

## Priority Area #2: Human Capital and Staff Support

**Objective: We will identify the needs and priorities of staff to better support all students**

Strategies/Initiatives	Who	When
Establish a substitute academy Include substitutes in weekly emails regarding calendar and events/drills, meetings Substitute teacher folders Intentionality in incorporating substitutes into the building communications and routines Identify strengths and specific subs for each building Establish a substitute mentor that would update the substitute on the weekly events, needs, roles Substitute Handbook	District Level Building Level  Building Level Building Level  Building Level Building level  District, building level	Summer 2022 2022-23  2022-23 2022-23  2022-23 2022-23  2023-24
Teacher surveys- to foster greater communication and identify trends and potential issues or concerns  SCEP Surveys: 3 times per year. Suggestions requested by staff.	District, building level  ES Building level	2022-23, ongoing  2022-23
Grade Level, Team meetings	ES building level	2022-23

Diversity, Equity & Inclusion Inquiry Surveys	District Level, Equity Leadership Group	2022-23
DEI focus groups questions to allow all to share and participate- part of our equity inquiry	District level	2022-23
DEI steering committee- foster continued conversations and growth	District level	2022-23
Implementing formalized MTSS structures w/ RTI strategies- professional development and coaching	ES/MS Building level, district supported	2022-23
	HS Building Level	2023-24
Instructional Coaches- restructured roles, clearly articulated roles RTI focus and support	Building level, district supported ES/MS level, district supported	2022-23, ongoing
Student mentoring-Liberty Partnership, JC connects, Big Brother/Big Sister, Upward Bound, Grandparent, SRO-JCPD community resource office  Development of a student mentoring committee	ES/MS/HS building level, district supported	2022-23
	Building level	2023-24
Student Enrichment- expanding programs to engage more students Acceleration programming, summer camps, after school, before school, clubs	District, building level	2022-23, ongoing
Teacher Center- to provide PD to year 3+ teachers Published list of teacher supports	District level Teacher Center, district level	2022-23, ongoing 2023
Increased opportunities for staff training and collaboration time	HS building level	2023
JC Community school's engagement- integrating coordinators in to building team meetings and planning	HS, MS, ES level	2022-23
Grow our own initiative	Building and district supported	2022-23

Youth apprenticeship programming Expand to include non-instructional careers		2023-24
Instructional Rounds	HS building level	January 2023, ongoing
Social and emotional health and supports- expanding on opportunities for staff, prioritize staff mental health and support	District, building level	2022-23, ongoing
Analyze district resources to ensure equity and supports are where they need to be	District level	2022-23, ongoing

## Priority Area 2: Student Engagement and Accountability

**Objective: We will improve student accountability and engagement.**

Strategies/Initiatives	Who	When
Analyze and revise our current discipline practices to make them consistent and clear.	District and Building Level Teams (k-12)	Began Spring of 2022 Ongoing work 2022-23
Establish building level teams to focus on behaviors and supports for students	HS Building Committees MS MTSS-b Team	2022-23 2022-23
Code of Conduct Revisions	Policy Committee	2022-23
Create a shared vision for MTSS-with a tiered RTI support system in each building	Building Level Teams Partnership with Creative Leadership Solutions- CLS	2022-23 & 2023-24
Implementation of Tier 1 academic and behavioral strategies	Building Level Teams	2022-23 and beyond
Provide professional development for all staff on our MTSS work including Tier 1 supports for all staff	ES, MS Building, District supported with CLS	2022-23 2023 and beyond
Create attendance teams to identify chronic absenteeism and potential barriers for students and families	District, JC Connects, building teams	2022-23 and beyond
Develop consistent grading practices for K-12 with gradual expectations for each grade level	HS Building Level, District support	2022-23
Early identification of at-risk students-discussed at weekly meetings	HS building level, JC connects,	2022-23

Department data meetings	HS building level	2022-23
Tiered support system developed with K-2 and 3-5 RTI coaches–holding meetings for teachers and interventionists	ES & MS Building level, District supported with CLS	2022-23
Identification of current practices and how they fit MTSS framework	MS Building level	2022-23
Tier 1 monthly data meetings- SEL, Literacy and math focused	ES building level	2022-23
RTI tier 2 & 3 student monthly meetings- data and goals	ES building level	2022-23
Assess our current systems for analyzing data and create data cycles to inform instruction, accountability, engagement, and student behaviors.	HS Building level	2022, 2022-23
Consistent building protocols- grading, assessments, expectations	HS Building level and Coordinators	2022-23
Onboard and implement online math and literacy programming (Dreambox, Freckle, Lalilo, Reading Plus	ES, MS building level, district supported	2022-23
Data analysis, reporting, monitoring & assessment- embedding data and accountability into our systems and processes	District wide	ongoing
Assessing our current systems for analyzing data and create data cycles to inform instruction, accountability, engagement, and students' behaviors	ES Building level	ongoing
Standards based scoring, increased expectations and spiraled approaches	ES Building level	ongoing
Use of data to create goals to address the academic, social emotional, and behavioral needs of each child (embedded into MTSS framework/processes	ES Building level	ongoing
Continuous analysis of curriculum and instruction to increase student engagement (course offerings, project-based learning, STEM, electives) Junior Achievement, Grow our own, EDU 101,	HS building level, district	2022-23 and beyond
Career Exploration programming- Junior achievement?		
Student survey- equity surveys, course offerings, programs, culture/climate	HS building level, district support	2022-23

Explore enrichment opportunities for students (Academic opportunities, sports, music/arts camps, afterschool, clubs, extra curriculars)	HS, MS, ES building level, district	ongoing
Attendance Focus- decrease chronic absenteeism by 10% Partnered JC connects and onboarded with Everyday Labs to increase our strategies and focus, strategies and interventions	District and building level	2022-23
Examine how we discuss diversity with our students and provide professional development on strategies to facilitate those conversations.	District and building level	Ongoing-providing focus group opportunities to all students in each building. Establishing frameworks for having courageous conversations
Online platforms- Google Classrooms for all teaches, Remind app	District and building level	Ongoing 2022-23
Math & Literacy enrichments- Dream box, Lalilo	District ad building level	Fall 2022- establish the online plat forms, roll out to teachers and parents.
DEI initiative- In collaboration with the district's consultant, establish our priority areas of focus for the equity inquiry. Establish our districtwide steering committee along with their focus, goals and objectives as a committee.	District Level	2022-23 Equity Inquiry along with recommendations through partnership with Equity Leadership Group

## Priority Area 3: Rigorous Coursework and Multiple Pathways

**Objective: We will provide opportunities for enrichment, career exploration, and college readiness**

Strategies/Initiatives	Who	When
Provide supplemental online learning opportunities- I-Tutor, BOCES VLA,	Building level, district supported	2022-23
Youth Apprenticeship programming- JCHS students working in our ES and taking course through SUNY Broome	HS building, district supported	2022-23
Increased opportunities for student Learning and credit- Advanced classes (online) through TC3 (Tech/Environment, Sociology, Accounting, Computer Science, statistics)	HS building Level	2022-23
Assessment and grading inquiry- exploring alternative methods for learning and growth, analyzing practices to meet expectations	HS building level, district supported	2022-23, ongoing
4+1 option for student graduation- Arts, CTE, CDOS, Civic, Humanities, STEM, World Languages,	HS building level	2022-23, ongoing development
Shifting focus at MS to provide more career exploration opportunities	MS building level	2022-23
Create a student career interest survey	HS/MS building level	2023

Community Agency Partnerships- increase career opportunities for students	HS building and district support	2022-23, ongoing
Develop Career based enrichment programming K-12- Junior Achievement programs implemented in all three buildings	District and Building level	2022-23, ongoing
Virtual Field Trip explorations- taking our students beyond our community via virtual experiences	Building level	2023, ongoing
Digital Citizenship- expanding and teaching (to include new computer Science standards/certification pathways	Building level, district support	2022-23, ongoing
Provide choices for all students that match their future interests and learning styles	District and building level	ongoing
Provide increased opportunities for student voice to inform our current practices	Building level	Ongoing
Curriculum updates that reflect the interests of today's students and is culturally responsive	Building level, district support	Ongoing
Increase overall student engagement by improving programs, course selections to meet the interests of all students	Building level, district support	ongoing
Student Interviews- Focus group conversations	Building level	ongoing
Junior ROTC program interest	HS Building level	ongoing
Develop a districtwide data system- identify student needs matching learning opportunities	District and building level	ongoing
Develop and implement Experiential educational opportunities	District and building level	ongoing



## Priority Area 4: Opportunities for Student Support

**Objective: We will provide safe, supportive, and equitable opportunities to connect with and engage all students, families, and community partners**

Strategies/Initiatives	Who	When
Increase two-way communications between school and home Resetting expectations for school to home communications  ES- utilizing the Remind app, Facebook, School Messenger, written communications, postcards, phone calls MS- As part of the MTSS-b structure- students are being identified and work involves engaging the home for supports with student HS- Increasing positive school to home communications	District and building level  ES Building level  MS Building level HS building level	2022-23, ongoing  2022-23  2022-23 2022-23
JC Community Schools- growing our model- Food Center, Clothing Center, intentional focus on student and family engagement, support & resources	District and building level	2022-23, ongoing
Increased data driven accountability- to identify students at risk academically, behaviorally, social emotionally	ES, MS, HS building level, district supported	2022-23, ongoing
MTSS- RTI process to identify gaps in learning and skills- teaming with grade level teachers to provide the intervention strategies necessary	ES, MS building level, district supported	2022-23, ongoing

Buildings to make individual plans with all parents and set communication expectations, to include more positive communications		
Establishing a formal written communication expectations plan	District and building level	2023
Continuously look at creating opportunities for parents to engage with school, come to our schools and make connections with staff. Parent Teacher Conferences, Dances, celebrations, recognitions, programs,	District, building level, JC Connects	2022-23, ongoing
Promoting a more welcoming and useful website and staff directory	District	2022-23
Community events and programs- informational forums Bookmobile, Jeremy A., Equity focus group, JC Connects, community Agencies	District and building level	2022-23, ongoing
Student attendance initiative- adding incentives to students and educating families Attendance Teams Everyday Labs, Text nudges, mailings, real time data for users	District and building level Building level	2022-23 2022-23
Market and promote Johnson City CSD in our community Wildcats of the Week, PR campaigns, highlighting students, programs and staff Promotional videos in the works	District level	2022-23, ongoing
Meet the teacher events- get to know your family events	ES, MS, HS building level	ongoing
Recognizing differences and individualizing learning and support for all students- instructional process, tier 1 instruction, differentiated learning	District, and building level	ongoing
Create a greater presence in our downtown community	District and building level	ongoing
Create partnership with public transit to increase opportunities for our community to access our schools	District level	ongoing