



Levittown School District

Board of Education Goals 2023-2024

Success for Every Student

Ms. Jennifer Messina, President

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

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

Our Board of Education is committed to working with Central Administration and all district stakeholders to meet the goals set forth in the Strategic Plan, as outlined below. Specific action items for each objective below can be found on pages 3-13. Additional information regarding the district Strategic Plan can be found on 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.

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/Entrepreneurship 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
1.5.2	Review technology and family and consumer science curriculums to ensure relevant life skills are taught.	9/1/2025	6/30/2026
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
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.	9/1/2023	6/30/2024
1.6.8	Explore the feasibility of an enhanced alternative high school.	9/1/2023	6/30/2024
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 Wellbeing			
2.1	Develop enhanced school security protocols to continuously provide the safest possible environment for students and staff.		
2.2	Review all district communication protocols and provide enhancements where needed to ensure all stakeholders review emergency and typical school information.		
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.		
2.4	Help students to identify emotions and to develop appropriate coping strategies.		
2.5	Develop and implement a student behavior/character education program K-12.		
2.6	Continue to enhance the district's educational efforts in relation to drug use, mental health and overall wellness.		
	Action Item	SP Start Date	SP Completion Date
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
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
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	6/30/2026
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
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
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

3.1	Focus on ways to attract more candidates with varied backgrounds and experiences to the Levittown School District.		
3.2	Develop methods for collecting feedback from existing employees.		
3.3	Continue to foster a positive working environment for all staff members.		
3.4	Review FTE numbers in all departments to ensure adequate staffing is available to support all students' needs.		
3.5	Identify and develop recruitment strategies for specific areas of in-district operations that are under-employed and/or are difficult to staff.		
3.6	Enhance the training provided for staff related to job-specific skills, staff mental health and dealing with change.		
Action Item		SP Start Date	SP Completion Date
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
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
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
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
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
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			
4.1	Review current budget costs to map out a more reliable five-year projection.		
4.2	Explore ways to reduce District reliance on fund balance and reserves.		
4.3	Develop additional ways to share the successes of the Levittown School District with the larger community.		
4.4	Increase the number of teachers who pursue National Board Certification in the Levittown School District.		
4.5	Work to brainstorm ways to increase visibility of the District.		
4.6	Expand the number of opportunities for staff members to present publicly on Levittown initiatives at educational conferences.		
4.7	Increase the status of Levittown Schools on one or more ranking systems locally or nationally.		
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.		

4.9	Enhance operating procedures in the District to ensure long-term efficiency and success.		
	Action Item	SP Start Date	SP Completion Date
4.1.1.	Identify areas in the budget that can be reduced over time	7/1/2023	ongoing
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
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
4.4.1	Create a list of current National Board Certified Teachers (NBCTs) in the Levittown School District.	7/1/2023	10/1/2024
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
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
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	6/30/2025
4.6.3	Ensure funding is available for presentations to be made.	9/1/2024	6/30/2026

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
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
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

Evaluation:

Updates on the progress towards goal attainment will be provided minimally mid year (and identified through related presentations throughout the year). Final review of district goals for 23-24 will be presented in the summer of 2024.

Overall Strategic Plan Goals are measured as described in the 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 parents 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%