



Strategic Plan 2022-27

In 2019, the RSD community came together to imagine and plan for the future. Faculty, staff, students, alumni, parents, and community members participated in surveys, focus groups, and workshops to identify RSD's strengths, weaknesses, and opportunities for growth. Just as a five-year strategic plan was rolling out a global pandemic hit, and we needed to adjust plans and priorities to serve and protect our students, families, and staff. In Spring 2022, we resumed work on the strategic plan with consultants from the University of Rochester and stakeholders to take stock of progress made, look at new issues that have emerged or been amplified by the pandemic, and adjust to the current landscape of education and needs of the RSD community.

Vision

RSD, a leader in creating a vibrant community of lifelong learners – one student, one family, one success at a time.

Mission

Rochester School for the Deaf provides exemplary opportunities in a bilingual environment to meet students' unique learning. Together, as a community, RSD challenges and prepares students for participation in the ever-changing world by:

- creating an environment that empowers academic achievement, enables communication, and enriches social engagement;
- using both proven and innovative programming along with current technologies; and,
- nurturing students in mind, body, and spiritedness culminating in self-awareness, cultural identity and pride.

Communication

Establish universal communication norms, protocols and expectations to build an interconnected community that support student success.

Employee Excellence, Engagement & Support

Hire, foster, develop, retain and support well-trained, engaged, successful, and satisfied employees.

Family & Community Partnerships

Develop and nurture strong relationships with families and community partners to support student success and experiences.

Leadership

Foster a clear understanding of Board and administration roles and responsibilities.

Student Experience

Maintain and improve the inclusion of all students by developing student's character and well-being in education, athletics, and programs for social and emotional growth.

Student Success

All learners, no matter the circumstances, are entitled to a challenging and impactful, rigorous education.

Diversity Equity & Inclusion

Create a Diversity, Equity & Inclusion statement and bake DEI values into the way we implement this strategic plan, our work as a staff, and our teaching and learning with students.

For more information on the process, plan and implementation, visit...

www.RSDeaf.org/StrategicPlan