



***Sullivan West CSD  
Blueprint for Excellence***

**Strategic Plan  
October 20, 2022**

*Dear Members of the Sullivan West 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 will be the backbone for what we do. It will serve as a roadmap in our efforts to connect with each child and family while enhancing our connections as a school and a community. 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,*

*Kathleen Bressler, Ed.D.  
Superintendent of Schools*

*Rose Joyce-Turner  
President, Board of Education*

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## Process Introduction and Overview

**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.

### Steps in the Sullivan West CSD Planning Process:



**Mission****Vision****Core Values**

Successful organizations clearly define their purpose, what they need to become in order to fulfill their purpose and how they operate or behave. These are commonly known as their mission, their vision, and their core values.

Through the Blueprint Planning Process, the school community defined why we exist, what happens in the organization when we are working towards the mission and what behaviors should be evident from individuals and the organization as a whole.

**Mission:**

We prepare students to be engaged, passionate and contributing members of their community.

**Vision:**

We provide an educational experience rich with individualized opportunities in an inclusive and nurturing environment where each students' path is both honored and supported.

**Core Values:**

*We believe that we can achieve our vision and accomplish our mission if in all of our work we focus on clearly defined and consistently demonstrated core values.*

*To that end, in all of our actions and interactions we will:*

- Focus on students first.
- Model collaborative approaches and respect for all students, staff and community members.
- Think deeply and process decisions thoughtfully.
- Demonstrate commitment, perseverance and a “get the job done” work ethic.
- Act with integrity and honesty.
- Be passionate, committed and engaged.



## Priority Areas

Based on community feedback and initial planning by the Board of Education and Leadership Team, the following areas were identified as priorities to be focused on in order to fulfill the mission of the district. A district goal has been developed for each area.

### The Student Experience

- We will provide opportunities for engagement in multiple areas, recognizing the whole child and ensuring an environment that is safe, orderly and successful.

### Human Capital

- We will recruit, retain and develop a high quality staff while building positive relationships.

### Community Connection

- We will develop an improved connection with our community by streamlining communication.



## Action Plans

The following plans have been developed to guide the actions the district takes in order to accomplish the objectives in each priority area. Each action step represents a strategy for meeting an objective. A timeframe has been established and the parties listed are primarily responsible for leading the work.

Priority Area 1: The Student Experience		
<b>Objective:</b> We will provide opportunities for engagement in multiple areas, recognizing the whole child and ensuring an environment that is safe, orderly and successful.		
<b>Strategies:</b> to accomplish our objective, we will:	<b>Who</b>	<b>When</b>
Provide college and career preparation by ensuring students receive the skills they need to be strong members of the community and self-advocates. Students should know what electives are available (possible solutions - elective fair, master schedule committee, etc.)	Building Administration Director of Student Services School Counselors Faculty	2022-2023 and ongoing
Develop a consistent plan for behavioral supports and consequences in each building, including restorative practices and individualized consequences  Ensure consistency between and within buildings and their leaders by having similar practices and protocols.	Building Administration Director of Student Services Dean of Students Faculty	2022-2023 and ongoing
Develop student accountability and responsibility for work completion and behavior expectations to allow them to grow and advocate for themselves by providing consistent expectations and support.	Faculty School Counselors Building Administration	2022-2023 and ongoing
Maintain safety as a key priority for the district by having SRO visibility throughout the entire day; by offering workshops to educate students on safe practices including cell phone safety; continuing professional development for faculty and staff on current safety issues	Assistant Superintendent of Administrative Services Building Administration ERT and SAVE Teams SROs	2022-2024



and practices; and by sharing pertinent safety information for parent and family education.	School Counselors School Social Workers Outside Speakers SC District Attorney Board of Education	
Review and update Code of Conduct	Superintendent Director of Student Services Building Administration Dean of Students Building Leadership Teams Students Parents Board of Education	2022-2023
Students will have access to a curriculum that keeps current with educational research and revolves around best instructional practices. There will be regular reviews of curricula and best instructional practices by department and grade levels.	Building Administration Instructional Facilitators Faculty Students Board of Education	2022-2023 and ongoing

<b>Priority Area 2: Human Capital</b>		
<b>Objective:</b> We will recruit, retain and develop a high-quality staff while building positive relationships.		
<b>Strategies:</b> to accomplish our objective, we will:	<b>Who</b>	<b>When</b>
Provide high quality professional development through a Professional Development Committee by creating the next District Professional Development Plan and examining resources available.	Superintendent Director of Human Resources Building Administration Instructional Facilitators Faculty	2022-2023 on-going
Administration will maintain visibility in the school community by regularly visiting classrooms during the day and attending after hour events such as sports contests or award ceremonies.	All Administrators	2022-2023
Recruit high quality staff and retain them by developing criteria for pre-screening applicants, effective marketing, and offering support for professional growth.	Director of Human Resources Building Administration Teacher Leadership	2022-2023



Provide a safe and supportive learning environment by: <ol style="list-style-type: none"> <li>1. Offering social emotional support</li> <li>2. Evaluating</li> <li>3. Implementing safety procedures</li> <li>4. Educating the community about our practices</li> </ol>	Director of Student Services Assistant Superintendent for Administrative Services, Building Administration School Counselors School Social Workers SROs	2022-2024
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<b>Priority Area 3: Community Connection</b>		
<b>Objective:</b> We will develop an improved connection with our community by streamlining communication.		
<b>Strategies:</b> to accomplish our objective, we will:	<b>Who</b>	<b>When</b>
Develop a more streamline, efficient, and effective process of internal and external communication to ensure all constituent groups obtain and share information in an effective and timely manner, through auditing our systems and researching software to better meet our needs.	Superintendent Director of Technology Publicity Committee Publicity Staff Working with all stakeholders; students, staff, parents, community organizations, and community members	2022-2023
Provide an environment for community organizations to interact with the school and students to participate in the educational experience by meeting with each organization to brainstorm opportunities and activities that each organization could support.	Assistant Superintendent for Administrative Services Building Administration School Counselors/School Social Workers Faculty Community Organizations	2022-2023, and ongoing
Provide a structured process for constituent voices to be heard through reinstating building and district leadership teams, student leadership teams, using Thought Exchange for parent and community feedback at least two times a year, and creating opportunities for face-to-face parent feedback.	District Administration Building Administration Teacher Leadership Faculty and Staff Students	2022-2023, and ongoing





## Accountability and Implementation Plan

What gets measured, gets done. It is important to stay focused on the work at hand and to hold each other accountable for achieving outcomes. In the spirit of transparency, diligence to the task at hand and sharing our progress as a team, the following schedule has been developed for regular reporting on progress in working towards objectives:

Timeframe	Activity	Who
<i>September, October, November 2022</i>	<ol style="list-style-type: none"> <li>1. Blueprint Plan presented to the community and adopted by the BOE</li> <li>2. Blueprint Plan shared with the faculty and staff</li> <li>3. Blueprint Plan unpacked with smaller groups</li> </ol>	Superintendent, BOE  Superintendent  Leadership Team
<i>December 2022, February, March, &amp; May, 2023</i>	Blueprint Updates provided to the BOE, community and staff	Superintendent Leadership Team
<i>March, 2023</i>	<i>Blueprint Budget Recommendations Blueprint Expenditures Finalized</i>	Superintendent Leadership Team
<i>July, 2023</i>	Final Report of Blueprint Updates provided to the BOE, community and staff	Superintendent Leadership Team
<i>August, 2023</i>	Blueprint Planning Day Held  <i>Plan Updated for 23-24</i>	BOE Superintendent Leadership Team Staff Community Members



**2022 Blueprint Team*****Kathleen Bressler******Lorraine Poston******Daniel Parisi******Sheri Parucki******Mark Plescia******Scott Haberli******Rod McLaughlin******Kevin Carbone******Claudia Dietz******Cindy Relyea******Nalani Formato******Anne-Louis Scandariato******Alfred Steppich******Taylor Kehrley******Sebastian Berman******Rose Joyce-Turner******Kathleen Meckle******Jennifer Nystrom******Katrina Chellis******Carol Kehrley******Bill Chellis******Vanessa Ackermann******Crystal Weston******Anna Steppich******Jenna Sayers******Michele Brockner******Tracey Gorr******Catherine Hillriegel******Katelyn Kelly******Hilda Monfredo******Ed Hanslmaier******Christy TerBush******Alexander Gardner******Brian Kitson******Dylan Newell******Anabelle Wagner******Michael Ellmauer******Jackie Rutledge******Kristy Sigelakis******Matthew Halloran******Oneil Newell***