



Blueprint for Excellence

Strategic Plan 2025-2026

Dear Members of the Peru School 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 past fall as we developed a plan that will help us continue to grow and achieve as we strive for excellence in all that we do.

This plan will be the backbone for what we do. 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 work 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,

Scott Storms
Superintendent of Schools

Bonnie Berry
President, Board of Education

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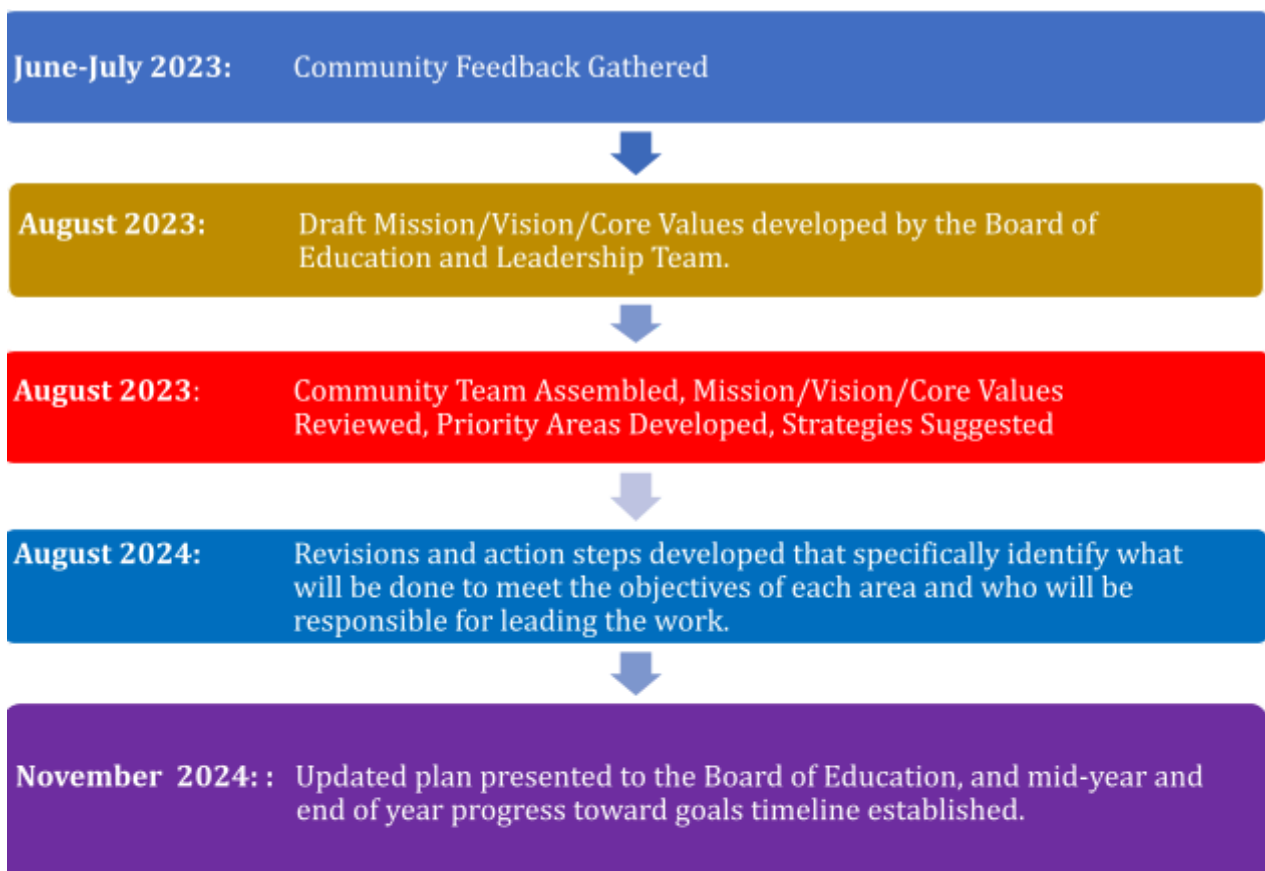
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Process Introduction and Overview

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.

Steps in the Peru CSD Planning Process:



Mission	Vision	Core Values
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Successful organizations clearly define their purpose, what they need to become to fulfill their purpose and how they operate or behave. These are commonly known as their mission, their vision, and their core values.

Through the Blueprint Planning Process, the school community defined why we exist, what happens in the organization when we are working towards the mission and what behaviors should be evident from individuals and the organization as a whole.

Mission Statement:

We prepare our students to be fulfilled, empowered individuals and contributors to their community by providing an engaging, challenging and safe, supportive learning environment.

Vision Statement:

We are the heart of a learning community that supports all members in growth, learning and achievement through a wide variety of experiences.

Core Values:

We believe that we can achieve our vision and accomplish our mission if in all of our work we focus on clearly defined and consistently demonstrated core values.

To that end, in all of our actions and interactions we will:

- *Build trust and demonstrate integrity.*
- *Honor the dignity of each individual.*
- *Take care of ourselves and each other.*
- *Promote health, wellness and joy.*
- *Be present and engaged.*
- *Foster a sense of belonging for all members of the school community.*
- *Create opportunities for all learners to grow.*
- *Set high standards for our work, for our performance and for our relationships.*
- *Make thoughtful decisions based on best practices and sound evidence.*
- *Embrace curiosity, collaboration, connection, critical thinking.*
- *Focus on the needs of each individual and ensure equity in our work.*

Priority Areas

Based on community feedback and initial planning by the Board of Education and Leadership Team, the following areas were identified as priorities to be focused on in order to fulfill the mission of the district. A district goal has been developed for each area.

The Student Experience

- **Goal:** We will provide relevant and meaningful experiences through coursework, in-school experiences, and out-of-school experiences for all students.

Mental Health/ Wellness

- **Goal:** We will provide an environment that supports the mental health and wellness of all school community members and addresses specific needs related to belonging, equity and safety for all.

Enhance Communication

- **Goal:** Create a district-wide communication framework grounded in dignity and clear norms, providing timely information, parent training, and celebrating staff and community engagement.

Action Plans

The following plans have been developed to guide the actions the district takes in order to accomplish the objectives in each priority area. Each action step represents a strategy for meeting an objective. A timeframe has been established and the parties listed are primarily responsible for leading the work.

Priority 1: The Student Experience

District Goal: We will provide relevant and meaningful experiences through coursework, in- school experiences, and out-of-school experiences for all students.

Action Steps:	Person/People Responsible	Timeframe
Prioritize NYS learning standards and utilize the STAGR process, integrating standards-based assessment, grading, and competency-based practices. Incorporate interdisciplinary, project-based learning units to enhance the relevance of the student experience across coursework, in-school activities, and out-of-school experiences.	District Primary, Intermediate, Middle School, High School	September 2025- June 2026
Implement a Multi-Tiered System of Supports (MTSS) by conducting monthly reviews of multiple student data sources (Panorama, Tableau, SchoolTool, classroom assessments, and progress monitoring tools, Acadience, Benchmark, NWEA) to track proficiency, identify needs, and guide timely interventions.	District Primary, Intermediate, Middle School, High School	Mid Year Progress Reporting 2/3/26 End of Year Progress on Goals 6/1/26
Implement “Pocket PD” on High-Impact Teaching Strategies, providing teachers with concise, job-embedded professional learning on highly engaging, evidence-based practices grounded in John Hattie’s Visible Learning research to strengthen Tier 1 instructional effectiveness and improve student outcomes.	District Primary, Intermediate, Middle School, High School	Mid Year Progress Reporting 2/3/26 End of Year Progress on Goals 6/1/26
Expand student learning beyond the classroom by increasing	District	Mid Year Progress Reporting 2/3/26

opportunities for field trips, fieldwork, and real-world experiences, while also bringing more experts, guest speakers, and community partnerships into the school to enrich and connect learning to the world around them.	Primary, Intermediate, Middle School, High School	End of Year Progress on Goals 6/1/26
Ensure a safe, supportive environment by requiring TCIS training for all staff in self-contained classrooms, supported with behavior management tools, de-escalation cards, strategy posters, and a TCIS checklist.	Elementary Associate Principals	Rolling schedule September 2025-June 2026 End of Year Progress on Goals 6/1/26
Organize school-wide student-led spirit events that foster unity, engagement, and a sense of community.	Principals Student Council	September 2025-June 2026

Priority 2: Mental Health/Wellness

We will provide an environment that supports the mental health and wellness of all school community members, and addresses specific needs related to belonging, equity, inclusion and safety for all.

Action Steps:	Person/People Responsible	Timeframe
Expand community-building and academic circles across the district by ensuring every P-12 teacher facilitates at least one circle per six-day cycle and every student participates in and/or leads at least one circle within the same period.	District Primary, Intermediate, Middle School, High School	Mid Year Progress Reporting 2/3/26 End of Year Progress on Goals 6/1/26

Implement community-building and academic circles with Tier 2 restorative practices, including restorative ISS training, to support conflict resolution, repairing harm, and a safe, inclusive school environment.	District Primary, Intermediate, Middle School, High School	Mid Year Progress Reporting 2/3/26 End of Year Progress on Goals 6/1/26
Implement biannual Social-Emotional Learning (SEL) surveys for students in grades 3–12 (fall and spring), alongside staff and caregiver climate and culture surveys, to gather actionable insights and guide continuous improvement in school climate, relationships, and well-being.	District Office, Intermediate, Middle School, High School	Mid Year Progress Reporting 2/3 /26 End of Year Progress on Goals 6/ 1/26
Implement a district-wide Positive School Environment Team (PSET) initiative by highlighting a common character trait each month, aligned with core values, and promoting consistent recognition and practice across all schools.	Primary, Intermediate, Middle School, High School	Mid Year Progress Reporting 2/3/26 End of Year Progress on Goals 6/1/26
Implement social-emotional learning (SEL) lessons/program grounded in NYS SEL benchmarks, which may include Second Step, Advisory, Leadership and Seminars, SPOTS, and DASA training, to support students' social, emotional, and ethical development across the district.	Primary, Intermediate, Middle School, High School	Mid Year Progress Reporting 2/3/26 End of Year Progress on Goals 6/1/25
Provide staff and students with accessible information and resources for professional and personal support, including programs such as Carebridge and Anthem, to promote well-being and resilience.	District Office Principals	September 2025-June 2026
The district will offer quarterly wellness presentations for staff (financial, nutrition, executive function and well-being).	District Office	September 2025-June 2026

Priority 3: Enhance Communication

District Goal:

Create a district-wide communication framework grounded in dignity and clear norms, providing timely information, parent training, and celebrating staff and community engagement.

Action Steps:	Person/People Responsible	Timeframe
Create and disseminate an updated district profile	District and High School Counselors	Mid Year Progress Reporting 2/3/26 End of Year Progress on Goals 6/1/26
Publish monthly and quarterly newsletters, along with an annual budget newsletter, to keep families and the community informed and engaged.	District	Mid Year Progress Reporting 2/3/26 End of Year Progress on Goals 6/1/26
Implement biweekly employee spotlights to recognize staff achievements, celebrate contributions, and promote a positive and appreciative school culture across the district.	District	Mid Year Progress Reporting 2/3/26 End of Year Progress on Goals 6/1/26
Use ParentSquare as the district's primary communication platform for families and the community.	District and Buildings	Mid Year Progress Reporting 2/3/26 End of Year Progress on Goals 6/1/26
Update the district recruitment and promotional video highlighting schools, local real estate, and community businesses to attract families and staff.	District	Mid Year Progress Reporting 2/3/26 End of Year Progress on Goals 6/1/26

Create, approve and schedule weekly social media content	District	Mid Year Progress Reporting 2/3/26 End of Year Progress on Goals 6/1/26
Collaborate with the Family and Community Engagement Center to enhance families' understanding of the CSE process and support meaningful participation in special education decisions.	Director of Student Services	Mid Year Progress Reporting 2/3/26 End of Year Progress on Goals 6/1/26
The district will offer parent training in various topics including: ParentSquare, Google Classroom, Executive Functioning, and Zones of Regulation.	District Office Principals	Mid Year Progress Reporting 2/3/26 End of Year Progress on Goals 6/1/26
Set clear school-community communication norms for school-community and community-school interactions reinforced with distraction-free practices and positive language reminders.	District Office Principals Director of Technology	September 2025-June 2026

Accountability and Implementation Plan

What gets measured, gets done. It is important to stay focused on the work at hand and to hold each other accountable for achieving outcomes. In the spirit of transparency, diligence to the task at hand and sharing our progress as a team, the following schedule has been developed for regular reporting on progress in working towards objectives.

Timeframe	Activity	Who
September 2025	Presenting Strategic Plan Update	Assistant Superintendent
February 2026	Mid Year Report on Progress	Principals, Directors
June 2026	End of Year Report on Goals	Principals, Directors

2025 Strategic Plan Review and Update

August 11, 2025

Team Members

Chrystal Baldomir, CSEA member
Bonnie Berry, BOE member
Matt Berry, High School Principal
Tabitha Bradley, Parent
Jamie Cobb, CSEA member
Abby Graves, Parent
Sarah Graves, BOE member
Beth Lozier, PAT member
Cindy Marcil, PAT member
Sarah Mitchell, BOE member
Gracen Pandolph, Student
Rachel Ribis, Director of Student Services
Shannon Pitcher-Boyea, Assistant Superintendent
Mary Sexton, Intermediate Principal
Sara Simon-Shult, Primary Principal
Kasey Snow, Elementary Associate Principal
Scott Storms, Superintendent