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## Whitesboro Central School District

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May 4, 2021

District Staff:

Below is a synopsis of our District's past, present, and future planning initiatives aimed at providing you with background information as it relates to our District's Five-Year Plan. As you will see, our intent is to utilize a planning process that results in a single plan that is inclusive of all our priorities and initiatives.

### Overview

Careful planning is fundamental to proactive, self-determined futures and has never been more essential to ensuring positive outcomes for our students and staff. The challenges and barriers created by the pandemic demand that our planning be comprehensive, focused, and developed utilizing a process inclusive of all stakeholders.

### Background

In the spring of 2016, we finalized our new mission statement, "To inspire, cultivate, and empower all learners to maximize their potential." Subsequently, we carefully crafted a vision statement describing our ideal organizational state, "Together with our community, the Whitesboro Central School District provides a dynamic, comprehensive program committed to relevant, engaging, individualized experiences, while fostering a culture of personal and professional growth in a safe, diverse and positive learning environment."

In the 2016-2017 school year, the District conducted a School Climate Survey to identify areas of strength and opportunities for growth. After careful analysis of the survey results, we collaboratively identified four priorities on which we focused our efforts: relationships, parent involvement, identifying and eliminating barriers, and homework. The progress we have made in these areas has been remarkable. Our trusted adult initiative; increased opportunities for meaningful parental involvement; and refined, research-based homework practices and procedures are just some examples of the many ways we have addressed these core areas.

Also in the 2016-2017 school year, we established a District Wellness Committee to promote the concepts of health and wellness, and provide opportunities for students and staff to engage in targeted health and wellness education and activities. Examples of these ongoing efforts include our Staff Wellness Day, student and staff walking programs and challenges, student wellness fairs, anti-vaping programs, the promotion of and dissemination of community-based sports and recreation opportunities for students, and the acquisition of state-of-the-art equipment for our High School fitness room.

More recently, we have made a concerted effort to expand our efforts with respect to diversity and inclusion. As announced previously, Mr. Christopher O'Neil, Director of Pupil Personnel Services, was appointed as our District's Diversity and Inclusion Coordinator. Our efforts in this area include identifying and eliminating barriers that parents/guardians and students may face while accessing our District and school programs. To further these efforts, we began our targeted professional development during this year's opening day with Dr. Meredith Madden, Assistant Professor, at Utica College and Lecturer at Hamilton College. This professional development continued via departmental workshops related to diversity and inclusion. We look forward to continuing this very important work.

In addition to these planning efforts, our District is continually engaged in planning for all areas of the organization including, but not limited to, curriculum and instruction, facilities, technology, and health and safety.

Last year, we formed a District Five-Year Planning Committee to undertake the process of developing and delineating specific goals for the following areas: Athletics, Budget and Finance, Community Relations, Instructional Programs/Extra- & Co-Curricular Activities, Student Support Services, Technology, Transportation, and Wellness/Food Service. Refusing to be derailed by the pandemic, our facilitators and their respective subgroups worked virtually to continue their planning and develop specific goals relative to their group's focus. Thanks to their efforts, we have clearly defined goals in each area for which building/departmental-level teams will develop targeted action plans.

### **Moving Forward**

We recognize the importance of planning for the needs of our students and staff both during and post-pandemic. To that end, we began discussions with the University of Albany (formerly SUNY Albany), seeking their partnership for this very important work. Originally, we planned to establish a Post Pandemic Recovery Planning Committee for this purpose. After carefully considering the post-pandemic work to be done as well as the aforementioned ongoing efforts, we have elected to consolidate all our planning into the Five-Year Plan. This unified approach will result in the development of a single, comprehensive plan that integrates all past, current, and future planning initiatives.

On May 13, 2021, our District Leadership Team will begin collaborating with our partners from the University of Albany to define the process and establish timelines moving forward. From there, each building/department will establish individual stakeholder groups for the purpose of developing specific and measurable action plans aimed at the accomplishment of the goals of the District Five-Year Plan. Informing this planning will be contemporaneous feedback from students, parents/guardians, and staff as well as past and current work from all aforementioned areas. Our goal is to generate a comprehensive planning tool and process that outlines the priorities of our District over the next five years. The plan will be revisited regularly and updated and revised to reflect the needs of our District as they evolve.

To those of you who were part of the District Five-Year Planning Committee, thank you for all you have done. Your work has set the stage for the next phases of our planning. Included with this is the list of those who served and gave freely of their time and expertise for the betterment of our District. Please join me in thanking them for their dedication and commitment to our school community. While their service for this District-Level work has concluded, they will certainly continue to serve as a resource to our building and departmental teams relative to the goals and rationale behind their development.

In the near future, Building/Departmental-Level Teams will be formed for the purpose of developing individualized future plans based on our District-Level Goals. Our partners from the University at Albany will continue their work with these teams throughout next year to ensure the completion of our work. You will hear more about this in the coming weeks.

I hope this provides insight and clarity into the process, content, and timeline of our District's planning moving forward. Our Five-Year Plan, once completed, will represent our aspirations and serve as our guide in their pursuit. I am excited to take these next steps with you and look forward to our continued work together.

Thank you,



Brian K. Bellair, Ph.D.

### **District Five-Year Planning Committee**

Angela Aguiar	Andrew Kirk	Joann Riccardi
Jill Bauernfeind	Raymond Krol	David Russo
Brian Bellair	Renee LaValley	Curtis Schmidt
Colleen Beyer	Angelina Leone	Rock Schneider
Andrea Centro	Luke Manolescu	Benjamin Schoen
Caitlyn Clark	Michele Martin	Heather Scienza
Adam Cleveland	Andrew Massoud	Luke Slatton
David Cognetti	Megan McCoy-Dellecese	Teresa Sloan
Sandra Davis	Kelli McGowan	Sarah Smith
Michael Deuel	Joseph Muller	Michael Spost
John Egresits	Ryan Murling	Kevin Storsberg
Derek Farley	Christina Murphy	David Whitney
Kathryn Garrison	Kim Newton	Donald Wiedmer
Carissa Hajdasz	Christopher O'Neil	Shelly Withers
Taylor Haynes	Tina Pawloski	Jeffrey Wright
Steve Heitz	Kimberly Powers	William Wuest
Tammy Hollenbeck	Lisa Putnam	Shauna Wyman
Larry Houghton	Garrett Quayle	Dawn Zielenski