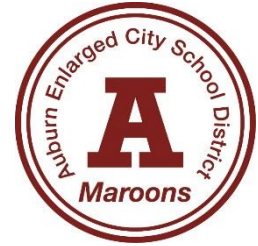


Auburn Enlarged City School District

Strategic Plan 2020-2025



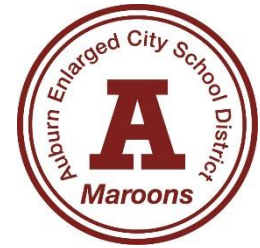


Mission Statement

The mission of the Auburn Enlarged City School District is to develop citizens that are capable of meeting the challenges of their future by providing equitable, fiscally sound educational opportunities necessary to develop confident life-long learners.

Priorities

- Implement a high-quality, rigorous curriculum and instructional practices for all students
- Provide innovative experiences that foster problem solving, critical thinking and decision-making skills for all students
- Prepare all students for college and careers
- Create safe, challenging and engaging classroom environments that foster citizenship and wellness for all students
- Engage families and the community as components of our system of support for all students
- Recruit and retain a diversified staff to meet the needs of all our students



District and Board Commitments

- **High Quality Curriculum and Instruction**

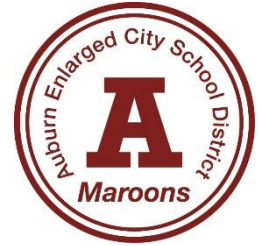
The Auburn Enlarged City School District will develop a framework and implement high quality curriculum, instruction, and balanced assessment model for all students. All staff will implement evidence-based practices including high yield instructional strategies that increase higher order thinking, collaboration and creativity, and student engagement.

- **Leadership and Innovation**

All members of the Auburn Enlarged City School District and community are valued and seen as contributors to the goals of the district. Allocation of resources will support job-embedded professional development dedicated to promoting creative problem solving and critical thinking. We will seek to leverage emergent ideas and insights to realize measurable achievement gains for educators and students.

- **Systems Thinking**

The Auburn Enlarged City School District will continually create benchmarks for success that align targeted resources to evaluate and enrich the quality of our instructional programs. Each student will be provided equitable access to meet and exceed the standards for college and career readiness.

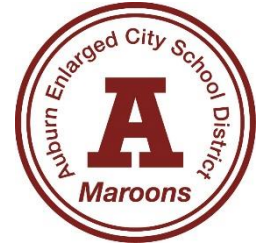


Priority 1

Implement a high-quality, rigorous curriculum and instructional practices for all students

Goals

1. In grades 3-8 our overall proficiency rate for all students will increase 3-5% in the 2020-2021 school year, 5-10% in the 2022-2023 school year and 10-15% by the 2024-2025 school year as measured by the NYS ELA and Math assessments.
2. The total percentage of students in grades 1-6 in Levels 1 & 2 in STAR Reading and Math will decrease by 5% in the 2020-2021 school year, by 8% in the 2022-2023 school year and 10-12% by the 2024-2025 as measured by Reading & Math progress monitoring data from STAR.
3. In Auburn High School our overall proficiency rate for all students for Cohort Regents ELA will increase 3-5% in the 2020-2021 school year, 5-8% in the 2022-2023 school year and 8-10% by the 2024-2025 school year as measured by the Auburn City School District Report Card.
4. Beginning in the 2020-2021 school year, at least monthly, the school leader will provide teachers with intentional and prioritized feedback to support teacher reflection and growth as measured by lesson plans and walk through data.

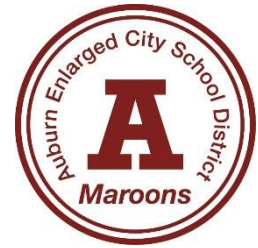


Priority 2

Provide innovative experiences that foster problem solving, critical thinking and decision-making skills for all students

Goals

1. Instructional leaders will plan and deliver professional development, coaching, support and feedback on the critical components that support academic rigor and increase students' critical thinking and problem-solving opportunities, at least monthly, throughout the 2020-2021 school year and at least bi-monthly beginning in the 2022-2023 school year as measured by agendas, PD plans, coaching summaries and lesson plans.
2. Beginning in the 2021-2022 school year, at least bi-monthly, in math, teachers will implement the critical components of inquiry-based instruction with fidelity to support academic rigor and increase students' critical thinking and problem-solving opportunities as measured by walk through data, lesson plans and student work samples. Beginning in the 2022-2023 school year this will be implemented once weekly.

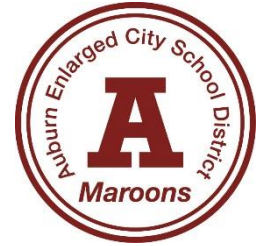


Priority 3

Prepare all students for college and careers

Goals

1. The graduation rate will be 80% or higher for the 2020-2021 school year, 83-85% or higher for the 2022-2023 school year and 85-88% or higher for the 2024-2025 school year based on the August Graduation Data as measured in school tool and the Auburn City School District Report Card.
2. The Auburn Enlarged City School district will work with Education Elements to develop an overall roadmap for designing, implementing and supporting a school-wide personalized learning program. Pairs of schools will be phased in, in a 16week cycle. The school district will plan & align, design and launch and reflect and iterate with the first pair of schools during the 2020-2021 school year as evidenced by goals, design plans, sprints and walk through data.
3. The Auburn Enlarged City School District will implement a student interest survey in AJH & AHS during the 2020-2021 school year to begin a phase-in plan for the development of pathways for students. At least two pathways will be available to students by the 2021-2022 school year.

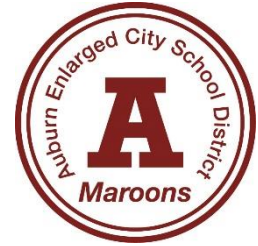


Priority 4

Create safe, challenging and engaging classroom environments that foster citizenship and wellness for all students

Goals

1. The Auburn Enlarged City School District will implement a tiered approach to response to intervention. A system will be developed and implemented during the 2020-2021 school year as evidenced by policies, procedures and guidance for schools. At least 75% of at-risk students by 2021-2022 and all at-risk students by 2022-2023 will have a documented course of interventions in an individual plan with progress monitoring data as measured by individual student plans and progress monitoring data uploaded to school tool.
2. The Auburn Enlarged City School District will develop a professional development plan to include a focus strand for Restorative Practices and TCIS (therapeutic crisis interventions & supports) for the 2020-2021 school year. Staff training and implementation of skills will be phased in over 3 years with 100% of staff being trained and implementing strategies by 2022-2023 as evidenced by walk throughs, individual student plans and progress monitoring data uploaded to school tool.

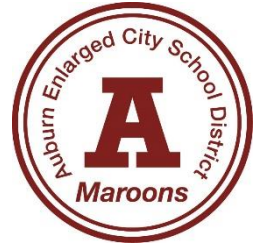


Priority 5

Engage families and the community as components of our system of support for all students

Goals

1. During the 2020-2021 school year 75% of families will indicate that schools actively engage them in academic conversations, 80% or higher for the 2022-2023 school year and 85% or higher for the 2024-2025 school year as measured by the Family Engagement Survey.
2. The district elementary & middle chronic absenteeism rate for all students will be 16% or lower for the 2020-2021 school year, 14% or lower for the 2022-2023 school year and 12% or lower for the 2024-2025 school year based on student daily attendance as measured in school tool and our Auburn City School District Report Card.
3. The district elementary & middle participation rate for all students will be 83-85% or higher for the 2020-2021 school year, 90% or higher for the 2022-2023 school year and 95% or higher for the 2024-2025 school year based on participation rate data as measured in our Auburn City School District Report Card.

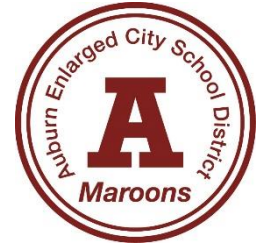


Priority 6

Recruit and retain a diversified staff to meet the needs of all our students

Goals

1. The district will maintain an active recruitment committee that meets at least bi-annually to review and update recruitment plans, needs and practices. This committee will be active from 2020 through 2025.
2. The district will expand and define internal growth, leadership and advancement opportunities for all staff by June 2021.
3. The district will assess and improve staff morale to ensure all employees feel valued and respected while defining and reinforcing the district's commitment to cultural responsiveness and high expectations by September 2021 as measured by staff surveys.



How are we going to achieve our goals?

- Monitoring the fidelity of Tier 1 instruction driven by data
- Implementing and monitoring intensive, tiered and targeted interventions
- Implementing differentiated and personalized instruction
- Implementing and monitoring social-emotional supports
- Implementing a system to support students' social-emotional, behavioral & academic needs
- Implementing a system for data driven and shared decision making
- Implementing attendance strategies that work
- Initiating consistent parent, two-way, communication

