



The 2024 – 2028 District Plan



Superintendent's Message

Dear Rush-Henrietta Community,

I am excited to share with you our roadmap for the future: the Rush-Henrietta Central School District's Strategic Plan for 2024-2028. As we look ahead to the graduation of this year's kindergarteners in 2037, this plan serves as a guiding star for an educational journey that begins with a robust foundation and a commitment to inclusivity and safety for every student.

This plan is more than a document; it's a declaration of our collective vision and a unifying force for our educators, students, and families. It provides clear direction and accountability, ensuring that every decision and action is calibrated toward our ultimate goal: the success and well-being of each and every student.

Our four primary goals for 2028 are ambitious yet essential. They are the bedrock of an educational environment that is equitable, nurturing, and challenging, ensuring that every student receives an exceptional education. To realize these goals, we have outlined specific priorities and measurable targets. These will be our benchmarks for success, and by regularly evaluating our progress, we will stay true to the course we have set.

Let me assure you, reaching our 2028 goals is not the finish line. It is a crucial milestone in the continuous and impactful work that is necessary to fulfill our vision for the future. Together, we will ensure that every student is prepared to excel in college, their careers, and life.

Thank you for your ongoing support and partnership. We are Rush-Henrietta, and our strength lies in our unity and shared commitment to excellence.

Warm regards,



Dr. Barbara Mullen

Superintendent

Rush-Henrietta Central School District



Development of the Strategic Plan: A Community Endeavor

The Rush-Henrietta Central School District's 2024-2028 Strategic Plan is a reflection of our community's collective vision and commitment to educational excellence. This plan was not created in isolation; it is the culmination of a comprehensive, three-phase development process that actively involved our diverse community members every step of the way.



Phase 1: Laying the Foundation with Our Students

1

At the heart of our district are our students, who played a pivotal role in shaping the mission, vision, and values of our strategic plan. A group of over a dozen students across grade levels 4 to 12 engaged in thoughtful discussions, answering critical questions about the district's purpose, the desired impact of our schools, and the core values necessary for the success and well-being of every student. They envisioned a school community that is not only successful but also nurturing and inclusive.

The goals of our strategic plan were developed through an extensive, month-long dialogue with our community. We harnessed the collective insights of students, families, teachers, business leaders, and staff through multiple avenues:

Phase 2: Establishing Goals with Broad Community Input

2

1. Community Survey: Our entire district was invited to share their thoughts through a survey, with nearly 1,600 insightful responses received.
2. Focus Groups: Diverse perspectives were gathered during six focus groups consisting of a broad range of stakeholders, ensuring every voice was heard.
3. Data Analysis: We conducted a comprehensive review of the district's data from the 2022 school year, including demographics, behavior, proficiency, and graduation rates.
4. Design Team Workshops: Students, staff, and parents formed a formal design team, which convened for two in-person workshops to analyze the data and survey results, ultimately identifying four key goal areas for our strategic plan.

Phase 3: Refining Priorities with Community Design Day

3

Once our goals were defined, we extended an invitation to the entire Rush-Henrietta community to participate in a Community Design Day. Nearly 100 members joined us, contributing over 1,200 suggestions on how to best achieve our goals. This collaborative event was instrumental in refining the priorities for each goal, ensuring that our plan was both ambitious and achievable.

The Rush-Henrietta Central School District's Strategic Plan stands as a testament to what can be accomplished when a community unites for a common cause. It was built for Rush-Henrietta, by Rush-Henrietta, embodying the aspirations and values of all who call our district home. As we move forward, we do so with the confidence that this plan truly represents the hopes, dreams, and hard work of our dedicated community.



Authentically crafted by Rush-Henrietta students, the mission, vision, and values are meant to represent the entire community. They set a commitment to nurturing the success and well-being of each student, reflecting the diversity and needs of every individual. They illuminate the path for enriching experiences and impactful opportunities,, creating a supportive and continuously improving atmosphere that every member of the Rush-Henrietta is encouraged to embrace.



MISSION

The mission of Rush-Henrietta Central School District is to **diligently serve the diverse educational needs of each student** by **providing an inclusive and nurturing environment** where everyone is enabled **to fulfill their full potential in school and after they graduate.**

VISION

Rush-Henrietta envisions our district to be a place where **every learning environment is equitable and student centered** and individual growth and potential is cultivated **through supportive and engaging educational experiences for each student.**

VALUES

Rush-Henrietta Central School District is a **safe** and **welcoming** learning **community** centered around **compassion, integrity, respect** and a culture of **continuous improvement.**

DISTRICT PRIORITIES

The goals and aligned priorities through 2028 were developed in partnership with the entire Rush-Henrietta community. Together with students, parents, staff, local industry and the greater community, the following goals and priorities were carefully designed to carry out the mission and vision of Rush-Henrietta,

1. Excellence for Every Student



1. Foster Professional Growth and Collaboration
2. Cultivate Engaging and Adaptive Learning Environment
3. Promote Access and Inclusion for Each Student

2. Preparing Students for the Pathways to Tomorrow



1. Enhance Workforce Alignment and Readiness
2. Strengthen Career Counseling and Post-Secondary Planning
3. Sustain Lifelong Learning and Adaptability

3. A Foundation to Flourish for All Students



1. Prioritize Mental Health
2. Promote Inclusive Learning Opportunities
3. Instill a Positive School Culture

4. A Cohesive and Inclusive Community and Culture



1. Develop Comprehensive Cultural Competence
2. Strengthen an Inclusive and Safe School Climate
3. Ensure Student and Staff Voice and Diverse Representation
4. Prioritize Family and Community Active Partnership in the Learning Process

GOAL 1



Excellence for Every Student



Rush-Henrietta will sustain and further develop its culture of academic distinction by championing the potential within every student. We will elevate instructional excellence and each students' educational journey, by focusing our efforts on the science of reading, instructional best practices, expanding access to advanced coursework and narrowing achievement gaps to empower all students to reach new heights of achievement and proactively bridge educational divides.

1.1 | Foster Professional Growth and Collaboration

Enhance district-wide professional growth opportunities by equipping educators with advanced instructional strategies and fostering a culture of collaboration. Focus on integrating professional learning and innovative teaching methodologies to improve educational excellence including the achievement of high student achievement levels, cultivation of student critical thinking, and the fostering of inclusive and equitable learning environments.

1.2 | Cultivate Engaging and Adaptive Learning Environment

A holistic approach to education that is culturally engaging, academically and intellectually challenging, and adapts to the diverse learning styles and interests of our students. Integrate critical thinking and problem-solving into all aspects of the curriculum and assessments and create ever evolving systems for actively incorporating student voices in shaping their learning experiences.

1.3 | Promote Access and Inclusion for Each Student

Comprehensive programs tailored to meet the needs of each learner and ensure each student has access to the same high-quality educational opportunities including support systems. Dismantle systems of biases to eliminate educational inequities.

GOAL 2



Preparing Students for the Pathways to Tomorrow



Rush-Henrietta will be a driving force for workforce development and a cornerstone for community growth. We are committed to forging and nurturing strategic partnerships with local businesses and industry leaders to create accessible, relevant, and enriching pathways that lead students from high-quality Career and Technical Education (CTE) experiences to postsecondary success. Through next-generation experiential learning and cutting-edge facilities, we will prepare students to thrive in their academic pursuits and careers, extending well beyond their K-12 journey.

2.1 | Enhance Workforce Alignment and Readiness

A robust workforce readiness strategy that aligns with local industry demands including expanding work-based learning opportunities, integrating employability skills into the curriculum, and fostering direct partnerships with local businesses and non-profit organizations.

2.2 | Strengthen Career Counseling and Post-Secondary Planning

Comprehensive career counseling that actively assists students in identifying their interests and strengths, exploring viable career paths, articulating their progress toward their plan and developing personalized post-secondary plans.

2.3 | Sustain Lifelong Learning and Adaptability

Understanding and integrating lifelong learning skills within the educational experience, helping students to navigate and adapt to the evolving workforce through critical thinking, problem-solving, and adaptability skills through targeted courses, internships, and extracurricular experiences.

GOAL 3



A Foundation to Flourish for all Students



Rush-Henrietta will cultivate a vibrant educational landscape where every student's engagement is ignited and positive behavior is naturally fostered. We commit to creating a nurturing and inclusive atmosphere that embraces the unique developmental journey of each individual. By elevating student voices and leadership, we will honor the diverse needs of our learners, providing affirming experiences that resonate with their stages of growth. Our environment will not only support but also celebrate every member of our school community, ensuring a foundation where all can flourish.

3.1 | Prioritize Mental Health

Provide access to mental health professionals and support systems both internally and externally, focusing on proactive well-being research-based strategies and resources for crisis intervention for students and staff.

3.2 | Promote Inclusive Learning Opportunities

Inclusive learning environments that respect and embrace the voices and perspective of each student in addition to accommodating their needs, including those with disabilities and language barriers, ensuring that each student has the opportunity to thrive academically and socially.

3.3 | Instill a Positive School Culture

A school culture that recognizes and explicitly teaches positive behavior, encourages student involvement in school activities, and provides leadership opportunities which instill leadership qualities. Effectively address issues through student management practices to ensure a safe, welcoming and affirming environment for all students with the goal of reducing future issues from recurring.

GOAL 4



A Cohesive and Inclusive Community and Culture



Rush-Henrietta is dedicated to fostering a cohesive and welcoming community, where open communication serves as the foundation for unity. We champion pride, empathy, and cooperation as the cornerstones of our culture. Our commitment is to actively listen and integrate the diverse voices of our students, staff, parents, and community members, ensuring that everyone is part of our district's collective story. Through consistent and transparent dialogue, we will cultivate a shared vision that reflects our communal values and aspirations. Together, in the spirit of collaboration, we will continue our journey of growth, embracing a narrative that unites us and drives our district toward a flourishing future.

4.1 | Develop Comprehensive Cultural Competence

Cultural competence, empathy, and global awareness are developed across all grade levels, ensuring students are not only exposed to but actively engage with diverse cultures, perspectives, and community resources.

4.2 | Strengthen an Inclusive and Safe School Climate

Policies and practices that promote inclusivity, respect, and safety for each student, particularly focusing on creating environments where students can express their identities, learn about different cultures, and engage in respectful dialogue about differences.

4.3 | Ensure Student and Staff Voice and Diverse Representation

Students and staff are involved in decision-making to ensure representation of diverse groups in school leadership roles, curriculum content, and teaching staff, thereby affirming that all students and staff see themselves reflected and valued in RHCS.

4.4 | Prioritize Family and Community Active Partnerships in the Learning Process

Families and communities are essential collaborators in their child's educational development, empowered with the knowledge and skills to support their child's learning journey and well-being and encouraged to participate within it.

Goals, Priorities, and Targets



1. Excellence for Every Student

1.1 Foster Professional Growth and Collaboration

- Increase the percentage of educators attending, and presenting at, district-provided professional development sessions.
- Increase the percentage of staff reporting satisfaction with professional development offerings and career advancement opportunities on an annual district survey.

1.2 Cultivate Engaging and Adaptive Learning Environments

- Increase the average score on district-developed walkthrough tools measuring student access to grade level, affirming and meaningful instruction.
- Increase the percentage of students meeting or exceeding growth targets on state assessments.

1.3 Promote Access and Inclusion for Each Student

- Increase the percentage of students from underserved subgroups enrolled in advanced/AP and dual enrollment.
- Decrease the achievement gap between student subgroups on state assessments.



2. Preparing Students for the Pathways to Tomorrow

2.1 Enhance Workforce Alignment and Readiness

- Increase the number of students participating in career-related pathways or experiences.
- Invest in world class facilities that prepare students for next -gen work and learning environments (i.e maker spaces, flexible seating, technology labs, innovative and collaborative spaces).

2.2 Strengthen Career Counseling and Post-Secondary Planning

- Increase the percentage of students who engage in college and career counseling experiences and complete post-secondary plans.
- Increase the percentage of students graduating with transferable postsecondary credentials (i.e., AP, dual credit, and/or a work-based credential).

2.3 Sustain Lifelong Learning and Adaptability

- Increase the percentage of students demonstrating mastery of durable learning skills through capstone projects or portfolios.
- Increase the social and emotional competence of students as captured by the DESSA screener.



3. A Foundation to Flourish for all Students

3.1 Prioritize Mental Health

- Articulate a clear multi-tiered system of support (MTSS) process for mental health and behavioral interventions.
- Increase and strengthen partnerships with external support providers and non-profit organizations.

3.2 Promote Inclusive Learning Opportunities

- Increase the percentage of students overall participating in extracurricular and co-curricular learning activities (i.e athletics, fine arts, and academic enrichment opportunities).
- Decrease the gap in reported sense of belonging between student focal groups.

3.3 Instill a Positive School Culture

- Increase the percentage of students and teachers (Upbeat survey) reporting a positive school culture, as measured by key indicators such as positive relationships and a sense of belonging and educator efficacy.
- Increase the percentage of students receiving tier 2 and tier 3 support services, including restorative interventions.



4. A Cohesive and Inclusive Community and Culture

4.1 Develop Comprehensive Cultural Competence

- Increase the percentage of students reporting that their curriculum is culturally relevant and inclusive on district surveys.
- Increase the percentage of teachers who successfully integrate SEL and culturally responsive practices into their instruction.

4.2 Strengthen an Inclusive and Safe School Climate

- Increase the percentage of students, staff, and families who report feeling welcomed, respected, and valued in their school community.
- Decrease the disproportionality in discipline rates between student focal groups.

4.3 Ensure Student and Staff Voice and Diverse Representation

- Increase the percentage of students and staff reporting that their voice is valued in district direction-setting.
- Increase the alignment of staff demographics with student demographics.

4.4 Prioritize Family and Community Active Partnership

- Increase the percentage of parents reporting satisfaction with district communication and opportunities for involvement.
- Increase the number of community partnerships providing learning opportunities for students and families.

We invite all members of our community to join hands with Rush-Henrietta Central School District in our pursuit of educational excellence. Your involvement is critical in shaping the pathways to success for every student. Whether you're volunteering in our classrooms, participating in school board meetings, or supporting our extracurricular initiatives, your engagement makes a profound impact. Together, we can ensure that our students not only have a strong educational foundation but also the community support they need to thrive in the future.



Stay Connected!

