

MAYFIELD CENTRAL SCHOOL DISTRICT



**BLUEPRINT FOR
EXCELLENCE**



STRATEGIC PLAN

**2025
-2027**



<https://www.mayfieldk12.com/>



27 School Street
Mayfield, NY 12117

TABLE OF CONTENTS

3

Introduction and Overview

4

Mission/Vision/Core Values

7

Priority Areas

9

Action Plans

20

Accountability and Implementation Plan

21

Blueprint Committee Members



Dear Members of the Mayfield Central School District Community,

It has never been more important to be focused, aligned and intentional in our work. We are very excited to share the results of our collaborative efforts to develop plans that will help us to continue growing and improving as we always strive for excellence.

Our “Blueprint for Excellence” is the result of planning sessions that were held with our Board of Education, Leadership Team, staff, parents, and community members. We worked with feedback gathered from the community this fall to develop a plan that will support our continued progress and success in all that we do.

This updated strategic plan will be the backbone for our work. It will serve as a roadmap in our efforts to connect with each child and family while enhancing our connections as a school and a community. We’re in this together and look forward to being your teammate in our continued effort to be a model school of excellence.

Thank you for your feedback and support. Your collaboration and teamwork make all the difference in the lives of children and the success of the district.

Sincerely,

Christopher Clapper
Superintendent of Schools

Aaron Flynn
President, Board of Education

PROCESS INTRODUCTION AND OVERVIEW

Blueprint Planning is intended to:

- Involve all members of the school community and reflect their shared perspectives.
- Allow stakeholder representatives to review community feedback to clearly define the district's mission, vision and core values.
- Engage a team in defining the priorities of the district and suggesting action steps to accomplish objectives.
- Facilitate action planning focused on identifying who, when and how the work will get done.
- Provide the district with a road map that is transparent, accountable, and focused.
- Enable the district's efforts to innovate, allocate resources and continuously grow in a coordinated, thoughtful, and aligned manner.
- Be an iterative, evolving, and ongoing process that builds from one year to the next while reflecting emerging needs and changing demands.



January 2025
Community feedback gathered.

February 2025: Community team assembled, mission/vision/core values reviewed, priority areas developed, strategies suggested.

March 2025: Revisions and review completed by the Leadership Team. Communication to the community and implementation of the plan with stakeholders.

1

2

3

4

5

February 2025: Draft mission/vision/core values developed by the Board of Education and Leadership Team.

February 2025: Action plans developed that specifically identify what will be done to meet the objectives of each priority area and who will be responsible for leading the work.

WHO WE ARE

Our shared core purpose, aspirations and expectations are clear:

OUR MISSION

We empower every student with valuable educational experiences that cultivate knowledge, skills, and character—preparing them to thrive in their future and make meaningful contributions to society.

OUR VISION

We envision an engaging and safe learning environment where all students, with their diverse needs, are provided access to multiple pathways that inspire growth, achievement, and a lifelong love of learning.

OUR CORE VALUES

WE believe that we can achieve our vision and accomplish our mission if, in all of our work, we strive to uphold the following core values:

Integrity – Acting with honesty, strong moral principles, and consistency in words and actions.

Dedication – A deep sense of loyalty, perseverance, and hard work toward a goal or purpose.

Commitment – A firm promise or responsibility to follow through on obligations and goals, even in the face of challenges.

Inclusivity – Embracing and valuing diverse perspectives, backgrounds, and needs to create a welcoming and equitable environment for all.

Accountability – Taking responsibility for one's actions, decisions, and their outcomes, and holding oneself and others to high standards.

Positivity – Maintaining an optimistic and solution-focused mindset, fostering encouragement and resilience.

Respect – Demonstrating consideration, appreciation, and fairness toward others, valuing their perspectives and dignity.

Compassion – Showing empathy, kindness, and a genuine concern for the well-being of others.

Adaptability - Ability to adjust and respond effectively to changes, challenges, or new situations.

OUR DISTRICT

The Mayfield Central School District, located in Fulton County, New York, serves approximately 850 students across the towns of Mayfield, Northampton, Johnstown, and Broadalbin. The district comprises two schools: Mayfield Elementary School for grades Pre-K through 6 and Mayfield Jr/Sr High School for grades 7 through 12. The district is committed to providing comprehensive academic programs that build confidence and prepare students for future success and benefits from a supportive community.

OUR COMMUNITY

The community surrounding the Mayfield Central School District is a picturesque and close-knit area located on the southern edge of the Adirondack Park in Fulton County, New York. With access to Great Sacandaga Lake, the region offers abundant outdoor recreational opportunities, including boating, fishing, hiking, and snowmobiling. The town of Mayfield and its neighboring areas are known for their strong sense of community, local businesses, and rich historical heritage. Residents take pride in their schools, support local events, and value the small-town charm that makes the area a welcoming place to live and raise a family.

OUR LEADERSHIP

Board of Education

Aaron Flynn, President

Vanessa DiNitto, Vice President

Kevin Capobianco

Jake VanAvery

Courtney Scalise

Administration

Christopher Clapper,
Superintendent

Josh Santarcangelo, Jr/Sr High
Principal

Jaclynn DuMoulin, Jr/Sr High
Assistant Principal

Melanie O'Niell, ES Principal

Teri Lowe, ES Dean of Students

Jen Sanford, CSE Chair

Megan Sullivan, Business Official



OUR PLAN

The Mayfield Central School District Blueprint for Excellence is rooted in a clear mission to empower every student with meaningful educational experiences that cultivate knowledge, skills, and character. By fostering academic and personal growth, the district ensures that students are well-prepared to thrive in their futures and contribute positively to society. This mission serves as a foundation for the district's commitment to nurturing well-rounded individuals who are not only academically proficient but also equipped with the social-emotional skills needed for success. Every student is supported through a holistic educational approach that values both intellectual and personal development.

Guided by a compelling vision, Mayfield Central School District aspires to create an engaging and safe learning environment that recognizes and supports the diverse needs of all students. By offering multiple pathways for learning, the district fosters achievement, growth, and a lifelong love of learning. A focus on inclusivity ensures that every student, regardless of background or ability, has access to opportunities that inspire them to reach their full potential. This vision is realized through innovative teaching methods, student-centered learning experiences, and a commitment to fostering a culture of continuous improvement.

The core values of the district serve as the guiding principles that shape its policies, practices, and daily interactions. Integrity, dedication, and commitment ensure that the district remains steadfast in its pursuit of excellence, while inclusivity and accountability create an environment where all individuals feel valued and responsible for their actions. Positivity and respect foster a culture of encouragement and collaboration, ensuring that students, teachers, and staff work together toward shared goals. Compassion and adaptability further strengthen the district's ability to respond effectively to challenges, providing a supportive atmosphere where students can thrive academically and socially.

To bring this vision to life, the district has identified key priorities and goals. The Student Experience focuses on meeting each student where they are by offering multiple paths of study and equipping them with essential social-emotional skills for success. Operations ensures effective communication, safe and efficient facilities, and professional development opportunities that support staff growth. Finally, Academic Excellence emphasizes the importance of faculty input in curriculum development and alignment with student learning needs. These priorities reflect Mayfield Central School District's dedication to fostering a learning environment that is engaging, inclusive, and centered on student success.

PRIORITY AREAS

Based on community feedback, the following areas were identified as priorities to be focused on in order to fulfill the mission of the district. Goals have been developed for each area.



The Student Experience



Operations



Academic Excellence

PRIORITY AREA GOALS

The Student Experience	Goal: We will meet every student where they are by offering multiple paths of study within a nurturing and enriching environment, while also providing essential social-emotional skills to support their growth and success.
Operations	Goal: We will ensure a consistent and transparent message across all communication channels, maintain safe and efficient facilities that support student learning, and provide meaningful professional development opportunities for staff to enhance their growth and effectiveness.
Academic Excellence	Goal: We will ensure curriculum and instruction are developmentally appropriate by prioritizing faculty input in the creation of curriculum and aligning it with schedules that prioritize student learning needs and growth opportunities.



ACTION PLAN



Priority Area: The Student Experience

Goal: We will meet every student where they are by offering multiple paths of study within a nurturing and enriching environment, while also providing essential social-emotional skills to support their growth and success.

Action Steps:	Person/People Responsible	Timeframe
Positive Behavioral Environment		
Communication with Community & Parents: Enhance outreach efforts to keep families informed and engaged in school initiatives and restorative practices.	All Administration Secretaries MSD Communications Teachers Counselors	Winter 2025 ongoing
Culture in the Hallways (HS): Develop strategies to create a positive and respectful school climate in high school hallways.	High School Admin. Counselors	Spring 2025
Training of Faculty and Staff in Restorative Practices and Universal Discipline: Provide professional development on restorative practices to ensure consistent and effective discipline strategies.	Elementary Admin. High School Admin.	Summer 2025 and ongoing
Staffed Restorative Room at Both HS and Elementary: Implement dedicated restorative spaces in both high school and elementary school to support student behavior and conflict resolution.	Elementary Admin. High School Admin. District Admin. Counselors	Summer 2025
Training/Support for Families About Restorative Practices: Offer workshops and resources to educate families on restorative practices and how they can be implemented at home.	Elementary Admin. High School Admin. Counselors Communications	Summer 2026



ACTION PLAN



Opportunities and Experiences

Expand College Course Offerings: Increase dual enrollment and advanced coursework opportunities to provide more students access to college-level learning.	High School Admin. Counselors District Admin. Teachers	Spring/Summer 2025 and ongoing
Expand Extracurricular Activities for Both Elementary and HS: Introduce additional clubs, sports, and enrichment programs to engage students at all grade levels.	Elementary Admin. High School Admin. District Admin. Teachers	Spring/Summer 2025 and ongoing
Improving Non-Traditional Pathways: Develop and promote alternative educational pathways to support diverse learning needs and career interests.	Elementary Admin. High School Admin. District Admin. Teachers Counselors SPED (Special Education)	Spring/Summer 2025 and ongoing
Increase Hands-On Learning Opportunities: Enhance experiential learning through project-based activities, internships, and career-focused experiences.	Elementary Admin. High School Admin. District Admin. Teachers Counselors	Spring/Summer 2025 and ongoing
Increase STEAM/IT/Robotics Coursework: Expand offerings in science, technology, engineering, arts, and mathematics (STEAM), including IT and robotics programs.	Elementary Admin. High School Admin. District Admin. Teachers Counselors	Spring/Summer 2025 and ongoing
Community Activities to Bring Families into the Building: Host events and initiatives to strengthen school-community relationships and family engagement.	Elementary Admin. High School Admin. District Admin. Counselors Teachers Principal Advisory Committee (PAC)	Spring 2025 and ongoing



ACTION PLAN



Class Sizes and Scheduling

Rigorous and Engaging Opportunities for All Students Through the Curriculum:

Ensure that all students have access to high-quality, challenging, and engaging coursework.

Elementary Admin.
High School Admin.
Counselors
Teachers

Winter 2025
and ongoing

Scheduling That Considers Student Interests & Academic Needs:

Develop flexible scheduling that balances general education, interventions, and specialized supports based on student needs.

Elementary Admin.
High School Admin.
Counselors
Data Coordinator
Special Education
Scheduling Team

Winter 2025
and ongoing

Data-Driven Scheduling Based on Student Needs:

Utilize student performance data to inform scheduling decisions and alternative instructional pathways.

Elementary Admin.
High School Admin.
Teachers
CSE (Committee on
Special Education)
Data Coordinator
Special Education

Summer 2025
and ongoing

Advisory Period to Provide Support for Students:

Implement structured advisory time to offer academic support, mentoring, and enrichment opportunities.

High School Admin.
Counselors
Scheduling Team

Summer 2025



ACTION PLAN



Priority Area: Operations

Goal: We will ensure a consistent and transparent message across all communication channels, maintain safe and efficient facilities that support student learning, and provide meaningful professional development opportunities for staff to enhance their growth and effectiveness.

Action Steps:	Person/People Responsible	Timeframe
Communication and Engagement		
Continued Use of ParentSquare: Streamline the process of sending out communication through ParentSquare for more effective outreach. Create standard order of communication/procedure google form.	Administration Communications	Ongoing (Spring 2025)
Increase Parent/Caregiver & Community Involvement: Encourage greater engagement between families, teachers, administrators, and the broader community.	Administration Community Engagement Committee Title 1 Committee	August 2025
School Culture Surveys: Regularly collect feedback to assess and improve school climate and culture.	Administration	Summer 2025
Timely Messaging: Ensure prompt and clear communication from school leadership to staff, parents, and students. Ensure acknowledgement and timely response.	All District Employees	Summer/Fall 2025 - ongoing



ACTION PLAN



<p>Document of Procedures for Communication:</p> <p>Develop a clear and accessible document outlining communication protocols and best practices.</p> <p>Create standard order of procedure/communication using google form and updated faculty handbook.</p>	<p>Administration Communications</p>	<p>Summer 2025 - creation Fall 2025 - push out</p>
<p>Creation of an Upcoming Event Calendar:</p> <p>Maintain an updated calendar of events to keep families and staff informed of important school activities.</p> <p>Add additional staff to building use forms for notification purposes.</p>	<p>Directors Meeting Secretaries Communications</p>	<p>Summer 2025 - creation/update sFall 2025 - push out</p>
<p>Highlight Various Pathways and Opportunities:</p> <p>Promote academic and extracurricular opportunities to increase student and parent involvement.</p>	<p>Administration Pathway Departments Counselors Communications</p>	<p>Fall 2025</p>
<p>Grade-Level Communication (Highlight of the Week):</p> <p>Share weekly grade-level updates to keep families informed about student learning and events.</p> <p>Creation of Monthly Newsletter for each building.</p> <p>Revamp the district website to include this information.</p>	<p>Teacher Leaders School Counselors Communications</p>	<p>Fall 2025</p>



ACTION PLAN



Facilities and Safety

21st Century Learning Environments: Modernize classrooms and facilities to support innovative and technology-driven instruction.	Facilities Committee	Spring 2025 - ongoing
Cultural Focus - Mayfield Panther Pride: Foster a strong school identity and pride through cultural initiatives and school spirit activities.	Administration PAC	Spring 2025 - ongoing
Emergency Preparedness & Safety Teams: Continue using school safety teams to ensure preparedness for emergency situations.	Safety Team	Spring 2025 - ongoing
Safe Drop-Off & Pick-Up: Enhance procedures and infrastructure to improve safety during student arrival and dismissal.	Facilities Committee Elementary School Principal DOS	Summer 2025 - ongoing
Use of the Ag Program for Cafeterias: Incorporate produce from agricultural programs into school cafeterias to promote local sustainability.	Ag Department Cafeteria	Summer 2025
Utilizing Existing Facilities for Career Pathways: Maximize school facilities for business, food service, and mechanics career pathways.	Pathway Department Administration Business Manager Facilities	Summer 2026
Showcasing Student Work & Pride: Highlight student achievements and projects throughout the school and community.	Administration PAC Teacher Leaders School Counselors	Summer 2025



ACTION PLAN



Staff Support and Collaboration		
Investment in Time & Money: Allocate resources strategically to support student and staff success.	Budget Committee	Spring 2025 - ongoing
Shared Decision-Making: Include staff in important school and district-level decisions to foster collaboration and ownership.	Administration PAC PBIS (Positive Behavioral Interventions and Support) Teacher Leaders PTA (Parent Teacher Association)	Spring 2025 - ongoing
Utilizing Staff Strengths to Contribute to School/District Success: Leverage the unique talents and expertise of staff members to enhance educational programs.	Administration Teacher Leaders School Counselors	Summer 2025
Incentives or CDOS Credentials Through Pathways: Expand opportunities for students to earn career development credentials through specialized pathways.	Administration Pathway Departments School Counselors Teacher Leaders	Summer 2025 - ongoing
Identifying Areas for Growth & Supporting Staff Development: Provide professional learning and growth opportunities tailored to staff needs and areas for improvement. Establishment of a Professional Development Committee. Developing staff needs assessment.	Professional Development Committee Superintendent	Summer 2025 - ongoing
MTSS - Development of a Robust Plan: Establish a comprehensive Multi-Tiered System of Supports (MTSS) to address diverse student needs. Goal is to establish MTSS in higher grades in the upcoming years.	Administration CSE Council School Counselors	Spring 2025 - ongoing
Adjusting Staff Levels to Address Student Needs: Ensure staffing adjustments align with enrollment trends and student support requirements. Establish a SOP for how to address absences with staff.	Administration School Counselors Scheduling Committee	Summer 2025 - ongoing

ACTION PLAN



<p>Opportunities for Team Building:</p> <p>Create structured activities to strengthen staff relationships and school community connections.</p>	<p>Administration PAC</p>	<p>Fall 2025 - ongoing</p>
<p>Shaping an Effective Staff Consistent with Our Mission & Vision:</p> <p>Ensure staff hiring, development, and expectations align with the school's core values. Included in the updated staff handbook.</p>	<p>Administration Teacher Leaders BOE Communications</p>	<p>Fall 2025</p>



ACTION PLAN



Priority Area: Academic Excellence

Goal: We will ensure curriculum and instruction are developmentally appropriate by prioritizing faculty input in the creation of curriculum and aligning it with schedules that prioritize student learning needs and growth opportunities.

Action Steps:	Person/People Responsible	Timeframe
Curriculum and Instruction		
Data Literacy: Provide training on data interpretation and usage for teachers and students to support informed decision-making.	Administration Department/Teacher Leaders	Winter 2025 and ongoing
MTSS K-12 Coordination: Develop a structured, district-wide Multi-Tiered System of Supports (MTSS) to address student needs.	Administration Department/Teacher Leaders School Counselors MTSS Teams (Multi-Tiered System of Supports)	Winter 2025 and ongoing
Variety of Instructional Strategies that reflect best practices in teaching and learning: Ensure instructional methods align with educational standards and promote student success.	Principals Department/teacher Leaders BOCES Coach	Spring 2025 and ongoing
Innovative Experiences & Programs: Introduce unique, experiential learning opportunities that engage students in meaningful education opportunities.	Administration Teachers BOCES Educational Services	Spring 2025 and ongoing
Engaging Lessons & Instruction: Ensure lessons are interactive, student-centered, and designed to promote deep learning.	Administration Teachers BOCES Educational Services	Spring 2025 and ongoing
Alternative Pathways to Graduation: Develop flexible options for students to meet graduation requirements through various academic and vocational pathways.	School Counselors Teacher Leaders Administration	Summer 2024 and ongoing

ACTION PLAN



<p>Aligned Middle School (6-8) Curriculum:</p> <p>Establish a cohesive curriculum across middle school grades to ensure continuity in student learning.</p> <p>6th Grade as Part of the Jr./Sr. High School:</p> <p>Evaluate the feasibility and benefits of transitioning 6th grade into the junior/senior high school setting.</p>	<p>Principals in both buildings</p> <p>Department leaders in the Jr High school</p> <p>6th-8th grade teachers</p>	<p>Fall 2025 and ongoing</p>
Integration of Technology		
<p>Technology to Enhance Curriculum with Meaning:</p> <p>Use technology purposefully to enrich instruction and improve learning outcomes.</p>	<p>Administration Teacher Leaders Teachers of all grade levels</p>	<p>Spring 2025 and ongoing</p>
<p>Balanced Approach to Technology Use:</p> <p>Ensure students develop writing skills both on paper and digitally, maintaining a healthy balance of technology in education.</p>	<p>Teachers</p>	<p>Spring 2025 and ongoing</p>
<p>Technology Literacy:</p> <p>Integrate comprehensive digital literacy skills into the curriculum to prepare students for modern technological demands.</p>	<p>Library Media Specialists</p>	<p>Fall 2025 and ongoing</p>
<p>Responsible AI Use:</p> <p>Educate students and staff on ethical and effective applications of artificial intelligence in learning environments.</p>	<p>Library Media Specialists Teachers</p>	<p>Fall 2025 and ongoing</p>
<p>Balanced Technology Use for Teachers:</p> <p>Encourage diverse instructional delivery methods, blending traditional and digital tools effectively.</p>	<p>Administration Teacher Leaders Teachers of all grade levels</p>	<p>Fall 2025 and ongoing</p>
<p>Responsible Use of Technology in Society:</p> <p>Teach students digital citizenship, online safety, and ethical technology use.</p>	<p>Library Media Specialists Teachers</p>	<p>Fall 2025 and ongoing</p>

ACTION PLAN



Staff Education in Technology Use:		
Provide professional development on technology integration, data privacy, and student information protection.	Administration at both levels	Ongoing
Consistent District-Wide Technology Purchases:		
Ensure uniformity in technology acquisitions across the district to streamline usage and support.	Administration including budget personnel	Ongoing
Variety of Coursework		
College/Accelerated Courses:		
Expand access to advanced coursework and college-credit opportunities for high school students.	High School Principal School Counselors	Winter 2025 and ongoing
Alternative Graduation Pathways:		
Research alternative pathways and review new graduation requirements to determine additional options that could be provided to students.	High School Principal School Counselors	Winter 2025 and ongoing
Life Skills with Financial Courses:		
Incorporate financial literacy and real-world life skills into the curriculum.	High School Principal School Counselors	Winter 2025 and ongoing
Enrichment/Gifted & Accelerated Programs:		
Develop advanced learning programs to challenge high-achieving students.	Principals Counselors Teacher Leaders	Winter 2025 and ongoing
SEL Programming at Both Levels:		
Ensure Social-Emotional Learning (SEL) initiatives support student well-being at both elementary and secondary levels.	Administration Counselors Social Workers	Fall 2024 and ongoing
Project-Based Learning:		
Increase the use of project-based learning to develop problem-solving, collaboration, and critical thinking skills.	Teacher Leaders Teachers	Fall 2024 and ongoing
College & Career Readiness:		
Implement programs that prepare students for post-secondary education and workforce success.	High School Principal School Counselors	Fall 2025 and ongoing

OUR NEXT STEPS AND ACCOUNTABILITY

Timeframe	Activity	Who
February-March, 2025	<ul style="list-style-type: none"> • Blueprint Plan Presented to the Community and Adopted by the BOE. • Blueprint Plan “unpacked” and shared with the faculty and staff. • Blueprint Plan “unpacked” with smaller groups. 	Superintendent an BOE Superintendent Principals
Quarterly	<ul style="list-style-type: none"> • Blueprint updates provided to the BOE, community and staff. 	Superintendent and Administrators
Annually: Spring	<ul style="list-style-type: none"> • Blueprint Budget Recommendations made. • Blueprint expenditures finalized. 	Superintendent and Administrators
Annually: June	<ul style="list-style-type: none"> • Final report Blueprint updates provided to the BOE, community and staff. 	Superintendent and Administrators
Annually: July	<ul style="list-style-type: none"> • Blueprint planning day held. • Plan updated for the upcoming year. 	BOE Superintendent Administrators Staff Community Members
Spring 2027	<ul style="list-style-type: none"> • Blueprint refresh conducted. 	BOE Superintendent Administrators Staff Community Members
Spring 2028	<ul style="list-style-type: none"> • Blueprint Phase 2 developed. 	BOE Superintendent Administrators Staff Community Members

2024-25 Blueprint Team

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