



# Brighton Blueprint 2023-24 Strategic Plan

*Every Child, Every Day, Every Way*

*Adopted by the Board of Education, August 23, 2023*

*Dear Members of the BCSD School Community,*

*It has never been more important to be **focused, aligned and intentional** in our work. We are very excited to share the updated results of our collaborative efforts to develop plans that will help us to continue growing and improving as we always strive for excellence.*

*Our “Blueprint for Excellence” is the result of planning sessions that were held with our Board of Education, Leadership Team, staff, parents and community members. We worked with feedback gathered from the community this past fall as we developed a plan that will help us continue to grow and achieve as we strive for excellence in all that we do.*

*This plan is the backbone for what we do. It serves as our annual roadmap in our efforts to connect with each child and family while enhancing our connections as a school and a community. It keeps us focused on our goals, aligned with each other and constantly working towards improving outcomes.*

*We’re in this work together and look forward to being your teammate in our continued effort to be a model school of excellence. Thank you for your feedback and support. Your collaboration and teamwork make all the difference in the lives of children and the success of the district.*

*Sincerely,*

*Kevin McGowan, Ed.D.  
Superintendent of Schools*

*Larry Davis  
President, Board of Education*

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## Mission:

The mission of the Brighton Central Schools is to work in partnership to provide a meaningful, inclusive, equitable, safe and challenging experience for each child where they are supported academically, socially, and emotionally in order to become contributing adults.



## Vision:

*The Brighton Central School District is an organization where:*

- students feel safe, valued, included, and challenged.
- every child is advocated for and connected to the school community.
- families are engaged, respected, and appreciated partners.
- staff are valued, supported, inspired, and committed.



## Core Values:

We believe that we can achieve our vision and accomplish our mission if in all of our work we strive to:

- Focus on the needs of children in everything we do and every decision we make.
- Connect every child to a trusted adult and their peers.
- Honor and promote self-advocacy and student voice.
- Actively promote anti-racist/anti-hate values and provide an equitable experience for all stakeholders.
- Demonstrate integrity without exception.
- Model and promote kindness, inclusion, empathy and joy.
- Listen actively, discuss respectfully and find compromise.
- Innovate, change, and grow collaboratively.
- Honor the greatness and individuality of each child, family and staff member.



# Process:

**Blueprint Planning** is intended to:

- Involve all members of the school community and reflect their shared perspectives.
- Allow stakeholder representatives to review community feedback in order to clearly define the district’s mission, vision and core values.
- Engage a team in defining the priorities of the district and suggesting action steps to accomplish objectives.
- Facilitate action planning focused on identifying who, when and how the work will get done.
- Provide the district with a road map that is transparent, accountable and focused.
- Enable the district’s efforts to innovate, allocate resources and continuously grow in a coordinated, thoughtful and aligned manner.
- Be an iterative, evolving and ongoing process that builds from one year to the next while reflecting emerging needs and changing demands.

## Our Steps:





## Priority Areas and District Goals:

### Priority Area: Mental Health and Wellness

**Goal (s):** BCSD will support the development of the whole child by creating learning environments that foster overall mental health and wellness-socially, emotionally and physically.

BCSD will provide an inclusive environment to address the individual needs of each child and to support the attainment of each student's goals.

### Priority Area: Academic Excellence

**Goal:** BCSD will provide each student coursework that is challenging to promote individual growth and critical thinking skills. Each learner will be supported to foster resiliency, maximize their potential, based on needs and interests. We will focus on culturally responsive and sustaining education practices by celebrating and accepting differences, collaborating, and supporting a growth mindset for all to cultivate curiosity and find the joy in learning.

### Priority Area: The Student and Family Experience

**Goal:** BCSD will foster an environment where each student and family are seen, heard, valued, supported, and safe to engage within our school community.

### Priority Area: Staff Support and a Collaborative Culture

**Goal:** BCSD will utilize community and district-based support to create a culture and environment that allows staff the opportunity to build connections, feel valued, and collaborate with each other to foster a sense of belonging and joy.

### Priority Area: Safety and Planning for the Future

**Goal (s):** BCSD will establish standards on school safety and security through continuous risk assessment analysis of all school systems. BCSD will develop details for facilities master planning considering modernization and sustainability.



## Action Plans:

### Priority Area: Mental Health and Wellness

Goal (s): **BCSD will support the development of the whole child by creating learning environments that foster overall mental health and wellness-socially, emotionally and physically.**

BCSD will provide an inclusive environment to address the individual needs of each child and to support the attainment of each student's goals.

Strategies	Who	When
Review Panorama SEL data for implications 2023-2024 school year: fall/spring implementation including data review dates.	Leadership Team, BOE, mental health staff	Summer 2023, Fall 2023, Spring 2024
Continue URMG Golisano Partnership ( schedule, access, staff professional development with focus on trauma informed practice).	Office of Student Services, Mental Health Team, Building administration	On going 2023-2024
Continue to develop consistent MTSS process with focus on social emotional/behavioral and school avoidance tiered intervention including systems for identification of student need, progress monitoring, documentation and communication of services.	Building MTSS teams	On going 2023-2024
Continue to update professional development plan related to mental health/SEL curriculum by building and need: including staff development with focus on "taking care of those taking care of others".	Office of Student Services, Mental Health Steering Committee	On going 2023-2024
Continue to build internal capacity and training with focus on Monique Burr and Second Step implementation.	District Mental Health Team, instructional staff	On going 2023-2024
Continue to expand communication process to families how to access district based mental health services and support. Continue to increase access and awareness of resources to families.	Office of Student Services, Building Mental Health Teams	On going 2023-2024
Examine caseloads of K-12 mental health team balance of needs.	Office of Student Services, Building Mental Health Teams	On going 2023-2024
Continue alignment of restorative practices including PD opportunities, culturally responsive practices, and SEL with school- based equity teams.	School based equity teams, Leadership team, Mental Health team	On going 2023-2024
Develop and provide professional development training focused on inclusivity supporting students and families related to mental health with focus on equity vs equality.	Mental Health Steering, Building Mental Health Teams	On going 2023-2024

## Priority Area: Academic Excellence

**Goal:** BCSD will provide each student coursework that is challenging to promote individual growth and critical thinking skills. Each learner will be supported to foster resiliency, maximize their potential, based on needs and interests. We will focus on culturally responsive and sustaining education practices by celebrating and accepting differences, collaborating, and supporting a growth mindset for all to cultivate curiosity and find the joy in learning.

Strategies	Who	When
Continue work around district Content Area Transfer Goals including alignment to curriculum and assessment and success criteria for each Transfer Goal.	ASI, Instructional Leaders	Ongoing 2023-2024
Implement roll out of Profile of a Graduate work in collaboration with Habits of Mind. Build opportunities to educate and partner with families and the community as applicable.	ASI, Building Leaders, District Leaders	Ongoing 2023-2024
Implement a rigorous, consistent tier 1 ELA curriculum for students in grades K-5 including regular professional learning for teachers and opportunities to review student work and assessments while learning about opportunities for differentiation for all learners.	K-5 principals, Instructional Leaders, ASI	Ongoing 2023-2024
Develop a two-year plan to review cohort student math data following COVID-19 pandemic and plan for remaining gaps in learning.	ASI, Math Leaders, Building admin	By December 2023
Continue Culturally Responsive professional development for all teachers with a focus on cognitive capacity building for students.	ASI, BTC	Ongoing 2023-2024
Review and build on work around equitable grading practices at the 6-12 level including defining specific common practices for each building.	6-12 Admins, Instructional Leaders, ASI	Ongoing 2023-2024
Continue to monitor and adjust BHS plan for increasing access to AP classes including a review of data and addition of opportunities to learn more about AP courses at the middle school level.	BHS admins, counselors, ASI	Ongoing 2023-2024
Foster opportunities for teachers to share best practices with colleagues. Consider conference days, faculty meetings, learning walks and professional focus through APPR.	ASI, BTC, Building admin	Ongoing 2023-2024

## Priority Area: The Student and Family Experience

**Goal:** BCSD will foster an environment where each student and family are seen, heard, valued, supported, and safe to engage within our school community.

Strategies	Who	When
Continue to develop opportunities where students from different buildings engage with each other in meaningful ways.	Building and District Leaders, Mental Health Team Members, Teachers	Ongoing 2023-2024 School Year
Continue to develop and provide opportunities/events where families are welcome to engage with the school community.	Building and District Leaders, PTSA Members	Ongoing 2023-2024 School Year
Continue to find ways to remove barriers for students and families so that each member of our school community is aware of and has full access to its programming and resources.	Building and District Leaders, Mental Health Team	Ongoing 2023-2024 School Year
Review district and building level systems and resources to support students and families that are new to the district or are returning to their building after extended absences.	Building and District Leaders, Mental Health Team	Ongoing 2023-2024 School Year
Continue to gather input and feedback from our students and families to improve their experience within our school community.	Building and District Leaders	Ongoing 2023-2024 School Year



## Priority Area: Staff Support and a Collaborative Culture

**Goal:** BCSD will utilize community and district-based support to create a culture and environment that allows staff the opportunity to build connections, feel valued, and collaborate with each other to foster a sense of belonging and joy.

Strategies	Who	When
Maintain and support time to collaborate with others within the building and across the district (etc. coverage for collaboration, committees, Superintendent Days', etc.)	Building and district level administration	23-24 school year
Analyze Panorama data and any other building specific faculty and staff feedback (individual and whole group) to create a plan to address specific building needs.	Building and district level administration, SBET and other school-based committees	23-24 school year
Foster joy by creating opportunities for all faculty and staff to connect.	Building and district level administration, school-based committees	23-24 school year

## Priority Area: Safety and Planning for the Future

**Goal (s):** BCSD will establish standards on school safety and security through continuous risk assessment analysis of all school systems. BCSD will develop details for facilities master planning considering modernization and sustainability.

Strategies	Who	When
Implementation and ongoing development of emergency communications systems coordinating radios, phones, cameras, lock-down buttons.	Director, Principals, B&G	August – October 2023
Document physical security standards across all buildings and identify gaps for short and long-term investment.	Director, B&G, Technology	August – December 2023
Develop comprehensive professional development program for school safety considering 1) roles and responsibilities for ALL school community members; 2) professional expectations for ALL school community members; and, 3) consistent onboarding for security staff and school safety team members.	Director, Principals	August-October 2023
Perform an assessment of tools to be used as preventative controls as well as detective/investigative controls (includes visitor screening, cameras, reporting process and notifications)	Director, B&G, Technology	August-October 2023
Review tools and strategies for students to report concerns and threats.	Director, Principals, Building-Level Safety Team	August-October 2023
Build a common school community understanding of how school safety is administered and the tools used.	Director, District-Wide Safety Committee	Fall 2023
Implement and enhance the adopted behavior threat assessment program at each building and district wide.	Director, Principals, Building Safety Teams	September 2023 – Ongoing
Comprehensive review of applications and web site permissions K-5 student have access to.	Instructional Technology	2023-24 School Year
Exploration of parent input into computer “access” profiles for students in grades K-12.	Instructional Technology, Building Principals	2023-24 School Year
Assess and evaluate naturally adopted norms for when students are permitted to use computers/ipads during unsupervised/unstructured times.	Instructional Technology, Building Principals	2023-24 School Year
Develop plan details for District-wide Sustainability Plan	District level administrators	August – December 2023
Continue to critically review hiring practices related to recruitment, environment, and retention.	Hiring Practices Committee	Ongoing - September – June
Development of Phase 2 of the 2023 Capital Improvement Project	District OACM, Building Principals, Instructional Directors	August – December 2023

**Thank you to the following members of the 2023 Blueprint Team:**

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***Your time, talent, perspectives, and ideas are both appreciated and invaluable.***