



People	Quality	Service	Resources	Financial Stewardship
Staff Development	Student Growth	Student Programming	Communication	Fiscal Structure
Strengthen the Standards for Exceptional Services model	Advance systemic instructional and social emotional adherence including implementation of curriculum with fidelity, teaching practices, and Professional Learning Communities (PLC) to increase student achievement and attain individualized goals	Improve and sustain accessibility of student programs for member districts	Enhance communications with all SEDOL Stakeholders	Plan for and implement fiscal structure compliant with federal and state mandates
Data Tracking	Data Tracking	Data Tracking	Data Tracking	Data Tracking
Improved staff satisfaction based on the yearly staff survey	1. Complete a program review with Administrative Team including identification of strengths, areas of focus, outcome measures, curriculum and required supports. 2. Engage all licensed staff in PLC process	Implement short and long-range planning committees for development of new programs and housing options	1. Establish Advisory Committee 2. SEDOL News bi-monthly release 3. SEDOL increased social media presence	Implement short-term planning committee to develop a new fiscal mechanism to meet state and federal guidelines within specified timelines



Strategy	People				
Objective	Staff Development				
Goal	Action Steps	Completion Date	Responsibility	Result	Achieved (Y/N)
Improved staff satisfaction based on the yearly staff survey to over 70%.	1. Review data with SAT team: Last year, staff was surveyed in May resulting in a 66% rating of agreed or strongly agreed in the area of feeling recognized for their contributions to increase student achievement in academics and social emotional welfare.	Fall 2018	Superintendent		
	2. Establish a committee of various staff members from across the district to brainstorm and plan activities to improve staff recognition.	May 2019 and April 2020	Superintendent, Assistant Superintendent for Human Resources		
	3. Continue to develop reinforcement strategies and procedures to increase staff recognition, participation and attendance.	May 2019 and April 2020	Superintendent, Assistant Superintendent for Human Resources		



Strategy	Quality				
Objective	Student Growth				
Goal	Action Steps	Completion Date	Responsibility	Result	Achieved (Y/N)
Advance instructional and social emotional student achievement including implementation of curriculum with fidelity, teaching practices, and PLCs to increase student achievement and attain individualized goals	1. Complete a review of all SEDOL programs with the SEDOL Administrative Team including identification of strengths, areas of focus, outcome measures, curriculum and required supports. Each SEDOL Program will complete this program review to assist in developing long-term strategic goals.	May, 2019	Superintendent, Assistant Superintendent for Human Resources, Assistant Superintendent of Business, Assistant Superintendent of Instruction, Curriculum and Assessment		
	2. Complete a detailed program review of Vocational Services and Teaching Appropriate Behaviors to make recommendations regarding areas of success and needed improvement. The Vocational Program and the TAB Program will complete an additional program review to include various stakeholders (e.g., parents, member district administration, staff).	May 2019 and April 2020	Superintendent, Assistant Superintendent for Human Resources, Assistant Superintendent of Business, Assistant Superintendent of Instruction, Curriculum and Assessment		
	3. All licensed district staff are actively participating in a Professional Learning Community (PLC) including data regarding student academic or social emotional development.	May 2019 and April 2020	Superintendent, Assistant Superintendent of Instruction, Curriculum and Assessment		



Strategy	Service				
Objective	Student Programming				
Goal	Action Steps	Completion Date	Responsibility	Result	Achieved (Y/N)
Improve and sustain accessibility of student programs for member districts	1. Form short and long-term planning committees to review current program options and develop new needed programs for highly specialized services. Review current programs available, brainstorm options for programming based on the current data and district need, evaluate the need for establishing new programming options ensuring alignment to SEDOL's mission of providing services to students with significant special needs.	May 2019 and April 2020	Superintendent, Assistant Superintendent for Human Resources, Assistant Superintendent of Business, Assistant Superintendent of Instruction, Curriculum and Assessment		
	2. Form short and long-term planning committees to review current housing options and develop ideas for housing SEDOL's highly specialized services. Review current building usage, brainstorm options for programming within the member districts, evaluate housing options not currently in existence and develop a detailed plan to address housing needs with a focus on the overcrowding at Gages Lake School and Laremont School, as well as increasing students' opportunities to be within a Least Restrictive Environment.	May 2019 and April 2020	Superintendent, Assistant Superintendent for Human Resources, Assistant Superintendent of Business, Assistant Superintendent of Instruction, Curriculum and Assessment		



Strategy	Resources				
Objective	Communication				
Goal	Action Steps	Completion Date	Responsibility	Result	Achieved (Y/N)
Enhance communication with all SEDOL Stakeholders	1. Re-establish an Advisory Committee which will meet quarterly to assist in brainstorming how to get regular communication out to all stakeholders. The SEDOL Advisory Committee will review current policies as required by law and participate in strategic planning for the district.	May 2019 and April 2020	Superintendent		
	2. Increase publication of the SEDOL News to bi-monthly via email to all stakeholders	May 2019 and April 2020	Superintendent, Assistant Superintendent of Instruction, Curriculum and Assessment		
	3. Increase SEDOL's social media presences to highlight upcoming events	May 2019 and April 2020	Superintendent, Assistant Superintendent for Human Resources		



Strategy	Financial Stewardship				
Objective	Fiscal Structure				
Goal	Action Steps	Completion Date	Responsibility	Result	Achieved (Y/N)
Plan for and implement a fiscal structure compliant with federal and state mandates	1. Implement short-term planning committee to develop new fiscal mechanism to meet state and federal guidelines within specified timelines.	May 2019 and April 2020	Superintendent, Assistant Superintendent of Business		
	2. Provide ongoing support and professional development for member districts regarding IDEA funds with the new fiscal mechanism	May 2018 and April 2019	Superintendent, Assistant Superintendent of Business		