



The 2020-21 Focus

An Update on the IUFSD District Goals
November 24, 2020



Goal Structure and Hierarchy

Model for District Goal Development & Implementation

Goal Hierarchy

1. Strategic Plan
 - a. District goals & objectives
 - i. Building/department goals

Goal Structure & Process

- All goals are aligned with the Strategic Plan
- Overarching District goals are supported by school/department-based goals and action plans
- School/department goals will be shared via report format
- Updates on District goals will be provided at year's end



Aligned with our *Vision for Tomorrow*

To achieve its mission and vision, and to provide for the future of its students, the Irvington Union Free School District will:

1. Provide students with a rigorous, comprehensive, enriched and diversified curricula that will prepare students to achieve their personal best, and will integrate technology in their learning.
2. Encourage innovation, creativity and risk taking to inspire a dynamic learning environment.
3. Foster the social and emotional growth of all students and promote a culture where students are active participants in society.
4. Support educators through targeted professional learning and opportunities for collaboration.
5. Strengthen local connections to and ownership of our schools.
6. Ensure the fiscal health of the district and provide for a high quality learning environment.



Strategic Plan: *Our Vision for Tomorrow*

Our Mission for Today

The mission of the Irvington Union Free School District is to create a challenging and supportive learning environment in which each student attains his or her highest potential for academic achievement, critical thinking and lifelong learning.

Our schools encourage the discovery and development of students' individual strengths, skills and talents, and foster social and civic responsibility.

Our Vision for Tomorrow

A community (educators, students, parents, community members) that fosters curiosity, understanding, innovation, compassion, creativity, social-emotional well-being, academic excellence and achievement.

A culture that acknowledges and respects individual differences and provides for varied opportunities for teacher and student learning and innovation.

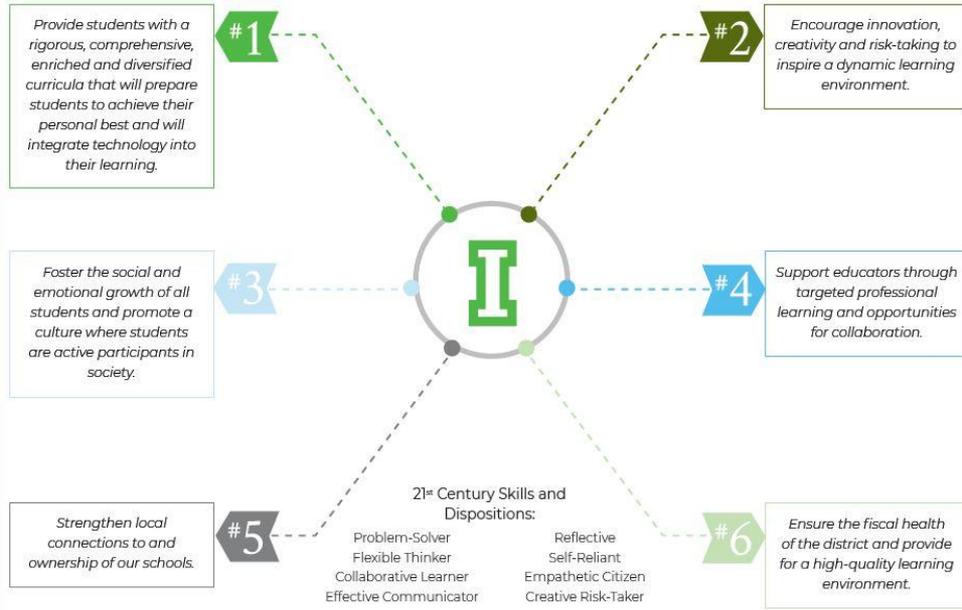
Schools that provide local-to-global learning experiences through an in-depth, broadly defined and interdisciplinary curriculum, supported with meaningful teaching practices and service opportunities.

Students who demonstrate their learning through varied and diverse learning and assessment opportunities that measure valued knowledge, skills and dispositions and attend to their needs, passions, strengths, interests and learning styles.



IRVINGTON UNION FREE SCHOOL DISTRICT

The Strategic Objectives will serve as a foundation of all aspects of District and Board of Education work. Critical decision making such as budgeting, program development and facility enhancement shall be aligned with the District Mission and Strategic Objectives. To achieve its mission and vision, and to provide for the future of its students, the Irvington Union Free School District will:





Overarching Goal

The IUFSD primary goal is to:

- Provide for the health and safety of every student and staff member
- Support students' and staff members' emotional well-being
- Support teachers in the delivery of hybrid and remote instruction
- Ensure a successful reopening



Primary Areas of Focus District-wide

The following three goals have been developed and are aligned with the District Theories of Action and Strategic Objectives:

- Goal 1:** Develop a **well-articulated, aligned K-12 Social-Emotional Learning (SEL) plan**.
- District-wide professional learning and planning supported by CASEL
- Goal 2:** Create a **welcoming school community** for all students by ensuring that IUFSD programs and experiences are equitable and provide access to opportunities for all students, especially Black, Indigenous and People of Color (BIPOC)
- District-wide professional learning supported by NYU Metropolitan Center
 - Root cause analysis
 - Development of a strategic plan
- Goal 3:** **Assessment:** District-wide focus on measuring: student growth and success, program effectiveness and the use of data to inform instruction
- Professional development and support by Diane Cunningham and IDE.



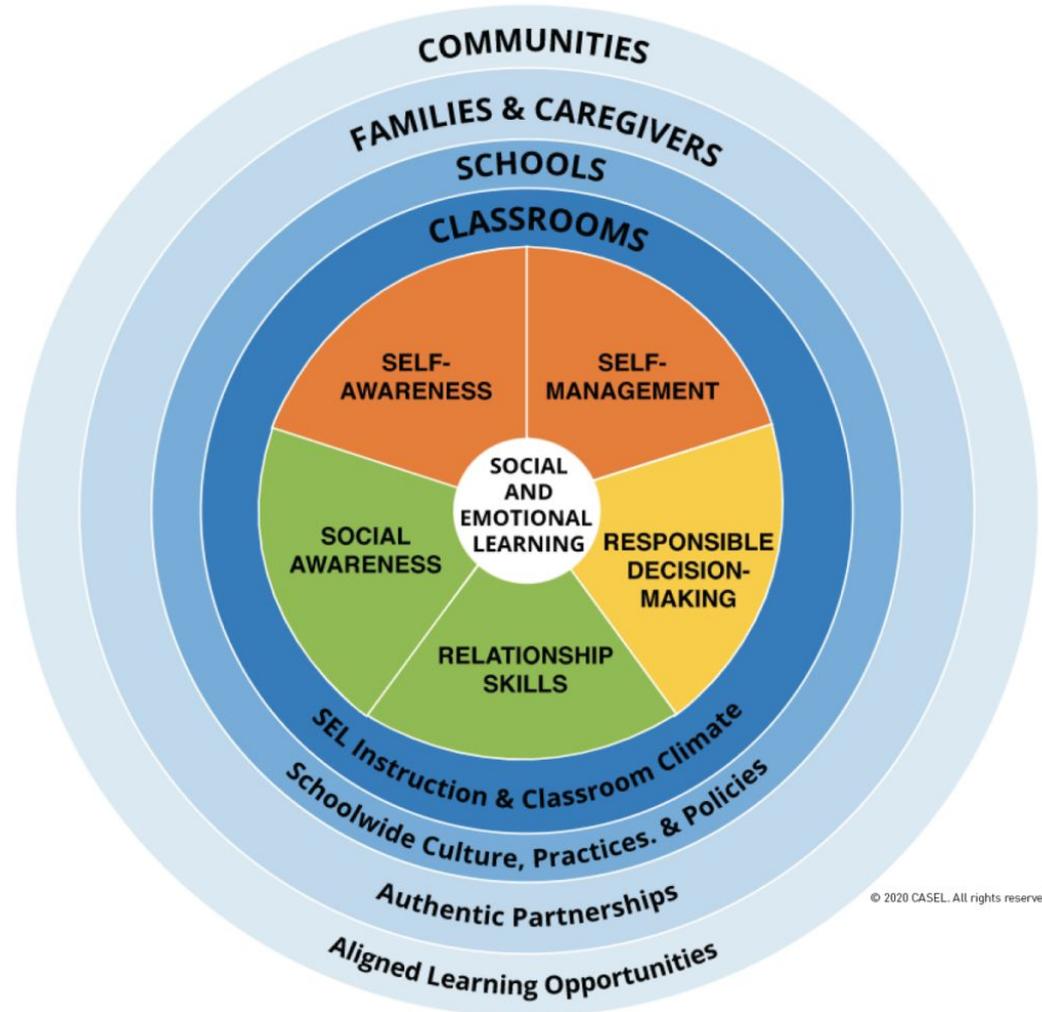
Goal 1: Social Emotional Learning (SEL)

Outcome	Key Activities and Strategies	Supporting Evidence	Strategic Objective Alignment	Timeline
<i>Development of a well-articulated, aligned K-12 Social Emotional Learning (SEL) Plan</i>	Professional learning for the administrative team facilitated by CASEL	Completion of professional learning experiences that will inform building- and department-level activities/planning.	3, 4	August 2020 - June 2020
	Recruitment of a representative SEL Committee to develop District plan	Committee's formation, meeting calendars, meeting minutes, etc.	3, 4, 5	November 2020
	Professional Learning for District staff	Building-based professional learning schedule through the course of the 2020-21 school year	1, 3, 4, 5	Ongoing September 2020 - June 2021
	With the support of CASEL, development of District-wide SEL plan	Development and presentation of the SEL plan	1, 3, 4, 5	January 2020 - June 2021
	SEL plan implementation	Curricular integration, school programs and learning experiences	1, 3, 4, 5	Ongoing Initial launch - September 2021



CASEL'S SEL Framework:

What Are the Core Competency Areas, and Where Are They Promoted?





Goal 2: Equity, Diversity and Inclusion

Outcome	Key Activities and strategies	Supporting Evidence	Strategic Objective Alignment	Timeline
<p><i>Create a welcoming school community for all students by ensuring that IUFSD programs and experiences are equitable and provide access to opportunities for all students, especially Black, Indigenous and People of Color (BIPOC)</i></p>	<p>Facilitate community conversations on the topic of equity, diversity, inclusion and race.</p>	<p>Virtual community events</p>	<p>3, 4, 5</p>	<p>July and December 2020</p>
	<p>Recruitment of representative committees to serve on Lead Learner and Root Cause Analysis committees.</p>	<p>Committee's formation, meeting calendars, meeting minutes, etc.</p>	<p>3, 4, 5</p>	<p>November 2020</p>
	<p>Culturally Responsive Sustaining Education (CR-SE) Professional Learning</p>	<p>CR-SE professional learning workshops, led by NYU Metro Center have been scheduled</p>	<p>1, 2, 3, 4, 5</p>	<p>January 2021</p>
	<p>CR-SE Lead Learning Training</p>	<p>Training of lead learners will be held resulting in local expertise to inform District work</p>	<p>1, 2, 3, 4, 5</p>	<p>2020-21 School Year, Fall 2021</p>
	<p>Root Cause Analysis Team</p>	<p>Root Cause Analysis Team to meet to review District practices, protocols, curriculum to ensure equity and access</p>	<p>1, 2, 3, 4, 5</p>	<p>2020-21 School Year, Fall 2021</p>
	<p>Development of a Strategic Plan focused upon Equity, Diversity and Inclusion</p>	<p>Development, publication and implementation of Strategic Plan</p>	<p>1, 2, 3, 4, 5</p>	<p>December 2021</p>



The NYU Metro Center Partnership

This critical work would not be possible without the partnership and financial support of the PTSA, IEF and IFA. This multi-year initiative will begin with a focus on three key inter-related projects. Future work will be defined through the creation of a Strategic Plan that is focused on equity, diversity and inclusion.

NYU Metro Center-IESC will facilitate **Culturally Responsive Sustaining Education (CR-SE) Overviews** at each building. These sessions aim to unpack how race, identity, power, and privilege create education barriers that have historically created educational inequities for marginalized children and families. The CR-S education series supports the development of educators' ability to use race and culture to improve educational outcomes in their practice. These sessions will also provide insight into the work the district is taking on through the **CR-SE Lead Learners** and the **Root Cause Team**.

CR-SE Lead Learners will participate in 6 half-day online sessions. The sessions will focus on: (1) developing a common language around CR-S education, (2) examining that role that social identities, power, and privilege play in shifting individual and systemic inequalities in schools, (3) identifying CR-S education school and classroom practices, and (4) developing competency around using the CRE Toolkit.

The Root Cause Analysis Team, whose members are also Lead Learners, will strive to identify the causes of disproportionality in the District by examining data, beliefs, policies, procedures, and practices. The findings from these processes will be used to co-develop a multi-year coherent Strategic Plan that will address the Irvington UFSD's inequities.



Goal 3: Assessment

Outcome	Key Activities and Strategies	Supporting Evidence	Strategic Objective Alignment	Timeline
<i>District-wide focus on measuring: student growth and success, program effectiveness and the use of data to inform instruction</i>	Professional learning for all staff members on instruction, assessment and providing feedback in the hybrid/virtual learning environment	Inventory of all professional learning offered by Diane Cunningham, IDE, Instructional Coaches, administration.	3, 4	2020-21 School Year
	Instructional Leaders focus on meaningful feedback within the instructional program	Committee agendas and presentations; Transfer of learning to individual classrooms; Workshops with Diane Cunningham	1, 2, 4	2020-21 School Year
	School- and department-based focus on review and revision of current assessments, and development of new assessments in a hybrid/remote model.	Meeting agendas and presentations, new and revised assessments, assessment analysis	1, 2, 3, 4	2020-21 School Year
	Update of Data Plan to identify collection sources, use of data and users of data	Updated and implemented plan with additional information	1, 4	2020-21 School Year
	Outline process to evaluate school start times, secondary school schedules and honors placement process	Plan and timeline for a review process that will include community participation	1, 2, 3, 4, 5, 6	June 2021



Setting Realistic Expectations During Uncertain Times

The District's overarching goals of providing for health, safety and emotional well-being will, at all times, be the top priority.

- The ever-evolving pandemic response will result in modifications to priorities, plans and outcomes.
- Adjustments will be made during the course of the school year.
- Needs will be continuously assessed and priorities re-established as necessary.



The 2020-21 Goal Progress & Updates

Highlights related to goal achievement will be seen through:

- Scheduled Board of Education workshops
- Mid-year BOE - Administrative roundtable
- End-of-year presentations
- Published reports
- Newsletter updates and website publications

The background features a large, faded green circular seal. The seal contains the text "IRVINGTON" at the top, "NEW YORK" on the left, and "1856" on the right. In the center is a stylized "U" logo. At the bottom, it reads "UNION FREE SCHOOL DISTRICT" and "PER ASPERA AD ASTRA".

**Every Student and Staff Member,
Every Day!**