

**Plumsted Township School District
Strategic Plan
Year 1 Initiatives, Strategies and Outcomes**

Initiative 1: To Support Teaching and Learning

To create a comprehensive learning environment and professional culture that attracts qualified personnel and supports the academic, social and emotional (MBS) of all students

Strategies/Outcomes- Year 1

I1.S1: To attract, develop and retain excellent and innovative teachers.

I1.S1.01: To develop expectations and protocols to ensure that professional hiring and training is consistent and aligned with district goals and curricula.

*Creation of the **Professional Efficacy Committee (PEC)** made up of Board of Education members, administrators, teachers, students, parents/community members to develop and recommend hiring protocols for the district.*

*The **PEC** will work with the district **Professional Learning Committee** in developing a four year cohort to ensure that all non-tenure teachers receive the necessary professional learning to be successful in the Plumsted Township School District*

I1.S1.02: To build morale and professionalism through mechanisms and structures that celebrate effective teaching and leadership.

*Creation of the **PEC** to develop and recommend events and structures to honor effective teaching and leadership throughout the school year.*

I1.S2: To create, evaluate and revise as needed, the academic programs so all students have the opportunity for unlimited success.

I1.S2.O1: To research and apply a systematic approach to student assessment and data analysis to improve student performance.

*The Superintendent will charge the **Curriculum and Instruction Directors** to develop a **District Data Team** that will work with **school based Data Teams** to improve understanding and use of data driven decision making.*

I1.S2.O2: To develop an effective structure to research and evaluate student-centered learning across grade levels and the district, allowing a pedagogical shift from teacher-centered to student-centered, problem based learning to improve student achievement.

*The **Summit Schools Strategy Planning Team** will work with the district Professional Learning Committee, and high school and middle school staff to prioritize professional learning in student-centered learning. The Strategy Planning Team will implement Year 1 of the Summit Schools program and evaluate its effectiveness over the next five years.*

Initiative 2: To Prepare Students for College and Careers

To build systems that guide students through the process of planning and achieving individualized goals (MBS). Redefine the definition of success for all our students. Develop the ability to reason, problem solve and demonstrate resilience in all our students.

Strategies/Outcomes - Year 1

I2.S1: To decrease emphasis of “snapshot” standardized tests and move toward authentic measures and student-centered problem based learning. Increase opportunities for students to personalize interests and programs.

I2.S1.01: To research and develop magnet academies in New Egypt High School in Engineering, Business, Law and Justice, Teachers for Tomorrow and Video Production.

The Superintendent will work with the New Egypt High School Administration, Directors of Curriculum and Instruction, Supervisor of Guidance and teachers to develop the academies listed for students entering New Egypt High School in the Fall of 2017 and 2018

I2.S1.02: To develop and implement district-focused curricula that are aligned with the New Jersey Student Learning Standards allowing students to accelerate at any grade level. Students will be encouraged to develop specific interests and to research deeper in those areas.

*Creation of the **21st Century Curriculum Committee** made up of Board of Education members, administrators, teachers, students, parents/community members to investigate and develop new curricular opportunities for our students.*

I2.S2: Create a district-wide transition program to ensure that students are addressed individually supporting acceleration, grade level success or remediation.

I2.S2.01: To implement structures to increase access to information, resources and programs related to post-secondary planning for students and families K-12.

*Creation of the **District Transition Advisor** to identify and develop programs to support students through the process of planning and achieving individual goals while transitioning to middle school and high school, then to college or career. This position will work with all students and families with structured information concerning the academic, athletic, social and environmental (**MBS**) necessities to attain the students goals.*

I2.S2.02: To implement a system that supports struggling, unmotivated students to identify and address the academic and emotional situations that cause disenfranchisement from school.

*The creation of the **Student Success Team** made up of Board of Education members, administrators, Guidance and Child Study Team personnel, teachers, students and parents/community members to work with building administration to develop, recommend and implement a year round intervention and support programs for identified students PK-12.*

(i.e. Response to Intervention, pull-out and push-in support, After School Programs, Saturday Programs, Summer Programs, In-School Suspension, Attendance Programs)

I2.S3: To instill in all staff, parents and students from elementary through high school the importance of a positive mindset and the capacity to bounce back.

I2.S3.01: To develop a district philosophy based on research that effectively demonstrates and instills intrinsic motivation as the major force in developing student self-esteem.

*The **Student Success Team, Professional Learning Committee, District Transition Advisor, and teachers** will form a research committee to determine the most effective philosophies and methodologies in the creation of the **Plumsted Township School District Grit Curriculum.***

I2S3O2: To develop strategies and opportunities for all students to develop coping skills and resilience. Staff, students and parents will be trained to address the issues of failure, success and a positive mental attitude in preparation for all future endeavors.

*The **Student Success Team, Professional Learning Committee, District Transition Advisor**, and teachers will form a research committee to determine the most effective philosophies and methodologies in the creation of the **Plumsted Township School District Grit Curriculum**.*

Initiative 3 - To Increase Community Engagement, Co-Curriculars and Involvement

The Superintendent will work with the Board of Education, Plumsted Town Council, the Business and Merchants Association, the District Transition Advisor, the District School to Work Coordinator and building administrators to develop and implement plans to attract and enhance community and alumni expertise and engagement while improving opportunities for students to involve themselves in community, postsecondary and global partnerships.

Strategies/Outcomes - Year 1

I3.S1 - To cultivate alumni, parent and community member advocates for the Plumsted Township School District.

I3.S1.O1: To develop effective methods for tracking and approving alumni, community, post-secondary and global partnerships to expand the number of opportunities for our students to have regional, national and global experiences.

The Superintendent will work with the Board of Education, Town Council and State Legislature to develop policy to open and increase public partnerships that will enrich our curricula and student experiences.

I3.S1.02: To enhance our Senior Seminar Program with local and regional businesses, agencies and organizations to expand student opportunities for workplace readiness training, employment, education and career exploration.

The Superintendent will work with the School to Work Coordinator to expand workplace readiness through the Senior Seminar Program and the New Egypt High School Academies. The School to Work Coordinator will participate on the State Structured Learning Committee and will be consulting other districts and businesses with our model.

I3.S2. - To develop a Communication Plan and other two-way strategies to enhance stakeholder communications.

I3.S2.01: To develop a new **Communication Plan** for the district that will include effective and sustainable communication by March 31, 2018 (**BOE/District Goal**)

*Creation of the **Warrior Broadcasting Network (WBN)** made up of Board of Education members, central office administration, building administration, teachers, students and parents/community members to improve overall communication and serve as the foundation for the Video Production Academy curriculum.*

I3.S3 - To cultivate meaningful partnerships that will allow our students opportunities to participate in civic activities, local, national and global competitions and career exploration.

I3.S3.01: To develop relationships with schools in state, nationally and internationally to increase student exposure to regional, national and global issues, as well as world languages and cultures.

*The **21st Century Curriculum Committee** will work with the **Curriculum and Instruction Directors** to investigate and evaluate opportunities to connect our students with students from around the world to collaborate on solutions to current real world problems.*

I3.S3.O2: To develop a series of summer clubs, camps and trips that allow students to develop and further interests that expand skills not part of the district curricula.

*The **21st Century Curriculum Committee** and the **District Transition Coordinator** will survey students and parents (Grades 2-12) and develop summer classes, camps and trips that encourage students to expand their horizons, learn new ideas and deepen understanding of existing interests.*

I3.S3.O3: To enhance and formalize community/school programs that develop a link between the schools and the community involving students and teaching them volunteerism and to give back.

*Each school (**Building Administration**) will be charged with developing and coordinating different community/school programs. Examples include DGHW Elementary will coordinate the Memorial Day Parade and Teacher of the Year entry. NEMS will coordinate 6th grade Grandparents Day and Relay for Life. NEHS will coordinate the Senior Citizen Luncheon/Concert and New Egypt Day entries. Building Administration and teachers will form a committee to address all ideas and events*

I3.S4.O4: The New Egypt High School Athletic Department and Plumsted Township Recreation Committee and all township sport organizations must develop a working relationship to develop student-athletes. The district coaches must become actively involved with their respective feeder programs; provide coaches clinics, in-season and summer camps for grades 2-8 students. The involvement of the high school athletes in the recreation programs must be standard operating procedure.

*The Superintendent will work with the **Supervisor of Athletics** to create Job Descriptions that delineate the expectations of the high school coaches. The Superintendent and Supervisor of Athletics will work with the Recreation Committee and sport organization to foster the cooperation between all groups.*

Initiative 4 - To RE-BRAND the District to Attract, Increase and Retain Student Enrollment in the District

To successfully re-brand the district and increase student enrollment through curricula upgrades, staying current in technology, innovative building utilization, corporate and military partnerships and community involvement.

Strategies/Outcomes - Year 1

I4.S1 - To enrich and expand curricula and programs to attract a wider variety of individual student's interests, talents and needs.

I4.S1.O1: To prioritize PK-5 literacy and develop the necessary strategies and interventions to ensure that 85% of the students will read on grade level by 3rd grade after Year 1.

I4.S1.O2: To develop and implement a PK - 12 STEAM program to foster math, science and reasoning abilities.

I4.S1.O3: To create and implement district-focused curricula that are aligned with the New Jersey Student Learning Standards allowing students to accelerate at any grade level. Students will be encouraged to develop specific interests and to research deeper in those areas.

The Superintendent, the 21st Century Curriculum Committee, the Student Success Team, district and building administrators will evaluate the district re-branding through curricular improvements

I4.S1.04: Students will learn and demonstrate knowledge acquisition differently. The district will continue to improve and develop sustainable options for keeping current in technology in each school. PK-2 will have in-class computers, Grades 3-5 1:1 Chromebooks, 6-8 will have 12 month 1:1 Chromebooks, 9-12 will have a 12 month 1;1 with MacBook Airs. All classrooms will have state of the art video and audio projection systems. Teachers will have on-going professional learning on personalization, problem-based learning, blended learning, flipped classroom, creative assessments and 21st century skills.

The Superintendent , the 21st Century Curriculum Committee, Student Success Team, Professional Learning Committee, district and building administrators will evaluate the district re-branding through technological and pedagogical improvements

I4.S2 - To develop and enhance the PreSchool and Multiple Disabled programs in the New Egypt Primary School to ensure that our students are provided the best early childhood education while allowing the district to develop alternative streams of income.

I4.S2.01: To research and expand the Preschool program to allow our students access to high quality instruction and to keep them in district. This program will also allow the district to advertise and attract out of district tuition students.

I4.S2.02: To research and develop an Early Elementary Multiple Disabled program to allow our students access to high quality instruction and to keep them in district. This program will also allow the district to advertise and attract out of district tuition students.

The Superintendent, the Board of Education, New Egypt Primary School Administration, Director of Special Services and Directors of Curriculum and Instruction will evaluate the district re-branding through innovative programs.

I4.S3 - To create an environment where the academic, social and emotional (MBS) needs of the students are addressed and students are encouraged to welcome new challenges, create their own learning plans and develop confidence.

I4.S3.01: To implement structures to increase access to information, resources and programs related to post-secondary planning for students and families K-12.

*Creation of the **District Transition Advisor** to identify and develop programs to support students through the process of planning and achieving individual goals while transitioning to middle school and high school, then to college or career. This position will work with all students and families with structured information concerning the academic, athletic, social and environmental (**MBS**) necessities to attain the students goals.*

I4.S3.02: To implement a system that supports struggling, unmotivated students to identify and address the academic and emotional situations that cause disenfranchisement from school.

*The creation of the **Student Success Team** made up of Guidance, Child Study Team, teachers and students to work with building administration to develop, recommend and implement a year round intervention and support program for identified students PK-12. (i.e. Response to Intervention, pull-out and push-in support, After School Programs, Saturday Programs, Summer Programs, In-School Suspension, Attendance Programs)*

I4.S3.03: To develop strategies and opportunities for all students to develop coping skills and resilience. Staff, students and parents will be trained to address the issues of failure, success and a positive mental attitude in preparation for all future endeavors.

*The **Student Success Team, Professional Learning Committee, District Transition Advisor**, and teachers will form a research committee to determine the most effective philosophies and methodologies in the creation of the **Plumsted Township School District Grit Curriculum**.*

The Superintendent, the Board of Education, district and building administrators will evaluate the district re-branding through innovative programs.

Initiative 5 - To Stabilize, Sustain and Improve Facilities and Finances

The Plumsted Township School District will maintain a healthy, safe and supportive school environment focused on student learning and development. The district is committed to improving the student experience in Mind, Body, and Spirit (MBS) year round while maintaining a forward looking focus on sustaining facilities, programs and finances. The district will continue to explore innovative and practical methods to develop alternative streams of revenue to maintain the quality of the “Warrior Experience” while recognizing our fiscal responsibility.

Strategies/Outcomes - Year 1

I5.S1 - To create new and improve existing programs to attract students

I5.S1.01: To review and make determinations if the “School Choice” program is better for the school district or should the district accept tuition students K-12.

*The Superintendent will continue to work with state agencies to have the code changed allowing “Choice” district to accept tuition students. Creation of the **Warrior 2022 Committee** made up of the Business Administrator, Board of Education members, administrators, teachers, students and parents/community members to discuss fiscal concerns, long range facility planning, district expansion and financial planning for the next five years.*

I5.S1.02: To research and develop magnet academies in New Egypt High School over the next five years. **See I1.S1.01**

I5.S1.03: To research and expand the Preschool program to allow our students access to high quality instruction and to keep them in district. This program will also allow the district to advertise and attract out of district tuition students. **See I4.S2.01**

I5.S1.04: To research and develop an Early Elementary Multiple Disabled program to allow our students access to high quality instruction and to keep them in district. This program will also allow the district to advertise and attract out of district tuition students. **See I4.S2.02**

15.S1.05: To develop an effective structure to research and evaluate student-centered learning across grade levels and the district, allowing a pedagogical shift from teacher-centered to student-centered, problem based learning to improve student achievement. **See: 11.S2.02**

*The **Summit Schools Strategy Planning Team** will work with the district Professional Learning Committee, and high school and middle school staff to prioritize professional learning in student-centered learning. The Strategy Planning Team will implement Year 1 of the Summit Schools program and evaluate its effectiveness over the next five years.*

The Superintendent, Board of Education, Business Administrator and District Administration will determine if the programs are educationally and fiscally effective.

15.S2 - To creatively re-deploy and develop existing school facilities to increase revenue generating capacity.

15.S2.01: To create Engineering/STEAM lab in New Egypt High School to house academy and future curricula (Computer Engineering, Robotics, Advanced Coding) To continue to explore future academies to compete with outside districts.

15.S2.02: To reassign Kindergarten and Grade 1 to the DGHW Elementary School for improvement of the educational program and to re-image the New Egypt Primary School to attract more PreSchool students.

15.S2.03: The Plumsted Township School District should actively seek shared services and possible merging with smaller local districts.

The Superintendent will initiate conversations with smaller local districts to ascertain interest in a possible merging of students on a full-time basis.

The Superintendent will reach out to local districts about shared services and programs.

15.S2.04: The Plumsted Township School District will actively research and implement the hosting of for profit private athletic tournaments in soccer, field hockey, 7 on 7 football, basketball, wrestling, baseball, softball, lacrosse and track and field. Use of our facilities with provide alternative revenue streams.

The Superintendent and Supervisor of Athletics will work with the Board of Education to create policy and regulations that will protect the district legally while maximizing the rental revenue.

I5.S3 - To develop new long range facility plan and prepare for large capital projects, facility improvements and possible referendum.

I5.S3.01: The Plumsted Township School District will develop long range facility plan for capital projects and facility improvements that will be necessary to continue to maintain the infrastructure of the district, as well as enhance the district.

I5.S3.02: The Plumsted Township School District will prepare for the possible need for referendum as the district's debt service is concluded over the next 4 years.

The Warrior 2022 committee will be developed and begin meeting in the 2017-2018 school year to develop a five year long range plan and begin discussion about a possible referendum.

I5.S4 - To stay actively involved in local, state and federal issues concerning school funding. To continually look into opportunities to improve revenues and budgeting practices.

I5.S4.01: The Superintendent will continue to attend all conferences and meetings concerning NAFIS and 7002 funding over the next five years.

I5.S4.02: The Superintendent will continue to attend all state meeting concerning school funding over the next five years.

I5.S4.03: The Board of Education and the Superintendent must have quarterly Liaison Meetings with the Plumsted Town Council.

I5.S4.04: The Superintendent recommends joining the District Management Council which is an organization to help improve student outcomes, operational efficiency and resource allocation.

The Superintendent recommends full funding for personnel, infrastructure improvements, curricular needs, and training for all aspects of the Strategic Plan.