

THE NEWBURGH ENLARGED CITY SCHOOL DISTRICT PLAN FOR SHARED DECISION MAKING



PURPOSE

In keeping with our Mission and Vision, the purpose of school-based planning and shared decision making shall be to improve the educational performance of all students in the school, regardless of such factors as socioeconomic status, race, sex, language background, or disability.

Mission: Inspiring students to become tomorrow's leaders beyond Academy Field

Vision: Through the work of all, we will achieve inclusive excellence

A centralized shared decision making team will meet quarterly and will assess the compliance to the Shared Decision Making Process in district and school based planning. The team shall be comprised of:

- *The Superintendent and Deputy Superintendent of Schools, NTA President, NSAA President, CSEA President, a Board of Education representative and parent representation associated with a not for profit parent organization*



PARTICIPANTS

The Newburgh Enlarged City School District recognizes the following stakeholder groups when addressing the educational issues agreed upon for shared decision at the district level:

District Team

- The superintendent of schools and assigned cabinet members
- Administrators selected by the administrators' bargaining organization president
- CSEA members selected by the CSEA president
- Teachers selected by the teachers' collective bargaining organization president
- Parents (not employed by the district or a collective bargaining organization representing teachers or administrators in the district) selected by school-related parent organizations
- Board of Education representative



PLAN COMPONENTS

District Level Planning:

The development of the **NECSD Professional Development Plan** will be facilitated by representatives from the Division of Curriculum and Instruction.

- The Plan will be developed and implemented over a three year period.
- The plan will be monitored and evaluated on an annual basis

The development of the **NECSD Strategic Plan** will be facilitated by the Deputy Superintendent.

- The plan will be developed and implemented over a three year period.
- This team will monitor and evaluate the implementation of the plan on a bi-monthly basis.

The development of the **NECSD District Comprehensive Improvement Plan (DCIP)** will be facilitated by the Deputy Superintendent.

- The plan will be developed and implemented by the DCIP team on an annual basis.
- The plan will be monitored and evaluated by the DCIP Team on a quarterly basis.

An advisory group to explore resources and forecast spending will be created.

- The team will assist the superintendent to explore funding opportunities and educational initiatives.
- The team will address equity gaps, as defined in Vision 2020.

The Newburgh Enlarged City School District recognizes the following stakeholder groups when addressing the educational issues agreed upon for shared decision at the school level:

School Level Team

- The principal and other selected administrators
- CSEA representatives selected by the CSEA school shop steward
- Teachers selected by the teachers' collective bargaining organization head delegate
- Parents (not employed by the district or a collective bargaining organization representing teachers or administrators in the district) selected by school-related parent organizations

School Level Planning:

Each school identified as a Focus School, will develop a **School Comprehensive Education Plan** as required by the New York State Education Department.

- The plan will be developed and implemented by the School Leadership Team on an annual basis.
- The plan will be monitored and evaluated by the School Leadership Team on a quarterly basis.

Each school in good standing will develop a **School Comprehensive Improvement Plan**.

- The plan will be developed and implemented by the School Leadership Team on an annual basis.
- The plan will be monitored and evaluated on an annual basis.

Each school will develop a **School Based Parent Involvement Plan** that will outline the activities relating to parent education and involvement.

- The plan will include a school based complaint and grievance resolution process.

Plan Development Procedures

For both school and district level planning teams, mandatory training and professional learning regarding the district expectations for shared decision making and effective meeting practices will be provided annually. Effective meeting strategies and district forms will be shared.

Regarding District Planning, the Superintendent will be responsible for the following:

- Creating protocols and guidelines to insure that all stakeholder input is provided and discussed.
- Insuring that consensus is the predominate strategy for decision making. When a decision is not determined through consensus, the decision will be made by the Superintendent relying on the data and recommendations provided by the group.

Regarding School Based Planning, the principal will be responsible for the following:

- Creating protocols to insure that all stakeholder input is provided and discussed.
- Insuring that consensus is the predominate strategy for decision making. When a decision is not determined through consensus, the decision will be made by the principal, relying on the data and recommendations provided by the group.

The Quarterly and annual monitoring will incorporate the following:

- Assessment of SMART Goal Attainment based on multiple sources of data
- Monitoring of the steps to implementation and mid-year corrections being implemented as necessary.

Dispute Resolution Procedures

School based disputes presented by any participating party or individual, will be provided in a written summary to the Superintendent for resolution. The Superintendent will respond in writing within thirty days of receipt.

District based disputes presented by any participating party or individual, will be provided in written summary to the Board Clerk for resolution by the Board of Education. The Board of Education will respond in writing within thirty days of receipt.

Formal sign in sheets will be completed for each plan and an assurance will be included for signature by the Superintendent and/or the school principal to insure all State and Federal requirements for the involvement of parents in planning and decision making will be coordinated with and met by the overall plan.

The district's plan shall be adopted by the board of education or BOCES at a public meeting after consultation with and full participation by the designated representatives of the administrators, teachers, and parents, and after seeking endorsement of the plan by such designated representatives.