



WHITE PLAINS CITY SCHOOL DISTRICT

Joseph L. Ricca, Ed.D.
Superintendent of Schools
2021-2022 Goals & Objectives

Standard I: Vision, Culture, and Instructional Leadership

Goal: The superintendent will continue to envision and support the expansion of STEM opportunities for all students, district wide.

By June 2022 the superintendent will provide the Board of Education with an update on new STEM opportunities, including programs and classes, for our students and how those opportunities will enhance the overall mission of the district. In addition to the annual update, the Board of Education will receive a mid-year update and periodic reviews.

Goal: The superintendent will devote the appropriate attention and resources toward increasing the effectiveness and outcomes associated with equity, inclusion, and social/emotional learning efforts.

By June 2022 the superintendent will provide the Board of Education with an update on the district's equity, inclusion, and social/emotional learning progress, including examples of these efforts in moving the district's mission forward. Accordingly, data related to student graduation rates, attendance rates and suspension rates will be shared with the Board of Education at least two times during the academic year.

Goal: The superintendent will continue to facilitate and oversee a full curriculum/program review.

By June 2022 the Board of Education will receive detailed updates (including a mid-year update) on the district's curricular/program review progress during the 2021-2022 academic year. Periodic updates will be provided to the Board of Education's Curriculum and Instruction Committee and the Board of Education as a whole. The programs which will be reviewed in the 2021-2022 academic year include the following:

- Science (Amazon Future Engineers; STEM Ambassadors; Project Lead the Way; INcubatorED)
- Focus on Student Learning (Shared on October 18, 2021)
- Writing
- Big Ideas Mathematics
- Civics
- Science of Reading K-2
- Science K-5 & 6-12
- Physical Education K-12



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Goal: The superintendent will facilitate and oversee the development of the 2021-2022 WPCSD Long Range Plan.

By December 2021, the Board of Education will receive an update on the district's draft Long Range Plan including academic/extracurricular programmatic, personnel, fiscal and operation recommendations, and resource development/allocation.

Standard II: Operations, Resources, and Personnel Management

Goal: The superintendent will successful deliver new collective bargaining agreements for both the White Plains Teachers Association and CSEA by August 2022.

By August 2022, the superintendent will oversee, manage and seek to complete the negotiations process within the Board of Education's parameters.

Goal: The superintendent will set forth a Comprehensive Master Plan.

By January 2022 the superintendent will work with the Board of Education to determine next steps in the Master Planning process and put the district on a trajectory to achieve the goals set forth within the plan.

Goal: the superintendent of schools will continue to diversity the district's professional workforce in accordance with the district's commitment to equity and inclusion.

By June 2022 the superintendent of schools will provide the Board of Education with an update regarding personnel recruitment, retention and support including a review of demographic changes and a historical perspective of professional demographic shifts from 2016-2021. As always, a mid-year report and periodic updates will be provided to the Board of Education through the human Resources Committee and regular updates. The district will continue to engage with HBCUs and other organizations which further the district's commitment to increasing the diversity of all staff members.

Standard III: Board Governance and Policy

Goal: Assist the Board of Education with the recruitment and retention of the district's next Clerk of the Board of Education.

With guidance/parameters from the Board of Education, the superintendent will work to provide a smooth transition of a new District Clerk. Further, the superintendent will offer the Board of Education potential alternative structures by September 2021.



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Goal: The superintendent will work with the District Clerk to maintain and update the district policy manual as needed.

By June of 2022, the superintendent will recommend updated/new required policies for the Board's consideration/potential approval.

Standard IV: Communications and Community Relations

Goal: The superintendent of schools, with the support of the Board of Education, will create the environment where communication efforts and community relations opportunities are systematized and improved throughout the school district.

By February 2022, the superintendent of schools will provide the Board of Education with a review of the district's communications audit. Recommendations for resource allocation, reconfiguration, and deployment will be identified and a long-range plan for continued communications/community relations improvements will be incorporated into the overall WPCSD Long-Range Plan.

Goal: Recruit and identify a professional service to develop a new district website.

The superintendent will work with the district team to identify and engage a service provider to reimagine the district's website. The superintendent will provide the Board of Education with a progress update by February 2022 and maintain a timeline that will seek a September 2022 unveiling. NOTE: this process was restarted following the superintendent's decision to vacate an initial relationship with a provider who was unable to meet the district's vision and expectations for a 'best in class' organizational website.

Standard V: Ethical Leadership

Goal: The superintendent of schools will work collaboratively with the district team to continue to move the district's strategic vision for equity and inclusivity forward through targeted efforts to improve equity throughout the organization.

The superintendent will provide an update to the Board of Education on progress at least two times during the academic year. The first update will be delivered by February 2022 and the second by June 2022. Examples of organizational change and improvement which will benefit all educational community members will be identified and a vision for continuous improvement will be included by June 2022.