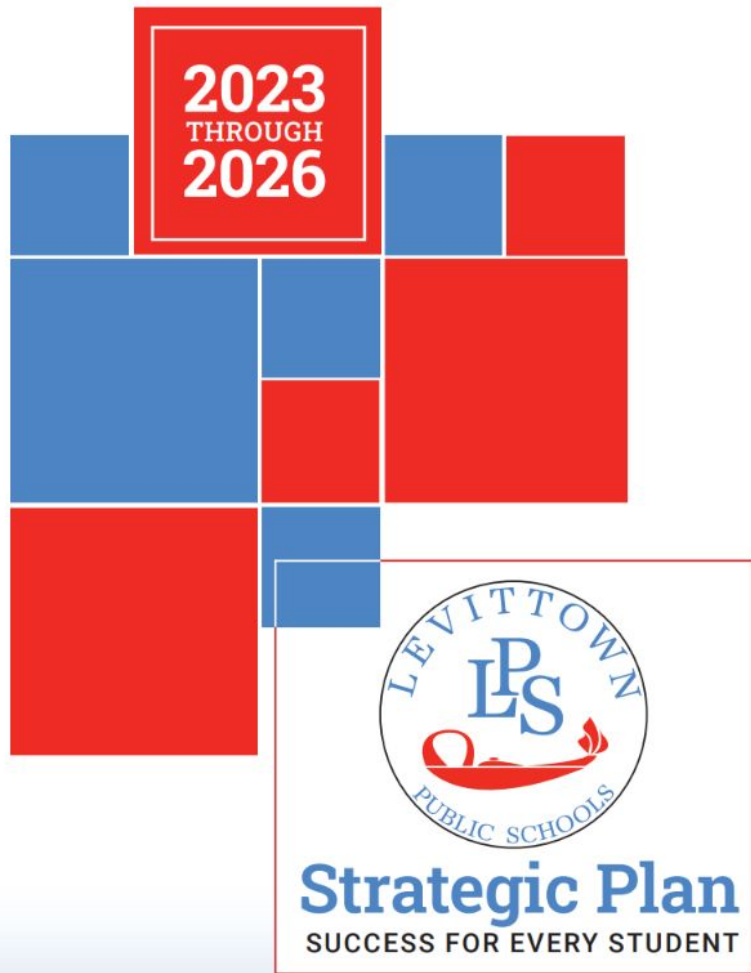




Levittown School District

Strategic Plan Update:
Winter 2024

February 7, 2024



Recap from the last Strategic Plan presentation:

- Board of Education adopted goals that mirrored the action items in the Strategic Plan for 2023-2024
- All administrators developed goals in support of the Board goals.

Focus Area Descriptions

1. Student Preparation for Postsecondary Life

Teaching methods, course offerings and extracurricular opportunities must continuously evolve to ensure student success after graduation.

Goal: Enhance the district program to ensure that all students are prepared for postsecondary life.

2. Student Well-Being

In an ever-evolving society, student well-being is the No. 1 priority of all school districts. This includes promoting a positive school environment where all students feel safe and supported.

Goal: Enhance the district's efforts in relation to mental health, student safety, and overall student wellness.

3. Recruitment and Retention of Staff

The quality of programs and services is affected by human capital issues, including the lack of candidates in particular positions as well as a greater need for ongoing staff development in all areas.

Goal: Retain and maintain a highly trained and highly effective staff.

4. Long-term Success and Sustainability

With all the challenges that exist related to costs, inflation, school funding and budgetary constraints, it is critical to develop long-range plans to ensure fiscal stability and state-of-the-art facilities.

Goal: Ensure a strong fiscal position, a well-maintained infrastructure and a positive public relations image.

Implementation of Strategic Plan Year 1: Establishment of District Goals for 2023-2024

- Cabinet develops goals based on the Board of Education goals
- District Level Administration goals mirror the Cabinet goals as related to their departments
- Building Administration goals mirror the Cabinet goals including goals specific to their buildings



Board of Education 2023-2024 Goals



Levittown School District Board of Education Goals 2023-2024

Success for Every Student

Ms. Jennifer Messina, President

Ms. Peggy Marenghi, 1st Vice President Ms. Christina Lang, 2nd Vice President

Ms. Marianne Adrian, Trustee Ms. Phyllis Dalton, Trustee, Mr. James Moran, Trustee Mr. Michael Pappas, Trustee

Our Board of Education is committed to working with Central Administration and all district stakeholders meet the goals set forth in the Strategic Plan, as outlined below. Specific action items for each objective below can be found at our district website.

Area 1: Student Preparation for Post-Secondary Life-Prepare all students to be ready for post-secondary life by providing them with comprehensive social, emotional, and academic skills through an educational program that offers varied experiences and opportunities and celebrates diversity and inclusivity.

Harness the interests, resources, and talents of community and business groups to address limited financial resources and increasing enrollment.
Develop a comprehensive workshop series that promotes understanding, respect, and gives students skills needed to navigate a diverse learning community.
Enhance extracurricular opportunities that meet the needs and interests of all students.
Review all academic programs to ensure all course offerings are rigorous and relevant.
Explore additional relevant opportunities for students on a career path and/or vocational path.
Enhance teaching methodologies and grading practices so that all students find success.

Area 2: Student Wellbeing-Develop strategies for enhancing the district's efforts in relation to mental health, student safety, and overall student wellness.

Develop enhanced school security protocols to continuously provide the safest possible environment for students and staff.
Review all district communication protocols and provide enhancements where needed in order to ensure all stakeholders review emergency and typical school information.
Require students and teachers to express themselves in a socially appropriate way while finding common ground, and engage parents and the larger community to establish shared norms and values that embrace and support all students.

Help students to identify emotions and to develop appropriate coping strategies.
Develop and implement a student behavior/character education program K-12.
Continue to enhance the district's educational efforts in relation to drug use, mental health, and overall wellness.

Area 3: Recruitment and Retention of Staff: Attract, retain and support a high-quality staff that also reflects the diverse makeup of our school community to ensure an excellent education for the students of the Levittown School District.

Focus on ways to attract more candidates with varied backgrounds & experiences to the Levittown School District.
Continue to foster a positive working environment for all staff members.
Review FTE numbers to ensure adequate staffing is available to support student needs.
Identify and develop recruitment strategies for specific areas of in-district operations that are under-employed and/or are difficult to staff.

Area 4: Long Term Success & Sustainability-Work with all stakeholders to carefully and strategically manage the budget, district facilities, and district public image.

Review current budget costs to map out a more reliable five-year projection.
Explore ways to reduce district reliance on fund balance and reserves.
Enlighten the community on the successes of the Levittown School District.
Increase the number of teachers who pursue National Board Certification in the Levittown School District.
Work to brainstorm ways to increase visibility of the district.
Expand the number of opportunities for staff members to present publicly on Levittown initiatives at educational conferences.
Develop a plan for addressing critical areas noted on the District's Building Condition Survey while limiting the need for District issued debt.
Enhance operating procedures in the district to ensure long-term efficiency and success.

Specific Action Items for 2023-2024



Strategic Plan Implementation Monitoring			
Board Goals 2023-2024			
	Yellow shaded cells indicate action items that are covered by the Board Goals for the 23-24 school year.		
Area 1: Student Preparation for Postsecondary Life			
1.1	Harness the interests, resources and talents of community and business groups to address limited financial resources and increasing enrollment.		
1.2	Develop a comprehensive workshop series that promotes understanding and respect, and gives students skills needed to navigate a diverse learning community.		
1.3	Enhance extracurricular opportunities that meet the needs and interests of all students.		
1.4	Review all academic programs to ensure all course offerings are rigorous and relevant.		
1.5	Ensure all students are exposed to courses that focus on basic life skills.		
1.6	Explore additional relevant opportunities for students on a career path and/or vocational path.		
1.7	Enhance teaching methodologies and grading practices so that all students find success.		
Action Item		SP Start Date	SP Completion Date
1.1.1	Collaborate with Levittown Chamber of Commerce to create Junior Chamber of Commerce Club for high school students.	9/1/2023	9/1/2024
1.1.2	Work with Chamber of Commerce and Department of Curriculum and Instruction to implement Virtual Enterprise program.	9/1/2023	6/30/2024
1.1.3	Reinstitute program where former graduates return to share their experiences with current students.	9/1/2023	6/30/2025
1.1.4	Identify community capacity and interest in developing internship opportunities for career-bound students.	9/1/2023	6/30/2024
1.2.1	Establish a district advisory committee to focus on creating a culture of belonging in the district.	9/1/2023	ongoing

1.2.2	Through committee and surveys, identify needs related to creating a culture of belonging in each school.	12/1/2023	ongoing
1.2.3	Review district policies to ensure they promote a culture of belonging for all students and staff.	7/1/2023	6/30/2024
1.3.1	Review current extracurricular offerings to ensure robust opportunities are available to all students.	9/1/2023	6/30/2024
1.3.2	Survey students in grades 6-12 to collect feedback about opportunities students are seeking.	5/1/2024	6/30/2025
1.4.1	Review all elementary curricular programs.	9/1/2023	6/30/2024
1.4.2	Analyze student survey responses and course catalog electives to determine new course opportunities for students.	9/1/2023	11/30/2023
1.4.3	Work with district directors to review programming in all secondary (6-12) subjects to identify areas for growth (art, business, English, family and consumer science, math, music, physical education, science, social studies, technology, world language). Compare offerings to other districts to ensure we offer the most compelling course catalog.	9/1/2023	6/30/2025
1.4.4	Develop specific pathways for students in the course catalog who are seeking a particular career path (ex: teaching, business, medical, etc.).	9/1/2024	6/30/2025
1.4.5	Increase the number of college credit offerings for students, including non-accelerated courses.	9/1/2023	ongoing
1.4.6	Create additional academic opportunities that provide for greater real-world, hands-on learning both during the school year and as options for families during the summer.	9/1/2024	9/1/2025
1.5.1	Explore expansion of the number of students who take and pass a financial literacy course prior to graduation.	9/1/2025	6/30/2026

Evaluation of Goals/Strategic Plan

Evaluation of each action item, by year:

- Each individual action item in the plan has a start and end date
- At the conclusion of each year, action items designated for completion will be reviewed at a Board of Education meeting





Area 1: Student Preparation for Postsecondary Life



SP#	Action Item	Start Date	Evidence
1.1.1	Collaborate with Levittown Chamber of Commerce to create Junior Chamber of Commerce Club for high school students.	9/1/2023	District is piloting a Junior Chamber of Commerce Club at Division.
1.1.2	Work with Chamber of Commerce and Department of Curriculum and Instruction to implement Virtual Enterprise program.	9/1/2023	District is piloting IncubatorEDU at DAHS. Classroom renovated. If successful, will transition to MacArthur HS in 24-25
1.1.3	Reinstitute program where former graduates return to share their experiences with current students.	9/1/2023	Currently running at Division.
1.1.4	Identify community capacity and interest in developing internship opportunities for career-bound students.	9/1/2023	Reached out to Chamber of Commerce to determine interest.

Fully Completed	
Partially Completed	
Reviewed, Not Completed	
Not Initiated	



1.2.1	Establish a district advisory committee to focus on creating a culture of belonging in the district.	9/1/2023	Completed. District team meets throughout school year
1.2.2	Through committee and surveys, identify needs related to creating a culture of belonging in each school.	12/1/2023	Completed. Initial survey conducted with students, staff and parents in 12/22. Updated survey coming in Spring '24
1.2.3	Review district policies to ensure they promote a culture of belonging for all students and staff.	7/1/2023	BOE Policy Committee currently reviewing policies
1.3.1	Review current extracurricular offerings to ensure robust opportunities are available to all students.	9/1/2023	Initial review completed. Additional electives & clubs offered for 23/24 school year and for 24/25 school year.
1.4.1	Review all elementary curricular programs.	9/1/2023	ELA, Math, SS, Science, PE, Career Exploration, and Art were all reviewed. More to follow in Dept of C&I spring presentation.



1.4.2	Analyze student survey responses and course catalog electives to determine new course opportunities for students.	9/1/2023	Completed in summer 2023. Financial Literacy course approved for district graduation requirement based on student feedback
1.4.3	Work with district directors to review programming in all secondary (6-12) subjects to identify areas for growth (art, business, English, family and consumer science, math, music, physical education, science, social studies, technology, world language). Compare offerings to other districts to ensure we offer the most compelling course catalog.	9/1/2023	Monthly curriculum team meetings and regular individual director meetings have been established to facilitate this ongoing work.
1.4.5	Increase the number of college credit offerings for students, including non-accelerated courses.	9/1/2023	This is ongoing. For example - a College Credit course in Real Estate (non-accelerated) has been added.



1.6.1	Review internal processes to ensure that high school students seeking to explore vocational opportunities are provided the opportunities through attendance at half-day programs starting in 11th grade (BOCES, etc.).	9/1/2023	The process has been reviewed to ensure all students are provided the opportunity to attend half day BOCES programs.
1.6.2	Develop vocational fairs that provide students with exposure to different vocations as well as the military in 9th and 10th grades.	9/1/2023	First Vocational Fair was held in fall 2023 in both High Schools
1.6.3	Offer annual opportunities for students to attend college trips hosted by the high schools.	9/1/2023	First annual summer college tour camp offered in summer 2023
1.6.4	Begin offering training and support for middle school students to utilize Naviance.	9/1/2022	Completed
1.6.5	Create an online video library of school counseling department presentations.	9/1/2023	Presentations are posted. District will investigate feasibility of posting additional videos.
1.6.7	Develop and implement postsecondary interest inventories for all students.	9/1/2023	Implemented in Middle School level at both schools through Naviance.



1.6.8	Explore the feasibility of an enhanced alternative high school.	9/1/2023	Visited Bellmore-Merrick Alternative High School & Oceanside Alternative High School.
1.7.1	Provide enhanced training on reading and mathematics instruction to teachers at the elementary level.	9/1/2023	Providing ongoing LETRS professional development for elementary teachers.



Area 2: Student Well-Being



2.1.1.	Hire a school security supervisor or consultant.	1/1/2023	Completed
2.1.2	Evaluate physical plant security as well as all district security protocols through a security audit/assessment by outside consultant.	1/1/2023	Completed
2.1.3	Create a timeline for enhancing district security protocols based upon recommendations from security assessment.	7/1/2023	Completed
2.1.5	Enhance communication with school families in reference to school safety.	9/1/2023	Sent out safety manual to parents in August 2023
2.1.6	Ensure the RAVE app is available to all staff members who request it.	9/1/2023	Completed. Teachers are asked each year who would like it installed on their phone. We have over 100 staff members with the app installed.



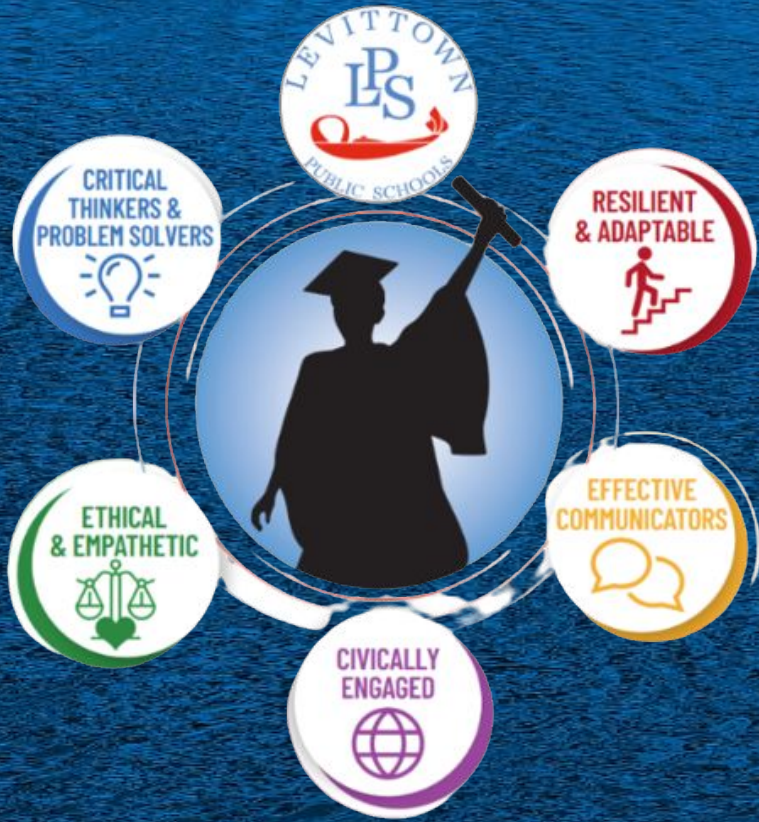
2.1.7	Install air conditioning in all first-floor classrooms so that windows can remain securely locked.	9/1/2023	In progress. 8/10 buildings have a/c installed. Project for Gardiners and Summit was approved by NYSED Facilities Planning in September. Work is ongoing and should be completed prior to Spring '24
2.1.8	Provide training to mental health staff members in threat assessment.	7/1/2023	In progress. First two trainings have taken place.
2.1.9	Provide support and training for security aides to promote internal calibration in regards to responses to various security-related situations.	7/1/2023	In discussions with Security Consultant
2.1.10	Review and enhance building-level crisis teams and associated protocols.	7/1/2023	In Progress
2.2.1	Establish a committee to review District communication strengths and weaknesses and provide suggestions for improvement.	9/1/2023	District has incorporated communication feedback loop by collecting information through PTA Council & PTA Curriculum Committees



2.3.1	Provide additional professional development through training and support in the area of staff-staff communication, staff-parent communication and staff-student communication.	9/1/2023	Training not initiated yet, but Parent Square roll out has increased district communication with parents.
2.3.2	Provide students with an opportunity to celebrate diversity through food, culture, music and tradition.	9/1/2023	Ongoing. Multiple events going on across the district.
2.3.3	Work with PTA and other community members in bringing a variety of cultural arts programs to schools as well as additional PTA-sponsored events.	9/1/2023	Ongoing (annually)
2.3.4	Reboot Creating a Culture of Belonging committees (School Climate Committees) in each building.	9/1/2023	Completed
2.3.5	Ensure School Climate Committees review school climate data to recommend strategies for improving school culture so that all students have a sense of belonging.	9/1/2023	Ongoing



2.4.2	Schedule additional Challenge Day programs for high school students which focuses on SEL skills for adolescents.	9/1/2023	Completed
2.5.3	Promote extracurricular programs such as POSIDIV and MACCEPT.	9/1/2023	Clubs are now promoted through annual Club Fairs
2.5.6	Implement Responsive Classroom program in grades K-5.	9/1/2023	Ongoing
2.6.1	Continue to explore ways of working with Levittown Community Action Coalition to reduce substance abuse in the district.	9/1/2023	Ongoing
2.6.2	Continue to build relationships with local mental health community organizations to provide ongoing professional development to staff and services to families.	9/1/2023	Ongoing with providers such as Northwell Health
2.6.3	Work with local mental health providers to determine feasibility of creating an onsite mental health support program at Levittown Memorial Education Center.	9/1/2023	Still under consideration
2.6.4	Evaluate effectiveness of changes to the district's LEADD program (Levittown Educators Against Destructive Decisions).	9/1/2023	Spring 2024
2.6.5	Develop and implement K-12 mental health curriculum.	9/1/2022	Completed as required by NYS ED



Area 3: Recruitment & Retention of Staff



3.1.1	Human resources will advertise and post vacancies with job descriptions in multiple publications/websites that reach broader audiences.	7/1/2023	Completed
3.1.2	Human resources will work with local and national colleges and universities to recruit quality candidates.	9/1/2023	Created a partnership with Molloy University
3.3.1	Collect data from all employees to get feedback on their working environment.	11/1/2023	Ongoing. District conducts semi-annual employee climate surveys
3.3.2	Create an enhanced Teacher Induction Program to support new teachers across all four years of the tenure process.	9/1/2023	Completed
3.3.3	Develop summer leadership retreat program for administrators.	9/1/2023	Completed



3.4.1	Compare school counseling caseloads to Nassau County districts to ensure the district is in line with similar districts.	2/2/2023	In progress
3.4.2	Explore opportunities to add a dedicated college adviser and/or a bilingual counselor at each high school.	9/1/2023	Reviewed, but not initiated
3.4.3	Examine district FTE in mental health to ensure district capability in meeting the emotional needs of students.	9/1/2022	In progress

3.5.1	Identify departments and positions that are understaffed and/or difficult to staff.	9/1/2022	Completed
3.5.2	Develop strategies for filling positions in hard-to-staff areas.	1/1/2023	In process
3.6.2	Provide training to teachers in regards to developing positive relationships with students and colleagues	9/1/2023	Ongoing



Area 4: Long-Term Success & Sustainability



4.1.1.	Identify areas in the budget that can be reduced over time	7/1/2023	Occurs Annually
4.2.1	Determine effective ways to reduce applied fund balance.	7/1/2023	Completed
4.2.2.	Determine effective ways to reduce utilization of District reserves	7/1/2023	Ongoing
4.3.1	Utilize District newsletters to highlight the best of the district.	7/1/2023	Ongoing
4.3.2	Streamline the District website to showcase the best of the District.	7/1/2023	Website currently showcases recent happenings, awards, etc.
4.3.3	Create expectations for each school for social media usage.	7/1/2023	Not initiated



4.3.4	Investigate use of additional signage to promote the programs of the Levittown School District.	7/1/2023	Added electronic sign to LMEC; Reviewing other branding opportunities
4.3.5	Investigate the use of radio programming to advertise the Levittown School District	7/1/2023	Participated in "Spotlight on LI" radio program in July 2023; Utilized radio ads for bus drivers.
4.4.1	Create a list of current National Board Certified Teachers (NBCTs).	7/1/2023	In progress
4.4.2	Work with the Levittown Teacher Center to create a National Board Certification cohort	10/1/2023	In progress



4.5.1	Meet with District publicity firm to discuss options for increasing visibility of the Levittown School District.	9/1/2023	Initiated; Development of draft “branding guide”; Increase in interview opportunities with media outlets.
4.5.2	Select one to two ideas from District publicity meeting to implement during the 2023-2024 school year.	9/1/2023	Focus for this year: Strategic Plan awareness and #SuccessatLPS branding initiative
4.6.1	Determine local, state and national opportunities for possible presentations.	9/1/2023	Discussed potential presentation on new Career Exploration class in elementary level.
4.8.1	Review the District’s Building Condition Survey with the District Architect and Board of Education to develop a prioritized plan for infrastructure improvements utilizing capital reserve funds.	9/1/2023	Completed. Adopted 5 year capital plan.
4.9.1	Develop norms for District meetings (Board meeting, admin meetings and building- level meetings).	7/1/2023	Not initiated
4.9.3	Create a Board Library and Resource Center for Board of Education members.	7/1/2025	In progress

Evaluation of Overall Strategic Plan

Each **Core Objective** in the plan has a mechanism for evaluation as follows:

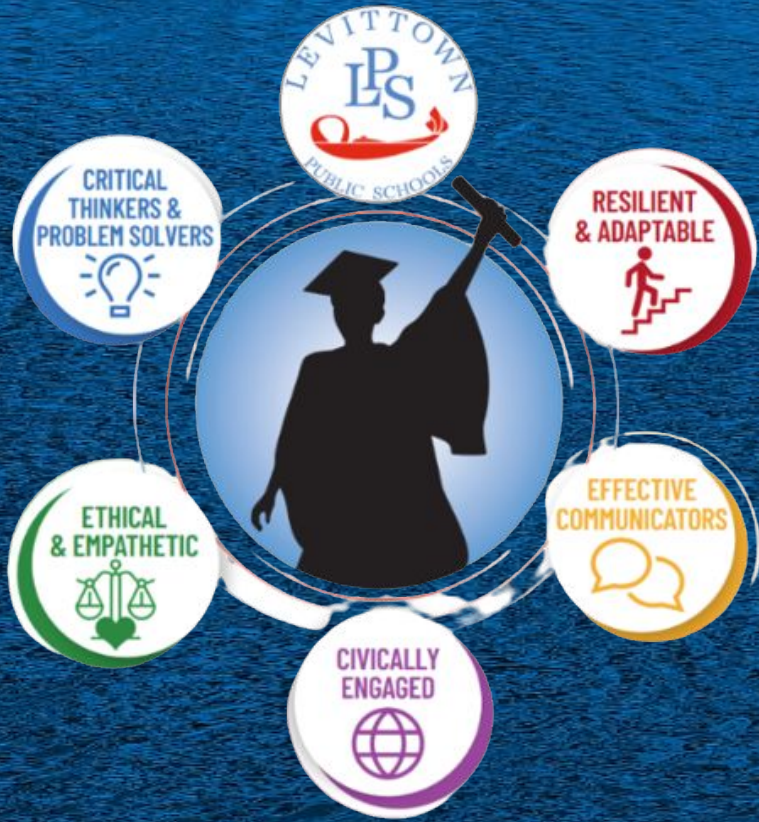
Core Area 1: By 2026 there will be a 10% increase in the overall number of students who feel they are prepared for postsecondary life based on student exit surveys

Core Area 2: By 2026, improve student and parent responses on surveys by 10% on questions related to school safety, student behavior and student well-being

Core Area 3: By 2026, results on district surveys administered to employees will improve by 10%

Core Area 4: Ensure through 2026 that fiscally responsible budgets are adopted as evidenced through tax levy increases at or below the allowable limit. In addition, improve District ranking on at least one local or national ranking metric by 10%





NEXT UPDATE:
SUMMER 2024

QUESTIONS?