



**Canisteo-Greenwood School District
Strategic Plan
2021-2026**

Vision of the Canisteo-Greenwood School District

Cultivating Greatness, Committed to Success

Mission of the Canisteo-Greenwood District

*The Canisteo-Greenwood Central School Community is committed to providing a **safe** and **inclusive** environment that promotes belonging. Our mission is to build **resilience** and **adaptive skills**, so students are confident in navigating their future. We are empowered to work **collaboratively** and **creatively**, while encouraging **accountability**.*

Canisteo-Greenwood Core Values

Learning	Skill Mastery
Technological Advancement	Resourcefulness
Innovation	Teamwork
Results and Accountability	Community
Enrichment	Tolerance of Differences

The Canisteo-Greenwood Strategic Plan is focused on 5 key focus areas and goals for each:

- **Academic Excellence:** To improve student performance.
- **Community Relations and Engagement:** To develop and nurture relationships with the community through effective communication and enhanced engagement.
- **Curriculum and Instruction:** To align curriculum and instructional practice to meet the needs of all students.

- **Professional Canisteo-Greenwood Standards:** To enhance and support the Canisteo-Greenwood community by strengthening internal communications and leadership.
- **Student Life:** To provide opportunities to ensure that all students are actively engaged in the learning environment.

Each focus area has several initiatives and actionable outcomes. These are divided among the five years of the Strategic Plan.

Academic Excellence

Goal: To improve student performance.

Initiative Area and Goal: Students Subgroup Performance: Develop support systems to ensure all students have the necessary tools for student success.

Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Develop and provide professional development focused on special education programming including, but not limited to, understanding of student delivery continuum of services and inclusion	Directors	Year 1		
Evaluate the effectiveness of RtI and MTSS district wide	Directors	Year 1		
Understand and address the impact of poverty on learning.	Directors	Year 2		
Analyze data based on new protocols and procedures	Directors	Year 2		
Investigate and implement best practices regarding classroom placement and configurations	Director	Year 3		
Create and implement a plan to minimize barriers to allow for an increase in mastery level performance for grades 3 – 9 and Regents Exam for Students with Disabilities	Principals	Year 5		

Academic Excellence

Goal: To improve student performance.

Initiative Area and Goal: Overall student performance: Develop systems to improve student performance on benchmark and state assessments.

Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Create a plan to track and share graduation types and rates with all stakeholders	Principal	Year 2		
Analyze and compare Canisteo-Greenwood graduation types/rates to comparable and benchmark districts	Principal	Year 3		
Create and implement a plan to minimize barriers to allow for an increase in Regents Diplomas and Advanced Regents Diplomas	Principal	Year 4		

Community Relations and Engagement

Goal: To develop and nurture relationships with the community through effective communication and enhanced engagement.

Initiative Area and Goal: Communication: To improve external communications with Canisteo-Greenwood stakeholders.

Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Annually assess current communication platform	Superintendent	Year 1		
Investigate teacher communication platforms	Principals	Year 1		
Assess current teacher modes and frequency of communication	Principals	Year 1		
Annually assess principal communication modes and frequency	Superintendent	Year 1		
Create celebration norms	Principals Superintendent	Year 2		
Schedule purposeful communication and feedback with community	Superintendent	Year 2		
Present critical information to Board of Education	Superintendent	Year 2		
Continue to evaluate communication platforms	Superintendent	Years 3 – 5		

Community Relations and Engagement

Goal: To develop and nurture relationships with the community through effective communication and enhanced engagement.

Initiative Area and Goal: **Engagement:** To improve community engagement of Canisteo-Greenwood stakeholders.

Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Assess how we engage our community	Superintendent	Year 2		
Investigate other districts' best practices engagement opportunities	Superintendent	Year 2		
Create a common format of parent engagement for both buildings	Superintendent	Year 2		
Leverage relationships with PTO and Booster Clubs	Superintendent	Year 2		
Select and develop engagement methods	Superintendent	Year 3		
Schedule curriculum nights using a variety of means	Administrative team	Years 2 – 3		
Identify sources of pride for students, staff, alumni and facilities	All	Year 2 – 3		
Create partnerships with local agencies	Administrative team	Year 3		
Develop a branding effort	Superintendent	Year 4		

Curriculum and Instruction

Goal: To align curriculum and instructional practices to meet the needs of all students.

Initiative Area and objective: Curriculum Development: To ensure that all students have access to appropriate and rigorous curriculum.

Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Define standards, curriculum and attributes of a rigorous curriculum	Director of Curriculum, Instruction and Technology	Year 1		
Ensure all curricular conversations are focused on PLC Essential Question 1	Director of Curriculum, Instruction and Technology	Year 2		
Establish guidelines for co-planning among all teams	Director of Curriculum, Instruction and Technology	Year 2		
Create expectations for curriculum development and vertical alignment for all teachers	Director of Curriculum, Instruction and Technology	Year 2		

Task	Facilitator	Initiation Date	Date of Progress to Superintendent	Due Date of Accomplishment
Develop and implement common planning materials	Director of Curriculum, Instruction and Technology	Year 3		
Develop common assessments, horizontally and vertically, that are directly linked to standards	Director of Curriculum, Instruction and Technology	Year 3		
Develop common instructional strategies	Director of Curriculum, Instruction and Technology	Year 4		
Define expectations for the integration of 21 st Century Skills	Director of Curriculum, Instruction and Technology	Year 4		
Develop opportunities for all teachers to see and understand the instructional practices of colleagues	Director of Curriculum, Instruction and Technology	Year 4		

Curriculum and Instruction

Goal: To align curriculum and instructional practices to meet the needs of all students.

Initiative Area and Goal: Data-driven Instruction: To collaboratively use data to ensure instruction leads to student learning.

Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Define summative and formative assessments	Director of Curriculum, Instruction and Technology	Year 2		
Provide a framework for team-based data discussions and create a schedule for such discussions	Director of Curriculum, Instruction and Technology	Year 2		
Establish expectation that all teachers follow defined process to use data to inform instruction	Director of Curriculum, Instruction and Technology	Year 2		
Develop and implement instructional data protocols including system of sharing data, determining data points for services and creating multiple data points for analysis	Director of Curriculum, Instruction and Technology	Year 3		

Curriculum and Instruction

Goal: To align curriculum and instructional practices to meet the needs of all students.

Initiative Area and objective: PLC Oversight: To create a shared understanding of the four essential questions of a PLC.

Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Develop essential outcomes for student learning at each grade level and curricular area	Director of Curriculum, Instruction and Technology	Year 1		
Develop norms and protocols for team meetings, including dedicated team meetings and team leader meetings	Principals	Year 3		
Define and implement Tier 2 processes around PLC essential questions	Director of Pupil Personnel	Year 3		
Define and clarify enrichment for students	Director of Curriculum, Instruction and Technology	Year 3		
Provide opportunities for all teachers to share successes of their PLC work	Principals	Year 3		

Create and embed collaborative culture around All Students	Director of Curriculum, Instruction and Technology	Year 4		
Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Ensure all teams have full understanding of the products expected from their PLC work	Principals	Year 4		

Curriculum and Instruction

Goal: To align curriculum and instructional practices to meet the needs of all students.

Initiative Area and objective: Professional Learning: To provide professional development to assist all staff in meeting the needs of all students.

Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Provide professional development for all staff regarding data protocols	Director of Curriculum, Instruction and Technology	Year 1		
Develop understanding of professional development plan that identifies goals, purpose, expectations and alignment with vision and mission	Director of Curriculum, Instruction and Technology	Year 1		
Include teacher input and evaluation when creating professional development plan	Director of Curriculum, Instruction and Technology	Year 3		
Network with other districts and people beyond Canisteo-Greenwood to find best practice in professional learning opportunities	Director of Curriculum, Instruction and Technology	Year 4		
Empower leadership within staff to present and lead profession learning opportunities	Principals	Year 4		

Professional Canisteo-Greenwood Standards

Goal: To enhance and support the Canisteo-Greenwood community by strengthening internal communications and leadership.

Initiative Area and Goal: Internal Communication: To strengthen internal communication at Canisteo-Greenwood Central School District.

Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Create multi-systems to share information with all employees which reflects transparency and follows chain of command	Superintendent	Year 1	July 2022	
Communicate important information as needed based on each situation at hand	Superintendent	Years 1 - 5	Ongoing	
Evaluate the effectiveness of communication with internal stakeholders (faculty, staff and students) and make necessary adjustments	Superintendent	Years 2 – 5	Annually in July	
Survey faculty and staff on effectiveness of internal communication	Superintendent	Years 2 – 5	Annually in July	

Professional Canisteo-Greenwood Standards

Goal: To enhance and support the Canisteo-Greenwood community by strengthening internal communications and leadership.

Initiative Area and Goal: Leadership Responsibilities: To enhance the Canisteo-Greenwood community by fostering relationships between and among the administrative team and internal stakeholders.

Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Administrators will.....				
Meet regularly with administrative coach for team building, consistency and individual progress	Leadership team	Ongoing		
Meet weekly to communicate important areas of responsibility	Leadership team	Ongoing		
Establish agreed upon norms for all administrative meetings	Leadership team	Year 1	December 2021	
Identify areas of need within the administrative team and provide support necessary to help each other fulfill responsibilities	Leadership team	Year 2	July 2023	
Analyze roles and responsibilities of all administrators and clearly communicate duties	Leadership Team	Year 3	July 2024	

Student Life:

Goal: To provide opportunities to ensure that all students are actively engaged in the learning environment.

Initiative Area and Goal: Student opportunities: Provide students with enriching opportunities that extend beyond the academic day/year.

Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Identify enrichment and career development opportunities	Building principals	Year 2		
Explore after-school enrichment opportunities to increase student achievement at all levels	Building principals	Year 2		
Explore and access opportunities available for career development at the elementary level	Building principal	Year 3		
Explore and access opportunities available for career development at the high school level	Building principal	Year 3		
Create procedures and expand offerings of peer mentoring at the elementary level	Building principal	Year 4		
Create procedures and expand offerings of peer mentoring at the high school level	Building principal	Year 4		

Student Life

Goal: To provide opportunities to ensure that all students are actively engaged in the learning environment.

Initiative Area and Goal: Student Discipline and Safety: Provide students with a safe learning environment in which discipline is administered consistently and ethically.

Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Evaluate and administer district-wide training on safety (bus drivers, monitors, administration) and student DASA training	Superintendent	Year 1		
Continue implementation of <i>Leader in Me</i> at the elementary level with fidelity	Building principals	Year 2		
Evaluate current discipline practices and code of conduct alignment and consistency	Building principals	Year 2		
Explore options to educate community and students on what constitutes bullying	Principals	Year 2		
Explore Restorative Practices at the high school level	Building principal	Year 3		

Student Life

Goal: To provide opportunities to ensure that all students are actively engaged in the learning environment.

Initiative Area and Goal: Student Voice: To provide opportunities to ensure that all students are actively engaged in the learning environment.

Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Evaluate and adjust current practices addressing social acceptance and diversity	Principals	Year 1		
Explore and assess opportunities available for extra-curricular activities for elementary students	Principals	Year 2		
Explore and assess opportunities available for extra-curricular activities for high school students	Principal	Year 2		
Develop plan to include student feedback and input into course offerings at the high school	Principal	Year 4		
Develop and implement procedures to annually evaluate extra-curricular offerings at the high school	Principal	Year 4		

Student Life

Goal: To provide opportunities to ensure that all students are actively engaged in the learning environment.

Initiative Area and Goal: Post-secondary transition: Ensure that all Canisteo-Greenwood students make a successful transition to life after high school.

Task	Facilitator	Initiation Date	Date of Progress Report to Superintendent	Due Date of Accomplishment
Evaluate and adjust current college credit courses at the high school level	Principal	Year 1		
Evaluate the level of rigor at the high school level	Principal	Year 1		
Explore opportunities to partner with local businesses to help build skills needed in the work force	Principal	Year 4		
Explore additional college partnerships to offer more opportunities to prepare students before graduation	Principal	Year 4		
Explore ways to follow-up with recent graduates to determine college/career readiness	Principal	Year 4		