



Brighton Blueprint 2022-23 Strategic Plan

Every Child, Every Day, Every Way

Adopted by the Board of Education, August 23, 2022

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 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.

B 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 in order to promote individual growth. Each learner will be supported to maximize their potential, based on needs and interests. We will focus on culturally responsive and sustaining education practices by celebrating and accepting differences. We will support developing a growth mindset by all. We will develop strategies that emphasize creativity, innovation, culturally responsive practices, and the well-being of our students.

Priority Area: The Student and Family Experience

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

Priority Area: Staff Support and a Collaborative Culture

Goal: BCSD will create a culture and environment that allows staff the opportunity to build connections and collaborate with each other.

Priority Area: Safety and Planning for the Future

Goal (s): BCSD will establish standards on school safety and security considering /systems, training, facilities plan, and evaluation.

BCSD will develop details for facilities master planning considering modernization and sustainability.



Action Plans:

Priority Area: Mental Health and Wellness		
Strategies (what's): to accomplish our objective, we should...	Who	When
Review Panorama SEL data for implications 2022-2023 school year; fall/spring implementation including data review dates.	BOE, leadership team, mental health staff, Office of Student Services	Summer 2022, Fall 2022, Spring 2023
Develop Golisano partnership (referral process, schedule, access, schedule collaboration, PD opportunities).	Office of Student Services, 6-12 mental health team, building administration	October 2022
Develop consistent RtI/MTSS process with focus on social emotional/behavioral tiered intervention including systems for identification of student need, progress monitoring, documentation and communication of services.	AIS/RtI program evaluation committee, Building RtI teams, Office of Student Services	Summer 2022 Ongoing 2022-2023
Create Professional development plan related to mental health programs/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	Fall 2022
Continue mental health presence during Bivona and Second Step lessons.	K- 12 mental health team	22-23
Develop communication process to families how to access district based mental health services and support. Continue to increase access and awareness of resources to families (ex: Bruin talk).	Building mental health teams, Student Services Website	December 2022
Develop student schedules that support increased equitable access to individual mental health services outside of class time, intentional scheduling. (not missing classes)	Building mental health teams	Fall/Spring 2022-2023

Examine caseloads of mental health team balance of needs including a system to ensure 6-12 individual student check in with counselor each year.	Building mental health teams, Office of Student Services	January 2022
Continue alignment of restorative practices, culturally responsive practices, and SEL with School Based Equity teams.	School Based Equity Teams, District Leadership, Mental Health Team, Student Services	Ongoing 2022-2023
Develop and provide professional development training focused on inclusivity supporting students and families related to mental health needs including with focus on equity vs. equality.	Mental Health Steering, Building Mental Health Team, Office of Student Services	January 2023
Develop regular communication and connection system with new families to district, especially mid-year with students with needs.	Building mental health team and administration	September 2022/ January 2023

Priority Area: Academic Excellence

Strategies: to accomplish our objective, we will:	Who	When
Continue work with Habits of Mind integration and roll out for grades 3-12. Build in opportunities to educate and partner with families on Habits of Mind.	Building principals and building teams, ASI	22-23 school year
Review culture and climate data from students, staff and families at each building and use to create building equity plans for 2022-2023.	SBETs, ASI	Summer 2022 and beyond
Purchase, develop and implement a plan for K-12 communication tools for families, students and teachers. This tool will communicate information in the preferred language of the family.	Leadership team, Communication coordinator	Summer 2022 and beyond
Develop a toolbox of rigorous, culturally responsive instructional strategies that teachers can use within a grade level span or content area to build student agency.	District ILT team, Curriculum Council	2022-2023 school year
Define transfer goals for each content area to identify what students should be able to do independently when they confront new challenges, both in and outside school, beyond the current lessons and the unit. Include feedback from all educators K-12.	ASI, ILT, Curriculum Council, Leadership Team	2022-2023
Foster opportunities for teachers to share best practices with colleagues. Consider conference days, faculty meetings, learning walks, professional focus through APPR work, etc.	Building admin teams, Team Leaders and Coordinators, Instructional Leaders, ASI	2022-2023
Re-evaluate all technology tools that are used across K-12. Identify common tools and provide opportunities for professional learning.	Director of VPA and Instructional Technology	By Dec 2022
Revisit BHS plan for increasing access to AP classes. Identify possible new barriers and ideas for increased access (i.e. connections with TCMS students)	BHS admin and coordinators and instructional leaders, ASI	By Dec 2022

Priority Area: The Student and Family Experience

Strategies: to accomplish our objective, we will...	Who	When
Continue to develop the existing/historical opportunities where students from different buildings engage with each other in meaningful ways.	Jeff, Building Level Leaders, Mental Health Teams, Student Leadership Groups	Ongoing
Gather and evaluate information regarding historical opportunities/events where families were welcomed to come to and engage with the school.	Jeff, Building Level Leaders	22-23
Partner with the PTSA to support various groups and events that expand opportunities for all families' sense of belonging.	Jeff	22-23
Investigate possible services that support family access and engagement in schools, to increase opportunities for families who may not have felt engaged in the past.	Jeff, PTSA, Building Level Leaders, Mental Health Teams	22-23
Solicit volunteer families to create a network that supports and welcomes new families to the Brighton School Community.	Jeff, District Registrar, ENL teachers, PTSA	22-23
Utilize existing platforms to expand data collection on student and family perceptions on their experiences and engagement, by creating additional survey questions in Panorama Ed that explore families' sense of belonging.	Jeff & Building Level Leaders	22-23

Priority Area: Staff Support and a Collaborative Culture

Strategies: to accomplish our objective, we will...	Who	When
Establish time to collaborate with others within the building and across the district (etc. coverage for collaboration, committees, Superintendent Days', a synch day, etc.)	Building and District admin	22-23
Study the Panorama data and any additional building specific data to create a plan to address specific building needs of faculty and staff	Building admin, District admin, and SBET	22-23
Create opportunities for all faculty and staff to connect (breakfasts/lunches, events outside of school, celebrations of staff, community spaces, etc.)	Building admin, building social committees, PTSA	22-23
Utilize restorative practices (community building circles, restorative conversations, etc.) to build community	Building admin, mental health staff, teachers and staff	22-23

Priority Area: Safety and Planning for the Future

Strategies (what's): to accomplish our objective, we should...	Who	When
Develop a master plan for emergency communications coordinating radios, phones, cameras, lock-down buttons.	LA	August - October
Build facility teams to participate in the building conditions survey to prioritize investment in modernizing instructional spaces.	LA, Building Principals, BTC, Instructional Admin	September-December 2022
Develop plan details for District-wide sustainability plan.	LA, Environment Committee	December 2022
Document physical security standards across all building and identify gaps for short and long-term investment.	LA, Building Principals, Building-Level Safety Teams	September - December 2022
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.	LA, Building Principals, Building-Level Safety Teams	May 2023
Perform an assessment of tools to be used as preventative controls as well as detective/investigative controls.	LA, District Safety Committee, Principals, B&G	September-March 2023
Develop a formal behavior threat assessment program at each building and district wide.	LA, Building Principals, Building-Level Safety Teams	November 2023 – June 2023
Continue to critically review hiring practices related to recruitment, environment, and retention.	LA - Hiring Practices committee	Ongoing - September - June
Review tools and strategies for students to report concerns and threats.	LA - Building Safety Teams, District Safety Committee	December 2022 – March 2023
Establish a community vetting process for security measures considered for risk mitigation.	LA - District Safety Committee	October - December 2022
Build a common school community understanding of how school safety is administered and the tools used.	LA, Supt, Building Principals, Communications Coordinator	October - December 2022

Thank you to the following members of the 2022 Blueprint Team:

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