District Mission, Vision, Core Beliefs and Commitments

District Mission Statement
In the Penfield Central School District, we are all learners who work collaboratively in an environment of educational excellence, providing experiences that develop the individual and diverse talents and abilities of all our students to prepare them for successful lives as life-long scholars and contributing, responsible citizens.

District Vision Statement
Penfield Schools will be communities of learners, places where all participants, students, staff, parents and community are engaged in learning and teaching in an environment of respectful communication. Our schools will be places where students discover and adults rediscover the joys, challenges and satisfactions of learning.

- **Educational Excellence:** Learners will be challenged to achieve highest academic standards in order to maximize their potential for life success.

- **Personal Excellence:** Learners will be challenged to develop their unique talents and abilities in order to maximize their potential for personal fulfillment.

- **Lifelong Inquiry:** Learners will commit themselves to the search for understanding, to inquire responsibly, to evaluate critically, and to respond compassionately throughout their lives.

- **Partnerships in a Global Community:** Learning will extend outside our classrooms and the walls of our schools, utilizing partnerships and cultural resources that reflect an awareness and collaboration with communities, locally and globally.

- **Empowerment to Embrace Change:** Learners will be engendered with a sense of flexibility and adaptability so that they will be empowered to create their own futures, making a difference in their lives and in the communities in which they live.

Core Beliefs
All students have the inherent desire and capacity to develop their unique potentials. Providing the leadership and resources for learning is the shared responsibility of families, students, teachers and community. Learning happens best in a safe environment, which respects the individual, values diversity and encourages effort. Learning results from engagement in relevant, purposeful activities. That learning occurs is more important than when it occurs.

Core Commitments
All students belong to all of us. We treat each other with honesty, dignity and respect. Positive collaboration, cooperation and communication characterize our professional lives.
District Priorities

In order to achieve the district’s mission and vision, the district teams are focused on the following five priorities:

1. **Leadership**
   As part of our strategic plan we recognize the importance of a shared vision and building leadership potential among staff and students. We aim to cultivate future leaders at all levels – leaders who can ignite the passions, talents, and desires for a shared vision and hope for our students’ future.

2. **Instructional Effectiveness**
   Over the next three years we will continue to build capacity to align curriculum to the new national and state standards. We will work with our teachers to prepare students for the next generation of assessments, continuing to assess our instructional effectiveness through formal and informal support and evaluation. We have already begun the practice of using data to improve student performance.

3. **Culture of Learning**
   Teachers, students, administration, parents, and staff consistently collaborate to attain goals with a clear focus on continuous improvement, often finding unexpected solutions to complex problems. Our staff remains eager to learn methods of incorporating new technology, and alternative approaches to help students learn. This culture manifests itself in strong critical friends groups, student study groups, teacher-initiated professional development, and our work in creating professional learning communities.

4. **School Management**
   Administrators, principals, and department leaders in Penfield focus on efficiency in handling all logistical details including building use schedules, instructional expenditures, teacher assignments, and daily routines. Successful school management requires a focus on teaching and learning by limiting disruption to our teachers and students.

5. **Community Support and Parental Involvement**
   Leaders cultivate and maintain relationships to foster support for our schools by encouraging parental involvement and responding to parents' ideas and issues; supporting community engagement to build sustainable support for new initiatives; and seeking business and industry partnerships to support real-world learning opportunities.
District Goals

The Board of Education affirms the following three revised strategic district goals, which will continue to guide the work of each central office department and all district schools:

District Goal 1 – Academic Achievement and Excellence

Goal 1 - Each Penfield school will provide a safe, supportive, engaging learning environment promoting growth toward academic achievement and excellence as well as the development of the whole student.

To assure achievement of this goal, schools will create action plans that target:

- Increasing the percentage of students achieving at the proficiency and mastery levels on state and local measures.
- Evidence of the incorporation of the *Four Essential Questions for Student Achievement* into daily lessons, unit planning, and collaborative models of problem-solving to provide appropriate support and opportunities for all students.
  
  *Four Essential Questions of Student Achievement*
  1. What is it we want all students to learn?
  2. How will we know when each student has learned it?
  3. What happens when a student doesn't learn it?
  4. What happens when a student already knows it?
- Social and emotional growth, wellness, and character development as well as extra-curricular and co-curricular opportunities.
- Safe, supportive, and engaging learning environments.

To assure achievement of this goal, the Board of Education will monitor:

- Academic performance compared to Penfield students’ prior achievement, and results of neighboring districts and the state of New York.
- Evidence that demonstrates improved student achievement across schools and grade levels.
- Programs that successfully promote social and emotional growth, wellness, character development, as well as extra-curricular and co-curricular opportunities, in a safe, supportive and engaging learning environment.
- Programs that support college and career readiness opportunities for students.
- Policies that govern and support curriculum and instruction.
District Goal 2 – Partnerships

Goal 2 - The District will support collaborative partnerships that foster learning, communication, understanding, and a positive culture in our schools and in our community.

To assure achievement of this goal, schools will create action plans that target:

- Mutually beneficial partnerships within the district, the community, or with other organizations.
- Partnerships for learning which support students in achieving educational and career goals, as well as foster home-to-school and school-to-home opportunities.
- Supporting a culture of learning which consists of collaborating with key stakeholders:
  - to achieve goals with a clear focus on continuous improvement,
  - to support professional development and strong professional learning communities, and
  - to foster a positive school climate

In order to assure achievement of this goal, the Board of Education will monitor:

- Opportunities provided in schools and at the district level for volunteering, decision-making, and collaborating with the community.
- Information provided to families and the community from our schools.
- The integration of resources and services from the community to strengthen school programs, family practices, and student learning.
- Data that measures culture, such as survey results, participation at district events, attendance and discipline.
- Policies that govern and support collaborative partnerships.
District Goal 3 – Fiscal Responsibility

District Goal 3 - Penfield's operations and budget will be structured to maintain safe and efficient facilities and to provide adequate resources that support our academic goals and reflect the financial values of the community.

To assure achievement of this goal, the District will create action plans that target:

- Innovative strategies for acquisition and use of resources both within the community and other organizations, as well as across departments and buildings.

- Optimization of resources utilizing the combined efforts of students, parents, staff and all who use our facilities.

To assure achievement of this goal, the Board of Education will monitor:

- Evidence of the use of financial resources to maximize educational achievement, sustain effective programming, and promote an environment of fiscal responsibility.

- Fiscal issues to ensure the long-term financial stability of the district, including prudent management of fund balance and reserves.

- Maintenance of facilities and grounds through a continual review process.

- Policies that govern fiscal decisions and support the fiscal stability of the district.