1. **Academic Excellence and Student Achievement:** To provide an exceptional learning environment that engages, challenges, and supports all students so they may reach their potential in all post-secondary opportunities.

**Targets:**

a. Continue differentiated professional development and training through Building Learning Clubs to advance District initiatives while supporting faculty and staff.

b. Continue to analyze, develop and align individual action plans to address areas in need of improvement based on Special Education data trends over a three to five-year period.

c. Continue to analyze student assessment data kindergarten through twelfth grade to assist with curriculum and instructional decision making.

d. Review and compare remote learning student growth vs. previous year’s growth with traditional on campus learning.

e. Continue vertical alignment of curricular expectations and grading practices, kindergarten through twelfth grade.

2. **Fiscal Responsibility and Infrastructure:** To present a fiscally responsible budget that allows the district to sustain mandated and desired programs, services, and facilities over the long term.

**Targets:**

a. Develop and present a fiscally responsible budget to the community that supports the District philosophy.

b. Continue an ongoing review of programming costs, analyze efficiencies and remediate inefficiencies.

c. Complete and close the 2018 Capital Project, Design and initiate the 2020 Capital Project, while updating the long-term district Capital Plan and begin to consider the scope for subsequent projects.

d. Develop an IT plan that tracks efficiencies, addresses asset management and long-term technology needs.

3. **Governance and Communication:** To engage in strategic, thoughtful and transparent decision making and implementation.

**Targets:**

a. Actively listen to gather feedback and consider all available information to aid in decision making that is thoroughly shared with all relevant stakeholders.

b. Inventory, analyze and communicate the impact and process of branding the Pioneer Central School District.

c. Restructure technology committees as professional learning communities.

d. Implement On-Boarding Plan for all new hires and initiate regular training program opportunities for current non-instructional employees.

**Adopted:** September 1, 2020  
**Revised:** August 18, 2020