

**Jamesville-DeWitt Central School**

**Strategic Plan**

**2020- 2025**

**Dr. Peter Smith, Superintendent**

## **Our Mission**

The Jamesville-DeWitt Central School District has an uncompromising commitment to excellence in preparing students to achieve and succeed, to respect themselves and others, and to practice life-long learning in an ever-changing, richly diverse global society.

We take responsibility for providing a challenging educational experience in a safe and nurturing environment. We dedicate ourselves to the academic, artistic, social, emotional and physical development of each student.

## **Our Beliefs**

We believe that:

1. Students, family, school, and community all share the responsibility for education.
2. Learning is a life-long process for each and every individual.
3. All students benefit from purposeful evaluation, development, and improvement of educational programs.
4. Trust, fairness, and respect should permeate every relationship.
5. A physically safe, socially and emotionally supportive, and educationally challenging environment that respects and values the diversity of our school community is essential to learning.
6. Self-confidence, self-respect, and self-discipline are the result of personal growth, development, and achievement.
7. A wide range of educational experiences that focus on creativity, critical thinking, communication, and collaboration are essential to prepare students for the future.
8. Open, honest, and effective communication results in strong relationships among students, staff, home, and community.

The Jamesville-DeWitt Central School Strategic Plan (2020- 2025) contains four primary areas of focus, each with multiple initiative areas and goals.

### **Culture of Wellness**

Goal: Develop and support the social, emotional, mental wellness and behavioral needs of all students, faculty and staff.

### **Curriculum and Programs**

Goal: Provide all students with responsive, evolving, robust opportunities and experiences in and out of the classroom.

### **Diversity, Equity and Inclusion**

Goal: The Jamesville-DeWitt School District stands united in support of all students, families, and staff members. We are committed to providing a safe, caring, inclusive, equitable, and challenging learning environment that is free from discrimination and harassment, and to building a community that recognizes diversity as one of our greatest strengths. We fully embrace our rich, diverse community as expressed through race, ethnicity, socioeconomic status, ability, sexual orientation, gender identity, gender expression, religion, natural origin, immigration status, language background, language proficiency, and family structure. We will continuously search for new ways to improve the enriched learning environment at our schools, eliminate racism, eradicate disproportionality, and build equity for all students.

### **Family and Community Engagement**

Goal: Develop and nurture relationships with families and community organizations.

## JAMESVILLE-DEWITT STRATEGIC PLAN

### CULTURE OF WELLNESS

Goal: Develop and support the social, emotional, mental wellness and behavioral needs of all students, faculty and staff.

Initiative Area and Goal: Social, Emotional, Mental Wellness- Provide all students with social, emotional, and mental wellness learning opportunities.

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Identify a subcommittee to address social, emotional, behavioral and mental wellness needs of all stakeholders.	Director of PPS	Year 1
Identify best practice focused on meeting the social, emotional, behavioral and mental wellness needs in the District.	Director of PPS	Year 1
Identify District needs regarding social, emotional, behavioral and mental wellness supports.	Building Leaders	Year 2
Implement and continually review supports developed for social, emotional, behavioral and mental health wellness.	Building Leaders	Year 3
Provide all students opportunities with extra-curricular activities (such as but not limited to clubs, performing arts, athletics, etc.).	Building Leaders	Year 3

## JAMESVILLE-DEWITT STRATEGIC PLAN

### CULTURE OF WELLNESS

Goal: Develop and support the social, emotional, mental wellness and behavioral needs of all students, faculty and staff.

Initiative Area and Goal: Staff Awareness- Promote staff awareness when dealing with social, emotional, behavioral and mental wellness of all students.

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Provide staff with professional development to develop and grow their knowledge and understanding of social, emotional, behavioral and mental wellness.	Assistant Superintendent for Curriculum, Instruction, and Equity	Year 1
Identify, develop and implement a system of crisis support (day to day, long term, preventative)	Director of PPS	Year 1
Conduct an analysis of student discipline to ensure equitable responses	Assistant Superintendent for Curriculum, Instruction, and Equity	Year 2

## JAMESVILLE-DEWITT STRATEGIC PLAN

### CULTURE OF WELLNESS

Goal: Develop and support the social, emotional, mental wellness and behavioral needs of all students, faculty and staff.

Initiative Area and Goal: Student Wellness- Provide support to ensure the physical, social, emotional, behavioral and mental wellness of all students.

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Investigate, identify and implement a tool which will assess the social, emotional, behavior and mental needs of all students.	Director of PPS	Year 1
Use data to identify/create systems of support.	Director of PPS and Building Level SEL/Mental Wellness Teams	Year 2
Ensure all students have a social, emotional, personal connection to a trusted adult or their school community.	Building Level SEL/Mental Wellness Teams	Year 3

## JAMESVILLE-DEWITT STRATEGIC PLAN

### CULTURE OF WELLNESS

Goal: Develop and support the social, emotional, mental wellness and behavioral needs of all students, faculty and staff.

Initiative Area and Goal: Equity- Ensure all students are treated equitably and with dignity and respect.

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Ensure all students have equitable access to social, emotional, mental wellness and behavioral curriculum, supports, services and activities.	Director of PPS	Year 1
Address inequities of student discipline.	Assistant Superintendent for Curriculum, Instruction, and Equity	Year 2

## JAMESVILLE-DEWITT STRATEGIC PLAN

### Curriculum and Programs

Goal: Provide all students with responsive, evolving, robust opportunities and experiences in and out of the classroom.

Initiative Area and Goal: Programs - Provide additional curricular opportunities to support and enrich student experience.

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Research, analyze and develop an extended day program at the middle school and plan for implementation.	Assistant Superintendent for Educational Services	2
Determine the feasibility of offering elementary and middle school summer school programs.	Assistant Superintendent for Educational Services	3
Design a district wide peer tutoring program.	Building Principals	3
Develop an after school curriculum enrichment with STEM offerings that enhance student learning in a specific curriculum area and implement if appropriate.	Assistant Superintendent for Curriculum, Instruction, and Equity/Building Principals	4
Evaluate effectiveness of support and enrichment programs as developed through strategic plan.	Assistant Superintendent for Curriculum, Instruction, and Equity	5

## JAMESVILLE-DEWITT STRATEGIC PLAN

### Curriculum and Programs

Goal: Provide all students with responsive, evolving, robust opportunities and experiences in and out of the classroom.

Initiative Area and Goal: Student Achievement - Reduce the achievement gap amongst all subgroups.

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Analyze and evaluate district special education service offerings to ensure compliance with student need, SED requirements, and college/career readiness.	Director of PPS and Assistant Superintendent for Curriculum, Instruction, Equity	1
Develop alternative means to collect and analyze data on student achievement across all groups.	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Analyze and evaluate district wide culturally responsive practices and resources and make changes where appropriate.	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Determine the feasibility and appropriateness of a Universal Pre-K program and plan for implementation.	Assistant Superintendent for Educational Services	2
Using mandated AIS and RTI requirements, develop an instructional approach to intervention that meets the needs of each student's academic, social/emotional, and behavioral needs.	Assistant Superintendent for Curriculum, Instruction, and Equity	2
Effectively utilize data to inform instruction and report achievement.	Assistant Superintendent for Curriculum, Instruction, and Equity/Building Principals	2

## JAMESVILLE-DEWITT STRATEGIC PLAN

### Curriculum and Programs

Goal: Provide all students with responsive, evolving, robust opportunities and experiences in and out of the classroom.

Initiative Area and Goal: Professional Development - Provide professional development based on identified areas of need.

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Develop district wide criteria and system for requesting and approving professional development that is aligned with district goals.	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Develop district wide criteria and system for implementing professional development that is aligned with district goals.	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Ensure that all staff receive professional development surrounding culturally responsive curriculum.	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Develop professional development on the effective use of data to inform instruction	Assistant Superintendent for Curriculum, Instruction, and Equity	2
Develop a system for teacher to teacher support.	Building Principals	3
Develop opportunities for teacher led in-district professional development.	Assistant Superintendent for Curriculum, Instruction, and Equity/JD-SU Teaching Center Director	3
Evaluate the teacher mentor program and build a more comprehensive program for mentors and mentees.	Assistant Superintendent for Curriculum, Instruction, and Equity/JD-SU Teaching Center Director	4

Investigate ways to embed professional development into the structure of the teacher school day schedule at all levels and plan for implementation.	Assistant Superintendent for Curriculum, Instruction, and Equity/Assistant Superintendent for Educational Services	4
---	--	---

## JAMESVILLE-DEWITT STRATEGIC PLAN

### Curriculum and Programs

Goal: Provide all students with responsive, evolving, robust opportunities and experiences in and out of the classroom.

Initiative Area and Goal: Curriculum Development - Create process for standards-based curriculum development and evaluation in all academic areas.

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Research, analyze and implement K-8 ELA curriculum and programs.	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Define criteria and procedures for adopting, adapting, piloting, writing and evaluating curriculum.	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Research, analyze and implement culturally responsive curriculum across all academic areas.	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Investigate and evaluate current staffing structures for delivering professional development and research-based, aligned curricula.	Assistant Superintendent for Curriculum, Instruction, and Equity	2

# JAMESVILLE-DEWITT STRATEGIC PLAN

## Curriculum and Programs

Goal: Provide all students with responsive, evolving, robust opportunities and experiences in and out of the classroom.

Initiative Area and Goal: Course Offerings - Ensure all students have access to appropriate and rigorous coursework.

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Develop transparent criteria for middle and high school course selection to ensure equitable access.	Assistant Superintendent for Curriculum, Instruction, and Equity with Principals/Department Chairs	1
Build a system to continually analyze the appropriateness of current course offerings.	Assistant Superintendent for Curriculum, Instruction, and Equity	2
Enhance student offerings in elective coursework.	High School Principal	3

# JAMESVILLE-DEWITT STRATEGIC PLAN

## Diversity, Equity, and Inclusion

Goal: The Jamesville-DeWitt School District stands united in support of all students, families, and staff members. We are committed to providing a safe, caring, inclusive, equitable, and challenging learning environment that is free from discrimination and harassment, and to building a community that recognizes diversity as one of our greatest strengths. We fully embrace our rich, diverse community as expressed through race, ethnicity, socioeconomic status, ability, sexual orientation, gender identity, gender expression, religion, natural origin, immigration status, language background, language proficiency, and family structure. We will continuously search for new ways to improve the enriched learning environment at our schools, eliminate racism, eradicate disproportionality, and build equity for all students.

Initiative Area and Goal: Address disproportionalities such as in achievement, discipline, and access to classes, courses, and extracurricular opportunities.

Task	Person Responsible (by title)	Year to be accomplished
Identify the necessary data we need to support equitable access	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Collect and evaluate qualitative and quantitative equity data	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Analyze and identify root causes	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Set measurable goals to address inequity (ongoing evidence-based practices)	Assistant Superintendent for Curriculum, Instruction, and Equity	2

Communicate findings and goals to constituencies to address areas of concern	Assistant Superintendent for Curriculum, Instruction, and Equity	3
--	--	---

# JAMESVILLE-DEWITT STRATEGIC PLAN

## Diversity, Equity, and Inclusion

Goal: The Jamesville-DeWitt School District stands united in support of all students, families, and staff members. We are committed to providing a safe, caring, inclusive, equitable, and challenging learning environment that is free from discrimination and harassment, and to building a community that recognizes diversity as one of our greatest strengths. We fully embrace our rich, diverse community as expressed through race, ethnicity, socioeconomic status, ability, sexual orientation, gender identity, gender expression, religion, natural origin, immigration status, language background, language proficiency, and family structure. We will continuously search for new ways to improve the enriched learning environment at our schools, eliminate racism, eradicate disproportionality, and build equity for all students.

Initiative Area and Goal: Provide an affirming, safe, and equitable school community and environment that supports students impacted by bias and structural inequity

Task	Person Responsible (by title)	Year to be accomplished
Identify and implement best practices to support students impacted by bias and structural inequity, such as social and emotional strategies	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Implement best practices to safely address conflict (restorative practices)	Assistant Superintendent for Curriculum, Instruction, and Equity	2
Research best practices around affinity grouping	Assistant Superintendent for Curriculum, Instruction, and Equity	5

# JAMESVILLE-DEWITT STRATEGIC PLAN

## Diversity, Equity, and Inclusion

Goal: The Jamesville-DeWitt School District stands united in support of all students, families, and staff members. We are committed to providing a safe, caring, inclusive, equitable, and challenging learning environment that is free from discrimination and harassment, and to building a community that recognizes diversity as one of our greatest strengths. We fully embrace our rich, diverse community as expressed through race, ethnicity, socioeconomic status, ability, sexual orientation, gender identity, gender expression, religion, natural origin, immigration status, language background, language proficiency, and family structure. We will continuously search for new ways to improve the enriched learning environment at our schools, eliminate racism, eradicate disproportionality, and build equity for all students.

Initiative Area and Goal: Commit to a culture that reflects, respects, and embraces the voices, perspectives and differences of our diverse community

Task	Person Responsible (by title)	Year to be accomplished
Identify the data necessary	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Identify and address arising challenges	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Build opportunities for constructive dialogue	Assistant Superintendent for Curriculum, Instruction, and Equity	2
Establish a district-wide equity council and building level equity teams that are inclusive and representative of our diverse community	Assistant Superintendent for Curriculum, Instruction, and Equity	2

Collect and evaluate data on a continual basis to identify and address community needs	Assistant Superintendent for Curriculum, Instruction, and Equity	3
Establish a communication plan <ul style="list-style-type: none"> <li>● Share progress/opportunities</li> <li>● Address misperceptions</li> <li>● Increase transparency of DEI work, policies/practices</li> <li>● Provide a regular, reliable place/method to go/receive information</li> </ul>	Assistant Superintendent for Curriculum, Instruction, and Equity	3
Rebuild and maintain trust and confidence among the Board of Education, staff, students and families	Superintendent	3

# JAMESVILLE-DEWITT STRATEGIC PLAN

## Diversity, Equity, and Inclusion

Goal: The Jamesville-DeWitt School District stands united in support of all students, families, and staff members. We are committed to providing a safe, caring, inclusive, equitable, and challenging learning environment that is free from discrimination and harassment, and to building a community that recognizes diversity as one of our greatest strengths. We fully embrace our rich, diverse community as expressed through race, ethnicity, socioeconomic status, ability, sexual orientation, gender identity, gender expression, religion, natural origin, immigration status, language background, language proficiency, and family structure. We will continuously search for new ways to improve the enriched learning environment at our schools, eliminate racism, eradicate disproportionality, and build equity for all students.

Initiative Area and Goal: Develop a culturally responsive curriculum that reflects the wide range of voices, perspectives and experiences of students and families in our community and the world

Task	Person Responsible (by title)	Year to be accomplished
Build a common definition of culturally responsive curriculum	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Utilize a third party to assist with a curriculum audit completed through a culturally responsive lens	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Create a system/process to evaluate cultural responsiveness in instructional resources	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Create a process to receive feedback and address curricular and instructional concerns	Assistant Superintendent for Curriculum, Instruction, and Equity	3

## JAMESVILLE-DEWITT STRATEGIC PLAN

### Diversity, Equity, and Inclusion

Goal: The Jamesville-DeWitt School District stands united in support of all students, families, and staff members. We are committed to providing a safe, caring, inclusive, equitable, and challenging learning environment that is free from discrimination and harassment, and to building a community that recognizes diversity as one of our greatest strengths. We fully embrace our rich, diverse community as expressed through race, ethnicity, socioeconomic status, ability, sexual orientation, gender identity, gender expression, religion, natural origin, immigration status, language background, language proficiency, and family structure. We will continuously search for new ways to improve the enriched learning environment at our schools, eliminate racism, eradicate disproportionality, and build equity for all students.

Initiative Area and Goal: Ensure that policies and practices are consistent with and supportive of our DEI definer/goal and that they do not act as barriers to the success of any student.

Task	Person Responsible (by title)	Year to be accomplished
Review all policies to ensure alignment with DEI Definer/goal	Superintendent	1
Identify and document best practices to implement policies	Assistant Superintendent for Curriculum, Instruction, and Equity	2
Identify and articulate practices to remedy and repair harm	Assistant Superintendent for Curriculum, Instruction, and Equity	2
Establish and clearly communicate processes for individuals to safely express concern regarding access and equity	Assistant Superintendent for Curriculum, Instruction, and Equity	2

Clearly articulate practices to address concerns	Assistant Superintendent for Curriculum, Instruction, and Equity	2
--	--	---

# JAMESVILLE-DEWITT STRATEGIC PLAN

## Diversity, Equity, and Inclusion

Goal: The Jamesville-DeWitt School District stands united in support of all students, families, and staff members. We are committed to providing a safe, caring, inclusive, equitable, and challenging learning environment that is free from discrimination and harassment, and to building a community that recognizes diversity as one of our greatest strengths. We fully embrace our rich, diverse community as expressed through race, ethnicity, socioeconomic status, ability, sexual orientation, gender identity, gender expression, religion, natural origin, immigration status, language background, language proficiency, and family structure. We will continuously search for new ways to improve the enriched learning environment at our schools, eliminate racism, eradicate disproportionality, and build equity for all students.

Initiative Area and Goal: Recruit and retain culturally competent and diverse administrators, faculty, and staff

Task	Person Responsible (by title)	Year to be accomplished
Develop a process to understand the experiences of minority staff <ul style="list-style-type: none"><li>• Survey current staff using third party expert</li><li>• Develop an exit survey using third party expert</li></ul>	Assistant Superintendent for Educational Services	2
Analyze hiring processes to support this initiative (implicit bias)	Assistant Superintendent for Educational Services	2
Examine research in making environment attractive to retain diverse/minority staff	Assistant Superintendent for Educational Services	2
Create a hiring plan focused on attracting diverse staff and culturally competent administrators, faculty, and staff so that staff reflects national statistics	Assistant Superintendent for Educational Services	2
Have an administrative role devoted solely to equity	Superintendent	4

# JAMESVILLE-DEWITT STRATEGIC PLAN

## Diversity, Equity, and Inclusion

Goal: The Jamesville-DeWitt School District stands united in support of all students, families, and staff members. We are committed to providing a safe, caring, inclusive, equitable, and challenging learning environment that is free from discrimination and harassment, and to building a community that recognizes diversity as one of our greatest strengths. We fully embrace our rich, diverse community as expressed through race, ethnicity, socioeconomic status, ability, sexual orientation, gender identity, gender expression, religion, natural origin, immigration status, language background, language proficiency, and family structure. We will continuously search for new ways to improve the enriched learning environment at our schools, eliminate racism, eradicate disproportionality, and build equity for all students.

Initiative Area and Goal: Provide and support professional learning to assist staff as they continually develop their understanding of and practices in inclusiveness and cultural responsiveness

Task	Person Responsible (by title)	Year to be accomplished
Utilize the NYSED Culturally Responsive Framework to educate staff in creating student-centered learning environments that affirm cultural identities.	Assistant Superintendent for Curriculum, Instruction, and Equity	1
Collect data to identify ongoing training and support needs.	Assistant Superintendent for Curriculum, Instruction, and Equity	2
Share disproportionality data to address areas of concern	Assistant Superintendent for Curriculum, Instruction, and Equity	2
Build in assessment and evaluation tied to professional learning objectives to identify ongoing needs	Assistant Superintendent for Curriculum, Instruction, and Equity	2

## JAMESVILLE-DEWITT STRATEGIC PLAN

### Family and Community Engagement

Goal: Develop and nurture relationships with families and community organizations.

Initiative Area and Goal: External Partnership Framework- Develop a structure for external partnerships that supports student success and experience.

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Develop a framework for partnerships tailored for each family and community engagement initiative (home & school, college & university, business & community organizations, alumni).	Assistant Superintendent for Educational Services	2

# JAMESVILLE-DEWITT STRATEGIC PLAN

## Family and Community Engagement

Goal: Develop and nurture relationships with families and community organizations.

Initiative Area and Goal: Alumni Partnerships- Develop and expand partnerships with Jamesville-DeWitt alumni to support student success and experiences

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Develop and implement a plan to engage alumni based on best practices.	Assistant Superintendent for Educational Services	4
Clearly, regularly & effectively communicate alumni partnerships with families, community stakeholders.	Superintendent	5
Evaluate and assess alumni partnership communication strategies with families, community and stakeholders.	Superintendent	5

# JAMESVILLE-DEWITT STRATEGIC PLAN

## Family and Community Engagement

Goal: Develop and nurture relationships with families and community organizations.

Initiative Area and Goal: Business & Community Partnerships- Seek and establish partnerships with selected area businesses and community organizations to support student success and experience.

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Using external partnership framework, review & assess existing business & community partnerships to develop scope and depth of relationship.	Assistant Superintendent for Educational Services	3
Explore additional opportunities with existing partnerships to fulfill areas of need (internships, job shadowing, scholarships & service opportunities).	Assistant Superintendent for Educational Services	3
Explore new partnership opportunities to fulfill areas of need (internships, job shadowing, scholarships & service opportunities).	Assistant Superintendent for Educational Services	4
Work with businesses and community organizations to identify skills students must have to be successful in the workplace and community.	Assistant Superintendent for Educational Services	4

## JAMESVILLE-DEWITT STRATEGIC PLAN

### Family and Community Engagement

Goal: Develop and nurture relationships with families and community organizations.

Initiative Area and Goal: College & University Partnerships- Foster strong college & university partnerships to support student success and experience.

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Using external partnership framework, review & assess existing college and university partnerships to develop scope and depth of relationship.	Assistant Superintendent for Educational Services	3
Explore further opportunities with existing partnerships to fulfill areas of need.	Assistant Superintendent for Educational Services	3
Explore new partnership opportunities to fulfill areas of need.	Assistant Superintendent for Educational Services	4
Work with colleges and universities to identify skills students must have to be successful at the post-secondary level.	Assistant Superintendent for Educational Services	4

## JAMESVILLE-DEWITT STRATEGIC PLAN

### Family and Community Engagement

Goal: Develop and nurture relationships with families and community organizations.

Initiative Area and Goal: Communication (External) - Enhance communication between school, home and community.

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Actively promote student activities & achievements.	Superintendent	1
Enhance communication between school, home and community using best practices and multiple modes of communication.	Superintendent	1
Develop formal methods and schedule for stakeholder communication and feedback.	Superintendent	1
Continually evaluate effectiveness of modes of communication.	Superintendent	2

# JAMESVILLE-DEWITT STRATEGIC PLAN

## Family and Community Engagement

Goal: Develop and nurture relationships with families and community organizations.

Initiative Area and Goal: Home & School Partnerships- Ensure all families feel welcome, included and empowered in the JD community.

<b>Task</b>	<b>Person Responsible</b>	<b>Year to be accomplished</b>
Identify best practices and create opportunities to increase family engagement and make all feel welcome and included in the District.	Superintendent	2
Develop opportunities for families to learn (in-person & online) about and discuss relevant topics (i.e., mental health, college readiness process, academic learning areas, etc.).	Assistant Superintendent for Educational Services	3
Create opportunities for parent volunteers/involvement at different building levels.	Superintendent	4