shared decision-making at the building level by teachers, parents, administrators, and , at the discretion of the board of education or BOCES, other parties such as students, school district support staff, and community members.</p>	<p>Focus Area Teams and School Improvement Teams, representative of all the required parties, address the three focus areas below:</p> <ul style="list-style-type: none"> <li>- Teaching and Learning to Engage Student Minds</li> <li>- Building Capacity and Sustaining Relationships to Increase Student Learning</li> <li>- Building Safe, Healthy and Innovative Cultures to Maximize Student Learning</li> </ul>
<p>2) The manner and extent of the expected involvement of all parties.</p>	<p>Focus Area Teams collaboratively implement Action Plans 2013-2018 School Improvement Teams (SITs) collaboratively develop and implement School Improvement Plans (SIPs) annually</p>
<p>3) The means and standards by which all parties shall evaluate improvement in student achievement.</p>	<p>Implementation Team Bi-monthly reports BOE Reports Monthly SITS meet Monthly to assess progress and annually assess plan results</p>
<p>4) The means by which all parties will be held accountable for the decisions which they share in making.</p>	<p>District Strategic Plan has measurable outcomes for 2013 – 2018 (See Appendix A) Interim Annual reports to Board of Education</p>
<p>5) The process whereby disputes presented by the participating parties about the educational issues being decided upon will be resolved at the local level.</p>	<p>Focus Area Team Facilitators bring issues to Strategic Action Leadership Team meeting for resolution and direction. School Improvement Team members bring issues to the SIT.</p>
<p>6) The manner in which all State and Federal requirements for the involvement of parents in planning and decision-making will be coordinated with and met by the overall plan.</p>	<p>Parents included in Focus Area Teams and Related Sub-Committees Parent engagement is one of three district goals. Strengthening parent engagement is a key initiative of District Strategic Plan. Parents are members of building School Improvement Teams (SITs)</p>

# DISTRICT STRATEGIC PLAN

In June, 2008, the East Syracuse Minoa Central School District Board of Education approved a five-year Strategic Plan. Approval followed extensive stakeholder involvement of community members, school personnel and parents/guardians with over 900 such individuals engaged in development and implementation. A Core Team was established at the beginning of the process in the fall of 2007. The Core Team was comprised of eight community members, eighteen school personnel including ten teachers, seven administrators, and eight parents/guardians. Six students were also members of the Core Team. A Key responsibility of the Core Team was to develop the District Vision Mission and Beliefs that would guide the development of the Strategic Plan. Provided below are the approved components of the Strategic Planning process arrived at through consensus of the Core Team.

## **Vision**

The East Syracuse Minoa Central School District will be an exemplary 21<sup>st</sup> Century learning community whose graduates are prepared to excel in a complex, interconnected, changing world.

## **Mission**

The East Syracuse Minoa Central School District will prepare students for the 21<sup>st</sup> Century by engaging all learners in meaningful learning experiences that meet the highest educational and ethical standards in a caring, collaborative learning community supported through partnerships with parents and families, businesses, civic organizations, and higher education.

## **Belief Statements**

We believe that:

- Each individual has dignity and worth
- The capacity to learn for each individual is boundless
- Curiosity and exploration stimulate innovation and learning
- High expectations and challenging curriculum lead to greater achievement
- Effort and perseverance are essential to achieve one's personal best
- Positive relationships are fundamental to success and growth
- Collaboration within and among school, families and community partners is essential to meet the needs of each student
- Acceptance and mutual respect encourages students to take the risks necessary for academic and personal growth
- Education prepares students to become productive and responsible citizens who contribute to their communities
- Students need to develop their strengths, confidence and resilience to meet the challenges they will face throughout life.

Strategic Plan Focus Area Teams representative of the same stakeholders as the Core Team for the 2008-2013 District Strategic Plan were established in the areas of :

- Teaching and Learning to Engage Student Minds;
- Building Capacity and Sustaining Relationships to Increase Student Learning; and
- Building Safe, Healthy and Innovative Cultures to Maximize Student Learning.

The Strategic Plan Focus Area Teams are continuing their collaborative work under the approved District Strategic Plan for 2013-2018 and will continue for the 2018-2023 Strategic Plan. The Strategic Action Leadership Team (SALT) meets monthly throughout the year to provide leadership for the Strategic Plan.

# **DISTRICT SHARED DECISION-MAKING ALIGNMENT WITH DISTRICT STRATEGIC PLAN**

**SECTION I** – The educational issues which will be subject to cooperative planning and shared decision-making at the building level by teachers, parents, administrators, and, at the discretion of the Board of Education or BOCES, other parties such as students, school district support staff, and community members.

The three focus areas of the Strategic Plan contain the wide-range of educational issues subject to shared decision-making. Those areas include:

## **FOCUS AREAS**

- I. Teaching and Learning to Engage Student Minds**
- II. Building Capacity and Sustaining Relationships to Increase Student Learning**
- III. Building Safe, Healthy and Innovative Cultures to Maximize Student Learning**

The approved five-year Strategic Plan for 2018-2023 identifies Action Plans which were collaboratively developed and will be implemented district-wide in all buildings. In addition, each building has a School Improvement Plan (SIP) aligned annually by a School Improvement Team (SIT) composed of parents/guardians, faculty and administrators with research-based strategies which are aligned with the district Strategic Plan. Appendix A contains the approved District Strategic Plan for 2018-2023.

**SECTION II** – The manner and extent of the expected involvement of all parties.

As described above, the district Strategic Plan and building School Improvement Plans have been collaboratively developed and are being implemented through active engagement of the respective parties for shared decision-making. Action Plans were all developed through the associated collaboration of the respective parties. Focus Area Teams and School Improvement Teams are regularly engaged during each school year to implement, evaluate and redesign strategies in the Strategic Plan and School Improvement Plans. As the shared decision-making plan is also aligned with these plans, cohesive and collaborative efforts have been established to guide the ESM Community in pursuit of its Vision, Mission and Beliefs.

**SECTION III** – The means and standards by which all parties shall evaluate improvement in student achievement.

The District Strategic Plan and building School Improvement Plans have measurable outcomes, Action Plans and research-based strategies which are annually evaluated. Focus Area Teams report to the district

Implementation Team quarterly on the status of progress with the initiatives. School Improvement Team members meet monthly to assess progress and annually review progress with implementation.

Through these processes on-going evaluation is conducted by required shared decision-making parties.

**SECTION IV** – The means by which all parties will be held accountable for the decisions which they share in making.

As noted above, the District Strategic Plan and School Improvement Plans have been collaboratively developed and are being implemented by the respective parties for shared decision-making. The District Strategic Plan, Action Plans and the School Improvement Plan research-based strategies provide the comprehensive structure for accountability. Parties involved in the District Implementation Teams and Focus Area Teams are accountable to the Superintendent and Board of Education for progress with accountability targets. Likewise, parties involved in School Improvement plans are accountable for building and common district performance indicators. Appendix A includes the accountability targets. Monthly reports to the Board of Education include District Strategic Plan and School Improvement Plan accomplishments.

**SECTION V** – The process whereby disputes presented by the participating parties about the educational issues being decided upon will be resolved at the local level.

For Strategic Planning, Focus Area Team members bring issues to the District Strategic Action Leadership Team for consultation and resolution. School Improvement Team members or building staff bring issues to the School Improvement Team for consultation and resolution. Administrators work collaboratively with Focus Area Teams and School Improvement Teams to support the involved parties in resolving any issues which emerge.

**SECTION VI** – The manner in which all State and Federal requirements for the involvement of parents in planning and decision-making will be coordinated with and met by the overall plan.

Parents/guardians are actively involved in the District Strategic Plan, Focus Area Teams and, also, School Improvement Teams at the building level. Membership of parents representative of the district's Title I schools and Special Education programs and services is a district priority for Strategic Plans and SITs. In addition, one of the three district goals is to: "Increase student achievement by strengthening parent engagement and community partnerships to support learning". The district has identified parental engagement as effective to the success of our students. The Focus Area Team for Building Capacity and Sustaining Relationships to Increase Student Learning and the School Improvement Teams address Federal and State requirements for parental involvement through planning, development and implementation phases of their responsibilities.

Certain State and Federal programs e.g. Title 1 and special education require parental involvement that exceeds the level of parental involvement described in this plan. In all cases where such required parental involvement is greater than that provided in the District Plan for Shared Decision-Making, that greater involvement shall be the minimum provided. Federal and State mandated parental involvement will continue as before in those areas covered by Federal and State Laws and regulations.

**DISTRICT PLANNING COMMITTEE FOR SHARED DECISION-MAKING ENDORSEMENT**  
**2018 – 2020**

**Dr. Donna J. DeSiato, Superintendent**

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**Dr. Thomas B. Neveldine, Deputy Superintendent**

X \_\_\_\_\_

**Kathy Southwell, Executive Director of Curriculum, Learning and Assessment**

X \_\_\_\_\_

**Rebecca Streib, Executive Director of Human Resources**

X \_\_\_\_\_

**Cindy Todd, President, East Syracuse Minoa United Teachers**

X \_\_\_\_\_

**Greg Avellino, President, East Syracuse Minoa Administrators and Supervisors Association**

X \_\_\_\_\_

**Thomas Rosaschi, Parent Representative**

X \_\_\_\_\_

**APPENDIX A**

**Strategic Plan 2013-2018**