

AVOCA CENTRAL SCHOOL



2024
-2025

BLUEPRINT FOR EXCELLENCE

STRATEGIC PLAN



www.avocacsd.org



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Dear Members of the Avoca 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,

Steve Saxton
Superintendent

Megan Hubbard
President, Board of Education



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 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.

April 2024: Community Feedback Gathered

June 2024: Community Team Assembled, Mission/Vision/Core Values Reviewed, Priority Areas Developed, Strategies Suggested.

Summer 2024: Revisions and review completed by the Leadership Team. Communication to the community and implementation of the plan with stakeholders.

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May 2024: Draft Mission/Vision/Core Values developed by the Board of Education and Leadership Team.

June 2024: Action plans developed that specifically identify what will be done to meet the objectives of each priority area and who will be responsible for leading the work

WHO WE ARE

At Avoca, our shared core purpose, aspirations and expectations are clear:

OUR MISSION

We prepare each student to be a contributing member of their community and life-long, critical, independent thinkers in the career, college, or military experience of their choosing.

OUR VISION

We are a model school that provides a safe, inclusive, nurturing, welcoming, and challenging program focused on all aspects of learning and growing as a learner and a person.

OUR CORE VALUES

We believe that we can achieve our vision and accomplish our mission if, in all of our work, we will strive to model our core values:

Holistic Approach: Foster the development of well-rounded students.

Inclusivity: Offer high quality experiences for all students from all backgrounds.

Innovation: Focus regular review, updates and growth in all of our programming.

Excellence: Strive to be a community that people choose and a school that children are excited to attend.

Collaborative: Work together as a team that encourages everyone to participate.

Responsive and Engaged: Be responsive to community values and available resources while providing programs that meet the needs of every child and a workplace that supports all staff members.

Caring: We demonstrate compassion and consideration for the well-being and needs of others.

Integrity: We are ethical and consistent in our actions, values, and principles.

Tiger Pride...Surpassing Expectations



Avoca Central School

Tiger Pride...Surpassing Expectations

OUR DISTRICT

Avoca Central School District, located in Avoca, NY, serves a close-knit rural community. The district focuses on providing a supportive and enriching educational environment for students from pre-kindergarten through 12th grade. With a commitment to academic excellence and extracurricular involvement, Avoca Central offers various programs to foster student growth. The school emphasizes community involvement and strives to prepare students for future success.

OUR COMMUNITY

The community surrounding the Avoca Central School District in Avoca, NY, is a picturesque rural area characterized by its scenic landscapes and strong sense of community. Residents take pride in their small-town values, fostering a welcoming and supportive atmosphere. The area boasts a rich agricultural heritage, with local farms and businesses playing a vital role in the local economy. Community events and gatherings are central to life in Avoca, bringing neighbors together and strengthening the bonds among residents.

OUR LEADERSHIP

Board of Education

Megan Hubbard, President
Elizabeth Peck, Vice President
Donnie Rodbourn
Terry Belanger
Sean Turner

Administration

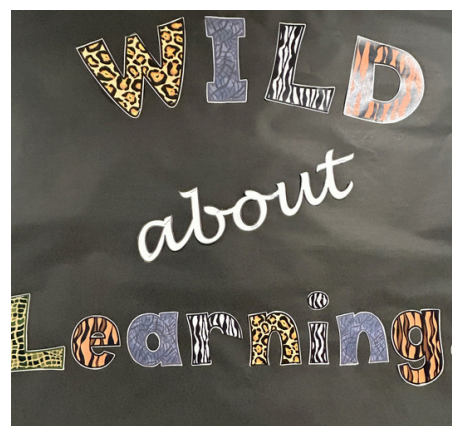
Steve Saxton, Superintendent
Matthew Pfleegor, Business Administrator
Robert Hyer, Director of Facilities
Sheri Frail, Cafeteria Manager
Cody Delles, MHS Principal
Deanna Wilkinson, Elementary Principal
Michael Abbott, Director of Transportation

OUR PLAN

The Avoca Central School District's Blueprint for Excellence is centered on preparing students to be contributing community members and lifelong, independent thinkers ready for careers, college, or military service. The district envisions itself as a model school that offers a safe, inclusive, and challenging environment, fostering personal and academic growth. Core values include a holistic approach to student development, inclusivity, innovation, and excellence. The district emphasizes collaboration among all stakeholders, ensuring everyone is engaged and valued.

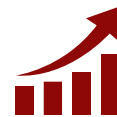


Priority areas focus on academic excellence, enhancing the student experience, and improving operational efficiency. The district aims to provide diverse, meaningful learning opportunities that engage students. By fostering a welcoming atmosphere, Avoca Central encourages students to feel excited about their school environment. Operational improvements target community investment and participation, making the school a hub for collaboration and growth. Through compassion, integrity, and responsiveness, the district remains committed to the well-being and success of all students and staff.



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. Goals have been developed for each area.



**Academic
Excellence**



**The Student
Experience**



Operations



PRIORITY AREA GOALS

Academic Excellence

Goal: We will offer students a variety of opportunities to engage in meaningful learning

The Student Experience

Goal: We will provide an atmosphere and environment that students want to be a part of.

Operations

Goal: We will improve operations by ensuring that all parties are invested in the school community and have opportunities to fully participate in the district experience.

ACTION PLANS

Priority Area 1: Academic Excellence

Goal: We will offer students a variety of opportunities to engage in meaningful learning experiences.

Action Steps:	Person/People Responsible	Timeframe
Build a culture of literacy through providing books for students to take home. (books to take home daily, baggy books, digital books)	Literacy Teachers, Media Specialist, teachers	Summer 2024
Provide professional development on the Science of Reading.	Admin, teachers	Summer 2024
Develop a curriculum review process with time to complete the work.	Teachers, principals, Curriculum Coordinator	Summer 2024
Implement opportunities to take part in things like Mad City Money and The Vault to improve life skills.	Principal & counselor	Fall 2024
Provide work/interview experiences.	Principal, FYEX teacher, counselor	Fall 2024
Provide ways to help students identify a career path through surveys or personality tests.	Counselor & principal	Fall 2024
Have content teachers include career paths that their content area would be a part of.	Content area teachers, spec. ed. teachers,	Fall 2024
Offer computer classes for students that improve typing skills and other basic computer skills K-12.	Scheduling committee, Digital Literacy teacher	Fall 2024
Continue to build upon our RtI/MTSS process and the supports that are available to teachers.	RtI Team, principals	Fall 2024
Build up and find resources that will support the social emotional needs of students with difficult behaviors.	Counseling Team	Fall 2024

Priority Area 1: Academic Excellence

Goal: We will offer students a variety of opportunities to engage in meaningful learning experiences.

Action Steps:	Person/People Responsible	Timeframe
Offer family nights that will offer ways for families to support students in the classroom academically and behaviorally.	Teachers, Principals, Counselors	Fall 2024
Offer classes that include daily living skills such as banking, financial management and other life skills.	FYEX teachers, counselors, principals	Fall 2024
Continue to promote CTE vocational pathways.	Principals, Teachers, Counselors	Fall 2024
Increase reading and math achievement through meaningful hands-on learning experiences and real world life applications.	Admin, teachers, curriculum coordinator	Fall 2024
Plan more meaningful assemblies.	Principals & counseling team	Fall 2024
Create vertical alignment of reading and writing. (Science of Reading)	Teachers, principals	Fall 2024
Provide training for teachers and other staff on how to support students with difficult behaviors. (TCI)	Counseling Team & principals	January 2025
Provide professional development on Professional Learning Communities.	Admin, Curriculum Coordinator	Summer 2025
Communicate the offerings that are available to students in order to engage students and their families in what is available. (Develop a course catalog available on website.)	Scheduling committee & communication specialist	Fall 2025
Create a stakeholder group that will work to support learning and character education.	Principals, teachers, community members	Fall 2025

Priority Area 2: The Student Experience

Goal: We will provide an atmosphere and environment that students want to be a part of.

Action Steps:	Person/People Responsible	Timeframe
Consider club meetings during the school day (equitable).	Superintendent, principals, SC Advisors	Fall 2024
Conduct a club inventory for students to ensure clubs offered are reflective of student interests.	Principal & SC Advisors	Fall 2024
Familiarize teachers with the field trip process.	Principals	Fall 2024
Conduct a Club Fair where students are made aware of current offerings.(Open Building Night, Pep Assembly?)	Principal, SC Advisors, club advisors	Fall 2024
Provide monthly opportunities for students to offer ideas to MHS Principal (PAC vs. SPAC).	Principals	Fall 2024
Staff models engagement they'd like to see from students (i.e.Dunk Tank)	Principals & teachers	Fall 2024
Consistent application of the dress code from student to student and adult to adult.	Principals, teachers	Fall 2024
Development of a club proposal form to focus conversations and actions moving forward.	Principals	Summer 2024
Creating grade level field trips for each year.	Principals, teachers, superintendent	Summer 2024

Priority Area 2: The Student Experience

Goal: We will provide an atmosphere and environment that students want to be a part of.

Action Steps:	Person/People Responsible	Timeframe
Development of a field trip proposal form to focus conversations and actions moving forward.	Principals	Summer 2024
Continue work on Student Council & add elementary student council.	Principals, Student Council reps	Summer 2024
Share what we offer: ACE Courses, CTE Programming, Career Development Center½ Day fair - released from class to pitch offerings, students engage with class advisors	Principal, counselor, Communications Specialist	Summer 2024
Address attendance challenges through sharing real regional data and the impact on student learning (data attached to attendance letters).	Principals & counseling team, SST	Summer 2024
Develop guest speaker opportunities for MHS (civil engineers, etc.).	Principals, counseling team, teachers, CDC (Alisa Wright)	Summer 2024

Priority Area 3: Operations

Goal: We will improve operations by ensuring that all parties are invested in the school community and have opportunities to fully participate in the district experience.

Action Steps:	Person/People Responsible	Timeframe
Work to improve communication between administration/supervisors with teachers/staff, and the school and parents/community members.	All district leaders, each individual	Summer 2024
Conduct a communication audit and create an enhanced communication plan to improve communication between administration and teachers, and the school and parents/community members.	Superintendent	Summer 2024
Work to understand the opinions of all parties and why they feel the way they do.	Administrators and Supervisors	Summer 2024
Devise ways to involve more staff in the decision making process.	Superintendent, Administrators, Supervisors	Summer 2024
Work to ensure we are supporting teachers, both new teachers and experienced teachers.	Superintendent and Principals	Summer 2024
Work to ensure that transportation is fully staffed.	Superintendent and Transportation Supervisor	Summer 2024
Work to ensure that all departments work collaboratively for the good of the students.	Superintendent, Supervisors	Summer 2024

Priority Area 3: Operations

Goal: We will improve operations by ensuring that all parties are invested in the school community and have opportunities to fully participate in the district experience.

Action Steps:	Person/People Responsible	Timeframe
Work with staff to generate ideas for team building and morale boosting.	Wellness Team, District Sunshine or Social Committee, Principals/Supervisors	Summer 2024
Work to help staff understand each other's position to help improve staff morale.	Supervisors and Principals	Summer 2024 and ongoing
We have to work to trust our colleagues.	Everyone...	Summer 2024 and ongoing
Improve messaging between various school departments through the use of technology.	Supervisors, Principals, Teachers	Summer 2024 and ongoing
Work to review our processes to ensure that all students have the opportunity to enjoy breakfast.	Superintendent, Supervisors, Principals, Teachers	Summer 2024

OUR NEXT STEPS AND ACCOUNTABILITY

Timeframe	Activity	Who
Summer-Fall 2024	<p>Blueprint Plan Presented to the Community and Adopted by the BOE</p> <p>Blueprint Plan “unpacked” and then shared with the faculty and staff.</p> <p>Blueprint Plan unpacked with smaller groups.</p>	<p>Superintendent, BOE</p> <p>Superintendent</p> <p>Directors & Principal</p>
2024-2025 Quarterly	Blueprint Updates provided to the BOE, Community and Staff	Superintendent and Administrators
February 2025	<p>Blueprint Updates provided to the BOE, Community and Staff</p> <p>Budget Recommendations Provided</p>	Superintendent and Administrators
July 2025	Blueprint Planning Day Held Plan Updated for 25-26	Superintendent Administrators Staff
Spring 2026	Blueprint Refresh Conducted	<p>BOE</p> <p>Superintendent</p> <p>Administrators</p> <p>Staff</p> <p>Community Members</p>
Spring 2027	Blueprint Phase 2 Developed	<p>BOE</p> <p>Superintendent</p> <p>Administrators</p> <p>Staff</p> <p>Community Members</p>



2024-25 Blueprint Team

Megan Hubbard

Elizabeth Peck

Donnie Rodbourn

Terry Belanger

Rosalie Smith

Steve Saxton

Matthew Pfleegor

Cody Delles

Deanna Wilkinson

Michael Abbott

Robert Hyer

Lee Bottoni

Emily Bottoni

Casey Rawleigh

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