

**2023  
THROUGH  
2026**



# **Strategic Plan**

**SUCCESS FOR EVERY STUDENT**



# Levittown School District

Draft Strategic Plan 2023-2026 | V8 8-8-23

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This Strategic Plan is the result of a multi-year process facilitated by stakeholders from across the district. Utilizing surveys and feedback loops, all members of our school community had an opportunity to take part in identifying and prioritizing areas of focus for the three-year period beginning with the 2023-2024 academic year.

# Table of Contents

Executive Summary .....	3
Introduction .....	4
Values and Beliefs .....	4
Policy Parameters .....	5
Focus Area Descriptions .....	6
Plan Overview .....	9
Appendices.....	17
• Site Overview	
• Planning Overview	
• SWOC Analysis	

## Executive Summary

This report is a summary of activity by the Board of Education and Task Force in pursuit of creating a strategic plan for the Levittown Public Schools. Strategy is defined here as a set of actions designed to accomplish goals that are consistent with Levittown School District values, vision and mission, and the constraints of organizational time, resources and capacity. This strategic plan is a brief compilation of District principles and actions.

The Board of Education initiated the process of planning by highlighting several central issues and a preliminary set of values that could offer an initial focus for the Task Force. These areas of focus included:

- Student Preparation for Postsecondary Life.
- Student Well-Being.
- Recruitment and Retention of Staff.
- Long-term Success and Sustainability.

The Task Force fleshed out these focus areas, identifying critical concerns and ways in which these topics present themselves in Levittown. They set goals and strategies, including action plans to offer specific direction for each area. A Strengths, Weaknesses, Opportunities, Challenges (SWOC) analysis laid out the challenges and opportunities noted by Task Force members. Values, beliefs and policy parameters were detailed to denote the organizational tone and approach that would need to be the guideposts for implementation.

# Introduction



## What Is a Strategic Plan?

[A strategic plan is] a systematic process through which an organization agrees on and builds key stakeholder commitment to priorities that are essential to its mission and responsive to the organizational environment.

*From "Strategic Planning for Nonprofit Organizations" (2015), Michael Allison and Jude Kaye*

## What Is the Process of Strategic Planning?

- The Strategic Planning Task Force reports to the Board of Education and the superintendent of schools.
- The job of the Strategic Planning Task Force is to recommend to the Board of Education and to the superintendent a focused set of recommendations that are consistent with the values and resource constraints of the organization.
- The Task Force is made up of District personnel and select community members. Board of Education input comes from the parameters given to the Task Force and final edits of the draft document.
- The Strategic Planning Task Force recommends to the Board of Education and superintendent a focused set of recommendations, consistent with the values and resource constraints of the organization.

- The Task Force, therefore, listens to every stakeholder, but engages in the difficult process of focus, not accumulation.

## Core Foundations of the Strategic Planning Process

### Values (provided by the Board of Education)

- Collaboration/Teamwork
- Creativity
- Growth
- Problem-solving
- Flexibility
- Positive Attitude
- Passion
- Compassion
- Social Responsibility
- Accountability
- Pride in Community

### Beliefs (provided by the Board of Education)

- Helping students find their passion.
- Providing a place where students grow and thrive.
- Nurturing respectful and empathetic global citizens.
- Challenging students to be culturally responsible.
- Fostering excellence in social, emotional and academic literacy.



## Summary Belief Statement

In helping students grow into socially responsible global citizens who are passionate and productive members of society, our schools will provide a safe environment that supports all students academically, socially and emotionally.

## Policy Parameters

As the district strives to achieve “Success for Every Student” through the development of this strategic plan, it will be guided by the following parameters:

### Organizational Parameters

*(recommended by the Board of Education)*

- We will demonstrate a proactive approach to creating a positive mindset for all members of the Levittown school community.
- We will strive for a sense of unity and excellence in all we do.
- Students and staff will work to foster a welcoming and affirming environment where all students feel seen and heard.
- Students will engage in experiences that can help them best navigate a modern world.
- All District employees will cultivate an environment of respect for each other and model a productive learning environment.

### Policy Parameters *(recommended by the Task Force)*

#### *Student Concerns*

*(from student task force members and surveys):*

- All students will be educated with equal commitment.
- The importance of service to the community will be emphasized.

- The needs of students will be foremost in all educational decisions.
- Students and staff will respect themselves, each other and the learning environment.

#### *Program and Accountability:*

- All major program and facility changes require a documented cost-benefit analysis, adequate resources, staff development and Board of Education input.
- The Strategic Planning Team will reconvene at least every two years to review the Strategic Plan, evaluate its progress, and communicate this information to the community.
- Evaluation: Progress in each of the four core areas will be determined through improvement on results gathered through climate survey data, parent and student engagement survey data and senior exit survey data.

## Mission Statement of the Task Force

All stakeholders will work together to improve the school community through collaboration, analysis of data and implementation of agreed-upon strategies.

## Norms chosen by the Task Force

- Respect
- Acceptance
- Active Listening
- Confidentiality
- Trust
- Ability to ask questions
- Judgment free

# 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.**

## 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.**

## 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.**

## 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.**





# Portrait of a Graduate





# STRATEGIC PLAN OVERVIEW

## Area 1: Student Preparation for Postsecondary Life

**Core Objective No. 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.

**Strategy No. 1:** Prepare all students to be ready for postsecondary 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.

Operational Objectives	Leadership Responsibility
1.1 Harness the interests, resources and talents of community and business groups to address limited financial resources and increasing enrollment.	District Administration
1.2 Develop a comprehensive workshop series that promotes understanding and respect, and gives students skills needed to navigate a diverse learning community.	Board of Education, District Administration, Teachers Center
1.3 Enhance extracurricular opportunities that meet the needs and interests of all students.	District Administration, Teachers Center
1.4 Review all academic programs to ensure all course offerings are rigorous and relevant.	Principals and Directors
1.5 Ensure all students are exposed to courses that focus on basic life skills.	Directors
1.6 Explore additional relevant opportunities for students on a career path and/or vocational path.	Principals
1.7 Enhance teaching methodologies and grading practices so that all students find success.	District Administration

<b>Action Items</b>	<b>Start Date</b>	<b>End Date</b>
<b>1.1 Harness the interests, resources and talents of community and business groups to address limited financial resources and increasing enrollment.</b>		
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 Reinstigate program where former graduates return to share their experiences with current students.	9/1/2023	Ongoing
1.1.4 Identify community capacity and interest in developing internship opportunities for career-bound students.	9/1/2024	6/30/2025
<b>1.2 Develop a comprehensive training and workshop series that promotes understanding and respect, and helps students to acquire the skills needed to navigate a diverse learning community.</b>		
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
<b>1.3 Enhance extracurricular opportunities that meet the needs and interests of all students.</b>		
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
<b>1.4 Review all academic programs to ensure course offerings are rigorous and relevant.</b>		
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
<b>1.5 Ensure all students are exposed to courses that focus on basic life skills, including communication, time management, stress management, financial management, developing a growth mindset and civic readiness.</b>		
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
1.5.2 Review technology and family and consumer science curriculums to ensure relevant life skills are taught.	9/1/2025	6/30/2026

<i>Action Items</i>	<i>Start Date</i>	<i>End Date</i>
1.5.3 Ensure our students graduate with an understanding of the essential features of digital technologies, how to communicate and create using those technologies, and how to be safe in a tech-dominated world.	9/1/2025	6/30/2026
<b>1.6 Explore additional relevant opportunities for students on various paths including college, career and military service.</b>		
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	6/30/2024
1.6.2 Develop vocational fairs that provide students with exposure to different vocations as well as the military in ninth and 10th grades.	9/1/2023	6/30/2024
1.6.3 Offer annual opportunities for students to attend college trips hosted by the high schools.	9/1/2023	Ongoing
1.6.4 Begin offering training and support for middle school students to utilize Naviance.	9/1/2022	Ongoing
1.6.5 Create an online video library of school counseling department presentations.	9/1/2023	Ongoing
1.6.6 Explore opportunities for student internships as well as job coaching experiences as appropriate.	9/1/2024	Ongoing
1.6.7 Develop and implement postsecondary interest inventories for all students.	9/1/2024	6/30/2025
1.6.8 Explore the feasibility of an enhanced alternative high school.	9/1/2023	6/30/2024
<b>1.7 Enhance teaching methodologies and grading practices so that all students find success.</b>		
1.7.1 Provide enhanced training on reading and mathematics instruction to teachers at the elementary level.	9/1/2023	Ongoing
1.7.2 Work with administrators and teachers on developing equitable grading practices.	9/1/2024	6/30/2025



## Area 2: Student Well-Being

**Core Objective No. 2:** By 2026, improve student and parent responses on surveys by 10% on questions related to school safety, student behavior and student well-being.

**Strategy No. 2:** Develop strategies to enhance the district's efforts in relation to mental health, student safety, and overall student wellness..

Operational Objectives	Leadership Responsibility
2.1 Develop enhanced school security protocols to continuously provide the safest possible environment for students and staff.	District Administration
2.2 Review all district communication protocols and provide enhancements where needed to ensure all stakeholders review emergency and typical school information.	District Administration
2.3 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.	All Staff Members
2.4 Help students to identify emotions and to develop appropriate coping strategies.	All Staff Members
2.5 Develop and implement a student behavior/character education program K-12.	All Staff Members
2.6 Continue to enhance the district's educational efforts in relation to drug use, mental health and overall wellness.	All Staff Members

Action Items	Start Date	End Date
<b>2.1 Develop enhanced school security protocols to continuously provide the safest possible environment for students and staff.</b>		
2.1.1 Hire a school security supervisor or consultant.	1/1/2023	6/30/2023
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	6/30/2023
2.1.3 Create a timeline for enhancing district security protocols based upon recommendations from security assessment.	7/1/2023	12/31/2023
2.1.4 Create a system for ongoing testing of school safety protocols.	1/1/2024	6/30/2024
2.1.5 Enhance communication with school families in reference to school safety.	9/1/2023	6/30/2024
2.1.6 Ensure the RAVE app is available to all staff members who request it.	9/1/2023	Ongoing
2.1.7 Install air conditioning in all first-floor classrooms so that windows can remain securely locked.	9/1/2023	6/30/2024
2.1.8 Provide training to mental health staff members in threat assessment.	7/1/2023	6/30/2024
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	6/30/2024
2.1.10 Review and enhance building-level crisis teams and associated protocols.	7/1/2023	Ongoing
<b>2.2 Review all District communication protocols and provide enhancements where needed to ensure all stakeholders review emergency and typical school information.</b>		
2.2.1. Establish a committee to review District communication strengths and weaknesses and provide suggestions for improvement.	9/1/2023	6/30/2024
2.2.2 Review and implement appropriate suggestions from the communications committee.	7/1/2024	6/30/2025
2.2.3 Develop a comprehensive District communications plan.	7/1/2025	6/30/2026

<i>Action Items</i>	<i>Start Date</i>	<i>End Date</i>
<b>2.3 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.</b>		
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	Ongoing
2.3.2 Provide students with an opportunity to celebrate diversity through food, culture, music and tradition.	9/1/2023	Ongoing
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
2.3.4 Reboot Creating a Culture of Belonging committees (School Climate Committees) in each building.	9/1/2023	Ongoing
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	6/30/2024
<b>2.4 Help students to identify emotions and to develop appropriate coping strategies.</b>		
2.4.1 Create workshops to help all staff recognize and identify emotional setbacks students may be encountering, and provide strategies that teachers and support staff can utilize with students.	9/1/2024	6/30/2025
2.4.2 Schedule additional Challenge Day programs for high school students which focus on SEL skills for adolescents.	9/1/2023	Ongoing
<b>2.5 Develop and implement student behavior/character education programs K-12.</b>		
2.5.1 Review "Get.A.Voice" character education/antibullying program at elementary schools to determine effectiveness (measured through student surveys and additional District data points).	9/1/2024	6/30/2025
2.5.2 Review RISE character education/antibullying program to determine effectiveness (measured through student surveys and additional District data points).	9/1/2024	6/30/2025
2.5.3 Promote extracurricular programs such as POSIDIV and MACCEPT.	9/1/2023	Ongoing
2.5.4 Expand/enhance character education programs to Wisdom Lane Middle School, MacArthur HS and Division Avenue HS.	9/1/2024	6/30/2025
2.5.5 Explore feasibility of implementing Peaceful Playground program in all elementary schools.	9/1/2024	6/30/2025
2.5.6 Implement Responsive Classroom program in grades K-5.	9/1/2023	6/30/2025
2.5.7 Investigate the feasibility of implementing an advisory period in the middle schools to enhance mentoring opportunities for students through the creation of an exploratory committee.	9/1/2024	6/30/2025
<b>2.6 Continue to enhance the District's educational efforts in relation to drug use, mental health and overall wellness.</b>		
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
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	6/30/2024
2.6.4 Evaluate effectiveness of changes to the district's LEADD program (Levittown Educators Against Destructive Decisions).	9/1/2023	6/30/2024
2.6.5 Develop and implement K-12 mental health curriculum.	9/1/2022	Ongoing

## Area 3: Recruitment and Retention of Staff

**Core Objective No. 3: By 2026, results on district surveys administered to employees will improve by 10%.**

**Strategy No. 3:** 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.

Operational Objectives	Leadership Responsibility
3.1 Focus on ways to attract more candidates with varied backgrounds and experiences to the Levittown School District.	District Administration
3.2 Develop methods for collecting feedback from existing employees.	District Administration
3.3 Continue to foster a positive working environment for all staff members.	District Administration and Building-level Administration
3.4 Review FTE numbers in all departments to ensure adequate staffing is available to support all students' needs.	District Administration and Building-level Administration
3.5 Identify and develop recruitment strategies for specific areas of in-district operations that are under-employed and/or are difficult to staff.	District Administration
3.6 Enhance the training provided for staff related to job-specific skills, staff mental health and dealing with change.	District Administration

Action Items	Start Date	End Date
<b>3.1 Focus on ways to attract more candidates with varied backgrounds and experiences to the Levittown School District.</b>		
3.1.1 Human resources will advertise and post vacancies with job descriptions in multiple publications/websites that reach broader audiences.	7/1/2023	Ongoing
3.1.2 Human resources will work with local and national colleges and universities to recruit quality candidates.	9/1/2023	Ongoing
3.1.3 Review and enhance official hiring procedures to ensure the process is efficient, fair and transparent.	9/1/2024	Ongoing
<b>3.2 Develop methods for collecting feedback from exiting employees.</b>		
3.2.1 Review and revise the district exit survey for employees.	9/1/2024	6/30/2025
3.2.2 Annually review the data collected from employee exit surveys.	9/1/2025	Ongoing
3.2.3 Utilize data to determine appropriate changes to district operating procedures to improve staff retention.	9/1/2025	Ongoing
<b>3.3 Continue to foster a positive working environment for all staff members.</b>		
3.3.1 Collect data from all employees to get feedback on their working environment.	11/1/2023	Ongoing
3.3.2 Create an enhanced Teacher Induction Program to support new teachers across all four years of the tenure process.	9/1/2023	6/30/2024
3.3.3 Develop summer leadership retreat program for administrators.	9/1/2023	6/30/2024
3.3.4 Identify and implement strategies for enhancing staff member job satisfaction and wellness.	9/1/2024	Ongoing

<i>Action Items</i>	<i>Start Date</i>	<i>End Date</i>
<b>3.4 Review FTE numbers in all departments to ensure adequate staffing is available to support all student needs.</b>		
3.4.1 Compare school counseling caseloads to Nassau County districts to ensure the district is in line with similar districts.	2/2/2023	6/30/2023
3.4.2 Explore opportunities to add a dedicated college adviser and/or a bilingual counselor at each high school.	9/1/2023	6/30/2024
3.4.3 Examine district FTE in mental health to ensure district capability in meeting the emotional needs of students.	9/1/2022	Ongoing
<b>3.5 Identify and develop recruitment strategies for specific areas in district operations that are under-employed and/or are difficult to staff.</b>		
3.5.1 Identify departments and positions that are understaffed and/or difficult to staff.	9/1/2022	12/31/2022
3.5.2 Develop strategies for filling positions in hard-to-staff areas.	1/1/2023	6/30/2023
<b>3.6 Enhance the training provided for staff related to job-specific skills as well as staff mental health.</b>		
3.6.1 Provide training to support staff members in regards to best practices (clerical), including the creation of additional district manuals related to various critical positions (ex: security, clerical, etc.) and job expectations for all positions.	9/1/2024	10/1/2025
3.6.2 Provide training to teachers in regards to developing positive relationships with students and colleagues.	9/1/2023	9/2/2024
3.6.3 Provide ongoing training to administrators in regards to dealing with challenging situations and interpersonal conflict.	9/1/2024	6/30/2025
3.6.4 Review research related to how to support adults in sustaining long-term changes to assist staff members with adjusting to changes in the educational system.	7/1/2025	6/30/2026

## Area 4: Long-term Success and Sustainability

**Core Objective No. 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%.**

**Strategy No. 4: Work with all stakeholders to carefully and strategically manage the budget, district facilities and district public image.**

Operational Objectives	Leadership Responsibility
4.1 Review current budget costs to map out a more reliable five-year projection.	District Administration
4.2 Explore ways to reduce District reliance on fund balance and reserves.	District Administration
4.3 Develop additional ways to share the successes of the Levittown School District with the larger community.	District Administration
4.4 Increase the number of teachers who pursue National Board Certification in the Levittown School District.	District Administration
4.5 Work to brainstorm ways to increase visibility of the District.	Board of Education and District Administration
4.6 Expand the number of opportunities for staff members to present publicly on Levittown initiatives at educational conferences.	District Administration
4.7 Increase the status of Levittown Schools on one or more ranking systems locally or nationally.	District Administration
4.8 Develop a plan for addressing critical areas noted on the District's Building Condition Survey while limiting the need for District-issued debt.	District Administration
4.9 Enhance operating procedures in the District to ensure long-term efficiency and success.	Board of Education and District Administration

Action Items	Start Date	End Date
<b>4.1 Review current budget costs to map out a more reliable five-year projection.</b>		
4.1.1 Identify areas in the budget that can be reduced over time.	7/1/2023	Ongoing
<b>4.2 Explore ways to reduce District reliance on fund balance and reserves.</b>		
4.2.1 Determine effective ways to reduce applied fund balance.	7/1/2023	Ongoing
4.2.2 Determine effective ways to reduce utilization of District reserves.	7/1/2023	Ongoing
<b>4.3 Develop additional ways to share the successes of the Levittown School District with the larger community.</b>		
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	Ongoing
4.3.3 Create expectations for each school for social media usage.	7/1/2023	6/30/2024
4.3.4 Investigate use of additional signage to promote the programs of the Levittown School District.	7/1/2023	6/30/2024
4.3.5 Investigate the use of radio programming to advertise the Levittown School District.	7/1/2023	6/30/2024
<b>4.4 Increase the number of National Board Certified Teachers in the Levittown School District.</b>		
4.4.1 Create a list of current National Board Certified Teachers (NBCTs) in the Levittown School District.	7/1/2023	10/1/2024

<b>Action Items</b>	<b>Start Date</b>	<b>End Date</b>
4.4.2 Work with the Levittown Teacher Center to create a National Board Certification cohort.	10/1/2023	6/30/2024
4.4.3 Work with LUT and BOE to create a funding and incentive mechanism to encourage more teachers to become Board certified.	7/1/2024	6/30/2025
4.4.4 Increase the number of NBCTs by 50%.	9/1/2024	6/30/2025
<b>4.5 Work with District publicity firm to brainstorm ways to increase visibility of the District.</b>		
4.5.1 Meet with District publicity firm to discuss options for increasing visibility of the Levittown School District.	9/1/2023	Ongoing
4.5.2 Select one to two ideas from District publicity meeting to implement during the 2023-2024 school year.	9/1/2023	6/30/2024
4.5.3 Evaluate effectiveness of strategies implemented.	7/1/2024	9/1/2025
<b>4.6 Expand the number of opportunities for staff members to present to other schools on Levittown initiatives.</b>		
4.6.1 Determine local, state and national opportunities for possible presentations.	9/1/2023	6/30/2024
4.6.2 Select at least one local, state and national opportunity for presentations.	7/1/2024	8/30/2024
4.6.3 Ensure funding is available for presentations to be made.	9/1/2024	5/20/2025
<b>4.7 Increase the ranking of Levittown Schools on one or more ranking systems locally or nationally.</b>		
4.7.1 Review detailed reports from all available ranking systems to determine areas for growth.	9/1/2024	1/30/2025
4.7.2 Utilizing analysis above, create a plan to increase results in one or more identified areas to increase District ranking.	2/1/2025	6/30/2025
4.7.3 Work toward having both middle schools designated as a NYSMSA Essential Elements School to Watch.	9/1/2025	6/30/2026
<b>4.8 Develop a plan for addressing critical areas noted on the District's Building Condition Survey.</b>		
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	6/30/2024
4.8.2 Present plan from 4.8.1 to the Board of Education for incorporation into future budgets.	8/30/2024	8/30/2025
4.8.3 Review costs to operate District buildings that are not utilized by the District (Laurel Lane School and Seamans Neck School) to determine if it is fiscally responsible to sell these buildings.	9/1/2024	6/30/2025
4.8.4 Develop a plan for ongoing upkeep and improvements to District athletic facilities, including a review of usage of fields by all groups.	9/1/2024	Ongoing
<b>4.9 Develop a plan for addressing critical areas noted on the District's Building Condition Survey.</b>		
4.9.1 Develop norms for District meetings (Board meeting, admin meetings and building-level meetings).	7/1/2023	6/30/2024
4.9.2 Develop an operating procedure manual for incoming Board of Education members.	7/1/2024	6/30/2025
4.9.3 Create a Board Library and Resource Center for Board of Education members.	7/1/2025	6/30/2026

# Appendices



## A. Student Demographics: Student Population (K-12) – 7,102

Category	Number	Percent
Male	3,635	51%
Female	3,467	49%
American Indian/Alaska Native	12	0%
Black or African American	104	1%
Hispanic or Latino	1,546	22%
Asian or Native Hawaiian/Other Pacific Islander	823	12%
Multi-racial	103	1%
White	4,514	64%
English Language Learners	194	3%
Students with Disabilities	859	12%
Economically Disadvantaged	1,415	20%

## B. Description of Site:

**Levittown Union Free School District is made up of:**

- 14 School Facilities
- 29 Non-instructional Structures
- 192 Acres of Grounds
- 633 Classrooms
- 1,290,634 square feet of space in buildings

## C. Planning Overview | Planning Team | Task Force Selection Guide

### Selection of Task Force (15 members) includes:

- Community representation (1 social service agency; 1 other, such as faith-based).
- District leadership (2).
- Parent representation (2).
- Business representation (2).
- Student representation (2).
- Teacher and para representation (2+).
- Varied school and department leadership representation including athletics (principal; department head).
- Varied gender, ethnic, racial, religious and economic representation.

### D. Membership of the Task Force included:

<b>Name</b>	<b>Position/Group</b>
Anthony Allison	MacArthur High School Assistant Principal
Jami Anspach	Lee Road Elementary School Principal
Dieu Cai-Hsiu	Middle School Teacher
Louise Cassano	Community Member
Vinnie Causeman	High School Teacher, Parent
Susan Farber	Director of Pupil Services
Robert Galino	Elementary Teacher
Nina Glenn	Social Worker and Community Member
Samantha Jennings	MacArthur High School Student
Michelle Kelly	Director of Elementary Education
Kevin McDermott	Director of Science
Carrie O'Connor	Parent
Jon Probststein	Business Leader, Community Member
Debbie Rifkin	Assistant Superintendent for Human Resources
Jasmeet Sahota	Division Avenue High School Student
Karen Smith	Parent
Father Ralph Sommer	Religious Leader
Lin Testamark	Parent
Todd Winch	Assistant Superintendent for Instruction

## F. Major Functions and Activities of Planning Team

### Board of Education and Superintendent

The Board of Education initiates the Strategic Planning Process and hands it off to the superintendent's team to engage the community in the process.

1. Dr. Reeves' (from Creative Leadership Solutions) presentation to Board of Education
2. Board of Education discussion of core values
3. Dr. Scott (from Creative Leadership Solutions) guides Task Force using Board of Education topics and values to create recommendations.

### Community Members and District Staff

Community members and District staff take the charge from the Board of Education to create a proposed plan to respond to the community needs.

### Updates for District Leadership and Board of Education

#### Board of Education Finalizes Strategic Plan with Drs. Scott and Reeves.

- Deliberates on next steps including presentation to community.
- Final edits.
- Board of Education review and presentation to the public.
- Presentation to Board of Education for adoption.
- The Board of Education reviews the proposed plan and prepares for presentation to the public.

#### Strategic Plan Presented to Community

Once the Strategic Plan has been established – values, vision, goals, objectives, action steps and indicators – then the Task Force must engage in ongoing accountability that connects all the preceding steps.





# Levittown Public Schools

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