VISION ~ JOURNEY ~ DESTINATION

PRESENTATION

November 20, 2019
5:00 pm

Eric Jay Rosser, Ph.D. Superintendent of Schools
"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”
## CURRENT STATE

**POUGHKEEPSIE CITY SCHOOL DISTRICT**

<table>
<thead>
<tr>
<th>K-8 Curriculum /Misalignment in Instructional Strategies from school to school</th>
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<tbody>
<tr>
<td>Content Rigor Concerns</td>
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<tr>
<td>Low K-8 Student Performance</td>
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<tr>
<td>Middle School Programming Concerns</td>
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<tr>
<td>High Rates of High School Non-Completion</td>
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<td>Poor Graduation Rates</td>
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<tr>
<td>Student Supports Inadequate</td>
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<td>Public Dissatisfaction with Schools</td>
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<tr>
<td>Need for increased District-wide Parent Partnership/Engagement</td>
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<table>
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<tr>
<th>Disorganization</th>
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<tr>
<td>(A Lack of Effective or Absent District Systems and Structures)</td>
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<tr>
<td>Lack of Accountability Systems</td>
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<tr>
<td>High level of Administrative and Teacher Turnover</td>
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<tr>
<td>Deteriorating Facilities</td>
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<td>Concerning Financial Condition</td>
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<tr>
<td>Concerns of School Culture and Safety</td>
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<tr>
<td>Missed Opportunities for Students</td>
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<tr>
<td>Lack of Metric Driven Strategic Plan</td>
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<td>Need for increased Community Partnership/Engagement</td>
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**GREAT KIDS!!!**

**POCKETS OF STUDENT SUCCESS!!!**

**COMMitted TEACHERS, ADMINISTRATORS AND STAFF!!!**

**COHESIVE AND DEDICATED BOARD!!!**

**SUPPORTIVE PARENTS, MAYOR AND OTHER COMMUNITY STAKEHOLDERS!!!**

**CURRENT STATE**
**DESIRED STATE**

**INPUTS**
- Committed Transformational Leadership & Teaching Staff
- Cohesive and Dedicated Board
- Parent and Community Engagement & Support
- Sound Structures and Systems
- Financial Security
- Strategic (Direction) Plan

**QUALITY INSTRUCTION AND STUDENT SUPPORTS**
- Aligned NYS Standards based K-12 Curriculum
- Supported PCSD Teachers

**STUDENT SUCCESS**
- Increased P-12 Academic Achievement
- Positive Youth Development
- Cherished P-12 PCSD Experience

**INPUTS**
- Increased Post-Secondary Options
- Increased PCSD Graduation Rates
- Effective PCSD Instructional Leadership
- Adequate Student Supports

**SHARE**

**V**ISION FOR EDUCATION

- Maximized Student Potential
- Increased P-12 Academic Achievement
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
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 and Learning Meetings/Tours/Feedback
- Build Relationships
- Organizational and Data Analysis

Listening, Learning, and Analysis

Phase II = December 2019 – February 2020
- 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
- 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

Strategic Action Planning/Development

Phase IV = May 2020 – July 2020
- 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 I = August 2019 – November 2019
Phase II = December 2019 – February 2020
Phase III = March 2020 – April 2020
Phase IV = May 2020 – July 2020
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
Together, We are Champions for Children in Poughkeepsie City Schools