



North Syracuse
Central School District

BRIGHTER TOGETHER

5 YEAR STRATEGIC PLAN
2022-2027

A message to **our community**

The plan reflects **core values and goals** within three areas:



Improving graduation rates



Ensuring reading proficiency



Building emotional competencies

Dear North Syracuse community,

It is with much enthusiasm that we are presenting to you the North Syracuse Central School District's five-year Strategic Plan.

The development of this plan began more than a year ago and has been a highly collaborative effort. In April 2021, the District sought involvement from faculty, staff and Board of Education members to form a Strategic Action Team (SAT) whose charge was to develop a vision, mission and goals to ensure the long-term success of the District.

Over the past year, with survey input from students, parents and staff, the group of nearly 50 members has met monthly to create a five-year roadmap that will improve the culture of our schools and ensure the long-term success of our diverse student population.

This plan, which represents the collective work of the members of the SAT, provides our school community with a renewed mission and shared goals to meet the needs of every student: To educate all students to the highest levels of academic achievement and prepare them to be productive, responsible, ethical, creative, and compassionate members of society.

Please join us in continued conversations as we roll out this plan. Our buildings will work together to identify key metrics to measure the district's progress with annual reporting.

Daniel D. Bowles

Daniel D. Bowles, North Syracuse Central School District Superintendent of Schools



Our District

The North Syracuse Central School District embraces the best of both worlds—as the largest suburban school district in Onondaga County it has all the advantages of a large district but with a small community feel. The District serves the towns of Clay, Cicero, Salina and the village of North Syracuse as one community: NorthStar Nation.

At North Syracuse, we are proud to offer expanded educational offerings to meet the unique needs and interests of our student population. Our dynamic programming aims to prepare students for the real world through diverse experiences and exceptional extracurricular, athletics and fine arts opportunities.

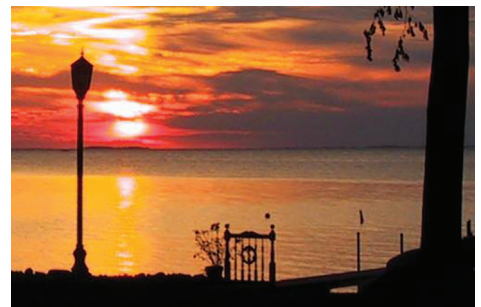
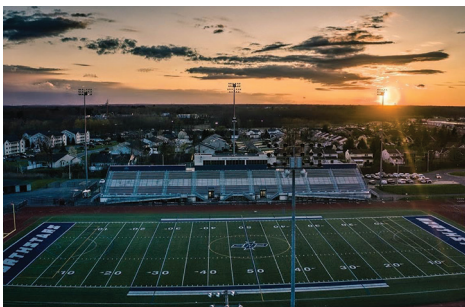
Our students begin their academic careers in preschool, or in one of six “neighborhood” elementary schools, to build a strong foundation for future success. Two middle schools allow students to experience gradual introductions to secondary education and provide options to nurture the passions they began forming in elementary school. All NSCSD students are brought together as North Syracuse Junior High School students and continue on to Cicero-North Syracuse High School.

Through school and district events our families come together, with local organizations and businesses proudly supporting our students and staff. Building strong relationships and partnerships with local businesses allows us to work together to make our school community a better place.

Our proximity to easily accessible highways provides four seasons of access to a wide variety of activities such as hiking, biking, boating, skiing, shopping and enjoying local foods and beverages across the Central New York region.



At North Syracuse, we are proud to offer expanded educational offerings to meet the unique needs and interests of our student population.



The Strategic Planning Process

In April 2021, the North Syracuse Central School District embarked on a year-long strategic planning process.

Representatives were sought for a Strategic Action Team (SAT), whose charge was **to develop a vision, mission and goals to ensure the long-term success of the District's diverse student population.**

Facilitated by an administrative team of Lisa Goldberg, Director of Social Emotional Learning and Social Studies; Sarah Jones, Instructional Coach/Elementary Dean; Christopher Leahey, Ed.D., Associate Superintendent for Teaching and Learning; Lyndsey Maloney, Smith Road Elementary School Principal; Greg Stone, Director of ELA and Elementary Education; Jamie Sullivan, Cicero-North Syracuse High School Executive Principal; and Kathy Wheeler, Cicero Elementary School Principal, the group has met monthly to collaborate on this important work.

"It was amazing to be able to work with a team that was spread districtwide. We were able to collaborate across grade levels and content areas and work with colleagues we have never worked with before. From this collaborative work we were able to develop focus areas that kept every student in mind, to thoroughly develop the foundation they need to be successful in their life, no matter what that may look like."

- Jenny Cushner, Math Teacher - CNS

"The strategic action planning process brought together people from all areas of the district with varying responsibilities and perspectives. This diverse group collaborated to determine our district priorities. The team was able to take into account the wide range of needs of our students and determine how the district can best support their success."

- Jennifer Kondrk, Instructional Coach - RRE & LRE

"The strategic planning process was highly collaborative and resulted in priority focus areas that will have a lasting impact on the lives of every student in our school district. At the heart of the plan, is a commitment to student academic and social emotional learning that will build a foundation that leads to success in college, career and ultimately, life."

- Greg Stone, Director of Elementary Education & ELA

Creating the "Best School Ever"

In late April 2021, 47 members of the Strategic Action Team (SAT) began meeting to share ideas, set collective goals, and establish a clear path for the District and its students' success.

SAT members began the planning process after watching a video of students sharing their reflections about their school community and how the team could work together to "create the best school ever!"

Members were then asked to share their core beliefs about education and their reasons for participating in this work.



Strategic Action Team Members

The North Syracuse Central School District's Strategic Action Team is made up of nearly 50 school community stakeholders.

The Board of Education and administration would like to thank the members of the NSCSD Strategic Action Team for their time, effort, commitment and contributions to this important work.

Nancy Becerra
Gretchen Belanger
Lis Benavides
Daniel D. Bowles
Mindy Bristol
Bridget Burrows
Elizabeth Cannella
Nancy Ann Carter
Linda Congdon
Laurie Cook
David Cordone
Jennifer Cushner
Sam Donnelly

Paul Farfaglia
Jennifer Fetterman
Monica Fitzgerald
Jennifer George
Carol Goehner
Lisa Goldberg
Carol Guido
Kristen Hill
Karin Hurry
Dawn Hussein
Sarah Jones
Janna Keefe
Michelle Koehler

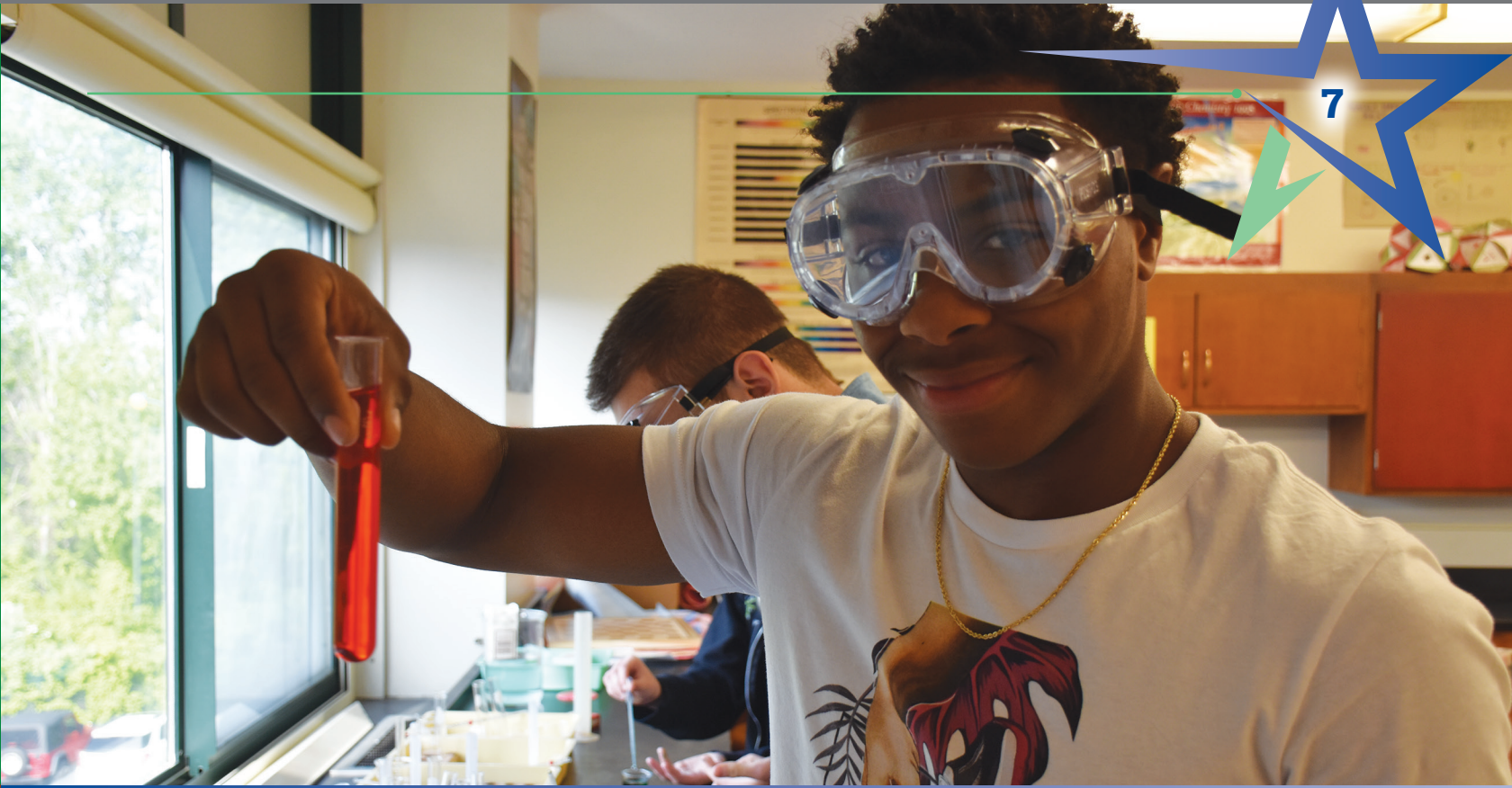
Jennifer Kondrk
John Kuryla
Diane LaChance
Chris Leahey
Tracy Liberman
Lyndsey Maloney
Michael Mirizio
Donna Marie Norton
Colleen O'Connor
Amanda Parker
Heather Pellegrino
Brad Ranieri
John Rice

Karen Seamans
Ken Sherry
Greg Stone
Jamie Sullivan
Sandra Thorne
Kristina Vernyi
Kathy Wheeler
Brittany Wylie

District VISION

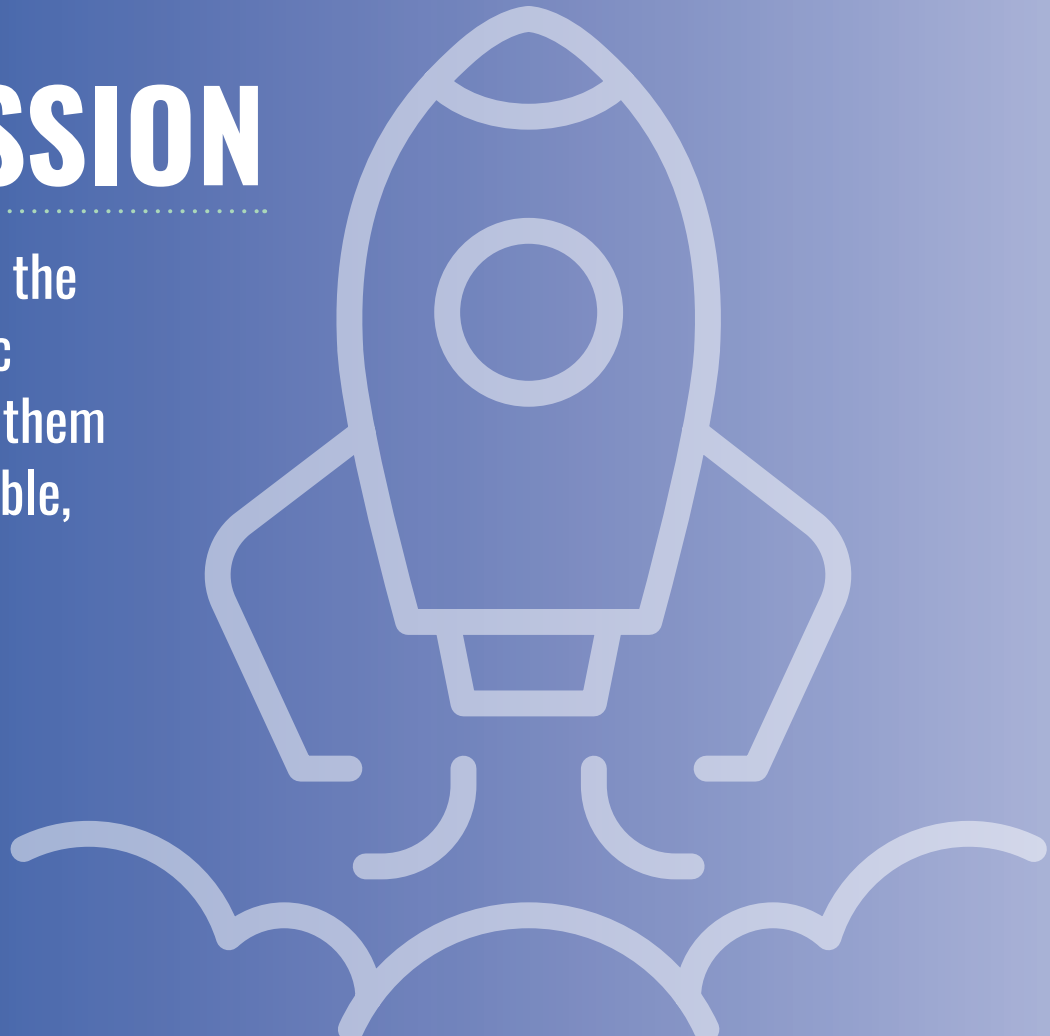
Our schools and classrooms are safe, welcoming and inclusive where all students are valued and supported. We remove learning barriers by researching and implementing practices that support students academically and emotionally on their path to graduation.





District MISSION

To educate all students to the highest levels of academic achievement and prepare them to be productive, responsible, ethical, creative and compassionate members of society.



District VALUES



We believe school is a place where...



Everyone belongs and is valued



All students have the tools and support they need to succeed



Decisions are made in the **best interest of students**



Children are **supported academically, socially, and emotionally**



Differing viewpoints are **welcomed and respected**



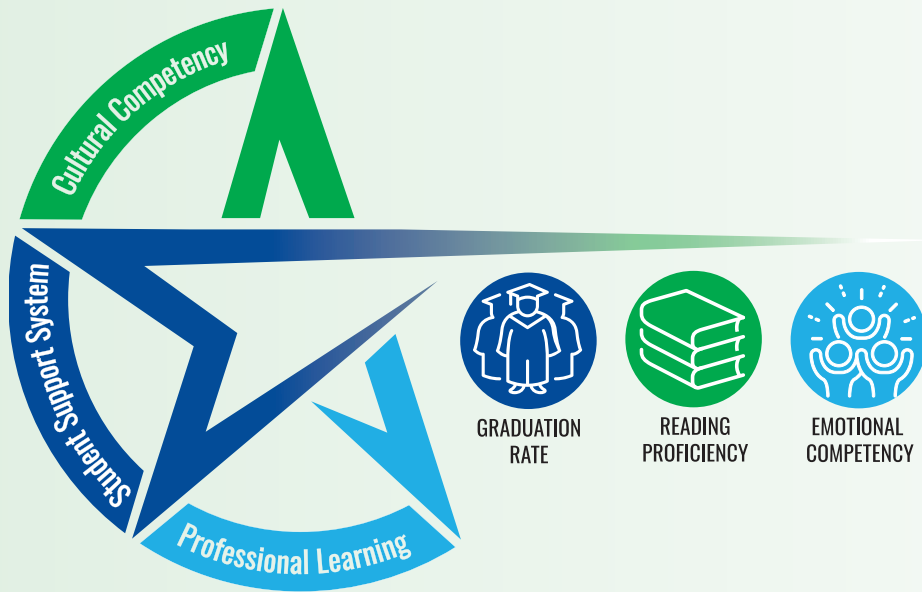
Students are **empowered to become lifelong learners**



Positive relationships are the foundation of trust, open communication, mutual respect, and support

District FOCUS

We believe that a focus on building cultural competence, implementing a student support system and providing ongoing professional learning will guide our District's efforts to meet our goals.



Cultural Competency: Our schools will be welcoming and affirming environments for all.

Cultural competence is defined as an ongoing process by which individuals and systems respond respectfully and effectively to all people in a manner that recognizes, affirms and values the worth of individuals, families and communities and protects and preserves the dignity of each.

Student Support System: Our district will implement a Multi-Tiered System of Support (MTSS) framework encompassing academic, behavioral, and social emotional support for all.

MTSS is defined as a proactive and preventative framework that integrates data and instruction to maximize student achievement. This framework supports students' social, emotional, and behavioral needs from a strengths-based perspective.

The MTSS framework has four essential components: screening, a multi-level prevention system, progress monitoring, and data-based decision-making.

Professional Learning: Our district will ensure all staff have ongoing high-quality professional development aligned to the Strategic Plan.

Professional learning empowers staff with the knowledge, skills, and tools necessary to reach our objectives in service to our students.

With the district focus areas in mind, school leadership teams will be charged with developing the strategies and measurement tools needed to reach the goals outlined in the Strategic Plan. School leadership teams will report their progress annually.



Goal 1: Graduation Rate

All students will graduate high school ready to pursue their post secondary pathway.

Rationale

According to data from the New York State Education Department, 90% of our students graduate high school each year.

Objective

The high school graduation rate will increase each year, over the next five years.



Goal 2: Reading Proficiency

All students will be proficient readers.

Rationale

The ability to read is an essential skill that impacts one's quality of life. Proficient readers will have the language skills to communicate effectively, access resources and apply knowledge. Throughout all stages of their lives, proficient readers will be able to pursue their interests and goals and be informed, active citizens.

Objective

Students will increase their reading proficiency as measured on our universal screening tools.





Goal 3: Emotional Competency

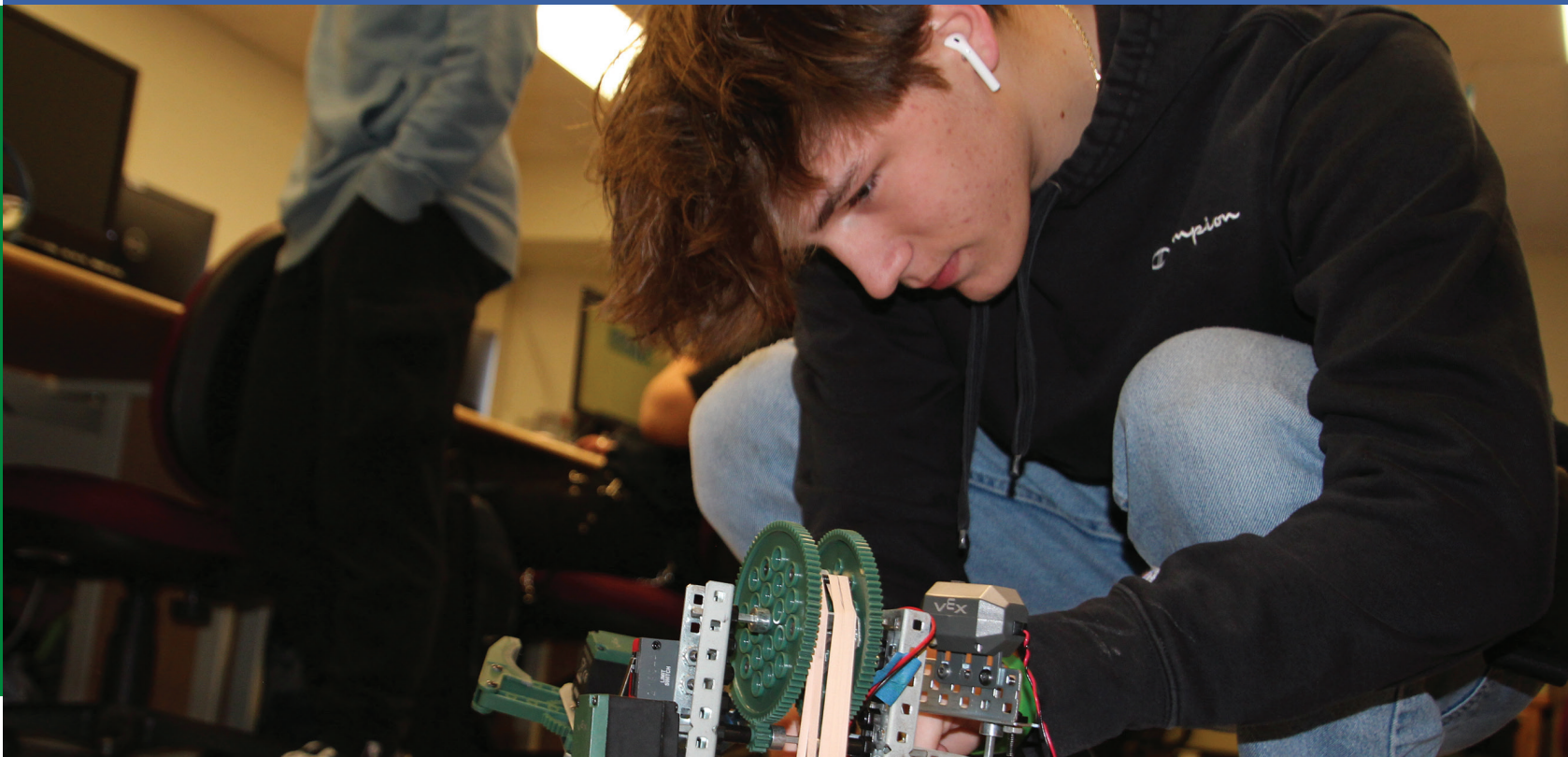
All students will acquire and effectively apply the skills necessary to lead productive and fulfilling lives.

Rationale

In order for our students to be successful in life and positively contribute to any community, we must all demonstrate the emotional competencies to be productive citizens and lead fulfilling lives.

Objective

Students will receive instruction on the five core competencies of self-awareness, self-management, social awareness, relationship skills and responsible decision-making. Students will demonstrate these core competencies across all school settings.

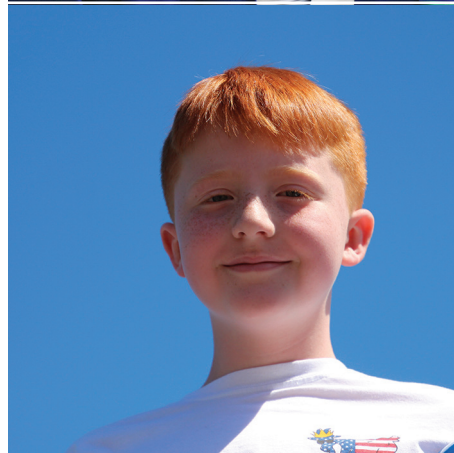




North Syracuse
Central School District

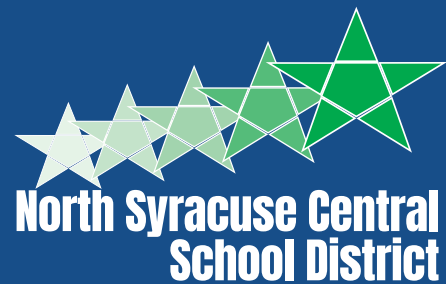
BRIGHTER TOGETHER

5 YEAR STRATEGIC PLAN 2022-2027



Board of Education

- Paul Farfaglia, *President*
- Michael A. Mirizio, *Vice President*
- Robert A. Crabtree
- Matthew Hermann
- Beth Kramer, Ed.D.
- Terri Krueger
- Xavier Moody-Wusik
- Amanda Sugrue
- Mark Thorne
- Jilian Herrera, *District Clerk*



**North Syracuse Central
School District**

5355 West Taft Road
North Syracuse, NY 13212
Phone: 315.218.2100
www.nscsd.org

Produced in cooperation with the Capital
Region BOCES Communication Service. ©2022