

2018-2020 DISTRICT GOALS AND IMPLEMENTATION STEPS

ADOPTED 6/12/18

The goals and actions/strategies utilized to obtain the desired outcomes are documented to provide focus and guidance to all stakeholders within the Beekmantown Central School District. The expectation of the Beekmantown CSD Board of Education is that goals may be completed during the 2018-2020 school years while other goals may be ongoing. The Board's expectation for long term goals are that adequate progress toward attainment of the goals is evident through observation, work products, data, or other means.

Goal 1: Administrators working with the instructional staff will increase the effectiveness of core instruction of our adopted curriculum through increased use of evidence (research) based effective strategies including but not limited to differentiation of instruction, grouping practices and improved Tier I and II and III interventions for underperforming students with the primary purpose of improving student outcomes, lowering SWD identification rates and ensuring students are placed in the least restrictive environment.

Action/Strategies	Implementation Steps	Responsibility Supervised	Cost	Specific Timeline	Success Indicators/Results
Continue to refine and adjust the Rtl process so data based decision making at the instructional level is embedded into our professional practice.	<ol style="list-style-type: none"> 1. Identify areas needing to be addressed like the proper check and balance to the Rtl process so students transition to different interventions or are assured placement in the proper intervention. 2. Determine and remedy as needed if the correct number of interventions are offered for efficacy. 3. Building professionals will understand how behavior and academic performance are addressed in the Rtl plan and what Tier I , II and II interventions are most appropriate. 4. Each building will maintain a data team 	Building Principals Dir of Special Services and Pupil Personnel	\$7,500	Summer of 2018 - Jan of 2019	A lower percentage of students will be identified needing IEP's and Tier III interventions.

	<p>5. Rtl/AIS programs are evaluated and adjusted based on a cost benefit analysis</p> <p>6. Administrative team makes data based recommendations based on scheduling and staffing needs.</p> <p>7. Students will not be pulled out of the class for core instruction.</p>				
Incorporate behavior and social emotional well being into District Rtl Plan.	<p>1. Rtl Committee to review multi-tiered systems of support for behavior and social emotional well-being, Tier I, Tier II, and Tier III.</p> <p>2. Determine universal screening tool to determine students at risk.</p> <p>3. Determine and provide staff training on issues related to behavior and social emotional needs including trauma, mental health issues, and executive functioning skills.</p> <p>4. Provide staff training on Tier I supports in the classroom and implementing Tier II and III interventions, and data collection.</p>	<p>Administration Team</p> <p>Rtl Committee/ sub-committee volunteers</p>	<p>\$0</p> <p>TBD</p>	<p>Summer 2018</p> <p>Training - Superintendent's Day and throughout school year.</p>	<p>1. Rtl Plan includes behavior and social-emotional component.</p> <p>2. Decrease in referrals/time out of class.</p>
BCSD will ensure that students are placed in the least restrictive environment and will decrease our SWD identification rates	<p>1. Increase early intervention by providing special education preschool services to our students.</p> <p>2. Increase integrated co-teaching services option at younger grade levels.</p> <p>3. Ongoing evaluation and adjustment of the District Rtl plan to ensure students are</p>	<p>Superintendent</p> <p>Directors</p> <p>Building Principals</p> <p>Rtl Committees</p>	<p>Cost for preschool staff reimbursed by County</p> <p>Maintain special education teacher staffing to allow for</p>	<p>September 2018</p> <p>Ongoing - Rtl Committee will meet mid-year and end of year to review.</p>	<p>1. Meet NYS target for students served in the general education setting 80% or more of the day (>58.8%).</p> <p>2. Meet NYS target for students served in general education setting for 40% or less (Target <20.5%).</p>

	receiving appropriate instruction and interventions prior to referral to CSE for evaluation.		integrated co-teaching. \$0		3. Decrease in SWD classification rate.
Elementary Schools and the Middle School will create pedagogically proven reading and math instruction schedules with high expectations delivered to staff to improve student outcomes.	<ol style="list-style-type: none"> 1. Administrators will regularly attend grade level and content area meetings to ensure implementation of grade level materials. 2. Schedules and clear curricular expectations are delivered on the first day of school and throughout the years (PD days, faculty meetings and general correspondences) to ensure a well rounded reading program is being delivered to our students. 3. Teachers will understand the Big 5 reading components to a balanced literacy program and how and when each component should be used within their grade level 4. K-1 and some grade 2 teachers will use Foundations 5. Differentiation will be expected in all classrooms and common in classrooms through grouping and teacher expectations. 	<p>Superintendent</p> <p>Principals</p> <p>Asst. Principals</p>	\$4,000	Ongoing and Immediate	The actions, strategies and implementation steps will result in improved results on STAR (or like assessment), leveled reader results, NYS 3-8 assessments, and Regent exams.
Each Principal will engage teachers, students and parents in meaningful discussions to identify what appropriate feedback to students and parents looks like including homework, what are effective and proven grading systems, practices or policies.	<ol style="list-style-type: none"> 1. Create an awareness among teaching staff of grading research and practices used to provide students and parents with relevant feedback about student progress. <ul style="list-style-type: none"> - Faculty meeting and grade level/team meeting review of current articles - Faculty meeting and grade level/team meeting 	<p>Principals</p> <p>BoE adopted policy changes or adoptions</p>	\$4,000	2018 - Dec of 2019	Teachers will gain a greater awareness of perspectives on these sensitive yet important educational issues.

	<p>discussion on best practices</p> <p>2. Review current research on the use of homework as an instructional tool through shared articles and research</p> <p>3. Review current grading practices and compare to research. Discussion with grade levels and teams to determine if changes need to be made to current practices. If necessary, make recommendations to BOE regarding any changes needed to the Grading Policy.</p> <p>4. Provide PD on the use of effective feedback and concrete goal setting to foster ownership of learning among students at all grade-levels.</p>				
<p>The District will provide world class educational opportunities to staff members to hone each teachers' professional practice</p>	<p>1. The District will contract with HMH (Houghton Mifflin Harcourt), Eureka Developers, Math Nation, EdTech Team, North Syracuse and in-house local experts to provide state of the art PD to our staff</p> <p>2. The District will continue sending teams to national conferences to identify and capture best practices and worthwhile initiatives and or better solutions.</p>	<p>Principals Business Office</p>	<p>PD as budgeted in the annual budget, funded through grants and provided for through the CBAs</p>	<p>July 1, 2018 - June 30, 2020</p>	<p>Participants are surveyed and communicated with to understand perspectives on the effectiveness of each training.</p>

Goal 2: Support and enhance BCSD educators, students and families for the purpose of providing exceptional resources for teaching and learning in our 21st Century learning environment.

Action/Strategies	Implementation Steps	Responsibility Supervised	Cost	Specific Timeline	Success Indicators/Results
<p>During July and or August new and current teachers will be provided with ongoing training in Google Apps for Education (GAPE) and other applications to support and enhance the journey of effective teaching and learning to prepare students with 21st Century skills.</p>	<ol style="list-style-type: none"> 1. Establish dates for training by Sept 1. 2. Identify highly skilled trainers to provide direct instruction 3. Register teachers for trainings days 4. Orientation will include appropriate PD on G Suite and other E-Tools. 5. New teachers will be provided with time to visit schools or classrooms dedicated to effective teaching practices which embrace digital tools to enhance instruction. 6. Work with the Business Office to ensure compensation under the CBA 	<p>Director of 21st Century Learning</p> <p>Principals</p> <p>Superintendent</p>	<p>Grant and local funded PD</p> <p>\$4,000</p>	<p>August 2018 and 2019</p>	<p>Teachers in each phase will utilize digital skills to enhance their teaching practice, increase engagement and provide students with the collaborative and communication tools necessary to be quality contributors to society and self.</p>
<p>The District will adhere to the stated vision of the Board adopted Technology Plan and Smart School Bond Act submission by providing Chromebooks or like learning tools to students assigned to teachers who were completed training on the effective use of G suite, educational applications and Chromebooks as a powerful tool for learning.</p>	<ol style="list-style-type: none"> 1. 21st Century Learning will continue to investigate vendors which can provide cost effective Chromebooks 2. The District will solicit teachers who want to be part of each phase 3. Cases will be identified and purchased to protect the Chromebook investment 	<p>Director of 21st Century Learning</p> <p>Business Executive</p> <p>Building Principals</p>	<p>SSBA, Grants & local tech budget</p>	<p>July 1, 2018 - June 30, 2020</p>	<p>The district is able to maintain a sustainable funding stream to secure this rich 21st Century environment for this goal period and years after.</p> <p>Damaged Chromebooks are repaired via a self-funded insurance program including the continuance of the student run BeekSquad at no cost to the district.</p>

	4. The Office of 21st Century Learning will establish a method for issuing each Chromebook.				
Continue to improve our infrastructure to ensure our teachers and students have 21st Century tools to improve the educational process.	<ol style="list-style-type: none"> 1. CHES connectivity is enhanced via fiber 2. The District will have a redundancy connection to support teaching in learning during internet provider outages 3. Our 15 year old phone system is updated 	<p>Director of 21st Century Learning</p> <p>Superintendent</p>	Local funds E-Rate reimbursement	July 1, 2018 - April 30, 2019	Completion of desired outcomes is completed by May of 2019.
A process for procurement of electronic resources (software and hardware) is adopted with a careful data driven review of utilization prior to retention decisions.	<ol style="list-style-type: none"> 1. Current software is catalogued 2. Recommendations for BoE policy committee created 3. Process communicated with staff 	<p>Director of 21st Century Learning Principals Superintendent BoE adopted process</p>	\$0	July 1, 2018 - June 30, 2019	Completion of desired outcomes is completed by May of 2019
The district will examine and explore additional programs and services to expand student access to information and learning modalities	<ol style="list-style-type: none"> 1. Project Lead The Way is enhanced at CHES and BHS, while BES investigates the capacity to add this program 2. Electronic tools used for accommodations are identified for students with disabilities 3. Distance Learning 4. MOOCS 	<p>Director of 21st Century Learning Principals Superintendent</p>	\$15,000	July 1, 2018 - June 30, 2019	

Goal 3: As sound stewards of our \$125,000,000 dollar facilities housing over 350 staff members, we will effectively oversee and execute the voter approved \$18 million dollar capital project and yearly capital outlay projects which will provide our administrators, teachers, students and community with a state of the art environment where safety, learning and physical activity are of prime importance.

Post vote actions necessary for the successful completion of a Capital Project

Action/Strategies	Implementation Steps	Responsibility Supervised	Cost	Specific Timeline	Success Indicators/Results
NYS Education Department Approval of Plans	Continue to work with Tetra Tech and 3rd party reviewer to get project approved by NYSED.	Superintendent		May 2018	
Contract bidding and award	<ol style="list-style-type: none"> 1. Release bids to contractors prior NYSED approval due 2. Advertise notice to bidders 3. Bid Conference Mid-May to answer bidders questions 4. Bid Opening June 5th 5. Special Board Meeting on June 8th to accept bids 	BoE Clerk Superintendent Business Executive Treasurer Owner's Representative on Capital Projects	Cost built into the capital project (Costs include bid advertising, bid printing and distribution totaling around \$15,000)	May/June 2018	
Schedule of Values become available and SA-139 Forms submitted to NYS Education Department	Work with architects, construction manager and fiscal advisors to file SA-139 with SED.	Business Executive Owner's Representative on Capital Projects		Summer 2018	
Align the Beginning of Construction	Work with construction manager to align beginning of construction with the end of the school year.	Superintendent Owner's Representative on Capital Projects		June/July 2018	
First borrowing for Construction (prior borrowing for design phase to occur as needed)	Work with fiscal advisors to set up short term borrowing with Bond Anticipation Note (BAN) to fund capital project construction costs	Superintendent Business Executive Treasurer	Cost built into the capital project	May 2018 and July 2018	

Construction Completion/Contract Closeout	<ol style="list-style-type: none"> 1. Coordinate with construction manager and architect to ensure construction closeout for substantial completion by December 1, 2019 2. Thorough review on contractor work to ensure completed as specified. 3. Bi-weekly meeting with contractors and construction manager to ensure project stays on schedule and issues are addressed. 4. Promote completion of the capital project and the many improvements via social media. 	<p>Superintendent Business Executive Director of Facilities Owner's Representative on Capital Projects</p>	Cost built into the capital project	October/ November 2019	
Certificate of substantial completion and final cost reports submitted to NYS Education Department	File certificate of substantial completion with SED before December 1, 2019	<p>Superintendent Business Executive Director of Facilities Owner's Representative on Capital Projects</p>		November 2019	
Capital Outlay Projects					
Execute 100K Capital Outlay Projects to improve district facilities.	<ol style="list-style-type: none"> 1. Have successful bid for CHES windows 2017-2018 capital outlay project. 2. Contractor completes window replacement 3. Coordinate the window replacement with capital project construction fixing the water damage to interior walls 	<p>Superintendent Business Executive Director of Facilities Treasurer</p>	\$100,000 capital outlay projects with building aid of just under \$80,000 received in the following year from SED.	June 2018 - August 2019	

	<ol style="list-style-type: none"> 4. Present and share information on 2018-2019 capital outlay project plan that is included as part of the budget vote on May 15, 2018 5. Executive capital outlay project in 2018-2019 school year in coordination with the on-going capital project 6. Develop a plan for 2019-2020 capital outlay project 	Owner's Representative on Capital Projects			
Energy Performance Contract					
Work with Siemens and Tetra Tech to coordinate construction	<ol style="list-style-type: none"> 1. Biweekly meetings with Siemens and sub contractors 2. Work with Tetra Tech to ensure work is completed to specifications and complete scope of work is received by the district 3. Coordinate construction schedules around school hours and employee work hours 4. Periodically update Operations Committee of construction progress 	Superintendent Director of Facilities Owner's Representative on Capital Projects	Cost built into the capital project	June 2018 - August 2018	
Coordinate EPC construction with capital project construction	Guide Siemens, Tetra Tech, and Construction Associates in the coordination of the burial of a 10,000 gallon propane tank with capital project parking lot site contractor	Superintendent Director of Facilities Owner's Representative on Capital Projects	Cost built into the capital project budget	July 2018	
EPC Construction Closeout	<ol style="list-style-type: none"> 1. Ensure all project scope items are completed to specifications 2. Complete all punch list items 	Superintendent Owner's Representative on Capital Projects	Cost built into the capital project budget	June 2018 to August 2018	

	<p>3. Make payments to Siemens on completed work</p> <p>4. Make final payment to Architects & Engineers</p> <p>5. Promote completion of EPC and the many improvements via social media</p>				
Certificate of substantial completion and final cost reports submitted to NYS Education Department	File certificate of substantial completion with SED before December 1, 2018	<p>Superintendent</p> <p>Business Executive</p> <p>Director of Facilities</p> <p>Owner's Representative on Capital Projects</p>		September 2018	

Goal 4: Promote and enhance the physical, social and emotional health and well-being of every student by providing an engaging, safe and progressive environment through the successful and continued implementation of the after school activities (athletics, clubs, offerings), Project Based Learning, Project Lead the Way, STEAM/STREAM learning and summer camps (Jump Camp, Beekmantown Youth Commission Camps, ToP Camps, Champ Camps and others). Develop a K-12 counseling and mental health strategic plan.

Action/Strategies	Implementation Steps	Responsibility Supervised	Cost	Specific Timeline	Success Indicators/Results
Unique MS schedules will be created for each grade level to ensure sound PBL learning takes place for every student	7th and 8th Grade teams will devise schedules which allow for multidisciplinary teaching approaches and flexibility based on instructional needs as required for all successful PBL environments.	MS Principal and MS Assistant Principal in conjunction with HS Principal	\$0	Schedules will be created Summer of 2018 and 2019 & implemented each school year	Teachers will share flexible scheduling weekly to accommodate multi-disciplinary projects and learning experiences.

<p>PBL teachers will be provided with high level training to ensure successful programming</p>	<ol style="list-style-type: none"> 1. PBL teachers will attend the Learning Summit at ESM during the summer of 2018 and potentially the summer of 2019. 2. PBL teachers will work with Siemens Corporation and Clarkson University to enhance professional practices related to PBL. 3. Teachers new to the PBL initiative will be provided with three (3) curriculum development days. 	<ol style="list-style-type: none"> 1. MS Principal 2. Business Office 3. Superintendent 	<p>1. 2018 Cost = \$7,713</p>	<p>Ongoing</p>	<p>Teachers identify through conversation and survey that they are confident in their training.</p>
<p>A counseling plan will be developed and implemented to ensure students are receiving the services they need and teachers are aware of the appropriate steps to take when students are in trauma.</p>	<ol style="list-style-type: none"> 1. For Students in grades K-5 the program shall be designed as follows: <ol style="list-style-type: none"> a. To assist students who may exhibit challenges to academic success, including but not limited to attendance or behavioral concerns b. To prepare students to participate effectively in their current and future educational programs c. To provide information related to college and careers d. Where appropriate, to make a referral to a properly licensed professional and/or certified pupil personnel service provider for more targeted supports 2. For Students in Grades 6-12 certified school counselors shall provide an annual individual progress review plan, which shall reflect each student's educational progress and career plans; for a student with a disability, the plan shall be consistent with the student's individualized educational program. 	<p>Superintendent Principals Counselors</p>	<p>\$1,500</p>	<p>2018-2019</p>	<p>Adopted plan is implemented on or about September of 2019.</p>

	<p>3. For Students in All Grades K-12 the program shall include the following activities or services:</p> <ul style="list-style-type: none"> a. School counseling/guidance core curriculum instruction for the purpose of addressing student competencies related to career/college readiness, academic skills, and social/emotional development by a certified school counselor b. Direct student services to enable students to benefit from the curriculum <ul style="list-style-type: none"> i. Responsive services ii. Crisis response iii. Group counseling iv. individual counseling, appraisal, assessment and advisement v. assisting students to develop and implement postsecondary education and career plans vi. Assisting students who exhibit attendance, academic, behavioral or adjustment concerns vii. Encouraging parental involvement 4) Indirect student services that enable students to benefit from their education <ul style="list-style-type: none"> a. Referrals to appropriately licensed or certified individuals b. Consultation and/or collaboration with others c. Leadership, advocacy and teaming activities 				
<p>Engage the school community in what a trauma informed school looks like and provides for to its students, teachers and families.</p>	<ul style="list-style-type: none"> 1. Participation/implementation of the Handle with Care Program through the Clinton County Child Advocacy Center beginning in September 2018. 2. Continue and review possible enhancements to partnerships with DSS Preventive Services and 	<p>Superintendent Admin Team Counselors Psychologists</p>	<p>No cost Existing budget funds</p>	<p>July 1, 2018 - June 30, 2020 September 1 - June 30, 2018</p>	<p>Staff is survey in May of 2020 to determine if they feel they understand this topic at a higher level and if they have more strategies to help students and families living in trauma.</p>

	<p>BHSN to provide supports for students experiencing trauma.</p> <p>3. TCIS training for staff to learn about crisis intervention and strategies for working with students in trauma while building capacity within the staff.</p> <p>4. Staff members attend professional development workshops relating to Trauma and ACEs. (Hope Changes Everything Conference in Lake Placid 10/29-10/30/2018)</p> <p>5. Evaluate current staffing in counseling/school psychology department to determine how to best utilize the entire staff in providing preventive social-emotional instruction, crisis response, and evaluation.</p>		<p>Substitute costs/ staff pay for summer \$100/day*X</p> <p>\$0</p> <p>\$4,000</p>	<p>Ongoing/yearly contract with DSS</p> <p>Summer, throughout school year</p>	
<p>Create extra curricular and curricular offerings to engage G12 to career students and students interested in local STEAM fields at meaningful levels. (PCOM)</p>	<p>1. Schedules will be created to allow students to engage in STEAM learning during the school day and after school.</p> <p>2. The district will postpone after school athletic practices until 3:05 p.m. on Tuesday's and Thursday's to allow students to have greater participation in after school activities like these clubs, music and drama.</p> <p>3. Two (2) or three (3) PCOM (Pathways to Careers, Occupations and Manufacturing) teams will be formed.</p> <p>4. A teacher/individual will coach each team to create learning opportunities during school, after-school and during three (3) Saturdays each year.</p> <p>5. The coach will guide a targeted team(s) (girls, future engineers, at</p>	<p>Superintendent</p> <p>HS Principal</p> <p>MS Principal</p>	<p>Dev. Corp. Grants CCC Grant funded \$15,000 local funds</p>	<p>Oct 2018 - July 2020</p>	<p>1. 50% increase in students awareness on how to use technology to make/manufacture items</p> <p>2. 20% increase in the desire to pursue robotics, coding and computer science in future years</p> <p>3. A 50% increase in the awareness to BHS offerings leading to a STEAM career fields</p> <p>4. To increase the number of middle school students exposed to workforce-directed programs by 25%</p> <p>5. To increase hours of middle school students exposed to workforce-directed programs</p>

	<p>risk students) through activities in the MakerSpace to teach each team member how to use equipment like our CNC machine, 3D printers, plasma cutter, poster maker, laser engraver, robotics and so each member acquires an awareness to their access to local careers aligned to these skills/tools.</p> <p>6. Team members and coaches will meet with local professional in local STEAM careers to discuss career related topics during a field trip.</p> <p>7. Field trips or career cafes, during lunch times will target female presenters.</p> <p>8. 8th grade team members will develop an individualized flexible plan for high school class ladders/pathways and college or career preparation.</p> <p>9. During each year, two weeks of high intensity training will be provided for each team to prepare for the culminating activity like the Clarkson First Lego League. If the club is successful, a summer camp will be created.</p>				<p>6. Increase the number of all students who become aware of job opportunities in Greater Plattsburgh/Clinton County by 25%</p> <p>7. Increase by 10% an expressed likeliness of students who may pursue jobs in manufacturing-related careers potentially in Greater Plattsburgh/Clinton County</p>
<p>Identifying and remedy areas where bullying may occur</p>	<p>1. Obtain a bullying survey from CVES</p> <p>2. Convert the survey to an online instrument for ease of delivery</p> <p>3. Cycle students through the survey</p> <p>4. Review results</p> <p>5. Determine our next steps for immediate attention and implementation</p>	<p>Superintendent</p> <p>Dir. 21st Cen. Learning</p> <p>Principals</p>	<p>\$ 0</p>	<p>January 2019</p>	<p>1. Survey converted online</p> <p>2. Administered survey to all students</p> <p>3. Reviewed results</p> <p>4. Discussed areas of concern</p>

<p>Increase PBIS implementation at the MS/HS level.</p>	<ol style="list-style-type: none"> 1. Posting of 4 B's throughout the halls and classrooms. 2. Regular PBIS Committee meetings to determine appropriate activities to incorporate. 	<p>Building Principals Committee Volunteers</p>	<p>Paid through QIP Cost for incentives ?</p>	<p>September 2018 Monthly Meetings</p>	<ol style="list-style-type: none"> 1. Signs in 100% of locations 2. Decrease in referrals/time out of class
<p>Improve success in physical education by increasing modifications/supports for students.</p>	<ol style="list-style-type: none"> 1. Identified areas of concern: changing, alternative activities, make up work. 2. Determine alternatives for students. 3. Utilize adaptive PE teacher to consult with other instructors on modifying for students. 	<p>Building Principals Director of Pupil Services PE Teachers</p>	<p>Cost for devices to monitor walking paid through QIP Substitute for Adaptive PE teacher to consult. \$1,500/yr.</p>	<p>June 2018 September, January, April, June 2018-19 school year</p>	<ol style="list-style-type: none"> 1. Improved grades/passing rate in PE 2. Increase in participation in PE
<p>Continue efforts to enhance our warm friendly atmosphere which provides a physically and emotionally safe and secure environment.</p>	<ol style="list-style-type: none"> 1. Identify state of the art tools to enhance security like cameras, detectors, communication systems, access codes, door coverings and the like to improve and harden access to each building in the district. 2. Enhance our partnerships with outside agencies to provide social and emotional care of our students including the Clinton County Sheriff's Department, Behavioral Health Services North, the Clinton County Department of Social Services, Champlain Valley Family Services and Plattsburgh State University. 3. Continue to operate the Fitness Center, intramurals, athletic competition for ALL students including unified teams, outdoor clubs like the Future Farmers of America, encourage running clubs and partner with the Beekmantown Youth Commission to provide students with affordable or free activities 	<p>Superintendent Admin Team Teachers Support Staff Volunteers</p>	<p>Smart Schools Bond Act Monies, Community Schools Allocations, NYSED reimbursement allocations, Internal Safety Code</p>	<p>2018-2020</p>	<ol style="list-style-type: none"> 1. Outside agencies, BHSN, NCCA and others are continued and expanded 2. Security enhancements are implemented and listed. 3. High interest programming is identified through student survey and class enrollment data and offered.

	<p>during the summer months and other physically engaging activities.</p> <p>4. Make every effort to continue with the CEP program to provide breakfast and lunch for every student free of charge.</p>				
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