

# HUNTINGTON UNION FREE SCHOOL DISTRICT



# 2025 -2027



[www.hufsd.edu](http://www.hufsd.edu)



P.O. Box 1500  
Huntington, New York 11743



## BLUEPRINT FOR EXCELLENCE

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## STRATEGIC PLAN

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Dear Members of the Huntington Union Free 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 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 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 district 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,

Beth McCoy  
Superintendent of Schools

Xavier Palacios  
President, Board of Education



# PROCESS INTRODUCTION AND OVERVIEW

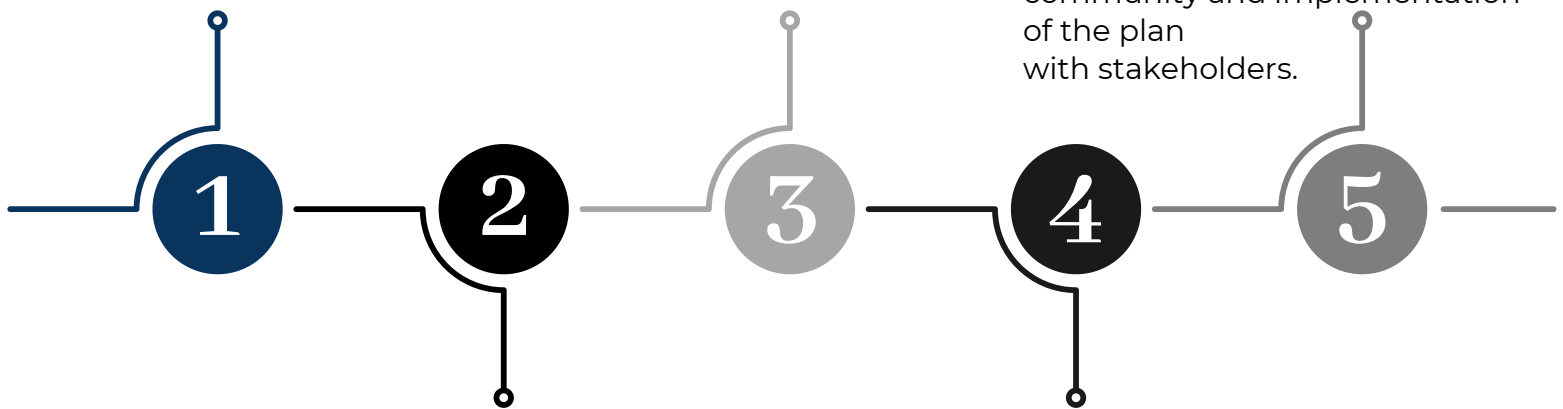
## Blueprint Planning is intended to:

- 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.

**October 2024:** Community feedback gathered.

**November 2024:** Community team assembled, mission/vision/core values reviewed, priority areas developed, strategies suggested.

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



**November 2024:** Draft mission/vision/core values developed by the Board of Education and Leadership Team.

**December 2024/January 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

Our mission is to nurture the whole child academically, socially and emotionally by providing all students with meaningful opportunities and experiences within a caring environment, empowering them to become compassionate and productive members of their community.

## OUR VISION

Empathy, Excellence, and High Expectations move us forward as a united community. Together, we learn, grow, and thrive, celebrating achievements and inspiring one another to reach new heights.  
Together, WE succeed.

## OUR CORE VALUES

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

- **Excellence and High Expectations:** Championing a culture of achievement by setting ambitious academic and personal standards. Empowering students to excel through critical thinking, problem-solving, and a dedication to lifelong learning.
- **Children First:** Supporting academic, social, emotional, and physical well-being for balanced and holistic growth. Prioritizing the needs, interests, and well-being of students in every decision, policy, and action taken within the school system.
- **Collaboration and Transparency:** Strengthening relationships through open communication, trust, and shared responsibility. Working together as a united community to achieve common goals.
- **Compassion and Empathy:** Cultivating a caring and supportive community by demonstrating kindness, understanding, and a commitment to meeting the needs of others.
- **Equity and Inclusivity:** Ensuring fairness, embracing diversity, and creating an environment where every individual feels valued, respected and empowered to succeed.
- **Integrity and Respect:** Leading with honesty, fairness, and accountability. Encouraging open-mindedness and fostering respectful dialogue to build trust and understanding.

# OUR DISTRICT

The Huntington Union Free School District, located in Huntington, NY, is a diverse and dynamic educational community committed to academic excellence and holistic student development. Serving students from pre-kindergarten through 12th grade, the district is known for its rigorous academic programs, innovative extracurricular opportunities, and strong emphasis on inclusivity and cultural awareness. With dedicated educators and supportive families, Huntington fosters a collaborative environment where students are encouraged to reach their fullest potential. Its focus on the arts, athletics, and STEM education ensures that students are well-prepared for future success in a global society.

# OUR COMMUNITY

The community surrounding the Huntington Union Free School District in Huntington, NY, is a vibrant and culturally rich area known for its diversity and strong sense of pride. Located on Long Island's North Shore, it offers a blend of suburban charm and urban amenities, with a variety of restaurants, shops, and cultural attractions. The area is home to a tight-knit and supportive population that values education, the arts, and community engagement. Its proximity to Huntington Village and local parks adds to the appeal, providing residents with opportunities for recreation, entertainment, and a high quality of life.

# OUR LEADERSHIP

## Board of Education

Xavier Palacios, President  
Michele Kustera, Vice President  
Kelly Donovan, Trustee  
Bill Dwyer, Trustee  
Tom Galvin, Trustee  
Annie Michaelian, Trustee  
Theresa Sullivan, Trustee

## Administration

Beth McCoy, Superintendent of Schools  
Christopher Hender, Deputy Superintendent  
Brenden Cusack, Assistant Superintendent for Curriculum and Instruction  
Dr. Rubie Harris, Assistant Superintendent for Finance and Management Services  
Cindy Siegel, Principal, Flower Hill Primary School  
Valerie Capitulo-Saide, Principal, Jefferson Primary School  
Jill Amott-Erwig, Principal, Southdown Primary School  
Dr. Michelle Richards, Principal, Washington Primary School  
Donna Moro, Principal, Jack Abrams STEM Magnet School  
Stephanie Campbell, Principal, Woodhull Intermediate School  
Traci Roethel, Principal, J. Taylor Finley Middle School  
Rochelle Brown, Principal, Huntington High School  
Ken Parham, Assistant Principal, J. Taylor Finley Middle School  
Patricia Avelli, Assistant Principal, Huntington High School  
Gamal Smith, Assistant Principal, Huntington High School  
Dr. Teresa Grossane, Director of Math and Computer Science, K-12  
Jim Hoops, Director of PE, Health and Athletics, K-12  
Joe Leavy, Chairperson, Humanities, 7-12  
Kevene Lowrie, Chairperson, Science, K-12  
Judy Moroff, Director of ENL, WL, and DL, K-12  
Kim Musial, Director of Fine and Performing Arts, K-12  
Dr. Ricky Papandrea, Director of School Counseling and Testing, K-12  
Marybeth Robinette, CIO and Instructional Technology  
Jarrett Stein, Director of Safety and Security  
Diana Rich, Director of Special Education and Pupil Personnel Services  
Nicole Silva, Chairperson, Special Education, CPSE, 4  
Jeannette Richardson, Chairperson, Special Education, K-6  
Janine Delgado, Chairperson, Special Education, 7-12

# OUR PLAN

The Huntington Union Free School District's Blueprint for Excellence is a visionary framework designed to nurture the whole child academically, socially, and emotionally. Grounded in its mission to provide meaningful opportunities within a caring environment, the district seeks to empower students to become compassionate and productive members of their community. The vision emphasizes Empathy, Excellence and High Expectations, fostering a united community where achievements are celebrated, and individuals are inspired to reach new heights together. This shared commitment underpins the district's philosophy that "Together, we succeed," ensuring that the entire community thrives through collaboration and mutual growth.

The district's core values guide its actions and decisions. These include a steadfast focus on Excellence and High Expectations, championing a culture of achievement and lifelong learning through critical thinking and problem-solving. The district prioritizes Children First, supporting students' academic, social, emotional, and physical well-being to ensure balanced growth. Equity and inclusivity are at the forefront, fostering fairness and respect while creating an environment where everyone feels valued and empowered. With Integrity and Respect and a commitment to Compassion and Empathy, the district cultivates a supportive, transparent, and collaborative community where trust and understanding thrive.

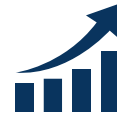


The district's priorities and goals align with this mission and vision, focusing on four key areas. The Academic Excellence priority aims to equip students with foundational and advanced skills needed for success in post-secondary education and the workforce. Under The Student Experience, the district is committed to ensuring equitable access and enriching opportunities tailored to students' diverse developmental needs. Operations focuses on safety, security, and equitable resource allocation, ensuring a supportive environment for students and staff. Finally, Family and Community Engagement emphasizes meaningful partnerships with families, fostering their involvement from early childhood through high school.

Together, these elements create a comprehensive blueprint for fostering a thriving educational ecosystem. The district's mission, vision, core values, and priorities reflect its dedication to empowering students, fostering collaboration, and creating an inclusive and dynamic community. By staying true to its commitments, the Huntington Union Free School District ensures that every child has the opportunity to succeed academically, socially, and emotionally in a supportive and caring environment.

# 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. Goals have been developed for each area.



**Academic Excellence**



**The Student Experience**



**Operations**



**Family and Community Engagement**



## PRIORITY AREA GOALS

<b>Academic Excellence</b>	<b>Goal:</b> We will empower all students with the foundational and advanced skills, confidence, and adaptability needed to thrive in the evolving demands of post-secondary education and the modern workforce.
<b>Student and Family Experience</b>	<b>Goal:</b> We will ensure equity, access, and enrichment opportunities for all students through developmentally appropriate practices that meet their diverse needs and foster growth.
<b>Operations</b>	<b>Goal:</b> We will enhance and ensure the safety, security, quality of food services, and equitable resource allocation across the district, fostering a supportive and well-resourced environment for all students and staff.
<b>Family and Community Engagement</b>	<b>Goal:</b> We will actively engage and empower ALL families as partners in their child's educational journey, fostering meaningful involvement and inclusion from early childhood through grade 12.



# ACTION PLANS

## Priority Area: Academic Excellence

**Goal: We will empower all students with the foundational and advanced skills, confidence, and adaptability needed to thrive in the evolving demands of post-secondary education and the modern workforce.**

Action Steps:	Person/People Responsible	Timeframe
<b>Rigor and Programs</b>		
<p>Increase transparency for parents regarding the content of coursework and lesson development process through communications via ParentSquare and use of Atlas Rubicon.</p>	<p>Asst. Supt. for C&amp;I, Departmental Supervisors, Principals, Teachers</p>	<p>Ongoing</p>
<p>Continue to conduct regular evaluations and focus walks to ensure existing programs are implemented with fidelity. Periodic follow up at department and building levels through regular meeting agenda items to discuss ongoing implementation measures and scheduling.</p> <p>Ongoing focus on evidence based strategies to enhance foundational skills, such as handwriting and accelerate language development. Continuous review of curricular programs and their alignment to NYS Learning Standards.</p>	<p>Central Office Administrators, Departmental Supervisors, Principals</p>	<p>Ongoing</p>
<p>Provide ongoing, targeted PD opportunities focused on quality teaching methodologies for all teachers, including new hires.</p> <p>Continued use of staff surveys to determine areas of need.</p> <p>Ongoing collaboration with Instructional Coaches.</p> <p>Increased focus on best practices for working with ELLs.</p> <p>Provide targeted professional development on effective technology integration in teaching and learning.</p>	<p>Asst. Supt. for C&amp;I, Principals, Departmental Supervisors, Instructional Coaches, Tech Mentors, New Teacher Mentors</p>	<p>Ongoing</p>

# ACTION PLANS

Explore the promotion of interdisciplinary project planning that integrates higher-order critical thinking skills, reading and writing across disciplines.	Library Media Specialists, Teacher Teams, Departmental Supervisors	Beginning Fall 2025 - ongoing
<b>Skill Development</b>		
Explore development of leadership courses/programs that focus on communication, decision-making, and team-building skills. Continuation/expansion of current leadership programs, integrated with PBIS initiatives and connections to advisory.	Teachers, Subject Matter Council, Educational Development Committee, Principals, Departmental Supervisors	Ongoing
Create activities and projects that allow students to apply their learning in practical, real-world situations and environments.	Central Office Administrators, Departmental Supervisors, Principals	Ongoing
Foster partnerships with local businesses and organizations to create internships for skill-building and real-world experiences. Collaborate with community experts to implement push-in programs teaching hands-on, real-world skills.	Committee to be Determined, HHS Internship Advisors	Fall 2025
Conduct research on how to implement learning modules that empower students to develop independent skills and earn microcredentials and/or endorsements seals.	Central Office Administrators, Departmental Supervisors, Principals	Spring 2026
<b>Effective Use of Technology</b>		
Provide targeted professional development on effective technology integration in teaching and learning.	Asst. Supt. for C&I, Departmental Supervisors, Principals, Technology Mentors	Ongoing
Review research related to balancing technology use, pen-and-paper tasks, and human connections.	Central Office Administrators, Departmental Supervisors, Principals	Ongoing
Continue to implement appropriate applications of AI in schools for teaching, learning, operations, and explore new innovations in technology.	Central Office Administrators, Departmental Supervisors, Principals, Technology Supervisor, Technology Mentors, Library Media Specialists	Ongoing

# ACTION PLANS

Create opportunities for students to make informed choices about technology use in their learning.	Library Media Specialists, Technology Supervisor, Technology Mentors	Ongoing
Continue to monitor student technology use through various applications to provide online oversight of district devices.	Library Media Specialists, Technology Supervisor, Technology Mentors	Ongoing
Enhance our vertically aligned framework for technology use, digital citizenship and digital literacy across all grade levels.	Asst. Supt. for C&I, Library Media Specialists, Technology Supervisor, Technology Mentors	Fall 2025



# ACTION PLANS

## Priority Area: The Student Experience

**Goal: We will ensure equity, access, and enrichment opportunities for all students through developmentally appropriate practices that meet their diverse needs and foster growth.**

Action Steps:	Person/People Responsible	Timeframe
<b>Activities and Opportunities</b>		
Research the possibility of providing after-school busing for activities and programs.	Deputy Supt., Asst. Supt. for Finance and Mgmt.	Fall 2025
Continue to review and research a diverse range of after-school activities to meet student interests and needs.  Research and consider clubs and enrichment activities for primary-level students to foster early engagement.	Asst. Supt. for C&I, Asst. Supt. for Finance and Mgmt., Departmental Supervisors, Principals, Teachers, Students	Ongoing
Seek grants and community sponsorships to fund reduced cost/free field trip opportunities for all students.	Asst. Supt. for C&I, Departmental Supervisors, Teachers	Ongoing
Research upgrades to ensure performing arts spaces are inclusive and equitable.	Director of Fine and Performing Arts, Director of Facilities, Building Principals, Asst. Supt. for Finance and Mgmt.	Ongoing
Research and build partnerships with local organizations to enhance student learning and extracurricular opportunities.	Asst. Supt. for C&I, Building Principals, Departmental Supervisors, Teachers	Ongoing
Actively pursue grants to fund programs, activities, and facilities improvements.	Central Office Administrators, Departmental Supervisors, Teachers	Ongoing

# ACTION PLANS

Research peer-based athletic mentoring opportunities.	Director of PE, Health and Athletic, Coaches, Students	Fall 2025
Research and develop programs such as integrated UPK or special classes, and partner with community-based organizations to serve preschoolers with special needs.	Central Office Administration, Director of Special Education, Chairperson(s) of Special Education	Fall of 2025
<b>Hands-on Experiences</b>		
Research and explore additional middle and high school courses focused on banking, financial literacy, and life skills.	Asst. Supt. for C&I, Departmental Supervisors, Principals, Teachers, Students	Fall 2025
Integrate additional learning opportunities for project-based learning models that reflect real-world problem solving.	Asst. Supt. for C&I, Departmental Supervisors, Principals, Teachers	Fall 2025
Research additional opportunities and resources for students to engage in music and arts programs.	Asst. Supt. for C&I, Director of Fine and Performing Arts	Ongoing
Review and research developmentally appropriate play-based learning strategies in early childhood education.	Asst. Supt. for C&I, Building Principals, Departmental Supervisors	Ongoing
Increase and research additional opportunities for outdoor learning spaces to support environmental education and hands-on experiences.	Asst. Supt. for C&I, Asst. Supt. for Finance and Mgmt., Building Principals, Departmental Supervisors, Teachers	Ongoing
Research how to offer stress management and mindfulness courses/programs to help students develop resilience and coping skills.	Asst. Supt. for C&I, Building Principals, Departmental Supervisors, Teachers	Ongoing
Create a district-wide program promoting student leadership and peer mentorship opportunities.	Asst. Supt. for C&I, Building Principals, Departmental Supervisors, Teachers, Students	Ongoing



# ACTION PLANS

<b>Mental Health Supports</b>		
Provide education on the impact of social media on mental health and responsible use strategies.	Library Media Specialists, Departmental Supervisors, Principals, Central Office Administrators	Ongoing
Explore budget implications to consider expansion of student support staff and/or resources.	Deputy Supt., Asst. Supt. for Finance and Mgmt., Director of Special Education	Ongoing
Establish a mentorship program connecting older students with younger peers for guidance and support.	Asst. Supt. for C&I, Departmental Supervisors, Principals, Director of Special Education, Deputy Supt.	Fall 2026
Review opportunities to Implement yoga and mindfulness practices district-wide to promote emotional regulation and focus.	Asst. Supt. for C&I, Departmental Supervisors, Principals, Director of Special Education, Teachers	Ongoing
Consider opportunities to expand therapy dog and art/music therapy programs to support student and staff well-being.	Asst. Supt. for Finance and Mgmt., Deputy Supt., Departmental Supervisors, Principals	Fall 2025
Partner with universities to offer clinical social work internships within the district.	Director of Special Education, Central Office Administrators	Spring 2026
Research a therapeutic program for grades 7-12 and consider partnering with outside organizations.	Asst. Supt. for Finance and Mgmt., Asst. Supt. for C&I, Director of Special Education, Deputy Supt.	Fall 2026
Research grant funding to establish a satellite mental health clinic within the district.	Asst. Supt. for Finance and Mgmt., Director of Special Education, Deputy Supt.	Fall 2026
Develop district-wide campaigns and programs to normalize conversations about mental health.	Building Principals, Central Office Administrators, Director of Special Education	Fall 2027

# ACTION PLANS

## Priority Area: Operations

**Goal: We will enhance and ensure the safety, security, quality of food services, and equitable resource allocation across the district, fostering a supportive and well-resourced environment for all students and staff.**

Action Steps:	Person/People Responsible:	Timeframe:
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### Safety and Security

Research various swipe card entry systems for secondary students to enhance controlled access.	Director of Safety and Security, Asst. Supt. for Finance and Mgmt., Huntington High School Admin. Team	Ongoing
Continue to have a consistent administrative presence during student drop-off and dismissal times at all buildings.	Building Principals, Asst. Principals and Deans	Ongoing
Continue to and improve upon communication for regular updates to inform the community about safety upgrades, drills, and procedures.	District Administrators, Building Administrators, Director of Safety and Security	Ongoing
Research safety and receive estimates to install barriers such as trees, privacy screens, or fencing to enhance security and student privacy at Elementary School playground settings.	School Resource Officers, Director of Safety and Security, Building Administration	Ongoing
Expand double door security systems at the high school vestibule to match primary school standards.	Central Office Administrators, HS Principal, Director of Facilities, Director of Safety and Security	2025-2026 School Year
Research the cost of assigning security personnel to monitor gym doors at the secondary level before and during practices to ensure safety.	Director of Safety and Security, Asst. Supt. for Finance and Mgmt.	2025 - ongoing

### Food Service

Provide detailed information about food service offerings during kindergarten registration and new enrollments, including paperwork for free and reduced lunch.	Deputy Supt., Registration Office, Primary School Principals, School Lunch Manager, Neighborhood Aides	Ongoing
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# ACTION PLANS

Develop a phased plan to review sugary food choices and ensure compliance with USDA updates over three years. Research the use of specific ingredients to align with health and wellness goals.	Whitson's, School Lunch Manager, Asst. School Lunch Manager, Asst. Supt. for Finance and Mgmt.	2025-2028
Review the structure, purpose, and membership of the wellness committee and improve it as needed.	Director of PE, Health and Athletics, Asst. Supt. for Finance and Mgmt.	2025 - ongoing
Consider highlighting menu food options in the Principal's weekly communication to families.	Building Principals, School Lunch Manager, Asst. School Lunch Manager	2025 - ongoing
Create website, Facebook and Instagram stories and articles to share updates and menu offerings for Huntington's food options.	Public Information Officer, School Lunch Manager, Asst. Supt. for Finance and Mgmt.	2025 - ongoing
Expand menu options to include more culturally diverse dishes.	Whitson's, Asst. Supt. for Finance and Mgmt., School Lunch Manager	2025 - ongoing
Schedule a guest chef to visit each school quarterly to introduce new culinary experiences.	School Lunch Manager, Asst. Supt. for Finance and Mgmt.	2025 - ongoing
<b>Resource Allocation/Class Size</b>		
Research costs to support the hiring of additional teachers and support staff to reduce class sizes and provide targeted student support.	Deputy Supt., Principals, Departmental Supervisors	2025 - ongoing
Publish quarterly newsletters to highlight new hires, school activities, food services, and security updates.	Central Office Administration, Food Service Manager, Director of Safety and Security, Public Information Officers	2025 - ongoing
Continue to utilize the ParentSquare platform to share and update calendar events for each building.	Departmental Supervisors, Principals	Ongoing





# ACTION PLANS

## Priority Area: Family and Community Engagement

**Goal: We will actively engage and empower ALL families as partners in their child's educational journey, fostering meaningful involvement and inclusion from early childhood through grade 12.**

Action Steps:	Person/People Responsible:	Timeframe:
<b>Parent Involvement</b>		
Continue to offer English language classes through Adult Education programs and other community resources.	HUFSD Director of Adult Education, Community Partners such as the Public Library and religious organizations.	Ongoing
Continue to leverage neighborhood aides in each building to strengthen communication and connections with families.	Principals, Asst. Principals, Departmental Supervisors, Neighborhood Aides, and Asst. Supt. for C&I	Ongoing
Continue to conduct surveys in various languages to identify family needs and interests at building and district level.	Principals, Departmental Supervisors, Asst. Supt. for C&I	Ongoing
<p>Maintain parent liaison roles for newcomers in each building to provide support and guidance to families.</p> <p>Maintain and consider expanding neighborhood aide roles to provide support and guidance to families, including home visits, if feasible.</p>	Social Workers, Psychologists, Neighborhood Aides, Parent Liaisons, Principals, Departmental Supervisors, Asst. Supt. for Finance and Mgmt. and Director of WL, ENL, and DL	Ongoing
<p>Continue to engage families through ParentSquare.</p> <p>Work with PTA to discuss ways to engage preschool families.</p> <p>Consider having Neighborhood Aides support pre-k parents in enrolling in eSchool Parent Portal and ParentSquare.</p>	HUFSD Preschool Coordinator, PTA Council, Neighborhood Aides and Central Office Administration	<p>Spring 2025 UPK Registration</p> <p>Summer 2025</p> <p>Fall &amp; Winter 2025 'Get Connected' workshops</p>

# ACTION PLANS

Organize high school clubs and sports teams to provide activities for children during parent events at all buildings.	Seal of Civic Readiness Advisors, HS Clubs and Leadership Organizations, Principals, Asst. Principals, Departmental Supervisors	Summer & Fall 2025
Continue to provide workshops specifically for newcomer parents to help them navigate the school system.	Parent Liaisons, Principals, Director of ENL, DL and WL	Ongoing
Explore opportunities to pair new parents with experienced families to provide guidance and build connections at all buildings.	Principals, Asst. Principals, Departmental Supervisors, PTA	Ongoing
Explore opportunities to create programs and resources to assist families who struggle with literacy.	HUFSD Director of Adult Education, Community Partners such as the Public Library and religious organizations.	Ongoing
Consider scheduling monthly sessions where Dual Language teachers provide parents with updates and instruction about school activities.	Dual Language Coordinator, Director of ENL, DL and WL	Ongoing
Consider including tables from community organizations during K-6 Meet the Teacher and other events.	Principals, Asst. Principals, Departmental Supervisors, PTA	Ongoing
Consider ways to offer food, transportation, and childcare during parent events to increase attendance and accessibility.	HS Clubs, Leadership Organizations, Principals, Asst. Principals, Departmental Supervisors, Asst. Supt. for Finance and Mgmt., Deputy Supt.	Summer & Fall 2025
Ensure all parents are registered and actively using the eSchool Parent Portal, through events such as the 'Get Connected Workshops'.	Principals, Departmental Supervisors, Neighborhood Aides	Fall & Winter 2025
Explore career fairs in buildings who currently do not offer them and consider inviting parents to participate alongside students, if feasible.	Principals, Asst. Principals, Departmental Supervisors	Winter 2025

# ACTION PLANS

Communication		
Conduct visits to religious organizations and community centers to enhance outreach and engagement efforts.	Principals, Departmental Supervisors, Central Office Administrators	Spring 2025
Consider sending flyers, newsletters and pertinent school related information to local community centers and religious organizations via email or encourage their participation on our website and social media platforms.	Principals, Departmental Supervisors, Central Office Administrators	Spring 2025
Continue to use translation services at events to ensure accessibility for speakers of languages other than English.	Principals, Departmental Supervisors	Spring 2025
Consider consolidating and optimizing communication tools to ensure consistent messaging across platforms.	Principals, Departmental Supervisors, Central Office Administrators	Summer 2025
Recruit and schedule student translators in advance to support communication at building and community events.	Seal of Civic Readiness Advisors, HS Clubs and Leadership Organizations, Principals, Asst. Principals, Departmental Supervisors	Summer & Fall 2025
Consider appointing a parent helper for each athletic team or club to organize a buddy system for family support.	Club Supervisors, Coaches, Principals, Athletic Director	Fall 2025
Designate point persons at local community centers and religious organizations to share district and event information.	Neighborhood Aides, Asst. Supt. for C&I	Fall 2025



# ACTION PLANS

Transportation		
Continue to advocate as a District and BOE for an opt-out system for parents who choose not to utilize school transportation.	Board of Education, Central Office Administrators	Ongoing
Review costs of removing distance restrictions to consider providing transportation for all students regardless of residence. Would need voter approval.	Deputy Supt., Asst. Supt. for Finance and Mgmt.	Spring 2025
Research and review the costs of scheduling daily late buses to accommodate all students participating in after-school activities.	Deputy Supt., Asst. Supt. for Finance and Mgmt.	Spring 2025
Research and review the costs of providing dedicated buses for the few sports teams that currently do not have transportation for practices.	Director of PE, Health and Athletics, Deputy Supt.	Ongoing
Install GPS tracking on all buses and pre-schedule routes to enhance efficiency and communication.	Deputy Supt., Asst. Supt. for Finance and Mgmt.	Spring 2025
Consider planning events at centrally located STEM buildings to ensure accessibility for all families.	Principals, Asst. Principals, Departmental Supervisors	Summer 2025
Establish a buddy system to connect families.	PTA, Principals, Asst. Principals, Departmental Supervisors	Fall 2025



# OUR NEXT STEPS AND ACCOUNTABILITY

Timeframe	Activity	Who
February-June, 2025	<ol style="list-style-type: none"> <li>1. Blueprint Plan Presented to the Community and Adopted by the BOE.</li> <li>2. Blueprint Plan “unpacked” and shared with the faculty and staff.</li> <li>3. Blueprint Plan unpacked with smaller groups.</li> </ol>	Superintendent, BOE, Principals
Beginning, Middle and End of Year	Blueprint Updates provided to the BOE, Community and Staff	Superintendent & Administrators
February/March, 2025 and 2026	Blueprint Budget Recommendations Made  Blueprint Expenditures Finalized	Superintendent & Administrators
June 2026	Final Report Blueprint Updates provided to the BOE, Community and Staff	Superintendent & Administrators
August 2026	Blueprint Plan update for 26-27	BOE, Superintendent, Administrators and Staff
Spring 2027	Blueprint Refresh Conducted	BOE, Superintendent, Administrators, Staff, Community Members

# 2024-25 Blueprint Team

Beth McCoy  
Christopher Hender  
Brenden Cusack  
Dr. Rubie Harris  
Xavier Palacios  
Michele Kustera  
Kelly Donovan  
Tom Galvin  
Theresa Sullivan  
Annie Michaelian  
Jill Amott-Erwig  
Patricia Aveli  
Angela Berner  
Rochelle Brown  
Stephanie Campbell  
Valerie Capitulo-Saide  
Janine Delgado  
Dr. Teresa Grossane  
Jim Hoops  
Kevene Lowrie

Donna Moro  
Judy Moroff  
Kimberly Musial  
Dr. Ricky Papandrea  
Diana Rich  
Dr. Michelle Richards  
Marybeth Robinette  
Traci Roethel  
Cindy Siegel  
Nicole Silva  
Gamal Smith  
Jarrett Stein  
Betsy Flanagan  
Amanda Shaffer  
Kimberly Schiller

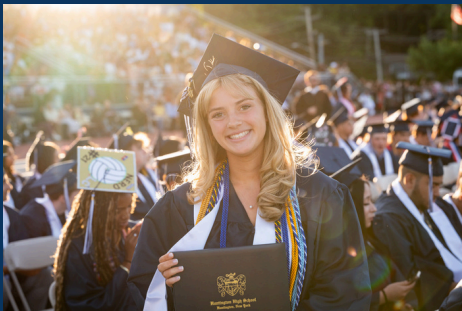
Angela Willshaw  
Karen Cronin  
Lauren Kearley  
Debbie Caravetto  
Kim Schaefer  
Laura Brite  
Gueniel Elysee  
Mia Molina Baptista  
Olivia Koiyet  
Edgar Castro Anariba  
Dave Evans  
Sara Baliber  
Maria Adcock  
Kacey Knauer  
Melissa Lapp  
Colleen Perfetto  
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# BLUEPRINT FOR EXCELLENCE



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# STRATEGIC PLAN



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