

**Salamanca City Central School District  
Strategic Planning Committee Minutes**

January 11, 2012, 8:00-10:00 a.m., Superintendent's Office

**Present:** Robert Breidenstein, Robert Crandall, Barb Sande, Marcy Brown, Lisa Gunning, Brenda Windus, Walt Zeznick, Brooke Canale, Susan Andrews, Mary Elizabeth Koch, Brent Martin, Sharon Turano

**Arrived late in the meeting:** Mary Plonka

**Absent:** Karen Watt, Jill Magara, Dominik Rettberg, Allissa Williams, Heather Rozler, Kristie Mendell, Tammy Dry, Susan Zaprowski, Austin Hill

**Opening & Welcome**

Superintendent Breidenstein addressed the committee, pointing out that the Strategic Plan provides a philosophy to guide the district, but that there is no "how" to the plan, giving specific ways to measure progress toward the goals outlined in the plan. He emphasized that an action plan with target goals not only will help SCCSD to meet Goal I. of the Strategic Plan (Curriculum, Instruction and Assessment), but it will help to meet the Local Education Agency (LEA) Goals for Student Outcomes as mandated by the NYS Board of Regents over four years, ending with the 2013-2014 school year. The LEA Goals are to be met so that NYS schools remain eligible for Federal Race to the Top (RTTT) funds.

**Discussion/Review of the Challenges**

1. NYS Board of Regents is no longer emphasizing the graduation rate as a measure of success for schools, instead, the measurement will be how many students are enrolling in higher education and remaining enrolled. This is a game changer with many ramifications.
2. RTTT funds were not released until April 2011 – at the same time as the testing - so SCCSD sent teachers to reading training and purchased materials with the funds. Since the funding was simultaneous to the testing, actions taken could not yet affect test scores so SCCSD and many other NYS schools did not meet their proposed LEA goals. As a result, New York State is at risk for losing the Federal RTTT funding.
3. With the LEA Goals tied to funding eligibility, teacher evaluations become tied to funding as an inevitable result. Measurements of student performance will become an even greater percentage of a teacher's evaluation. The accountability will fall to the teachers.
4. There are NYS provisions tracking African-American and Latino students' achievement, but there is no comparable recognition of Native American students, who represent a third of the SCCSD student body.
5. The bottom line is that the future of funding is in tracking results, so SCCSD must develop action plans to meet the LEA Goals.

**Discussion Results**

1. Superintendent Breidenstein wants all teachers to identify the students in their classes falling below grade level expectations and develop action plans for addressing their needs. This individualized approach is more achievable versus the entire classroom approach.
2. Teachers in grades 3-8 have been working with test data to develop their APPR's so they are already practicing what Superintendent Breidenstein proposes for all grade levels.
3. Kindergarten teachers have already started data driven meetings to address students' needs.

4. Superintendent Breidenstein proposed adding the LEA Goals as an addendum to the Strategic Plan and that this addendum be further developed to show where SCCSD should be over the course of a multi-year plan in order to meet RTTT.
5. With this in mind, administration and faculty in each building (Prospect Elementary, Seneca Elementary, Middle School, High School, Alternative Education) are to develop specific benchmarks and trajectories for assessment level courses based on data, and identify students at risk. The deadline for this work is February 14, 2012. "Specials" (ie art, music, phys ed) teachers are to contribute as well by associating either with a grade level or a department.
6. The next step will be to drill down to all grade levels to create individual plans for students at risk which can then be used to move them to proficiency levels. The Strategic Plan provides a global view, but to be able to assess our position, we need the drilled down plan with specifics.
7. Strategic Plan Goal II., regarding attendance, needs to be addressed with similar specifics at the next meeting.

**For the Good of the Order** – BOE President Robert Crandall said the school needs a discipline matrix for staff as well as students, and/or give them Wisda' for being good like the students. He went on to say, "Perpetual bad behavior that interferes with student learning – by both staff and students – is not acceptable."

#### **Upcoming Meeting Schedule**

February 8, 2012

March 14, 2012

May 9, 2012

June 6, 2012

Respectfully Submitted,  
Susan Andrews, Public Information Specialist