

West Irondequoit CSD Strategic Plan

2022-23 OVERVIEW



Choosing to Rise

“We will provide a comprehensive educational experience that balances high expectations, diverse opportunities, intellectual growth, and personal responsibility. Our community welcomes each child, nurtures each mind, and inspires each other to peak performance.”

Key Focus Areas

CURRICULUM

Promote excellence, equity, and inclusion through a viable and guaranteed curriculum.

INSTRUCTION

Establish instructional practices to ensure success for all learners.

IMPLEMENTATION SYSTEMS

Ensure alignment, diversity, equity, inclusion, and access across all systems in West Irondequoit.

WELL-BEING OF SELF AND COMMUNITY

Create a welcoming and inclusive community where all members are valued and the wellness of each individual is at the forefront.



ALL *means* **ALL**

WELCOME. NURTURE. INSPIRE.

Initiative Areas And Goals

DATA DRIVEN INSTRUCTION

- Utilize data to inform curriculum and student achievement

ACCESS FOR ALL

- Provide inclusive and culturally responsive education

COLLEGE AND CAREER READINESS

- Ensure all graduates are prepared for post-secondary opportunities

CRITERIA FOR PROGRESS

- Establish curriculum process to provide access to rigorous instruction by all

PROFESSIONAL DEVELOPMENT FOR ALL

- Deliver targeted PD based on areas of need or initiatives

INSTRUCTIONAL FRAMEWORK

- Implement an instructional model that is accessible to all

INSTRUCTIONAL ACCOUNTABILITY

- Implement a shared and equitable accountability system to that ensures consistency of instruction, assessment, and evaluation

GRADING

- Implement a consistent, meaningful and equitable standards-based grading system

STAFF RECRUITMENT AND RETENTION

- Recruit and retain the highest quality staff, reflective of our community

COMPREHENSIVE COMMUNICATION

- Equitably prioritize communication for all internal/external stakeholders

PROFESSIONAL DEVELOPMENT FRAMEWORKS

- Create a comprehensive staff PD plan that is focused on multiple methods of delivery, is relevant inclusive, and aligns with district goals

SYSTEMS FOR EQUITY IN EXPERIENCES

- Ensure policies and systems are in place to provide equity for all students

DATA ALIGNMENT/ACCESS

- Create a data collection system that is secure, sustainable, aligned, and accessible

FACULTY AND STAFF SUPERVISION

- Equitably align supervision that reflects district goals and initiatives and celebrates autonomy

COMMUNICATION

- Enhance communication to the community to ensure accountability and equity for all

HEALTH, SAFETY, AND WELLNESS

- Ensure physical, social, and emotional well-being of students, staff, and families

VOICE AND REPRESENTATION

- Engage all members of the school community in meaningful opportunities to be heard and represented to impact decision making

DIVERSITY, EQUITY, INCLUSION, AND ACCESS

- Provide an affirming, safe, and equitable environment that reflects, respects, and embraces our diverse community

2022-23 (Year 2) Tasks

DATA DRIVEN INSTRUCTION

- ✓ Adjust assessments to ensure alignment to curriculum
- ✓ Evaluate the use of data protocols and assessments

COLLEGE AND CAREER READINESS

- ✓ Define outcomes of an Irondequoit High School graduate
- ✓ Create and implement a self-exploration audit for students starting in grade 9

CRITERIA FOR PROGRESS

- ✓ Evaluate new and existing curriculum for alignment to process
- ✓ Identify warehouse for curriculum providing ease of access by faculty, administration, and families

PROFESSIONAL DEVELOPMENT FOR ALL

- ✓ Implement professional development based on staff needs

INSTRUCTIONAL FRAMEWORK

- ✓ Develop a communication and PD plan to introduce an Instructional Framework

INSTRUCTIONAL ACCOUNTABILITY

- ✓ Implement accountability system

GRADING

- ✓ Create an alignment of grading systems that integrates standards-based grading K-12
- ✓ Provide training and implement grading system

STAFF RECRUITMENT AND RETENTION

- ✓ Provide staff on-boarding and support for new employees

COMPREHENSIVE COMMUNICATION

- ✓ Give stakeholders information on District-wide and building-level communication structures

PROFESSIONAL DEVELOPMENT FRAMEWORKS

- ✓ Research the state of current and new professional development for all staff
- ✓ Create a new PD framework for all staff that is relevant, differentiated, and delivered using multiple modalities and at varied levels of depth

SYSTEMS FOR EQUITY IN EXPERIENCES

- ✓ Assess extra- and co-curricular opportunities and adjust to increase access by all students
- ✓ Analyze neighborhood school configuration through the lens of diversity and staffing
- ✓ Assess school configuration through the lens of the availability of student services and needs
- ✓ Determine current transportation needs and provide equitable access for school activities

DATA ALIGNMENT/ACCESS

- ✓ Evaluate and refine data collection system that is efficient, comprehensive and aligned to district initiatives

COMMUNICATION

- ✓ Provide formal methods for stakeholders to give and receive communication, including grade-level standards and family engagement practices
- ✓ Create systems to incorporate student communication and feedback

HEALTH, SAFETY, AND WELLNESS

- ✓ Implement restorative building protocols aligned with the Code of Conduct
- ✓ Analyze discipline respective to socio-economic status and demographics and address the inequities that may be found
- ✓ Train staff in restorative practice and trauma-informed care (TCI)

DIVERSITY, EQUITY, INCLUSION, AND ACCESS

- ✓ Align district-wide restorative practices to establish community (Yr 1) and safely address conflict (Yrs 2-3)