

NEWBURGH

ENLARGED CITY SCHOOL DISTRICT



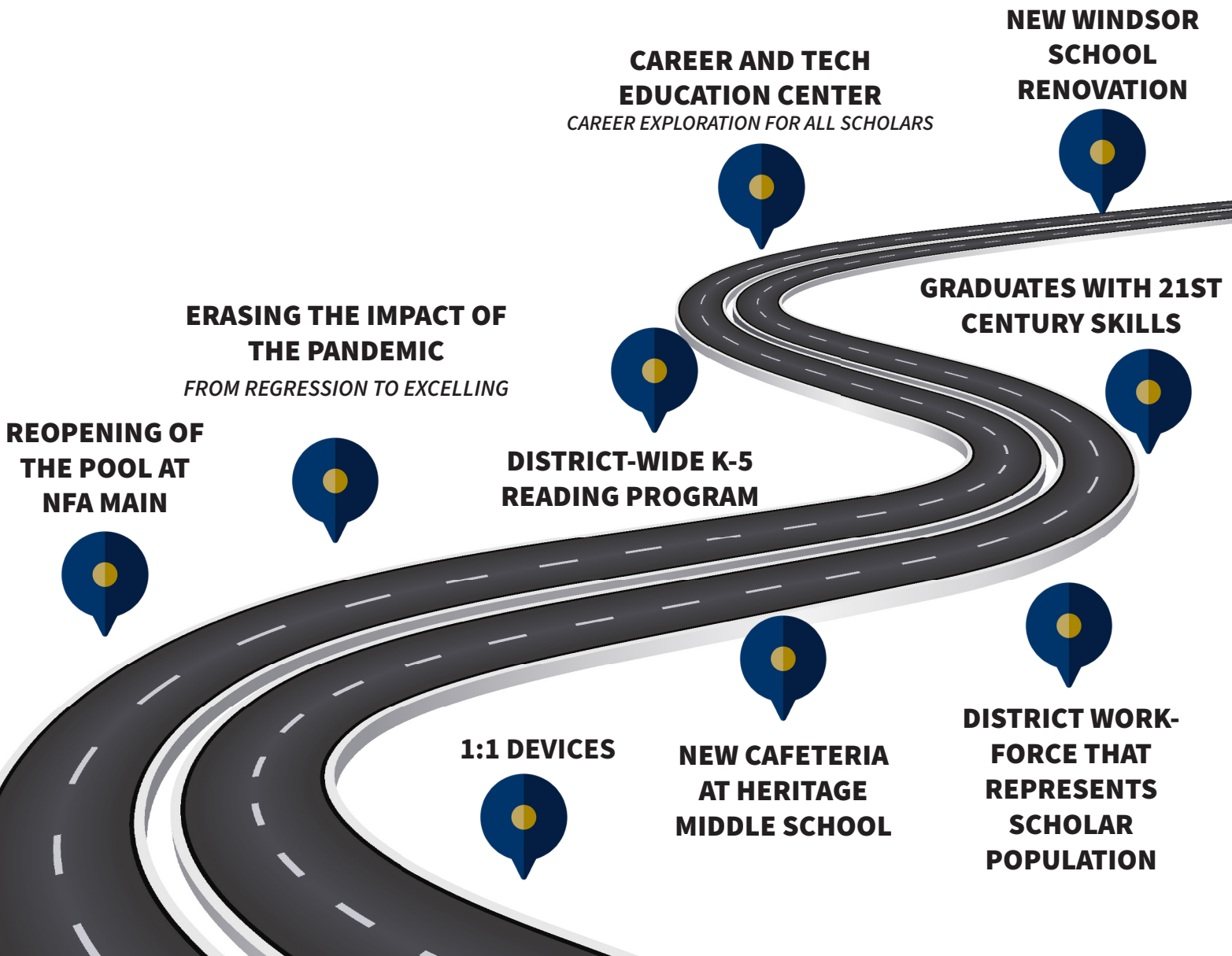
IMAGINE 2025

STRATEGIC PLAN 2020-2025

FOCUS ON THE FUTURE

UPDATED MARCH 2022

A FEW OF OUR FUTURE MILESTONES





PLAN DEVELOPMENT

OUR APPROACH



We sought to answer:

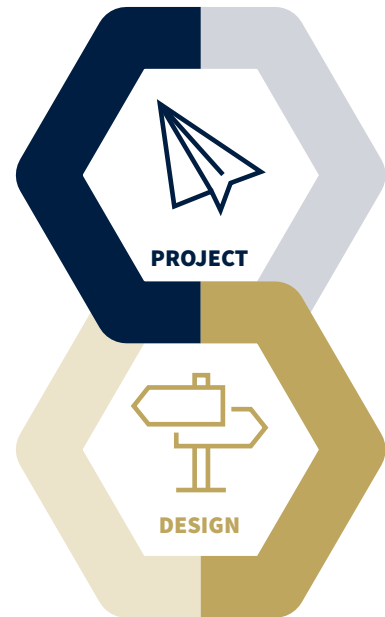
- How are things going in our district right now?
- Where do we want to be as a district in three to five years?
- How can we best focus our efforts and work together to get there?
- How can we continue to grow as a responsive organization?

THE PROJECT TEAM

This team synthesized and edited the process and plan throughout the design process. These individuals were part of the Design Team and had additional responsibilities between team meetings.

DESIGN TEAM

This leadership group played an important role in engaging stakeholders, communicating the strategic plan, giving and receiving feedback. Individuals in this group divided into teams based on topics, priorities, and interests to engage in the decision making process. This group guided and drove the strategic planning process, making the first line of decisions that were validated by the advisory team.



<p>Pre-Work & Plan September 2019 - December 2019</p> <ul style="list-style-type: none"> • Design a Portrait of a Graduate • Analyze empathy survey results • Develop process to complete Strategic Plan
<p>Design January 2020 - August 2020</p> <ul style="list-style-type: none"> • Data Analysis • Spotlights Advanced • Priorities Advanced • Prepare divisions to monitor process
<p>Launch October 2020</p> <ul style="list-style-type: none"> • Take steps to launch initiatives and build accountability systems to monitor implementation of the plan
<p>Implementation & Success Tracking October - December 2020</p> <ul style="list-style-type: none"> • Kick off in October and implement initiatives for phase 1 and communicate progress during year 1

MISSION

Inspiring students to become tomorrow's leaders beyond Academy Field.

VISION

Through the work of all, we will achieve inclusive excellence.

CORE VALUES

Nurturing

Empowering

Collaborative

Student-Centered

Diverse





IMAGINE 2025



TEACHING AND LEARNING

STRATEGIC OUTCOMES

1. Implement Culturally Responsive and Standards Aligned Curricula & Assessments
2. Utilize Data-Informed Instruction
3. Close the Opportunity Gap
4. Provide Access to College and/or Career Explorations



WELLNESS

STRATEGIC OUTCOMES

1. Provide Safe and Secure Environments
2. Ensure, Build, and Develop a Positive & Nurturing School Culture
3. Promote Mindfulness Based Interventions
4. Nurture Inclusive Practices that Honor our Diverse Community of Learners



TRANSFORMATIVE LEADERSHIP

STRATEGIC OUTCOMES

1. Cultivate a Diverse Workforce
2. Embrace Professional Leadership Standards
3. Implement Systems to Monitor and Evaluate Improvement Efforts and Initiatives
4. Standard Operating Procedures



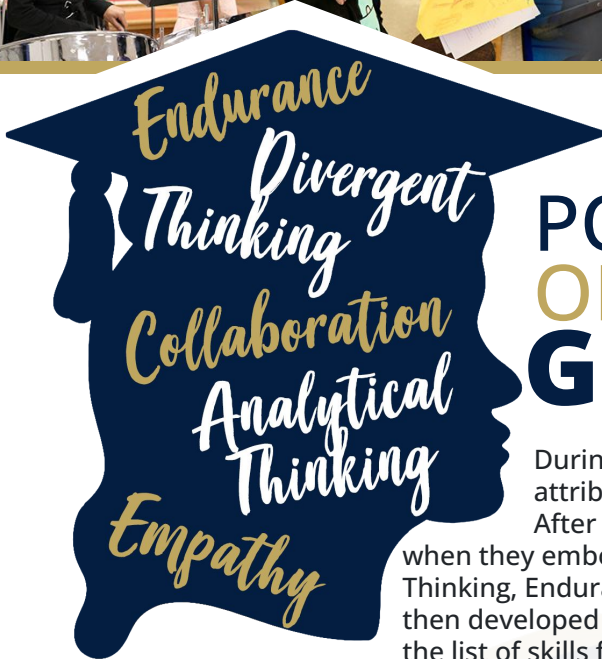
EFFICIENT OPERATIONS

STRATEGIC OUTCOMES

1. Establish Equitable Distribution of Human and Fiscal Resources
2. Empower Fiscally Savvy School Leaders
3. Monitor Return on Investments
4. Prepare Future Focused Facilities



IMAGINE
2025



PORTRAIT OF A GRADUATE

During our planning stage, we knew we wanted to look at what attributes make a student successful and build our work around those. After looking at the data our team felt that a student is most successful when they embody five key characteristics. Those are Collaboration, Divergent Thinking, Endurance, Analytical Thinking, and Empathy. From each of those, we then developed a list of skills we wanted each student to have. Scroll down to see the list of skills for each characteristic.

COLLABORATION STUDENTS WILL...

- Understand, negotiate, and balance diverse views and beliefs to reach workable solutions.
- Articulate thoughts and ideas effectively using oral, written, and nonverbal communication skills in a variety of forms and contexts.
- Listen, seek, contribute, and effectively respond to feedback to achieve collective outcomes.

DIVERGENT THINKING STUDENTS WILL...

- Take risks and know how to develop, organize, and manage new initiatives and/or ventures.
- Transcend traditional ideas, rules, patterns, and relationships to create new or meaningful ideas, methods, interpretations, or viable solutions.

ENDURANCE STUDENTS WILL...

- Respond productively to feedback, praise, setbacks, and criticism.
- Reflect on successes and failures as a means to refine the path moving forward.
- Persist to overcome adversity and obstacles to uncover alternate strategies to achieve goals.

ANALYTICAL THINKING STUDENTS WILL...

- Identify, evaluate, and prioritize solutions to difficult or complex situations.
- Understand the "bigger picture" and propose solutions that are mindful to the impact they may have on other parts of a system.
- Access, select, organize, curate, critically consume, and produce relevant information appropriately.

EMPATHY STUDENTS WILL...

- Value and embrace diverse cultures and unique perspectives through mutual respect and open dialogue.
- Imagine what others are thinking, feeling, or experiencing.
- Recognize how personal decisions and actions have an impact beyond oneself.



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2025 Implementation & Monitoring

PRIORITIES AND QUARTERLY MONITORING MEETINGS

TEACHING & LEARNING	WELLNESS	TRANSFORMATIVE LEADERSHIP	EFFICIENT OPERATIONS
Curriculum and Instruction	Exceptional Learners Operations and Maintenance	Deputy Supt. Equity and Access Human Resources	Finance Human Resources

PROCESS: The Deputy Superintendent and Superintendent will meet with Divisions to monitor implementation and determine impact.

PORTRAIT OF A GRADUATE UPDATE

		Teams	Stakeholder	Admin	Teachers	Students	Families
21-22 Grade 9	Baseline	--	--	--	--	--	--
	Mid-Year	--	--	--	--	--	--
	End of Year	--	--	--	--	--	--
22-23 Grade 10	Baseline	--	--	--	--	--	--
	Mid-Year	--	--	--	--	--	--
	End of Year	--	--	--	--	--	--
23-24 Grade 11	Baseline	--	--	--	--	--	--
	Mid-Year	--	--	--	--	--	--
	End of Year	--	--	--	--	--	--
24-25 Grade 12	Baseline	--	--	--	--	--	--
	Mid-Year	--	--	--	--	--	--
	End of Year	--	--	--	--	--	--

PROCESS: The Communications Team will be conducting focus groups and town hall meetings to track the progress students are making towards identified areas of growth and areas of concern.