

PLEASANTVILLE PUBLIC SCHOOLS  
BOARD OF EDUCATION 2018 -2019

Home of the Greyhounds

# District's Strategic Plan

October 2018

# Superintendent/District Goals

## Goal 1 – Improve Student Achievement and the delivery of Instruction and Programs

Objective	Measurement	Stakeholders	Relevance	Owner	Assessment Timeline
Build capacity for all teachers through providing job-embedded professional development in English Language Arts instruction focusing on understanding and responding to complex literature, and informational text to increase student achievement.	PARCC Data State Benchmark Assessments Engage NY Module Assessments Pre and Post Test Data PD Schedules Teacher Evaluation Data for ELA Walkthrough Data	Superintendent, Directors, Building Principals Teachers Support Staff (Walk through teams)	Improve accountability and increase learning outcomes/ Student Achievement	Superintendent, C&I Educational Services, Building Principal, Department Heads, Leadership Teams	September 2018 - June 2019
Build capacity for all teachers through providing job-embedded professional development for instructional practices in writing to assist students' in their ability to express themselves clearly through the use of written language using the writing process to increase student achievement.	PARCC Data State Benchmark Assessments Engage NY Module Assessments Pre and Post Test Data PD Schedules Teacher Evaluation Data for ELA Walkthrough Data	Superintendent, Directors, Building Principals Teachers Support Staff (Walk through teams)	Improve accountability and increase learning outcomes/ Student Achievement	Superintendent, C&I Educational Services, Building Principal, Department Heads, Leadership Teams	September 2018 - June 2019
Build capacity for all teachers through job-embedded professional development to increase the use of mathematical models, reasoning, and application strategies in mathematics instruction to increase student achievement.	PARCC Data State Benchmark Assessments Engage NY Module Assessments Pre and Post Test Data PD Schedules Teacher Evaluation Data for Math Walkthrough Data	Superintendent, Directors, Building Principals Teachers Support Staff (Walk through	Improve accountability and increase learning outcomes/ Student Achievement	Superintendent, C&I Educational Services, Building Principal, Department Heads, Leadership	September 2018 - June 2019

		teams)		Teams	
Build capacity for teachers to implement and facilitate programs to increase college and career readiness through articulated and dual credit courses.					

**Goal 2 - Build Knowledge and Collaboration**

Objective	Measurement	Stakeholders	Relevance	Owner	Assessment Timeline
Preparing Teachers, Principals, Directors and Support Staff for Success by providing ongoing opportunities to increase knowledge of evaluation instruments and shared understanding of effective performance. Utilize all available resources effectively to support the creation of rigorous measurable SGO's. Increase data driven discussions utilizing edConnect as the resource for capturing data, identifying student achievement gaps and remedial instructional requirements. Articulate the NJDOE vision of effective performance on all levels.	Surveys following all Professional Development. Written communication to all staff and community. Evidence of meetings and associated agendas.	Superintendent, Directors, Building Principals Teachers Support Staff (Walk through teams)	Improve accountability and increase learning outcomes/ Student Achievement	Superintendent, C&I Educational Services, Building Principal, Department Heads, Leadership Teams	Assessed, September, December, March, June

Building Collaboration through school-based leadership and PLC activities, shared learning of evaluation data, provide Stakeholders with regular communications on evaluation issues.	Survey results, evidence of (SciP) meeting agendas, written communications, evaluation data, logs and other pertinent documentation.	(SciP) Team, Principal, Director of Educational Services	Improve accountability and increase learning outcomes/ Student Achievement	(SciP) Team, Principal, C&I Educational Services, Teachers	Assessed, September, December, March, June
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**Goal 3- Execute the Evaluation System Effectively**

Objective	Measurement	Stakeholders	Relevance	Owner	Assessment Timeline
Fulfilling the requirements of the Evaluation System by ensuring that all observations are completed with fidelity to meet District and State requirements pursuant to NJ Achieve, meet all evaluation deadlines, and regularly ensure that walkthroughs and subsequent feedback are provided to struggling teachers and other staff.	Schedule of observations, schedule of walkthroughs, signed observation reports.	Students, Parents, Teachers, Support Staff, Principals, Administrators, Directors, Superintendent, BOE	Improve accountability and increase learning outcomes/ Student Achievement.	Superintendent, C&I Educational Services, Building Principal, Department Heads, Leadership Teams	Ongoing

<p>Ensure that Feedback and Planning for Growth are implemented throughout the District. Make certain, observation reports and annual performance reports provide a satisfactory level of feedback aligned to components of evaluation rubrics. Identify trends in evaluations and student learning data to guide targeted Professional Development for Staff.</p>	<p>Observation reports, Performance Evaluation and State Data, Student Learning Data and a comprehensive list of Professional Development Activities along with documented evidence of attendance.</p>	<p>Students, Parents, Teachers, Principals, Administrators, Directors, Superintendent, BOE</p>	<p>Improve accountability and increase learning outcomes/ Student Achievement</p>	<p>Superintendent, C&amp;I Educational Services, Building Principal, Leadership Teams</p>	<p>Ongoing</p>
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<p>Assure High-Quality Student Growth Objectives (SGOs) to validate all teachers create rigorous, curriculum-aligned SGO's with specific methods of assessing achievement of goals. Record all SGOs, monitor and assess accurately.</p>	<p>Develop a rubric and associated score sheet which will serve as a potential measurement tool. This tool will be used by our internal assessment team that will conduct site visits and building walkthroughs.</p>	<p>Students, Parents, Teachers, Principals, Administrators, Directors, Superintendent, BOE</p>	<p>Improve accountability and increase learning outcomes/ Student Achievement</p>	<p>Superintendent, C&amp;I Educational Services, Building Principal, Department Heads, Leadership Teams, Teachers</p>	<p>Ongoing</p>
<p>Require that the budget planning and preparation process consist of a comprehensive, integrated discussion with all stakeholders to incorporate instructional priorities of the district and a focus on curricular improvements, student achievement and professional development and the ongoing update of technology infrastructure to accommodate 21st century learning.</p>	<p>Monthly reconciliation by school and departments. NO over expenditures and at the end of the year we are within our BOE and State approved budget.</p>	<p>Students, Parents, Teachers, Principals, Administrators, Directors, Superintendent, BOE</p>	<p>Student achievement Fiscal accountability</p>	<p>Superintendent, Business Administrator, C&amp;I Educational Services, Building Principal, Department Heads, Leadership Teams, Parent liaisons, Community Members, BOE</p>	<p>Ongoing</p>

**Goal 4- Improve School Climate and Physical Environment**

Objective	Measurement	Stakeholders	Relevance	Owner	Assessment Timeline
Establishing a school environment with a climate conducive to learning and a culture of high expectations.	Employee, student and parent surveys. Minutes/summary of climate committees and renaissance committees.	Superintendent, Principals, Directors Administrators Staff, Students, Parents	Increase learning outcomes	Superintendent, Leadership Teams, C&I Educational Services, Building Principal, Teachers, Support Staff Department Heads	Ongoing
Continue to provide adequate and appropriately maintained facilities to support teaching and learning.	Develop a rubric and associated score sheet which will serve as a potential measurement tool. This tool will be used by our internal assessment team that will conduct site visits and building walkthroughs. Review and monitor checklist and schooldude work orders.	Superintendent, Principals, Directors Administrators Staff, Students, Parents	Safe and secure Learning and Work environment.	Business Administrator, Facilities Department, Building Principal, Leadership Team, BOE	Ongoing

<p>Implement/update policies and programs that establish a safe, secure, supportive and disciplined school environment which supports teaching, learning and student achievement of high academic standards. Continue to enforce our bullying policies, training and programs.</p>	<p>Monitor bullying reports, and EVRS reports, discipline referrals. Student referral rosters to I&amp;RS and or RTI teams</p>	<p>Superintendent, Principals, Directors Administrators Staff, Students, Parents</p>	<p>Increase learning outcomes and reduce disciplinary issues.</p>	<p>Superintendent, Leadership Teams, C&amp;I Educational Services, Building Principal, Principal on Special Assignment (Safety)</p>	<p>Ongoing</p>
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<p>The district will provide support services that address academic, social and behavioral needs to support student success. The district will also provide support programs that support the health and well-being of students so they are able to participate in all the educational programs. Provide College and Career Readiness activities/programs K-12 and Health and Wellness Programs.</p>	<p>Rosters of student participation in co-curricular activities, student and parent surveys, interviews and focus groups.</p>	<p>Superintendent, Principals, Directors Administrators Staff, Students, Parents</p>	<p>Supports the health and well being of students and increase learning outcomes.</p>	<p>Superintendent, Leadership Teams, Guidance, C&amp;I Educational Services, Building Principal, Guidance</p>	<p>On-going</p>
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<p>Maintain sufficient management and Oversight controls to ensure safety and security of all students, staff and the entire school community.</p> <p>Continue to build upon the number of parents and community partnerships with the school District through family involvement, school volunteers, college/university partnerships, parent nights and other activities. Improve the effectiveness of communications to parent and community stakeholders via electronic newsletters, website, and monthly messages from Superintendent, PTAs, and community meetings. Monitor and evaluate digital information regarding the same.</p>	<p>Partnerships, MOU, Sign in Sheets, BOE resolutions, workshops, newsletters,</p>	<p>BOE, Superintendent, Principals, Directors Administrators Staff, Students, Parents Community Members Parent Liaisons</p>	<p>Safe and secure learning /working environment. Effective family and community engagement, increasing academic focus and communication to families and community.</p>	<p>Superintendent, Leadership Teams, Security, Principal on Special Assignment (Safety), Building Principal, Parent Liaisons, Community Members</p>	<p>Ongoing</p>
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**Goal 5- Innovation: Identify, recruit and support diverse, high quality delivery of Twenty-First Century Systems for K-12 education throughout our schools and communities.**

Objective	Measurement	Stakeholders	Relevance	Owner	Assessment Timeline
The district recruits, retains and professionally develops the highly qualified and appropriately licensed individuals to support student achievement pursuant to Title 18 A Implementation of an orientation and induction program for new and beginning staff, mentoring program to support and retain staff. Implement a new interviewing process throughout the District for hiring of instructional staff. Reinforce the importance of time and attendance in support of improved learning outcomes.	Website, career fairs, feedback forms for orientation and the Hiring/on-board Process.	Superintendent, Principals, Directors Administrators Staff, Students, Parents	Highly qualified workforce	Superintendent, Human Resources, C&I Educational Services, Building Principal, Leadership Teams	Ongoing
Implementation of district wide professional learning plan and Professional Learning Communities (PLC).	End of year PLC data, plan and summaries.	Teachers, Principals, Administrators	Student Achievement	Superintendent, Business Administrator, C&I Educational, Principals, Teachers, Staff	Monthly
Support and implement innovative, high quality 21 <sup>st</sup> century systems including STEM initiative, update infrastructure, implement college and career readiness programs that incorporate technology.	BOE agenda, MOU, School sponsored activities.	Superintendent, Principals, Directors Administrators Staff, Students, Parents	Student Achievement, College and Career Readiness	Superintendent, Business Administrator, Leadership Teams, C&I Educational Services,	Monthly

				<b>Building Principal, Department Heads, Teachers</b>	
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<p>Provide high quality researched based Professional Development Programs that increase staff competency and delivery.</p>	<p>Evaluation of District PD plan by the NJDOE, Participant sign in sheets, feedback surveys.</p>	<p>Superintendent, Principals, Directors Administrators Staff, Teachers Students, Parents, Parent Liaisons</p>	<p>Safe and secure learning/working environment. Standards-based and academic focus and communication to families and community.</p>	<p>Superintendent, C&amp;I Educational Services, Business Administrator, Building Principal, Department Heads</p>	<p>Ongoing</p>
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