



**Cato-Meridian Central School District**

**Blueprint for Excellence**

**Strategic Plan  
December 2023**

*Dear Members of the Cato-Meridian School Community,*

*It has never been more important to be focused, aligned and intentional in our work. We are very excited to share the results of our collaborative efforts to develop plans that will help us to continue growing and improving as we always strive for excellence.*

*Our “Blueprint for Excellence” is the result of planning sessions that were held with our Board of Education, Leadership Team, staff, parents, and community members. We worked with feedback gathered from the community this past fall as we developed a plan that will help us continue to grow and achieve as we strive for excellence in all that we do.*

*This plan will be the backbone for what we do. It will serve as a roadmap in our efforts to connect with each child and family while enhancing our connections as a school and a community. We’re in this work together and look forward to being your teammate in our continued effort to be a model school of excellence.*

*Thank you for your feedback and support. Your collaboration and teamwork make all the difference in the lives of children and the success of the district.*

*Sincerely,*

*Dr. Terry Ward  
Superintendent of Schools*

*Mrs. Kathleen Bratt  
Board of Education President*

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**Blueprint Planning** is intended to:

- Involve all members of the school community and reflect their shared perspectives.
- Allow stakeholder representatives to review community feedback to clearly define the district's mission, vision and core values.
- Engage a team in defining the priorities of the district and suggesting action steps to accomplish objectives.
- Facilitate action planning focused on identifying who, when and how the work will get done.
- Provide the district with a road map that is transparent, accountable, and focused.
- Enable the district's efforts to innovate, allocate resources and continuously grow in a coordinated, thoughtful, and aligned manner.
- Be an iterative, evolving, and ongoing process that builds from one year to the next while reflecting emerging needs and changing demands.

**Steps in the Cato-Meridian Central School District Planning Process:**



**Mission****Vision****Core Values**

Successful organizations clearly define their purpose, what they need to become to fulfill their purpose and how they operate or behave. These are commonly known as their mission, their vision, and their core values.

Through the Blueprint Planning Process, the school community defined why we exist, what happens in the organization when we are working towards the mission and what behaviors should be evident from individuals and the organization as a whole. The following statements constitute our redefined mission, vision, and core values.

**Mission Statement:**

*We prepare all students for success through a variety of opportunities that help them learn and grow toward their potential.*

**Vision Statement:**

*We are a welcoming school community that prepares all students by providing individualized and challenging experiences.*

**Core Values:**

*We believe that we can achieve our vision and accomplish our mission if we focus on clearly defined core values.*

***To that end, in all of our actions and interactions we will:***

- *Put all students first.*
- *Act with kindness and empathy toward all.*
- *Model and foster respect.*
- *Approach our work with positivity.*
- *Demonstrate honesty and integrity.*
- *Create opportunities for collaboration and cooperation.*
- *Hold ourselves accountable.*

## Priority Areas

Based on community feedback and initial planning by the Board of Education and Leadership Team, the following areas were identified as priorities to be focused on in order to fulfill the mission of the district. A district goal has been developed for each area.

### The Student Experience

- **Goal:** We will improve long-term student success through the delivery of personalized learning experiences within a secure environment, resulting in the highest overall regional student achievement data in both ELA and Math.

### Community Connections

- **Goal:** We will develop greater connections to the community by increasing community involvement in our schools. We expect that by the end of the 2028-2029 school year, an increase in parental and community member involvement in school activities will result in a 10% improvement in students SEL functioning as measured by the BiMAS.

### Operations

- **Goal:** We will enhance the comfort and efficiency of our learning environment resulting in a score of 75% of respondents agree/strongly agree on an updated school climate survey.



**Action Plans**

The following plans have been developed to guide the actions the district takes in order to accomplish the objectives in each priority area. Each action step represents a strategy for meeting an objective. A timeframe has been established and the parties listed are primarily responsible for leading the work.

<b>Priority 1: The Student Experience</b>			
<b>Goal:</b> We will improve long-term student success through the delivery of personalized learning experiences within a secure environment, resulting in the highest regional student achievement in ELA and Math.			
<b>Action Steps:</b>	<b>Leader Responsible</b>	<b>Support Members</b>	<b>Timeframe</b>
Research the development of high school electives aligned to student interest and develop a plan for implementing new pathways.	Jr.-Sr. High School Administration	Counseling Staff Director of C, I & A	2023-2025 School Year
Empower Professional Learning Teams to develop annual, data-driven SMART goals in all disciplines.	Director of Curriculum Instruction and Assessment	Building Principals, Teachers, Literacy Coach	Annually
Empower students with targeted, research-based interventions necessary for academic growth	Director of Curriculum Instruction and Assessment,	Principals Teachers	Annually

Collaborate with external partners and organizations to provide diverse and enriching educational experiences.	Principal	C, I & A Coordinator DEI Committee PLT Teams	Ongoing
Improve our Multi-Tiered System of Support (MTSS) Process.	PLT Teams Master Teachers	C, I, & A Social-Emotional Coordinator Building Principals	Annually
Implement and maintain personalized learning for every student. Tailor educational experiences and goals to their individual needs and aspirations. (MTSS/Pathways).	Counselors Principals	Director of Curriculum Instruction and Assessment, Teachers	Ongoing
Conduct in-depth research on best practices to inform and engage students about the range of available career opportunities, fostering a more informed and motivated student body.	Jr.-Sr. High School Principal School Counselor		2024-2025 School Year
<b>Future Consideration:</b>  Develop and implement a high school volunteering program at the elementary (big brother/sister/foster student/grandparent)-		Family Engagement Committee	

## Priority 2: Community Connections

**Goal:** We will develop greater connections to the community by increasing community involvement in our schools. We expect that by the end of the 2028-2029 school year, an increase in parental and community member involvement in school activities will result in a 10% improvement in students SEL functioning as measured by the BiMAS.

Action Steps:	Leader Responsible	Support Members	Timeframe
Develop new and build upon cooperative connections with local agencies and support systems. (local community agencies, community groups, PTO, VESID, Regional Partnership Center,)	SEL Coordinator	Superintendent Leadership Team Counseling staff	2023-2026 School Year
Research and begin the process of applying to become a Community School.  Form the committee necessary to develop needed structures for Community School development.	Superintendent	Leadership Team, Community School Committee, Grant Writer	2024-2025 School Year
Create opportunities for local community agencies, local businesses to engage in the already created events at the school. Explore ways to provide more volunteer opportunities within the school environment.	Leadership Team, Family Engagement Committee, PTO, Extra Class Clubs		Annually
Explore ways to expand the connection between the Recreation Center, the school and the greater C-M community.	Recreation BOE, BOE Sub-Committee		2023-2025





Expand school community outreach through school-based student activities and extra class activities	Principal	Athletic Director, Extra class Advisors, SIT Committees, PR Team	Ongoing
Continue to provide opportunities for local community organizations to showcase their services.	PTO Leadership Team	Family Engagement Committee	2023-2024 School Year
Implement ways to welcome new C-M Families.	SEL Coordinator	School Counselors Building Principals Student Council PTO	



### Priority 3: Operations

**Goal:** We will enhance the comfort and efficiency of our learning environment resulting in a score of 75% of people agree/strongly agree on an updated school climate survey.

Action Steps:	Leader Responsible	Support Members	Timeframe
Develop a prioritized list of specific learning environment improvements to be addressed and communicate when they will be completed.	Assistant Superintendent	Facilities Committee	2025-2026
Continue to recognize and validate staff.	Administrative Team	Public Relations Team	Ongoing
Continue to explore and compare local pricing of options for the district.	Assistant Superintendent		Ongoing
Research grants/streams of revenue in order to acquire resources.	Supt./Asst. Supt. in collaboration with grant writer.		Fall 2023 and Ongoing



Explore solutions to add HVAC infrastructure	Assistant Superintendent	Facilities Committee Director of Facilities	Ongoing/ Weather dependent
Consult with Chartwells regarding food options.	Assistant Superintendent	Chartwells Building Principals	2023
Explore cost effectiveness of using Chartwells vs. inhouse.	Assistant Superintendent		Summer 2025
Assess the need for Individual changing areas for swimming and consider for future capital work.	Facilities Committee		2025-2026 School Year
Explore opportunities to update Athletic Facilities.	Facilities Committee		2025-2026 School Year



## Accountability and Implementation Plan

What gets measured, gets done. It is important to stay focused on the work at hand and to hold each other accountable for achieving outcomes. In the spirit of transparency, diligence to the task at hand and sharing our progress as a team, the following schedule has been developed for regular reporting on progress in working towards objectives.

Timeframe	Activity	Who
December, 2023	<ol style="list-style-type: none"> <li>1. Blueprint Plan Presented to the BOE and Community</li> <li>2. Blueprint Plan “unpacked” and shared with the faculty and staff.</li> <li>3. Blueprint Plan unpacked with smaller groups.</li> </ol>	Superintendent, Administrative Team  Superintendent  Principals
2023-2024 Quarterly	Blueprint Updates provided to the BOE, Community and Staff	Superintendent and Administrators
February, 2024	Blueprint Budget Recommendations Made Blueprint Expenditures Finalized	Superintendent and Administrators
June, 2024	Final Report Blueprint Updates provided to the BOE, Community and Staff	Superintendent and Administrators
July, 2024	Blueprint Planning Day Held  Plan Updated for 2024-2025	Board of Education Superintendent Administrators Staff Community Members

## *2023 Blueprint Team*

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