



Plumsted Township School District

Strategic Plan 2017-2022
Draft #1.5



Strategic Plan Key Initiatives

1. To Support Teaching and Learning
2. To Prepare Students for College and Careers
3. To Increase Community Engagement, Co-Curriculars and Involvement
4. To REBRAND the District. Attract, Retain and Increase Student Enrollment
5. To Sustain, Stabilize and Improve Finances, Facilities and Resources

Strategic Plan - Vision Statement

“Unleashing Unlimited Opportunities
Empowering One Warrior At A Time”

Strategic Plan - Mission Statement

The Plumsted Township School District shall inspire all students to realize their personal potential. A rich and challenging learning environment, in partnership with the community, will develop critical thinkers, lifelong learners and productive citizens in an emerging global society.

Strategic Plan - Strengths

Supportive safe community

School size/Class size

Synergy among teachers, administrators, parents and community

Human Capital (All levels)

Attractive, efficient school facilities

Parent Involvement

Technology for teaching and learning

Strategic Plan - Weaknesses

Declining enrollment

Growth opportunities (Township)

Staff turnover

Funding (Federal, State and Local)

Responding to uncertainty, inaccurate perceptions

Ethnic diversity

Limited curriculum

Strategic Plan - Opportunities

Improving relationships and connections with community, home and school

Educational Technology

Re-branding - academies, STEAM PK-12, Primary School, - tuition students

Expanding curricula - personalization, 21st century learning, globalization

District growth - regionalization

Develop alumni and community support group and involvement

Professional Development - student centered, data driven

Strategic Plan - Threats

Inadequate funding

Declining enrollment

Charters, Vouchers, Choice - competition for students

Loss of Impact Aid

Federal and State Mandates - instability

Maintaining educational technology

Staff turnover

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 development of all students

Initiative 1 - Strategies

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

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

I1.S1. - Outcomes

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

The Superintendent will create a Professional Efficacy Committee made up of Board of Education members, central office administrators, building administrators, teachers, students, parents and community members to develop hiring protocols for the district. This committee will work with the 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. - Outcomes

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

The Superintendent will work with the Professional Efficacy Committee to develop and recommend events and structures to honor effective teaching throughout the school year.

I1.S2. - Outcomes

I1.S2.01. - To research and apply a systematic approach to student assessment and data analysis to improve student achievement.

The Superintendent will charge the Curriculum and Instruction Directors to develop a district-level Data Team that will work with school-based Data Teams to improve understanding and use of data driven decision making. The Professional Learning Committee and building administration will train staff to develop common assessments, common rubrics, use data to adjust classroom lessons and develop ROI (Return on Instruction) analytics that provide evidence of improved student learning outcomes.

I1.S2. - Outcomes

I1.S2.02. -To develop an effective structure to research and evaluate student-centered activities 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 (in place) will work with the district Professional Learning Committee, high school and middle school staff to prioritize professional learning in student-centered learning. The Strategy Planning Team will implement the Summit Schools program and evaluate its' growth over the next five years

I1.S2. - Outcomes

I1.S2.03. - To provide effective horizontal and vertical articulation across the district to ensure consistency of academic experience and expectations.

The Superintendent will work with the Curriculum and Instruction Directors and building administrators to identify measurable student achievement goals in each grade and provide opportunities for articulation and collaboration in the creation of aligned common assessments and benchmark goals.

Initiative 2 - To Prepare Students for College and Careers

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

Initiative 2 - Strategies

S1. Decrease emphasis of “snap shot” standardized tests and move toward authentic measures and student-centered problem based learning. Increase opportunities for students to personalize interests and programs.

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

S3. 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.S1 - Outcomes

I2.S1.01. - To research and develop magnet academies in New Egypt High School in Engineering, Business, Law and Justice, Teaching and Video Publication.

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

These programs will be expanded over a four year cohort and evaluated each year. The first graduates will be from the Teaching Academy in 2020. Engineering, Business and Law and Justice will graduate in 2021. Video Publication in 2022.

I2.S1. - Outcomes

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.

The Superintendent will create a 21st Century Curriculum Committee made up of Board of Education members, central office administrators, building administrators, teachers, students, parents and community members to investigate and develop new opportunities for our students.

I2.S2. - Outcomes

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

The Superintendent will recommend the creation of the District Transition Coordinator position 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 requirements to attain the students goals.

I2.S2. - Outcomes

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.

Superintendent will form a Student Success Team made up of Guidance, CST, 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 Program)

I2.S3. - Outcomes

I2.S3.01. - To create and institute opportunities to highlight student successes and accomplishments.

The Superintendent will create the Warrior Broadcasting Network made up of Board of Education members, administrators, teachers, students, parents and community members to research and develop new and innovative methods to acknowledge student success. Programs will be put in place and evaluated yearly.

I2.S3. - Outcomes

I2.S3.02. - To develop strategies and opportunities for all students to develop coping skills and resilience. The Student Success Team and the Professional Learning Committee will train staff, students and parents to address the issues of failure, success and a positive mental attitude in preparation for all future endeavors.

The Superintendent will work with the Student Success Team, the Professional Learning Committee and District Transition Coordinator to research and develop the Plumsted Township GRIT curriculum PK-12

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 Coordinator, District School to Work Coordinator and building administrators to develop and implement plans to harness and enhance community and alumni expertise and engagement while improving opportunities for students to involve themselves in community, postsecondary and global partnerships.

Initiative 3 - Strategies

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

13.S2. - To develop a communication plan and other two - way communication strategies to enhance stakeholder communications.

13.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.S1 - Outcomes

I3.S1.01 - 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 - Outcomes

I3.S1.02 - To enhance our Senior Seminar program with local, 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.

I3.S2. - Outcomes

I3.S2.01. - To develop a new Communication Plan for the district that will include effective and sustainable communication between district, parents, community members and civic organizations.

The Superintendent will work with the Warrior Broadcasting Network(WBN) to improve overall communication. The recommendations of the WBN will become part of the Video Production Academy curriculum.

I3.S2. - Outcomes

I3.S2.02. - To expand and improve all methods of spoken and print communication with district stakeholders concerning all district issues.

The Warrior Broadcasting Network will investigate and recommend the most effective and innovative methods to the Superintendent for implementation by the district (i.e. new website, open Facebook and Twitter feeds, blogs, newsletters, WBN Warrior News, Robo-call, cell tower on district land to improve service and safety)

I3.S3. - Outcomes

I3.S3.01. - To develop relationships with schools in state, nationally and internationally to increase student to 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. - Outcomes

I3.S3.02. - 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 areas.

I3.S3. - Outcomes

I3.S3.03. - To enhance and formalize community/school programs that develop a link between the schools and community involving students and teaching them 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 entry. NEHS will coordinate the senior citizen luncheon and New Egypt Day entries. Building Administrators and teachers will form a committee to address all ideas and events.

I3.S4. - Outcomes

I3.S4.04 - 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, coaches clinics, in-season and summer camps for grades 2-8 students and the involvement of the high school athletes in the recreation programs must be standard operating procedure.

The Superintendent will work with the Supervisor of Athletic to create Job Descriptions that delineate the expectations of the high school coaches.

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, new programs, ubiquitous technology, innovative building utilization, partnerships and community involvement. To ensure that 90% of all 8th grade students attending New Egypt Middle School yearly, enroll in New Egypt High School.

Initiative 4 - Strategies

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

14.S2. -To develop and enhance the Multiple Disabled and Preschool programs in the Primary School to ensure that our students are provided the best early childhood education while providing the district with the opportunity to develop multiple income streams.

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

I4.S1. - Outcomes

I4.S1.01. To prioritize PK-5 literacy and develop the necessary strategies and interventions to ensure that all students will read on grade level by 3rd grade. To develop and implement a Pre-K -12 STEAM program to foster math and reasoning abilities. 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, Student Success Network, district and building administrators will evaluate the district re-branding through curricular improvements

I4.S1. - Outcomes

I4.S1.02. - Students will learn and demonstrate knowledge differently. Continue to improve and develop sustainable options for the ubiquitous technology in each school. K-5 will have in class computers, Grades 3-5 1:1 with Chromebooks, 6-8 will have a 12 month 1:1 with 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 Network, Professional Learning Committee, district and building administrators will evaluate the district re-branding through technological and pedagogical improvements

I4.S1. - Outcomes

I4.S1.03. - To research and develop magnet academies in New Egypt High School in Engineering, Business, Law and Justice, Teaching and Video Publication.

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

The Superintendent, the Board of Education, district and building administrators will evaluate the district re-branding through improved course offerings.

I4.S2. - Outcomes

I4.S2.01. - To research and develop a PK, Early Elementary and Upper 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 to provide an alternative source of funding.

The Superintendent will work with the Director of Special Services, Directors of Curriculum and Instruction and NEPS administration to research and develop this program.

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

14.S2. - Outcomes

14.S2.02. - To continue to enhance 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 to provide an alternative source of funding.

The Superintendent will work with the Director of Special Services, Directors of Curriculum and Instruction and NEPS administration to research and develop this program.

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

I4.S3. - Outcomes

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

The Superintendent will recommend the creation of the District Transition Coordinator position 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 requirements to attain the students goals.

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

14.S3. - Outcomes

14.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 Superintendent will form a Student Success Team made up of Guidance, CST, 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 Program)

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

14.S3. - Outcomes

14.S3.03. - To develop strategies and opportunities for all students to develop coping skills and resilience. The Student Success Team and the Professional Learning Committee will train staff, students and parents to address the issues of failure, success and a positive mental attitude in preparation for all future endeavors.

The Superintendent will work with the Student Success Team, the Professional Learning Committee and District Transition Coordinator to research and develop the Plumsted Township GRIT curriculum PK-12

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 year round while maintaining a forward looking focus on sustaining facilities, programs and finances. The district will continue to look for innovative and practical methods to develop multiple streams of revenue to maintain the quality of the “Warrior Experience” while recognizing our fiscal responsibility.

Initiative 5 - Strategies

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

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

15.S3. -To develop new long range facility plan to prepare for large capital projects and facility improvements.

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

I5.S1. - Outcomes

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 try to have the code changed allowing “Choice” districts to accept tuition students. The Superintendent, Business Administrator, Board of Education members, teachers, students and community members will form the Warrior 2022 Committee to discuss fiscal concerns and financial planning for the next five years.

I5.S1. - Outcomes

I5.S1.02 - To research and develop magnet academies in New Egypt High School in Engineering, Business, Law and Justice, Teaching and Video Publication.

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

The Superintendent recommends full funding for personnel, infrastructure improvements and curricular needs for all the academies in the Strategic Plan

I5.S1. - Outcomes

I5.S1.03. - To research and develop a PK, Early Elementary and Upper 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 to provide an alternative source of funding.

The Superintendent will work with the Director of Special Services, Directors of Curriculum and Instruction and NEPS administration to research and develop this program.

The Superintendent, Business Administrator and Board of Education will determine if the program is fiscally effective.

I5.S1. - Outcomes

I5.S1.04 - To continue to enhance 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 to provide an alternative source of funding.

The Superintendent will work with the Director of Special Services, Directors of Curriculum and Instruction and NEPS administration to research and develop this program.

The Superintendent, Business Administrator and Board of Education will determine if the program is fiscally effective.

I5.S2. - Outcomes

I5.S2.01 - To create Engineering/STEAM lab in New Egypt High School to house academy and future curricula (Computer Engineering, Robotics, Advanced Coding) Explore future academies to compete with outside districts.

The Superintendent recommends full funding for personnel, infrastructure improvements and curricular needs for all the academies in the Strategic Plan

The Superintendent, Business Administrator and Board of Education will determine if the program is fiscally effective.

I5.S2. - Outcomes

I5.S2.02 - To reassign Kindergarten and First Grade to the DGHW Elementary School for improvement of educational program and development of Multiple Handicapped Program and PreSchool Program at the Primary School.

The Superintendent recommends full funding for personnel, infrastructure improvements and curricular needs for the Primary School Programs in the Strategic Plan

The Superintendent, Business Administrator and Board of Education will determine if the program is fiscally effective.

I5.S2 - Outcomes

I5.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.

The Superintendent, Business Administrator and Board of Education will determine if this is fiscally effective.

15.S2. - Outcomes

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 will provide an additional income stream.

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.

The Superintendent, Business Administrator and Board of Education will determine if the program is fiscally effective.

I5.S3. - Outcomes

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

The Warrior 2022 Committee will begin meeting in the 17-18 school year to develop a five year long range plan

15.S4. - Outcomes

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

15.S4.02. - The Superintendent will continue to attend all state meetings and hearings concerning school funding over the next five years.

15.S4.03 - The Board of Education and the Superintendent must have quarterly Liaison Meetings with the Plumsted Township Council.

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