



ENTRY PLAN

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SUPERINTENDENT OF SCHOOLS

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SOUTH ORANGETOWN Central School District

MISSION

The mission of the South Orangetown Central School District is to **elevate, engage and inspire** through personalized and exceptional educational experiences that ensure all students achieve to their fullest potential. The district will utilize and distribute resources and programming that promotes integrity and fairness to ensure a district system of equity, access and opportunities for all.

Our values are:

- To **challenge our students** with the highest quality education
- To **foster an inclusive school district community** based upon respect, responsibility, equity and global citizenship
- To **provide a safe and nurturing environment** which prepares every student for future success



MESSAGE FROM THE SUPERINTENDENT

As your Superintendent of Schools, I am excited to lead the South Orangetown Central School District into the future!

Leadership transitions represent the start of a new chapter in any organization. I intend to focus on building relationships in my new role with a commitment to supporting and ensuring that all of our students succeed.

This plan reflects how I will keep the District moving forward to meet the needs of every child, while ensuring that they have fun learning at school. It focuses on communication, engagement, academic excellence and building a positive culture and safe environment for everyone.

My intention is for SOCSO to continue on its journey towards becoming a top-performing school district which provides exceptional opportunities for all students. It is my vision that every South Orangetown graduate looks back on their K-12 experience with a great sense of pride, accomplishment and belonging, along with the knowledge and skills to succeed in college, career and beyond.

My goals for the coming year are to:

- **Build collaborative relationships** with our students, teachers, staff, administrators, parents, Board of Education and community members
- **Gather data and solicit feedback** from stakeholders to inform the identification of key topics, priorities and goals
- **Provide the foundation** for strategic planning and to set goals and objectives

This school year, we will work to establish benchmark data to develop meaningful goals that support every student. We will promote a school district culture that embraces its diversity by providing innovative and engaging opportunities for students by leveraging the expertise of our talented and dedicated staff.

Much of this work has already begun and I look forward to continuing to connect with, and hear from, our school district community.

Brian Culot, Ed.D.
Superintendent of Schools



BUILD COLLABORATIVE RELATIONSHIPS



BOARD OF EDUCATION

- Onboard new Board of Education members.
- Meet with new Board of Education leadership.
- Plan and hold summer Board retreat.
- Develop a schedule of meeting agendas and presentations for the school year.

ADMINISTRATIVE TEAM

- Participate in the recruitment and hiring of key administrative staff.
- Meet with all administrators individually and provide ongoing, individual mentorship.
- Facilitate professional development and organizational planning through the Administrative Council retreat and monthly meetings.
- Attend and participate in District committees.



FACULTY AND STAFF

- Meet regularly with the Extended Leadership Team (XLT), composed of administrators, faculty and staff. Develop agendas for the annual XLT retreat and meetings throughout the year to focus on the Profile of a SOCS D Graduate.
- Participate in new teacher orientation and professional development.
- Attend staff meetings at all buildings.
- Establish regular, internal communication with all staff.



BUILD COLLABORATIVE RELATIONSHIPS



PARENTS AND GUARDIANS

- Meet regularly with SOCES PTA, SOMS PTA, TZHS PTSA and TZ Red & White Booster Club presidents to discuss successes, challenges and opportunities for collaboration.
- Attend a variety of school-sponsored family events district-wide throughout the school year.
- Produce a monthly “superintendent message” for the school district community.



STUDENTS

- Visit schools and classrooms district-wide on a regular basis.
- Attend meetings of student government and student advisory councils at each school.
- Visit extracurricular programs, including clubs and enrichment activities, athletics practices and contests, and performing arts events throughout the school year.

COMMUNITY

- Meet with various stakeholders, including local government leaders; law enforcement, fire, ambulance and highway department chiefs; and, key community partners to gather input and identify opportunities for partnership.
- Engage informally with the school district community by visiting schools and attending a variety of school district events.



GATHER DATA AND SOLICIT FEEDBACK



- **Identify common themes and threads that are important to our school community** by soliciting responses from stakeholders to the following questions:
 - What aspect(s) of our school district do you value most or are most proud of?
 - What would you like to see SOCSO change or improve?
 - What challenges are we facing?
 - What is your vision or hope for SOCSO's future?
- With the Administrative Council,
 - **Review and assess the district strategic, educational, financial, capital and safety plans**
 - **Analyze and interpret K-12 student academic progress data** and examine measures used to evaluate performance.
- Collaborate with stakeholders to **develop and administer a comprehensive school climate survey** of students, staff and parents to identify strengths and areas for improvement.
- **Review and assess the budgeting process** for efficiency, transparency and effectiveness. Determine potential for transitioning from centralized to school/student-based budgeting.
- **Monitor and oversee implementation of the \$49.9M Capital Improvements Project**, in collaboration with the District's School Business Administrator, Facilities Director and architectural and construction management teams.



IMPLEMENTATION TIMELINE

PHASE 1

July - September

- Monitor and oversee implementation of the \$49.9M Capital Improvements Project
- Participate in the recruitment and hiring of key administrative staff
- Onboard new Board of Education members
- Plan and host Board of Education retreat
- Develop content calendar for 2023-24 Board of Education meeting presentations
- Meet with administrators individually and provide ongoing mentorship
- Participate in new teacher orientation and professional development
- Co-facilitate the Extended Leadership Team retreat
- Establish regular, internal communication with all staff
- Produce a monthly “superintendent message” for the school district community
- Outreach to various local community leaders

PHASE 2

October - December

- Review and assess the district strategic, educational, financial, capital and safety plans.
- Review and interpret K-12 student academic progress data and examine measures used to evaluate performance
- Collaborate with stakeholders to develop school climate survey
- Review and assess the budgeting process
- Facilitate professional development and organizational planning through the Administrative Council
- Attend and participate in District committees
- Lead Extended Leadership Team meetings
- Attend staff meetings at all buildings
- Meet regularly with PTA and TZ Red & White Booster Club presidents
- Visit schools and classrooms district-wide on a regular basis
- Attend meetings of student government/ advisory councils
- Visit extracurricular programs and events

PHASE 3

January - June

- Administer the school climate survey and analyze results
- Guide budget development and vote process
- Capital project planning to include innovative learning spaces
- Work with Safe Routes to Schools and the Town of Orangetown to promote biking and walking to school
- Continue to visit schools, classrooms and extracurricular programs
- Lead Extended Leadership Retreat and finalize goal setting
- Roll out the SOCSO Strategic Plan

PLAN FOR SOCSO'S FUTURE

Based on analysis of the data and feedback gathered over the course of the next several months, I will **initiate a strategic planning process in Spring 2024** to define a vision and set goals for South Orangetown's future.

