

# Secondary School Redesign SCSD Board of Education Update March 2022

## Welcome & Introductions



EVERYBODY COUNTS. EVERYBODY LEARNS.

# AGENDA

1. Mission Matters
2. Timeline- *Where we started*
3. Listening Phase
4. Brainstorming Phase
5. Next Steps
6. Timeline x 2- *Where we are now*
7. Gratitude
8. Our Story Video
9. Questions
10. Resources



# MISSION MATTERS

## Why is our *mission* important?

A mission is our purpose for existence...It helps inform how stakeholders at all levels perceive the organization.

## Our *mission* impacts the following:

Brand

Culture

Morale

Standards



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# OUR MISSION: [Video link](#)

## SCSD's MISSION; Our WHY *Our Purpose*

To promote and support an *innovative* educational environment where *children* with differing levels of abilities have *equal access* to educational opportunities...

*We asked ourselves, are we meeting our Mission?*



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# OUR VISION

*Our Redesign Committee's VISION IS OUR PROMISE to increase:*

- Student choice & voice
  - Student *opportunities* through multiple pathways
  - Preparedness for college, career, family or military
- If we are intentional, focused and create relevance, we **WILL** see an increase/improvements in:
  - Student engagement
  - Graduation rates
  - Community partnerships
  - Climate and culture



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# SECONDARY SCHOOL REDESIGN JOURNEY

## TIMELINE

*LISTENING PHASE*  
January 2022  
Kick off Announcement

*LISTENING PHASE*  
February 2022  
SURVEY/Data collection

*SHARE OUT*  
March 2022  
SHS Faculty Students, Leaders,  
BoE & Community Stakeholders

*LISTENING PHASE*  
February 2022  
Listening and Feedback  
Campaign  
with all stakeholders

*BRAINSTORMING PHASE*  
March 2022  
Steering Committee Formed  
Work begins...  
Steering Committee Develops Ideas  
and Considerations

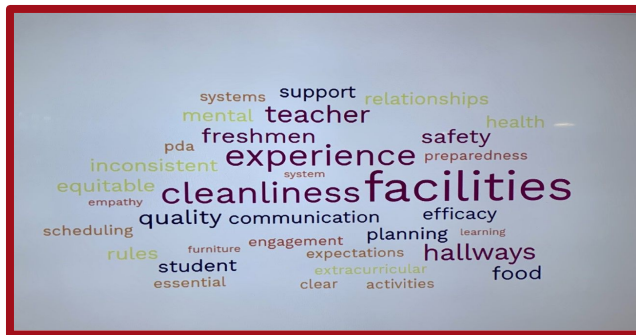
*PHASE I  
RECOMMENDATION*  
April 2022



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# Listening Phase



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# FEEDBACK & DATA GATHERING

- Group presentation to stakeholders:
  - Presented to students at SHS, Washington Irving, and SCLA
  - Presented to SHS High School Staff
  - Presented to SCSD Community Stakeholders
- Conducted Survey
  - Over 1000 respondents
  - Stakeholders surveyed include: Students, parents, teachers, Staff, and community members



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# DATA REVIEW - *Defining the Problem*

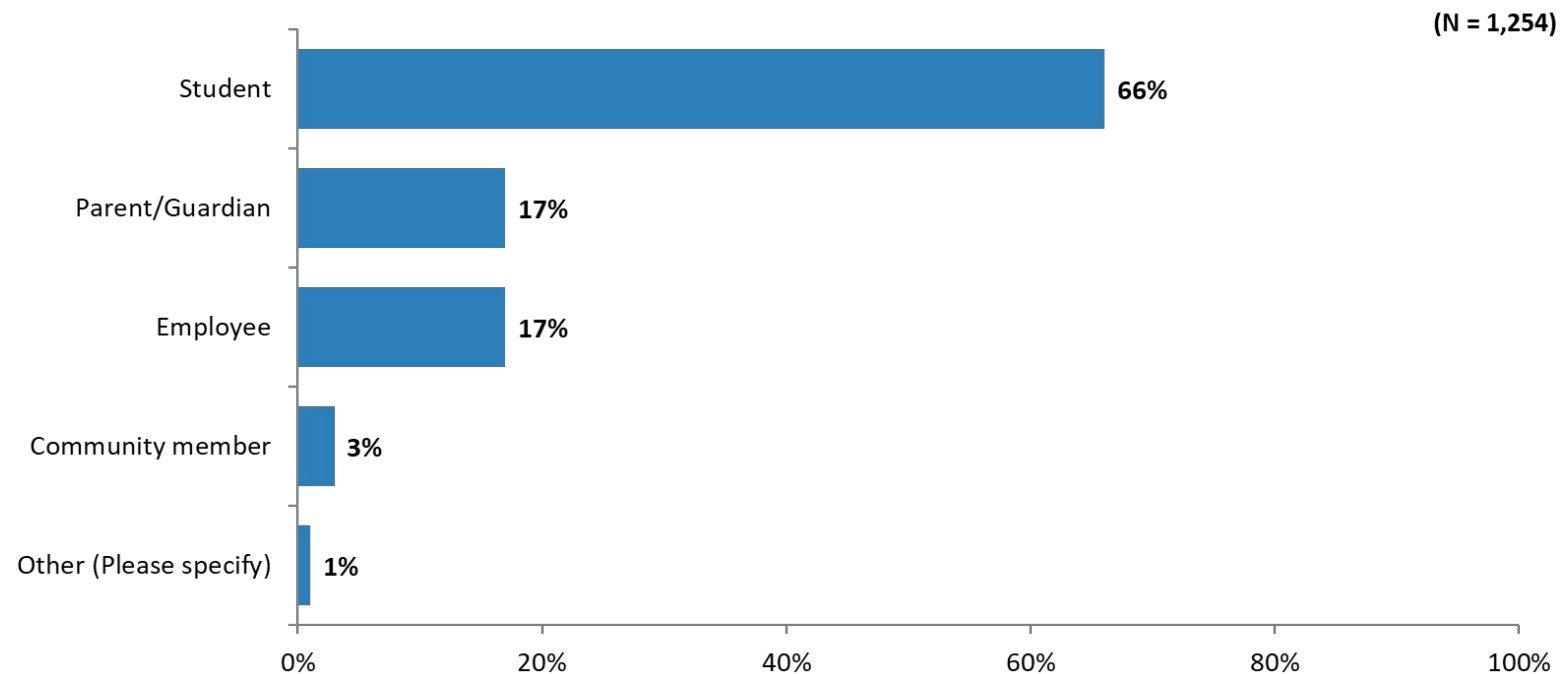
The urgency of our work;  
What is the data telling us?



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# Survey Participants

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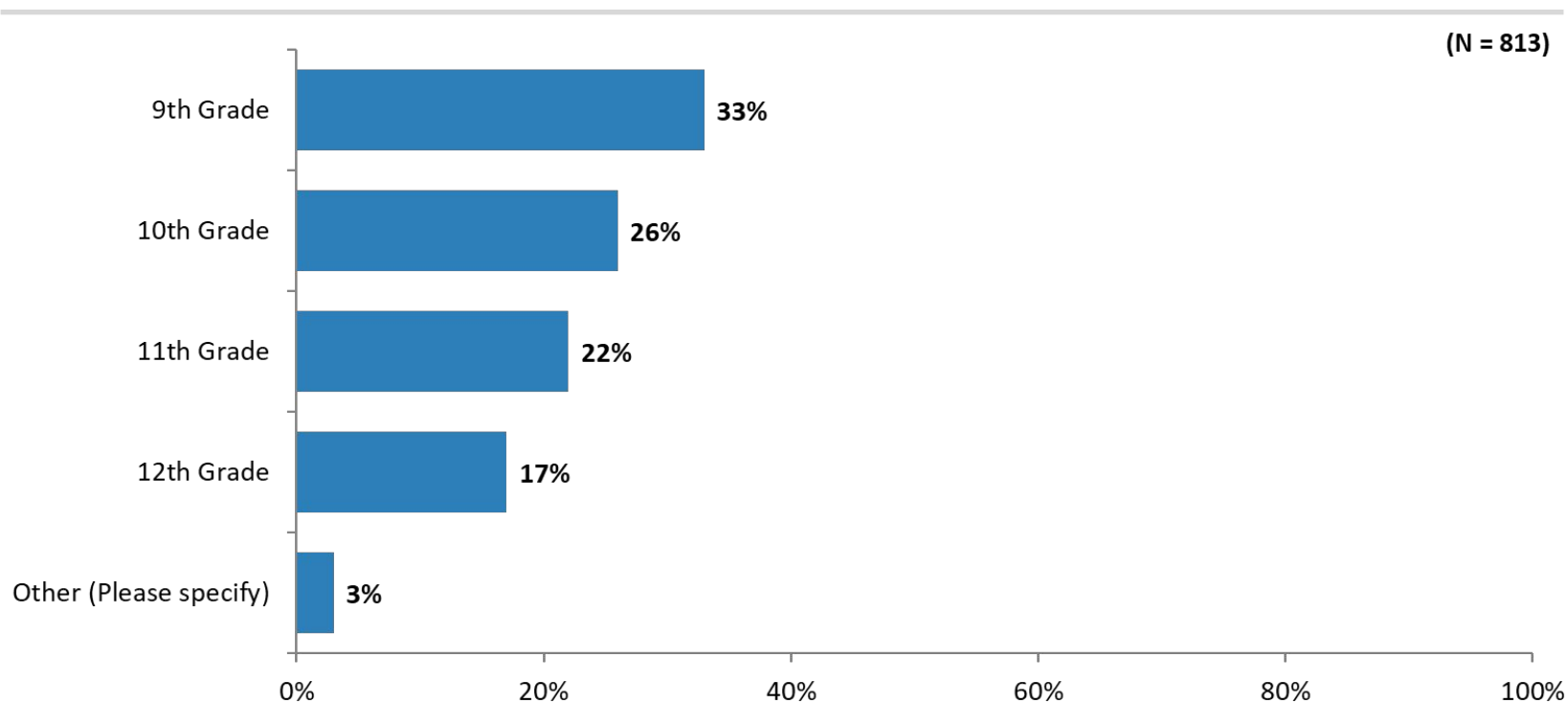


# Survey Participants

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Response	Count (N)	Percentage (%)
Student	823	66%
Parent/Guardian	214	17%
Employee	215	17%
Community member	35	3%
Other (Please specify)	10	1%
Total Unique Responses	1254	
Total Responses	1297	

## Students – Grade Level

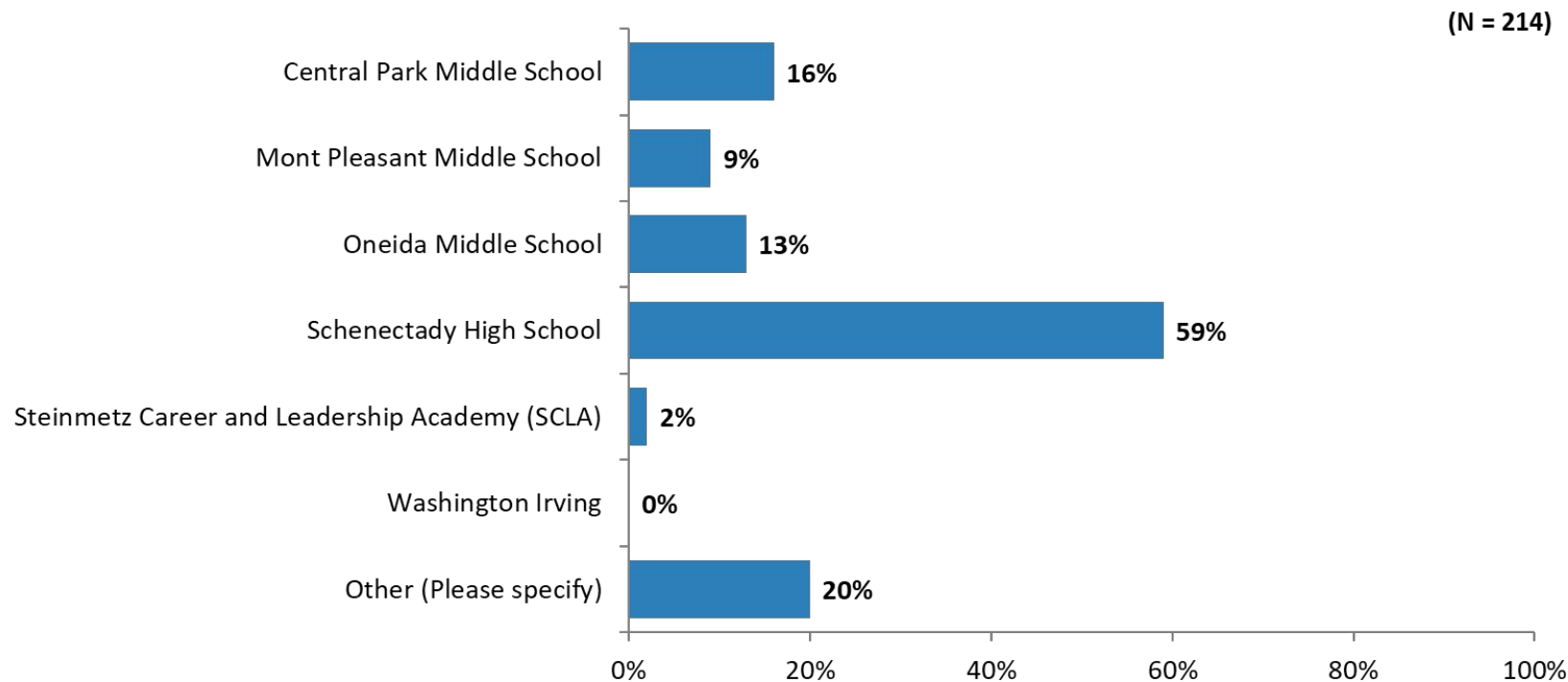


## Students – Grade Level

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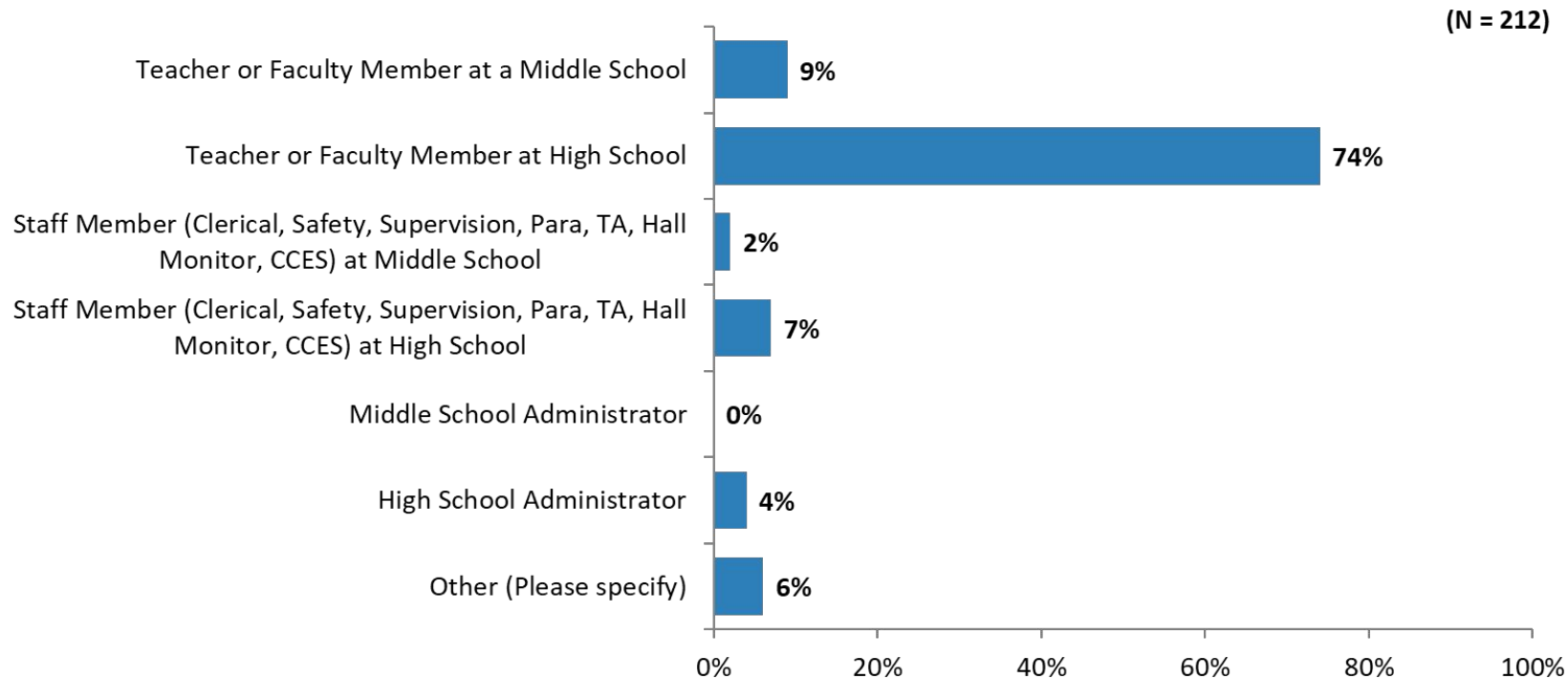
Response	Count (N)	Percentage (%)
9th Grade	273	33%
10th Grade	210	26%
11th Grade	181	22%
12th Grade	139	17%
Other (Please specify)	22	3%
Total Unique Responses	823	
Total Responses	825	

## Parents/Guardians – Schools





# Employees



# Teaching and Learning: Top 5 Strengths

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Student	Parent/Guardian	Employee
1. Technology	1. Vast Course Offerings	1. Vast Course Offerings
2. Accessibility for Students	2. Culturally Responsive	2. Inclusive of Social Justice
3. Career Pathways	3. Student Choice	3. Student Voice
4. Student Voice	4. Student Voice	4. Culturally Responsive
5. Student Choice	5. Technology	5. Student Choice

# Teaching and Learning: Top 5 Areas for Improvement

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Student	Parent/Guardian	Employee
1. Student Choice	1. Student Voice	1. Rigor and Relevance
2. Student Voice	2. Career Pathways	2. Communication
3. Technology	3. Internships	3. Career Pathways
4. Career Pathways	4. Technology	4. Technology
5. Internships	5. Student Choice	5. Internships

# Climate and Culture: Top 5 Strengths

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Student	Parent/Guardian	Employee
1. Diversity	1. Diversity	1. Diversity
2. Student Engagement	2. Clear Expectations	2. Social Emotional Learning
3. Clear Expectations	3. Student Engagement	3. Equity
4. Equity	4. Relationship with Law Enforcement	4. Relationship with Law Enforcement
5. Relationship with Law Enforcement	5. Equity	5. Student Engagement

# Climate and Culture: Top 5 Areas for Improvement

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Student	Parent/Guardian	Employee
1. Safety	1. Safety	1. Safety
2. Student Engagement	2. Discipline	2. Discipline
3. Discipline	3. Student Engagement	3. Clear Expectations
4. Social Emotional Learning	4. Parent Engagement	4. Student Engagement
5. Equity	5. Clear Expectations	5. Parent Engagement

Do you think incoming freshmen would benefit from a program designed specifically for incoming high schoolers (such as a Freshman Academy)?

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Student	Parent/Guardian	Employee
Yes – 50%	Yes – 70%	Yes – 78%
No – 13%	No – 11%	No – 4%
Not Sure – 37%	Not Sure - 18%	Not Sure – 18%



# Student Support: Top 5 Strengths

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Student	Parent/Guardian	Employee
1. Programs	1. Programs	1. Special Education
2. Accessibility	2. Student and Family Services	2. Restorative Practices
3. Student and Family Services	3. Special Education	3. Student Voice
4. Special Education	4. Accessibility	4. Student and Family Services
5. Communication	5. Communication	5. Programs

# Student Support: Top 5 Areas for Improvement

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Student	Parent/Guardian	Employee
1. Student Choice	1. Family Engagement	1. Communication
2. Student Voice	2. Transition to Adult Life	2. Transition to Adult Life
3. Transition to Adult Life	3. Communication	3. Family Engagement
4. Communication	4. Student Voice	4. Special Education
5. Programs	5. Student and Family Services	5. Student and Family Services

# Student Engagement: Top 5 Strengths

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Student	Parent/Guardian	Employee
1. Athletics	1. Fine Arts	1. Fine Arts
2. Fine Arts	2. Athletics	2. JROTC
3. After School Clubs/Programs	3. After School Clubs/Programs	3. Athletics
4. JROTC	4. JROTC	4. After School Clubs/Programs
5. Student Events	5. Career Pathways	5. Enrichment Opportunities

# Student Engagement: Top 5 Areas for Improvement

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Student	Parent/Guardian	Employee
1. Career Pathways	1. Career Pathways	1. Career Pathways
2. Student Events	2. Enrichment Opportunities	2. Community Service
3. Mentoring	3. Community Service	3. Mentoring
4. Enrichment Opportunities	4. Mentoring	4. Enrichment Opportunities
5. Community Service	5. After School Clubs/Programs	5. Student Events

# Student Experience: Top 5 Areas for Improvement

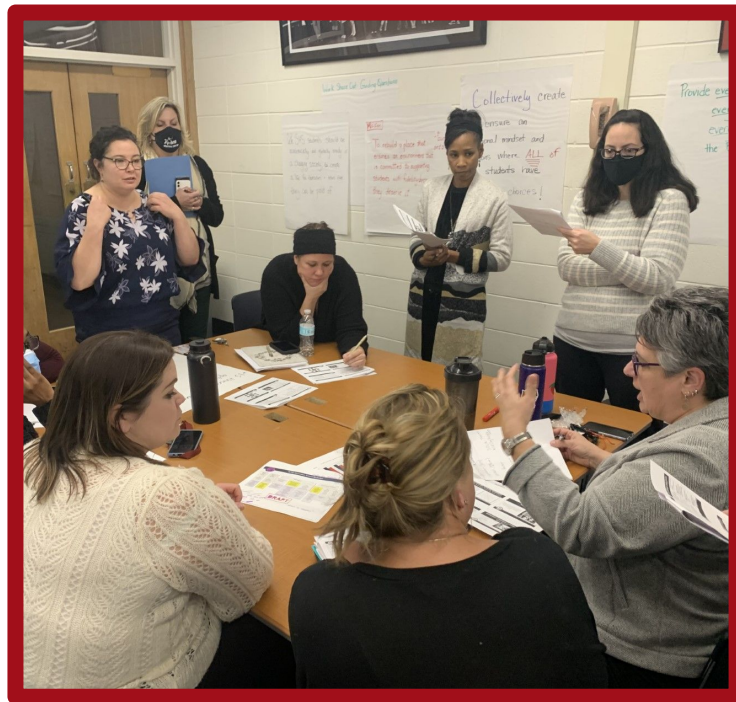
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Student	Parent/Guardian	Employee
1. School Cleanliness	1. Smaller Class Size	1. Relationships with Adults
2. Access to Technology	2. Teacher Engagement	2. Smaller Class Size
3. Teacher Engagement	3. Relationships with Adults	3. School Cleanliness
4. Relationships with Adults	4. After School Activities	4. Teacher Engagement
5. Hallway Space and Mobility	5. School Cleanliness	5. Access to Technology

# STEERING COMMITTEE - *Who are we?*

## *WHERE WE STARTED...*

- Mission driven
- Innovators
- Action oriented
- Learner centered
- Communicators
- Leaders
- Forward thinkers



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# STEERING COMMITTEE

## WHAT WE HEARD...

- We must prepare SCSD Students to be *future ready*
- We must be student centered
- We must support our students to be innovators and Life Long Learners
- We must be culturally responsive and have high expectations for *ALL*
- We must be reflective
- We must partner with our families and we must stay...

Community focused (school, local, state and global community)



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# *Brainstorming Phase*



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# COLLABORATION- *Development of Steering Committee*

- Shared outcomes of *Listening Phase*
- Members represent all stakeholder groups:
  - Administration, teachers, students, parent/guardians & community partners
- Redesign Committee Members were tasked with:
  - Exploring the *Why, Mission & Vision* of the committee
  - The theme or “glue” that unites the purpose for each pathway
  - Recommendations for pathways / leadership communities
    - Focus areas, community locations / names, capacity
  - Identify “wonders” for consideration in our next steps



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# VISITATIONS - *“The City as our Campus”*

We visited several sites to envision the *“city as our campus”*

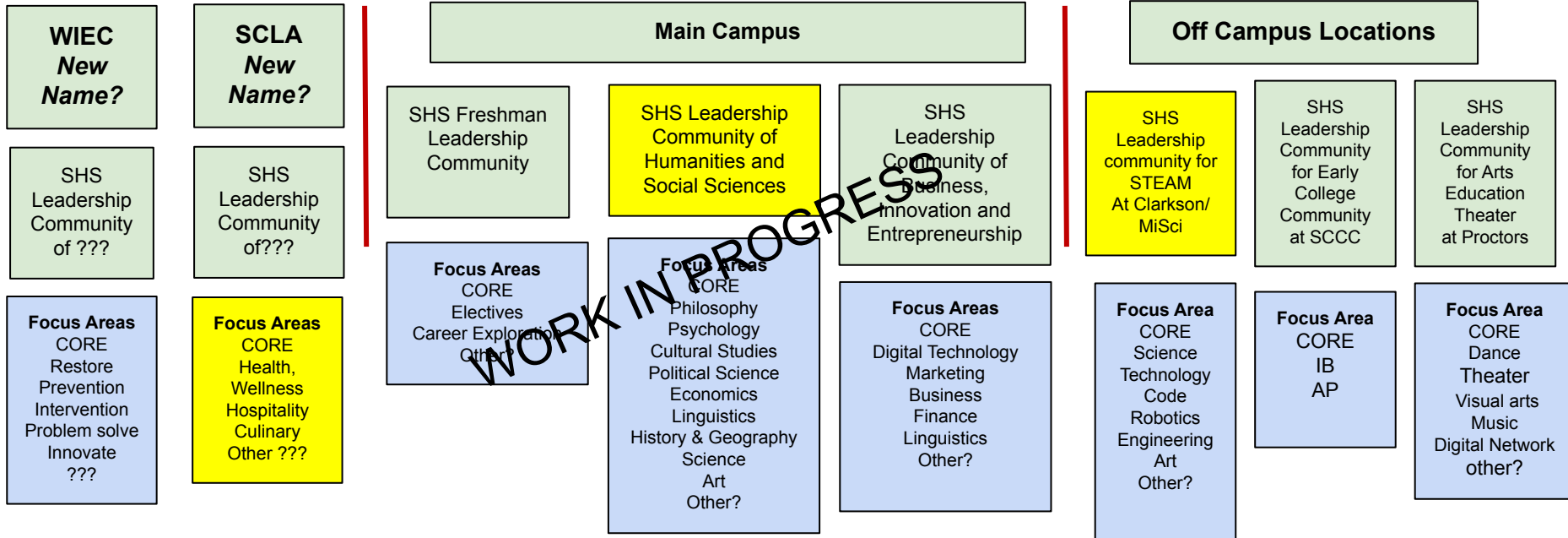
- Schenectady County Community College
- Schenectady YMCA
- Proctors Theatre
- Clarkson / MiSci
- Tech Valley High School\*\*\*\*



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# SCSD Secondary School Redesign...where we started



**DRAFT**

# STUDENT VOICE

**“Honestly, the more the merrier. Giving opportunities is what school is about right?”**

**“Having options like smaller learning communities.”**



**“More focus on what we want to learn.”**

**“Show me, give me the opportunities.”**



# FACULTY VOICE

**“To provide ALL students open doors and opportunities to make an impact in the world!”**

**“Provide every student every single day every opportunity to be the best version of themselves....”**

**“What we are currently doing isn’t working”**

**“To inspire and empower students for current and future success.”**

**“To rebuild a place that ensures an environment that is committed to supporting students with fidelity because they deserve it.”**



# *“WONDERS; What does this mean to me?”*

- What are the limitations and tradeoffs?
- How do we ensure equitable access to all resources and opportunities?
- How do we maximize flexibility, so that students have freedom to experiment and change their minds?
- How do we prepare students to engage in this model?
- How do you determine enrollment caps or minimums?
- Transportation?
- Will this result in tangible job opportunities for students?
- How are we ensuring 9th graders are prepared?
- How will SCSD Middle Schools look different?



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# NEXT STEPS

- **Phase I Decision: Announced April 2022**
- **Continue to engage stakeholders**
  - SCCC/Clarkson/Proctors, MiSci
  - Business/industry partners
  - SHS Redesign Steering Committee
  - Faculty/Students/Parents/Guardians
- **On-going Communication**
- **Visitations**
- **Create:**
  - Student interest tools
  - Faculty/staff placement process
- **Capital Project Planning**



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# IMPLEMENTATION

Steering Committee recommend this process be implemented in phases:

- Phase I: 2022-23 School Year → Implementation Fall 2022
- Phase II: 2023-24 School Year → Implementation Fall 2023
- Phase III: 2024-25 School Year → Implementation Fall 2024



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Steering Committee Develops Ideas  
and Considerations

PHASE I  
RECOMMENDATION  
April 2022



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# SECONDARY SCHOOL REDESIGN:

*Thank you for being in the “arena” with us...*

Lynne Rutnik – Deputy Superintendent  
Tracy Angelini - AD for Grants and Title Funding  
Nicole Biette - Principal MPMS  
Tony Farina - Principal OMS  
Jessalynn Blaufuss - Math Teacher  
Susan Bruckmann - World Language Teacher  
**Deidre Butler – Parent**  
Christopher Chank - Executive Principal SHS  
Jac Cohn - Technology Teacher  
Leia Depeche - Theater Teacher  
**Dr. Rebecca Devries – AD of Student Support**  
Pamela Eighmie - Math Teacher  
Jennifer Evans - Science Teacher

Dr. Lorenda Chisolm - ASI for Teaching & Learning  
Leigh Feguer - Biology Teacher  
Tracy Gelston – Music Teacher  
Antoine Gerbini - World Language Teacher  
Rebecca Gleason - ELA Dir. K-12  
Jonathan Goyette - Principal  
Dennis Green - Acting SHS Principal  
Don Guernsey - Math Teacher  
Corinna Heggen - ELA Teacher/SFT  
Catherine Hunt - Visual Arts Teacher  
Jennifer Insull - Science Dept Chair Teacher  
**Megan Jordan - Counseling**  
**Erika Macfarlane - Dir. Intervention Services**  
Shannon Tahoe- Cap. Region BOCES



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*Thank you for being in the “arena” with us...*

**Dr. Shaun Mason - Asst. Supt Planning & Accountability**

**Kerri Messler - Principal Keane ES**

**Tyrone O’Meally – Exec. Dir. of Secondary Schools**

**Carmella Parente - Director of Teaching & Learning**

**Kurt Redman – AD of CTE & Secondary Programs**

**Daryle Redmond – AD of Fine Arts**

**Benjamin Rosenthal - Science Teacher**

**Alyssa Ruggiero - PE Teacher**

**Amanda Ruther - Guidance Chair**

**Fran Sausville - Special Ed Teacher**

**Sarah Scott - ENL Teacher**

**Gregory Fields - SCLA Principal**

**Michael Silvestri – Social Studies Teacher / SFT**

**Valerie Smith - SS Director, K-12**

**Felicia Spivey - Parent**

**Emily Tashjian - SHS AP**

**Marina Tchako-Tiako - Class of 2023**

**Trey Tillman - Class of 2022**

**Danny Melton III - Class of 2022**

**Andrea T-Freeman –Asst. Supt. Student Support**

**Trevor Tripp – AD of Science**

**Kamal Tyson - ELA Teacher**

**Thomas Verret - SHS AP**

**Julianna Vrooman – Social Studies Teacher**

**Susie Walsh – ELA Teacher**

**Kathleen Wylie - SHS AP**



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# OUR STORY VIDEO & QUESTIONS

*"We are currently preparing our kids for jobs that don't yet exist, using technologies that have not been invented, in order to solve problems we don't even know are problems yet."*



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# RESOURCES - *Visualize it!*

<https://www.gettingsmart.com/schools-worth-visiting/> Student Voice and Choice

[Greatschools.org](https://www.greatschools.org) (Pathway Schools)

[Greatschools.org](https://www.greatschools.org) (Project Based Schools)

<https://www.techvalleyhigh.org/>

[Nashville Academies](https://www.nashvilleacademies.org)



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