



## 2022-2023 District Goals

***Our Vision:*** Independent Thinkers Prepared to Change the World

***Our Mission:*** The Dobbs Ferry School District strives to develop independent, curious, and open minded learners who think critically, work collaboratively, act ethically, and are knowledgeable about the world around them.

***Our Core Values:***

- Providing a high-quality and challenging curriculum with the depth, breadth, and relevance appropriate to each learner.
- Respecting the unique abilities and learning styles of each student.
- Utilizing the most effective and innovative instructional approaches and technological advances.
- Encouraging students to meet their challenges – whether academic, athletic, or artistic – with openness, enthusiasm, and a willingness to take risks.
- Recruiting, retaining, and developing high quality teachers and staff.
- Celebrating and learning from the diversity of our students and the greater Dobbs Ferry community.

***Structuring Our Goals:***

- In line with our Vision; Mission; Core Values; Diversity, Equity, and Inclusion Plan; Strategic Plan; and Board Policy, the Dobbs Ferry School District and Board of Education have developed the following goals to guide our work in the 2022-23 school year.
- The work on each goal will be guided by the work of one or more of the Board's Committees and the Board's Policy Committee will monitor the work on all goals to determine policy implications.
- Some goals are extensions or refinements of prior year's goals.
- Each goal is aligned to a strand(s) of the District's current 2018-2023 Strategic Plan and will begin to lay the foundation for the next Strategic Plan through the development of foundational systems-level documents.
- Each goal references the Board Policy that guides and provides consistency to the work described.

## 1. ***Focus on Teaching and Learning***

**Background:** The post-pandemic learning that we must ensure that our students accomplish – academic and behavioral-social/emotional alike – requires a strong focus on evidence-informed instruction and assessments that make the greatest use of the limited time we have with our students.

### **Goal(s):**

- By June 2023, the District will complete the revision of a **Program Plan for our Students with Disabilities** across the continuum of services. (Policy 4321)
- By June 2023, the District will complete a review of the **K-5 Literacy and ELA program** to determine if adjustments, changes, and/or training is needed to improve student outcomes. (Policies 4000, 4200)
- By June 2023, the District will complete a framework for our K-12 Multi-Tiered System of Supports Plan including details of our core instruction (Tier 1) at each level and specific assessments and intervention strategies (Tiers 2 and 3). (Policy 4321)

**Progress Status:** January, 2023; March 2023; June 2023

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## 2. ***A Safe, Welcoming, and Affirming Environment***

**Background:** Creating a districtwide environment in which students, teachers, and visitors feel safe, secure, welcomed, appreciated, and supported allows us to create greater opportunities for focused teaching and learning in classrooms, clubs, and interscholastic athletics.

### **Goal(s):**

- By June 2023, the District will review, revise, and adjust timelines as necessary to continue the implementation of the Diversity, Equity, and Inclusion District Plan. (Policy 0105)
- By June 2023, the District will develop a Wellness Framework for how we are explicitly addressing/supporting student and staff wellness so as to optimize teaching and learning. (Policy 5405)

**Progress Status:** January, 2023; March 2023; June 2023

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### 3. ***Safe, Secure, and Welcoming Facilities***

**Background:** Ensuring that our facilities and grounds remain safe, secure, welcoming, and accessible to students, staff, and the community is a high priority for the District. To accomplish this, we will utilize Board policy, the District's Building Condition Survey, enrollment and demographic studies, and research on effective and efficient facilities management to guide our planning.

**Goal(s):**

- By June 2023, the District will develop a Comprehensive Long Range Facilities Plan that reflects current and anticipated needs and best practices in facilities management. (Policy 7100)

**Progress Status:** January, 2023; March 2023; June 2023

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### 4. ***A Culture of Continuous Improvement***

**Background:** Job-specific training and targeted, research-informed professional development that affirms and celebrates excellent work while challenging and supporting each employee to continuously get better at what we do creates better learning environments and greater learning opportunities for students.

**Goal(s):**

- By June, 2023, the District will review and revise our professional development plan and district mentoring plan to align with promising practices and research-informed strategies. (Policy 9700)
- By June 2023, the District will develop a framework for a job-specific training plan for non-instructional staff. (Policy 9700)

**Progress Status:** January, 2023; March 2023; June 2023

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5. ***Recruiting & Retaining Excellent Employees***

**Background:** Based on the District's Strategic and DEI Implementation Plans; on our Who Are We? Demographic Reports; and on the changing post-pandemic labor market, Human Resource Management and Personnel Recruitment and Development has taken on a new focus for the District.

**Goal(s):**

- By June 2023, the District will develop and implement a personnel management structure that will manage and refine the District's Personnel and Selection of Staff Plan and associated policies and practices. (Policy 9000)

**Progress Status:** January, 2023; March 2023; June 2023

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6. ***Long Range Financial Planning***

**Background:** Sound financial planning is a key foundational element of our planning and is done to provide stability and predictability in our expenditures so as to provide the best possible program for our students within the confines of the tax paying community.

**Goal(s):**

- By June 2023, the District will develop Long Range Financial Plan that identifies areas of investment, sources of revenue, areas of risk and associated mitigation plans, and known and anticipated conditions in all areas of operations. (Policy 6110)

**Progress Status:** January, 2023; March 2023, June 2023