

VISION:

All Berlin Central School District students will graduate with an excellent education and experiences that prepare them to become productive members of society. Our students will be ready to assume responsibility for their own success in the workforce, college, the community, and life.

MISSION:

The mission of the Berlin Central School District is to maximize the diverse talents and aspirations of its students. Our students will be prepared to assume responsibility for their own success in the workforce, college, the community, and life.



WITH A STRONG COMMITMENT TO OUR STUDENTS AND
COMMUNITY, BERLIN CENTRAL SCHOOL DISTRICT OPERATES FROM
THESE CORE VALUES



EMPATHY: Acting with compassion to build relationships and foster community.



PERSEVERANCE: Understanding that excellence requires hard work, patience, and persistence.



INTEGRITY: Acting with honesty, respect, trust, and transparency.



TEAMWORK: Working collaboratively to achieve a common goal.



PRIDE: Demonstrating a strong connection to our school, district, and community.



GROWTH MINDSET: Modeling a love for life-long learning.

Our priority is to engage, equip, and empower each Mountaineer student to achieve their chosen pathway.

**Student
Achievement**

Create an environment where students reach their full potential in their chosen pathway through rigorous, student-centered teaching and learning.

**Engaged
Mountaineers**

Build an inclusive culture where students, employees, parents and the community belong and demonstrate trust and pride in our schools.

**Community
Partnerships**

Support student success through collaboration and communication with families and the community.

**Facility &
Fiscal
Responsibility**

Establish transparent facility plans and fiscal processes that align to the needs of students and support staff in meeting these needs.

EFFECTIVE COMMUNICATION

Berlin Central School District



Student Achievement



Engaged Mountaineers



Community Partnerships



Facility & Fiscal Responsibility

What are our priorities?

COHERENT INSTRUCTIONAL SYSTEM

- Utilize curriculum, instructional design and assessment practices to guide and ensure teacher effectiveness and student learning across all grades and courses.

WELL-BEING

- Support social-emotional learning, character development, and mental health of all students.

COMMUNICATION

- Demonstrate to all students that hard work and student success are expected and celebrated, along with the knowledge that the District is committed to partnering with students to ensure they graduate with their peers, prepared for their chosen pathway.

STUDENT ENGAGEMENT

- Empower all students to set academic, career, arts, athletics, and activity goals.

EMPLOYEE ENGAGEMENT

- Develop aligned and relevant professional learning for all employees that improves their knowledge, collaboration, and effectiveness while supporting organizational and educational excellence.

MOUNTAINEER ENGAGEMENT

- Cultivate and enhance stakeholder pride and engagement in our schools

COMMUNICATION

- Implement strategies for communicating District vision, focused goals, pathways to excellence, and organizational culture.

COMMUNITY PARTNERSHIPS

- Enhance the districts reputation by growing relationships and increasing use of community resources.

FAMILY INVOLVEMENT

- Increase the degree of family involvement in student's educational experiences in all aspects of school life.

COMMUNICATION

- Develop a shared vision for the District and cultivate two-way communication between the District, students, employees, families, and community.

FACILITIES

- Develop a district facilities plan, identify funding, and timeline.

BUDGET

- Establish a transparent fiscally responsible, balanced annual budget.

FISCAL RESPONSIBILITY

- Ensure district finances and operations are aligned directly to priorities that assure the success of all students.

- District investment in recycling and educational support of a recycling culture.

COMMUNICATION

- Communicate budget process, priorities, and timeline to all stakeholders.

Student Achievement

- We will develop detailed curriculum maps, with scope and sequence documents, aligned to the NYS standards and identified priorities.
- We will execute horizontal and vertical alignment of curriculum across and between grade levels, that embeds literacy, critical thinking and problem-solving skills in all disciplines.
- We will develop an instructional schedule that promotes time for vertical and cross-curriculum planning.
- We will design differentiated strategies to engage students and facilitate active participation in their learning.
- We will establish a repository for the collection of teaching and learning resources with consistent protocols for accessing and posting of documents.

Engaged Mountaineers

- We will identify guaranteed skills and experiences to ensure all students are college and/or career ready.
- We will establish and monitor professional development for all employees that improves their knowledge, collaboration, and effectiveness.
- We will enhance and nurture an environment where all stakeholders demonstrate mutual respect and have a sense of belonging and pride in the Berlin Community.
- We will connect with stakeholders, develop relationships, cultivate collaboration, increase expectations for excellence, and celebrate our successes.
- We will develop a Profile of a Berlin Central Graduate

Community Partnerships

- We will support students and schools by developing strong, mutually complementary partnerships among the district, families and the community.
- We will encourage relationship building by reaching out to parents with positive communication.
- We will improve home/school communication and processes to engage families in Pre-K through 12th grade matriculation.
- We will encourage, educate, and provide avenues for each parent to become actively involved with their child's education.
- We will facilitate on-going, two-way communication with stakeholders through multiple means of face-to-face dialogue and media forums.

Facility & Fiscal Responsibility

- We will enhance the Board Meeting environment to be more informative and inclusive.
- We will implement a consistent, monthly posting of Board meeting agendas, minutes, and supporting documents that are easily accessible by all stakeholders.
- We will assess current facilities and plan, construct, and maintain facilities according to need.
- We will develop a fiscally responsible budget that aligns our resources to our organizational priorities.
- We will provide transparent and timely communication systems to ensure accurate flow of information regarding District finances.

How will we accomplish our priorities?

Student Achievement

- We will provide and monitor implementation of professional development strategies in problem solving, critical thinking and differentiation.
- We will raise the percentage of students demonstrating mastery levels of achievement.
- We will cultivate evidence-based strategies to develop social-emotional intelligence.
- We will inspire our students to advocate for themselves, set goals and develop plans to be successful in their chosen pathway.
- We will establish an instructional schedule that includes an advisory period.

Engaged Mountaineers

- Increase elective offerings to meet a diverse population of students that are aligned to workplace opportunities and arts integration.

Community Partnerships

- We will collaboratively develop opportunities for business integration in the school environment through Career Days, Internships, Job Fairs, etc..

Facility & Fiscal Responsibility

- We will implement a systemwide environmentally sound program.

How will we accomplish our priorities?

Student Achievement

- Data driven teaching and learning informed by tiered standards-based curriculum, instruction, and assessments tracked by observations and utilization of developed instructional resources
- Quarterly benchmarks focused on student growth
- Student monitoring on content understanding recorded throughout the lesson on a scale of 1-4
- Content Literacy/Numeracy strategies identified, implemented, and measured (vertically) in all areas of study
- Evidence of vertical alignment processes
- State exam and Regents assessment results
- Elementary RTI Progress Trackers

Engaged Mountaineers

- Percentage of all stakeholders participating in social and extracurricular activities
- Evidence of professional development strategies being implemented as noted in classroom observations and walk-throughs
- Increased and differentiated professional development opportunities for all employees
- Increased opportunities beyond athletic events for stakeholder participation
- Student, Parent and Employee Engagement Surveys (Baseline data 2021-2022)
- Increased Graduation Rate
- Reduced Dropout Rate
- Growth on responses on the Studer Ed Student, Parent, and Employee Engagement Surveys (Baseline 2021-2022)

Community Partnerships

- Increased attendance at parent/teacher conferences
- Quarterly feedback from teachers on communication to/from student families
- Increased parent participation on school and district committees
- Increased business participation in the school environment

Facility & Fiscal Responsibility

- Increased participation in district meetings
- Number of people attending Board of Education meetings
- Building condition surveys prescribed by law
- Annual visual facility inspections
- Development and implementation of 5-year facility plan
- Development of 5-year financial plan
- Annual balanced budget
- Easily accessible monthly Board meeting agendas and minutes
- Number of operational recycle programs in place in the schools and district

How will we measure our priorities?

Student Achievement

Engaged Mountaineers

Community Partnerships

Facility & Fiscal Responsibility

How will we measure our priorities?

- District definition, student assessment, systemic plan and identified measures for Social and Emotional Learning

- Percentage of students completing prioritized (content workload), meaningful learning experiences (in/out school)
*How we get an engaged Mountaineer