



POUGHKEEPSIE CITY SCHOOL DISTRICT

VISION ~ JOURNEY ~ DESTINATION PRESENTATION

November 20, 2019
5:00 pm

Eric Jay Rosser, Ph.D. Superintendent of Schools



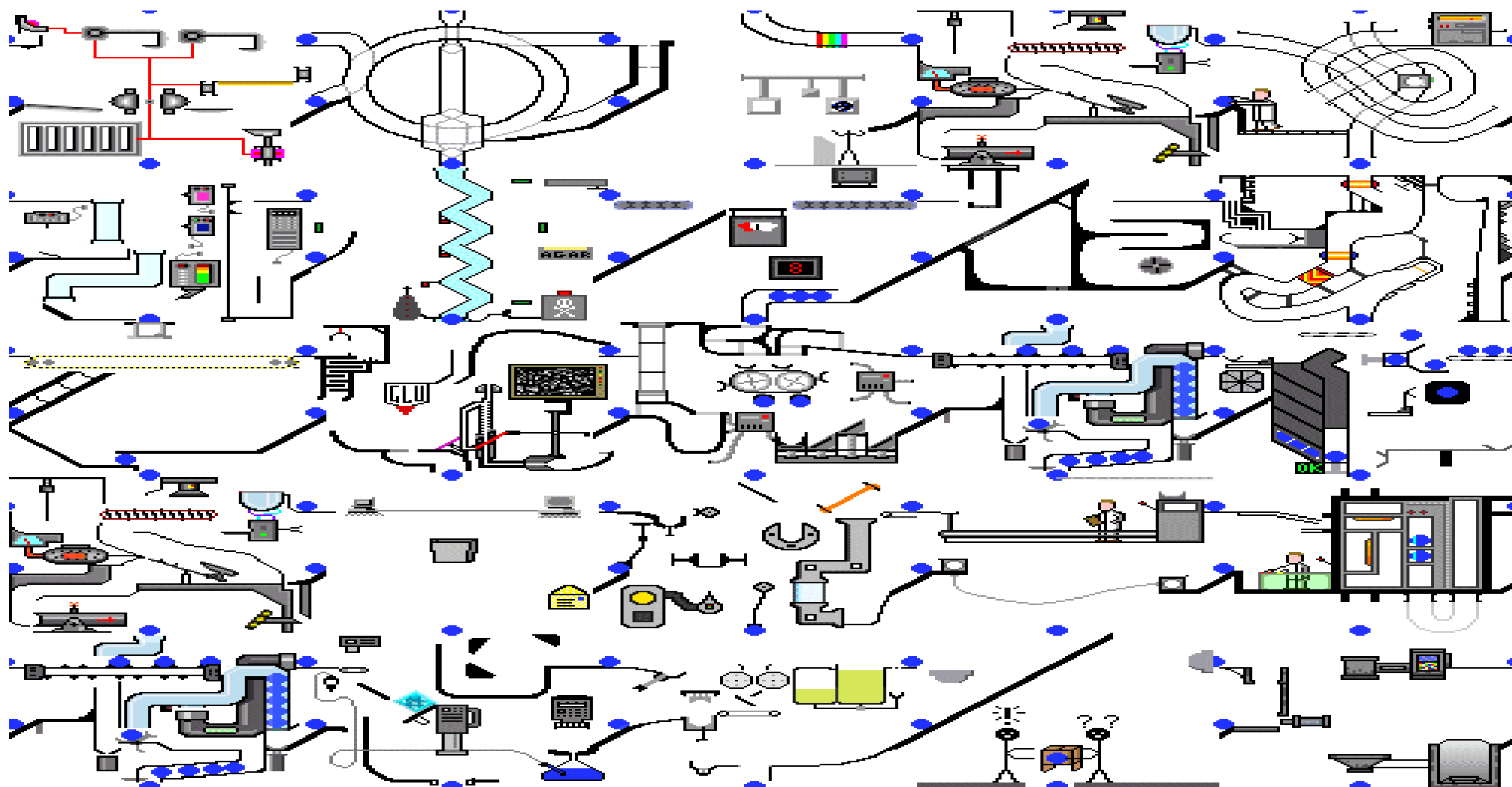
DISTRICT MISSION

“We are champions of children who inspire and nurture the whole child by providing innovative, high-quality educational opportunities that prepare all students to embark on individual paths of success in a globally diverse community.”





POUGHKEEPSIE CITY SCHOOLS



"ACTIVITY VERSUS PRODUCTIVITY"



POUGHKEEPSIE CITY SCHOOL DISTRICT

K- 8 Curriculum /Misalignment in Instructional Strategies from school to school

Content Rigor Concerns

Low K- 8 Student Performance

Middle School Programming Concerns

High Rates of High School Non-Completion

Poor Graduation Rates

Student Supports Inadequate

Public Dissatisfaction with Schools

Need for increased District-wide Parent Partnership/Engagement

**CURRENT
STATE**

Disorganization
(A Lack of Effective or Absent District Systems and Structures)

Lack of Accountability Systems

High level of Administrative and Teacher Turnover

Deteriorating Facilities

Concerning Financial Condition

Concerns of School Culture and Safety

Missed Opportunities for Students

Lack of Metric Driven Strategic Plan

Need for increased Community Partnership/Engagement

GREAT KIDS!!!

POCKETS OF STUDENT SUCCESS!!!

COMMITTED TEACHERS, ADMINISTRATORS AND STAFF!!!

COHESIVE AND DEDICATED BOARD!!!

SUPPORTIVE PARENTS, MAYOR AND OTHER COMMUNITY STAKEHOLDERS!!!



DESIRED STATE

SHARED VISION FOR EDUCATION

STUDENT SUCCESS

Maximized
Student Potential

Increased Post-
Secondary
Options

Increased P-12
Academic
Achievement

Increased PCSD
Graduation Rates

Positive Youth
Development

Cherished P-12
PCSD Experience

QUALITY INSTRUCTION AND STUDENT SUPPORTS

Aligned NYS
Standards based
K-12 Curriculum

Effective PCSD
Instructional
Leadership

Supported PCSD
Teachers

Adequate
Student Supports

INPUTS

Committed
Transformational
Leadership & Teaching
Staff

Cohesive and Dedicated Board

Parent and Community
Engagement & Support

Sound Structures and Systems

Financial Security
Strategic (Direction) Plan

INPUTS



POUGHKEEPSIE CITY SCHOOL DISTRICT

CURRENT REFORM ACTIVITY

- Evaluating Every Aspect of the System from A – Z
- Revisioning the Core Infrastructure
- Developing the Capacity of Administration
- Building and Repairing Relationships
- Providing Voice to Critical Stakeholders
- Articulating the Narrative of PCSD
- Reappropriating Resources, Reducing Expenditures and Seeking New Revenue Streams
- Enhancing and Creating New Opportunities for PCSD Children
- **“Charting PCSD’s Journey” through a Strategic Planning Process**





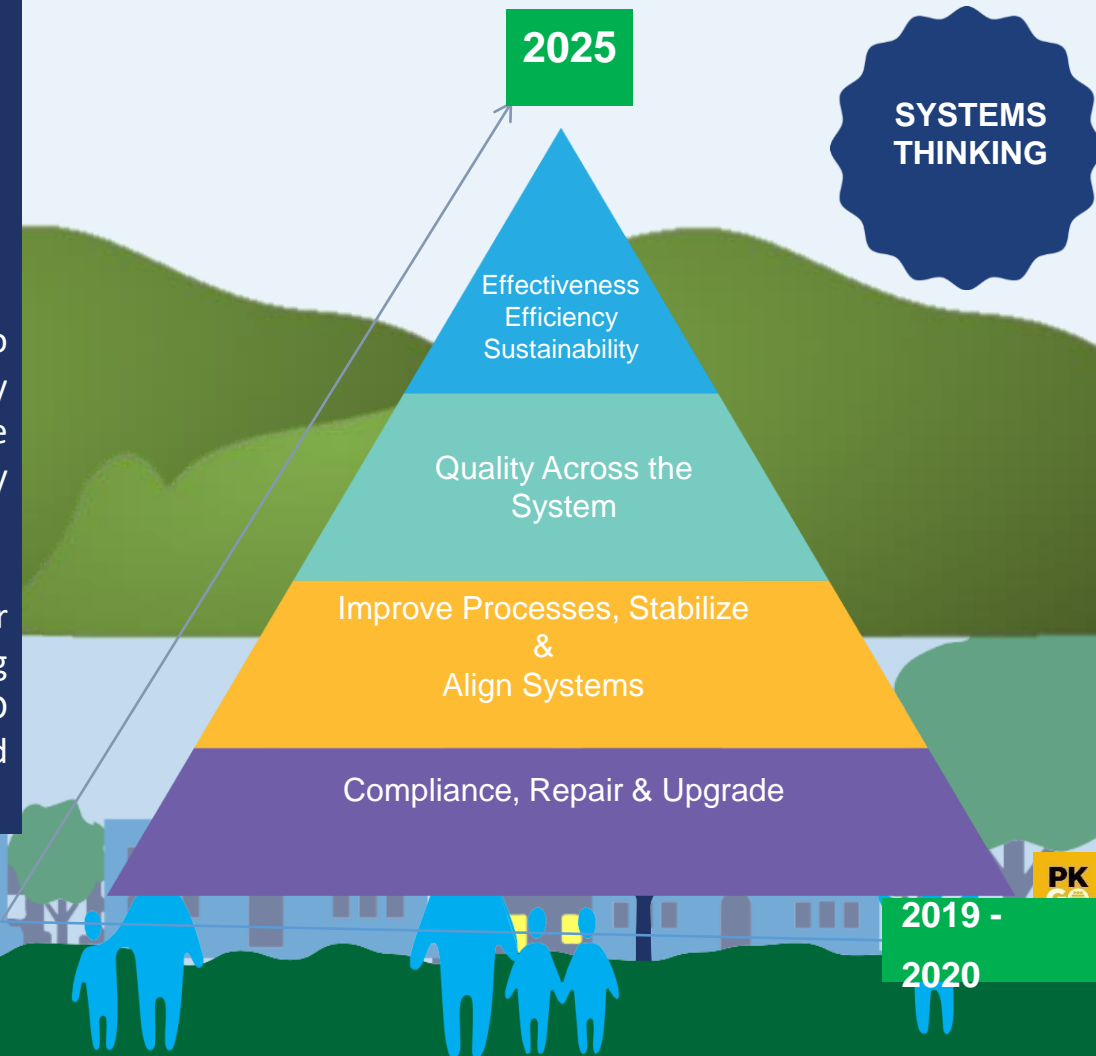
POUGHKEEPSIE CITY SCHOOL DISTRICT

STRATEGIC PLANNING PROCESS

GOAL: Establish a “Roadmap” that outlines key objectives, activity and measurable goals that will aggressively create greater opportunities for PCSD students to acquire a quality P-12 education that will guarantee success in school and beyond.

STRUCTURE: The strategic planning process is situated in a “Systems Thinking” approach to developing a high functioning school district that is **Effective** in providing a quality educational experience to all students across the system, **Efficient** in every aspect of the organization in meeting that goal, and is able to **Sustain** both effectiveness and efficiency over time regardless of leadership.

ORGANIZATION: Four distinct phases that culminate in the establishment of a five-year strategic plan that will serve as the roadmap for charting the District’s efforts in addressing the needs of all students and meeting the goal of creating greater opportunities for PCSD students to acquire a quality P-12 education that will guarantee success in school and beyond.





POUGHKEEPSIE CITY SCHOOL DISTRICT

Phase I = August 2019 – November 2019

Listening, Learning, and Analysis

- Listening and Learning Meetings/Tours/Feedback
- Build Relationships
- Organizational and Data Analysis

- Begin process of building and repairing structures and processes to ensure District Compliance
- Analyze Listening and Learning Data
- Develop Report of Findings
- Establish and Cultivate Partnerships
- Organizational and Data Analysis

Compliance, Repair & Upgrade Plan Pre-Development

Phase III = March 2020 – April 2020

Strategic Action Planning/Development

- Work Collaboratively with Board and community to develop Strategic Initiatives & Plan (inclusive of objectives and goals)
- Develop Implementation Plan
- Establish and Cultivate Partnerships
- Organizational and Data Analysis

- Adopt and share Strategic Initiatives and Plan with Stakeholders
- Implement Plan
- Establish and Cultivate Partnerships to Support Implementation and Goals
- Organizational and Data Analysis

School Community Sharing & Plan Implementation

Phase II = December 2019 – February 2020

Phase IV = May 2020 – July 2020





POUGHKEEPSIE CITY SCHOOL DISTRICT

**An equal and high-quality education is every child's civil right.
We must deliver on this essential democratic principle.**

DESTINATION: P-12 Achievement that leads to life-long Success





POUGHKEEPSIE CITY SCHOOL DISTRICT

Together, We are Champions for Children in Poughkeepsie City Schools

