Deer Park Union Free School District

Short and Long Term Goals

2015 and Beyond

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Mission & Vision

The mission of the Deer Park School District is to provide each and every student exemplary programs of study within a safe, healthy, and nurturing environment. It is our vision that our students will achieve academic excellence, mastering those concepts, skills, and processes that will enable them to become thoughtful, productive citizens in our society. Our students will be career/college ready

D – Distinction    P – Pride    S – Scholarship

Major goals for this year:

a. Continue to manage our budget within the 2% cap.

b. Support teachers and administrators in the transitional period to the new APPR process

c. Maintain and increase our standing in academic performance in core subject, graduation rates and post-secondary education rates in the Town of Babylon for all levels of students

d. Foster the passing of the Capital Bond project and forge forward with all plans contained within the project

e. Seek completion of the Building Utilization Plan – Sale of Washington, Rental of Lincoln and Reutilizing Memorial as a support services building.

f. Initiate minor administrative restricting to account for better succession planning

g. Maintain and improve upon communication with the community, staff and State.

h. Collaborate with the NYS Comptroller’s office to produce an audit acceptable to the community.
**District Goals**

**School District Goals** – Policy #0200

**BOE Goal** – to improve student achievement through governance of policies that:
Enable students to meet rigorous NYS Standards, create optimal conditions that support the teaching-learning process, establish accountability criteria (academic and financial), and harvest resources and public support to achieve the vision and mission of the district.
Includes **Board Operational Goals** – Policy #2000

**ACTIONS**

- Document and follow-up on all open items that we and others bring to the table, until closure
- Provide consistent committee meeting monthly updates in open meeting setting so public is informed – put on agenda as an item
- Consider renaming BOE Committee Meetings
- Board of Education Training: NYSSBA courses, NYSSBA conference, Board/Admin. Training in other specialized areas as needed provided by our school attorneys.
Academic Goal – continue to develop curriculum, programs and instructional practices that promote increased student achievement and continued student success.

Short Term –
- Continue to increase passing rates on all NYS assessments and other indicators of success
- Monitor the implementation of:
  - New APPR
  - DASA
- Pre-K – 12 curriculum accessible on-line via SED link
- Increase support for reading, reading comprehension and writing.

Long Term –
- Continue to increase the number of AP courses and the number of special education students enrolled in advanced courses including AP
- Continue to work on Pathways that prepare students for employment on Long Island. – School-to-work programs
- Continue to move towards electronic texts and workbooks

Actions
- Informal walk-throughs, cyclic plans for tenured teachers
- Annual review and evaluation of educational programs to determine efficacy. – use Benchmarking and student progress monitoring to compare to current and past programs
- Expand and accelerate the curriculum alignment and articulation process in Grades Pre-K – 12 in order to continue gains in academic achievement at all levels. – Scope and Sequence on-line via SED link
- Involvement in local, regional and national academic programs such as Intel Science competitions, Westinghouse Grants, Math League, It’s Academic, DECCA, and various other programs that foster the development of the gifted and talented.
- Bullying, Diversity and Drug Awareness assemblies and programs annually. Training for staff on disabilities awareness and safety.
- Evaluations - Self-Reflection Activities
- Data Analysis & Reporting increase reporting to BOE—Continue tracking students in jeopardy of not graduating.
- Increased staff development for effective use of assessments, programs and instructional practices.

Administrative Goals – Insure the health and safety of all students and staff.

Actions
- Emergency preparedness drills – conducted by schedule throughout the year
- Health crisis protocols – manual updates with school safety officer and committee
- Continue to next level of Safety Training
Continue to expand Security system – additional cameras, door locks (Ajar System)
Continue to monitor drills to create low impact on special needs students in order to effectively exit buildings in a timely manner.

**Personnel Goal** – continue to recruit and retain highly trained and qualified staff.
Maintain safe and adequate staffing in classrooms

**Short Term** –
- Maintain current numbers of qualified staff
- Cross train administrative and clerical staff
- Encourage administrative staff to deliver professional development
- Hire teaching staff with multiple certifications.

**Long Term** –
- Increase the number of trained staff to coincide with program implementation
- Electronically archive personnel records

**ACTIONS**

- **Recruitment**
  - Increase alliance with Higher Ed - Student Teachers
  - Hiring Process—intensify acquiring more highly qualified teachers & non-instructional staff—rubrics developed for interview process

- **Quality Assurance**
  - Background Checks—Google Search included
  - Highly-qualified—Certification—verification online

- **Retention**
  - Training—Staff Development through needs assessment in conjunction with the PDP committee. In-Service— for all staff
  - Encourage Team Teaching and Common Planning, Teacher studios
  - Supportive Supervision—for tenured and untenured – walk-throughs
  - PRIME—first year teachers
  - PRIME²—second year teachers
  - PRIME³—third year teachers
  - Professional Periods—targeted staff development built into the day

- Collective Bargaining Agreements – work together with the board of education and units to maintain and enforce current contracts and develop educationally and financially sound new contracts.
**Athletics, Co-Curricular, Extracurricular Goal** – continue to foster activities and programs for students beyond the school day that not only support academic programs but build collegiality, physical and emotional fitness, sportsmanship and overall well-being.

**ACTIONS**
- Swim and other athletics for special needs children
- Bolster the middle school athletics program to be more of a feeder program for the HS
- Oversee the installation of a turf field at the HS and new asphalt track at RF

**Finance and Operations Goal** – continue to maintain the financial and structural health of the district without compromising our mission or beliefs.

**Short Term** –
- Continue to identify capital projects necessary to upgrade and maintain school facilities.
- Oversee all bond projects
- Evaluate efficiency of contractual services
- Strive to achieve 95% of classrooms equipped for 21st century learning
- Building Utilization – see to completion sale of Washington
- Employ systems to better regulate heating to various sections of the building.

**Long Term** –
- Oversee all bond projects
- Seek new avenues to increase revenues by working collaboratively with local and state officials and related organizations such as the New York State School Boards’ Association.
- Achieve 100% of classrooms equipped for 21st century learning
- Expand the energy efficiency program by seeking and adding recycling and conservation projects – seek solar alternatives upon completion of new roofs
- Eliminate 100% of non-residents from attending our schools
- Electronically archive ALL information and data

**ACTIONS**
- Monitor worker’s compensation claims
- See to completion sale of Washington, rental of AL and continued improvements to Memorial
- Five year financial plan for the district – Continue to work backwards with targeted rates to establish budget incorporating impact of state and federal funding
- Audit departments, codes, vendors and invoices periodically
- Monitor overtime through reporting
**Climate and Communication Goal** – continue to promote an environment that fosters respect, ethical behavior, responsible citizenship and communication that is responsive, clear and timely.

**Short Term** –
- Foster participation by community members, faculty and staff on committees, at BOE meeting and at various events.
- Strengthen communication between all BOE members
- Increase Community Involvement – connect with nursing homes, assisted living residences and senior centers.

**Long Term** –
- Eliminate paper communication – use e-messages through our student information system
- Electronically send progress reports, report cards and all schedules
- Post district calendar electronically
- Investigate electronic signage in district

**ACTIONS**
- Ensure current updates are posted out on website
- Increased number of newsletters through Syntax
- Continue to initiate electronic messages and reporting of information