

Norwood-Norfolk School Board of Education Goals
2017-2018
OVERVIEW

In accordance with our mission statement,
Board of Education decisions will be based on what is best for all students in the
Norwood-Norfolk Central School District.

Goal 1 *The Norwood-Norfolk School Board of Education will promote the continual improvement of instructional program to raise the quality of educational services and student achievement.*

- NNCS will improve student outcomes and increase engagement through high-leverage, district-wide initiatives.
- NNCS will use predictable, systemic processes for reflective instructional strategies.
- NNCS will improve student performance by investigating the enhancement of our academic program to meet our student needs.

Goal 2 *The Norwood-Norfolk School Board of Education will provide a safe, healthy, and positive learning environment.*

- NNCS will influence a positive climate, look to reduce occasions of harassment, and encourage positive social-emotional health.
- NNCS will foster a positive learning environment for students and a collaborative, cohesive environment for our faculty and staff.

Goal 3 *The Norwood-Norfolk School Board of Education will support the continued development of professionalism and evolution of the governing policies and procedures.*

- NNCS will observe all intended policies, plans, and regulations and look for efficiency in all aspects of management.
- NNCS will support professionalism among colleagues.
- NNCS will continue to expand and improve upon communication to education community stakeholders.

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Goal 1

The Norwood-Norfolk School Board of Education will promote the continual improvement of instructional program to raise the quality of educational services and student achievement.

➤ NNCS will improve student outcomes and increase engagement through high-leverage, district-wide initiatives.

Action/Strategy	Implementation Steps	Responsibility	Specific Timeline
<p>A. To increase the rigorous academic demands in curriculum, instruction, and assessment through writing.</p>	<ol style="list-style-type: none"> 1. Students will be provided opportunities for cognitively demanding writing tasks, releasing students to independence. <ol style="list-style-type: none"> a. Citing evidence with a focus on transitions, syntax, detail, and sophistication of language. b. Approach tasks where not every prompt is to cite evidence. 2. Vertical alignment of writing K-12. <ol style="list-style-type: none"> a. Samples identified at each grade level: below, at, above grade level. 3. PLC's will continue to monitor this process vertically & horizontally, share strategies, and evaluate writing samples. (Inter-rater Reliability) <ol style="list-style-type: none"> a. PLC's will update DIG 	<ol style="list-style-type: none"> 1. Administration, PLC's, Departments and Grade-Level Teams 	<ol style="list-style-type: none"> 1. Ongoing. Using the existing ½ release days, PLC time & grade level meetings.
<p>B To provide a robust, consistent academic vocabulary.</p>	<ol style="list-style-type: none"> 1. Students will be provided multiple opportunities to use the intended vocabulary in various content areas. 2. Vocabulary lists will be renewed and disseminated appropriately in all three schools. 3. How will we energize this? 	<ol style="list-style-type: none"> 1. Principals, Teachers 2. Principals, Teachers 3. Principals, Teachers 	<ol style="list-style-type: none"> 1. Lists will be disseminated & posted. 2. Principals will use faculty meetings to reinforce. 3. Ongoing

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<p>C To utilize instructional technology to engage & collaborate in a 21st century environment.</p>	<ol style="list-style-type: none"> 1. Improve access to instructional technology. <ol style="list-style-type: none"> a. Ensure Wi-Fi access across the district. b. Expand Google Suite to elementary students. <ol style="list-style-type: none"> i. Promote internet safety and take steps to mitigate potential areas of concern. c. Plan for the expansion of the Chromebook initiative; tablets for primary grades. 2. Support professional development in areas which assist with the integration of instructional technology strategies. <ol style="list-style-type: none"> a. Model Schools – in District & at BOCES b. Regional offerings c. Peer coaching & gallery showcase d. Teachers Learning Center for substitute reimbursement – teacher visitations 3. Technology Plan & Smart Schools Grant <ol style="list-style-type: none"> a. Supportive of Vision 4. Continue to foster collaboration between Technology Committee, IT Personnel, & faculty 	<ol style="list-style-type: none"> 1. Superintendent <ol style="list-style-type: none"> a. IT Coordinator b. IT Coordinator, Model Schools c. Superintendent 2. Administration, Model Schools, BOCES, TLC 3. Superintendent 4. Superintendent 	<ol style="list-style-type: none"> 1. Summer, 2017 & Fall Semester 2. Ongoing, utilizing release days 3. Summer, 2017 & fall semester 4. Ongoing
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➤ NNCS will use predictable, systemic processes for reflective instructional strategies.

Action/Strategy	Implementation Steps	Responsibility	Specific Timeline
<p>A. To reflect & plan for instruction which enables all students to grow, develop, and mature academically.</p>	<ol style="list-style-type: none"> 1. Teachers will intentionally plan for each lesson using proper pedagogical methods based on data-driven instructional (DDI) strategies. <ol style="list-style-type: none"> a. Reflective of pacing guides, APL Effective Teaching, & district initiatives. b. Administrators will develop a process for providing informal feedback on the planning process. 2. Interim Assessment calendar will reflect a best-fit between curricular & calendar guide. <ol style="list-style-type: none"> a. The district will support the DDI process. 	<ol style="list-style-type: none"> 1. Administration, Teachers 2. Superintendent, Administration 	<ol style="list-style-type: none"> 1. Bi-weekly lesson plan submissions. Admins will develop a process for effective feedback. 2. Summer, 2017
<p>B To ensure the proper academic placement of students dependent on the needs of the student.</p>	<ol style="list-style-type: none"> 1. To improve the District's Response to Intervention (RTI) process. <ol style="list-style-type: none"> a. Ensure a process based on data. b. Inclusive of multiple strategies and opportunities for learning. 2. Use existing data of Committee recommendations for services comparing IST process recommendations vs. parent referrals. <ol style="list-style-type: none"> a. Effectively communicate with teachers & parents. 	<ol style="list-style-type: none"> 1. Administration 2. CSE Admin 	<ol style="list-style-type: none"> 1. Fall semester 2. Summer, 2017 & Fall Semester
<p>C To implement and utilize a student diagnostic program</p>	<ol style="list-style-type: none"> 1. The District will implement the effective use of iReady. <ol style="list-style-type: none"> a. Training will be conducted through iReady & 	<ol style="list-style-type: none"> 1. Administration 	<ol style="list-style-type: none"> 1. September 1st & five days PD opportunities throughout the year

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<p>which provides teachers with relevant student information.</p>	<p>supported through model schools.</p> <p>b. AIS teachers provided additional exposure & training to personalize skills development.</p> <p>c. Supportive of lessons for AIS, general, and enhanced coursework.</p> <p>2. Develop a system of accountability & reflection on the implementation and usage of the program.</p>	<p>2. Principals</p>	<p>with iReady. Additional training will be offered through Model Schools.</p> <p>2. Ongoing</p>
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➤ NNCS will improve student performance by investigating the enhancement of our academic program to meet our student needs.

Action/Strategy	Implementation Steps	Responsibility	Specific Timeline
<p>A. To provide continued support of the Integrated Co-Teaching methodology</p>	<p>1. Ensure curriculum is rigorous and on grade-level for our at-risk students.</p> <p>2. Evaluate, through data, the success of the ICT model.</p> <p>3. Schedule common planning, when possible, for ICT faculty.</p>	<p>1. Administrators</p> <p>2. Administrators</p> <p>3. Principals</p>	<p>1. Fall Semester & interval checkups after that.</p> <p>2. Ongoing & Spring Semester checkups</p> <p>3. Summer, 2017</p>
<p>B Continue to implement Therapeutic Crisis Intervention (TCI) & Mindfulness strategies</p>	<p>1. Conclude the TCI training for Instructional Aides and select special education teachers.</p> <p>2. Transition our TCI trainer to begin training our faculty.</p> <p style="padding-left: 20px;">a. De-escalation classroom techniques to work with challenging behaviors.</p> <p>3. Establish a data approach to mindfulness training.</p>	<p>1. CSE Admin, Trainor</p> <p>2. Elementary Principal, CSE Admin</p> <p>3. Administration</p>	<p>1. PD & early release days.</p> <p>2. Faculty meetings & opportunities as they present themselves.</p> <p>3. Ongoing</p>

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<p>C Conduct the Poverty Simulation & implement suggestions from the HOPE Committee.</p>	<ol style="list-style-type: none"> 1. Conduct a successful Poverty Simulation. 2. Support the HOPE Committee planning and development of an approach to our growing population of students of poverty. <ol style="list-style-type: none"> a. Implement research-based classroom strategies 	<ol style="list-style-type: none"> 1. Superintendent 2. Administration, HOPE Comm. 	<ol style="list-style-type: none"> 1. September 1st 2. Ongoing
<p>D. Continue to support rigorous academic course offerings available for all students.</p>	<ol style="list-style-type: none"> 1. Investigate all opportunities for advanced coursework. <ol style="list-style-type: none"> a. College credit-bearing courses b. AP credits c. Distance learning and/or hybrid offerings 	<ol style="list-style-type: none"> 1. HS Principal 	<ol style="list-style-type: none"> 1. Ongoing as opportunities present themselves.

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Goal 2

The Norwood-Norfolk School Board of Education will provide a safe, healthy, and positive learning environment.

- NNCS will influence a positive climate, look to reduce occasions of harassment, and encourage positive social-emotional health.

Action/Strategy	Implementation Steps	Responsibility	Specific Timeline
<p>A. Continue efforts to promote bullying prevention and explore opportunities to foster dignity among all students.</p>	<ol style="list-style-type: none"> 1. Increase accuracy with parent and community awareness of the Commissioner’s regulation on bullying. 2. Enhance/reinforce existing character education programs. 3. Continue to promote effective awareness events and look for opportunities for additional celebrations. Existing celebrations include: Red Ribbon Week, Kindness Challenge, Buddy Bench. 4. Increase student awareness through assemblies and presentations. Extend the concept of Mindfulness to our students to alleviate their own stress. 	<ol style="list-style-type: none"> 1. Administration 2. Principals 3. Administration, Teachers 4. Administration 	<ol style="list-style-type: none"> 1. Fall Semester 2. Ongoing 3. Ongoing 4. Ongoing

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- NNCS will foster a positive learning environment for students and a collaborative, cohesive environment for our faculty and staff.

Action/Strategy	Implementation Steps	Responsibility	Specific Timeline
<p>A. Continue improvements to the overall climate of the district through the use of positive activities/events for both students and adults.</p>	<ol style="list-style-type: none"> 1. The district will support Green & Gold Night, Spirit Week, Themed Dress-Down days, Door Decorating, planned social events, etc. 2. Look for opportunities to celebrate success of students, faculty, & staff. 3. Event shirts & shirts with logos will be offered to the entire school community. 	<ol style="list-style-type: none"> 1. Administration, Teachers 2. Administration 3. Administration, Teachers 	<ol style="list-style-type: none"> 1. Ongoing 2. Ongoing 3. Ongoing
<p>B. Expand upon activities for the overall health of the district.</p>	<ol style="list-style-type: none"> 1. Explore the feasibility of offering community service/volunteer credit for student-led initiatives. <ol style="list-style-type: none"> a. ADP, Key Club, Honor Society, Guidance Counselor 2. Create a systemic approach for faculty & staff to develop their own initiatives for the betterment of the district 3. Utilize the expertise of our teacher aides to make systemic improvements to our district. <ol style="list-style-type: none"> a. Mentoring program for new aides. b. Support the development of a written standard for expectations &/or ethics 	<ol style="list-style-type: none"> 1. HS Principal, Guidance Counselor, Teachers 2. Administration 3. Administration, Aides 	<ol style="list-style-type: none"> 1. Summer, 2017 & Fall Semester 2. Fall Semester 3. Fall Semester

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<p>C. Embrace the rich history of athletics at NNCS.</p>	<ol style="list-style-type: none"> 1. Renew the Hall of Fame <ol style="list-style-type: none"> a. Committee approach b. Celebrate our former standouts according to our set criteria. 2. Records banners <ol style="list-style-type: none"> a. Remake the sports banners inclusive of all sports and accomplishments. b. Display banners in the Varsity gymnasium. 	<ol style="list-style-type: none"> 1. Athletic Director 2. Athletic Director 	<ol style="list-style-type: none"> 1. Fall Semester 2. Before Winter Season begins
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Goal 3

The Norwood-Norfolk School Board of Education will support the continued development of professionalism and evolution of the governing policies and procedures.

- NNCS will observe all intended policies, plans, and regulations and look for efficiency in all aspects of management.

Action/Strategy	Implementation Steps	Responsibility	Specific Timeline
A. The Board Policies will continue to be updated.	<ol style="list-style-type: none"> 1. This being the second year of a five year plan, administration will review five sections of the Policy Manual for NNCS. <ol style="list-style-type: none"> a. Section 2000 – Internal Operations b. Section 3000 – Community Relations c. Section 4000 – Administration 2. Beyond the recommended policy revisions, specific policies & plans will be reviewed. <ol style="list-style-type: none"> a. Attendance Policy b. Charging Policy c. Allergy Policy d. Safety & Emergency Plans 	<ol style="list-style-type: none"> 1. Superintendent 2. Administration, Cafeteria Manager 	<ol style="list-style-type: none"> 1. Ongoing 2. Setup in Fall Semester
B. The growing expense of software will be reviewed for efficiencies.	<ol style="list-style-type: none"> 1. Establish a list of all programs purchased by district, coordinating agent, and source of funding. 2. Explore software alternatives to high-cost programs, ie. iObservation. 	<ol style="list-style-type: none"> 1. IT Coordinator 2. IT Coordinator, Administration 	<ol style="list-style-type: none"> 1. Summer, 2017 2. Ongoing

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➤ NNCS will support professionalism among colleagues.

Action/Strategy	Implementation Steps	Responsibility	Specific Timeline
A. Enhance professional dialogue and discussion.	<ol style="list-style-type: none"> 1. Share professional articles and encourage discussion among teachers. 2. Develop a strategy for teachers to conduct correlating action research. (“tried this strategy and saw an increase in....”) <ol style="list-style-type: none"> a. PLC Challenges b. Book Read c. Author Visit 3. Enable leadership to grow within teacher-ranks through collaborative opportunities. 	<ol style="list-style-type: none"> 1. Administration 2. Administration, PLC’s, Departments, Grade-level Teams 3. Administration 	<ol style="list-style-type: none"> 1. Ongoing as opportunities develop 2. Fall semester challenge. 3. Ongoing

➤ NNCS will continue to expand and improve upon communication to education community stakeholders.

Action/Strategy	Implementation Steps	Responsibility	Specific Timeline
A. Continue to improve the lines of communication between all constituency groups.	<ol style="list-style-type: none"> 1. Continue to make improvements to the Board of Education Updates. 2. Parent/Student Portal on School Tool <ol style="list-style-type: none"> a. Encourage parent participation. 3. Teachers will call/contact home early in the year as a greeting. 4. Expand the use of Remind 101. 5. Continue the use of the Good News postcards 6. Transition to a new website that is ADA compliant and useful to the community. 	<ol style="list-style-type: none"> 1. Superintendent 2. Administration 3. Teachers 4. Administration 5. Principals, Teachers 6. Webmistress 	<ol style="list-style-type: none"> 1. Ongoing 2. September 3. September 4. Fall Semester 5. Ongoing 6. Fall Semester

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