

YEAR 1 STRATEGIC PLAN OVERVIEW

Forward 2021

“In Pursuit of Excellence”



GOAL 1: Provide professional development opportunities to address the instructional needs of staff and students

Objectives:

- Align professional development to student performance data and staff professional needs.
- Provide opportunities for teacher collaboration and articulation between grade levels and content areas.
- Provide staff with training and resources to implement New Jersey Student Learning Standard 8.1 Educational Technology: All students will use digital tools to access, manage, evaluate, and synthesize information in order to solve problems individually and collaborate and to create and communicate knowledge.
- Provide training and resources to address classroom behavior management.

Goal 1 Completed Activities:	Lead Team Members:	Update:
Review grade distribution to help identify patterns of student performance.	Principals, Instructional Supervisor, District C&I	Revision of grade categories and weights for 2019-2020.
Survey staff to determine professional needs.	Instructional Supervisor PD Committee	PBSIS survey to MS staff - Fall of 2017, Fall 2018, PD Committee Survey Spring 2019. PD Plan approved May 2019.
Analyze and discuss evaluation and observation data.	Superintendent, Principal, Instructional Supervisor, DEAC	Instructional Team Meeting, DEAC Meeting February and June 2019.
Select a new leadership evaluation form.	Superintendent, Principals, Instructional Supervisor	Admin. Team attended Workshop on 7/11/18. Administrators trained on 8/14/18. Adopted and Implemented new evaluation for 2018-2019 school year
Select a new assessment platform.	Superintendent, Principals, Instructional Supervisor, District C&I	Link It! pilot January to June 2019. Link It! purchased for 2019-2020.
Create a schedule to conduct Learning Walks in each building.	Superintendent, Principals, Instructional Supervisor	Staff will be permitted and encouraged to visit and "C" the instruction in other classrooms. Learning Walks 2.0
Update District Technology Plan	Superintendent, Instructional Supervisor, Technology Coach, Technology Coordinator	Technology Literacy Plan approved in June 2019

Goal 1 Completed Activities:	Lead Team Members:	Update:
Create a schedule for technology staff to be housed in elementary school two or more days a week.	Superintendent, BA, Technology Coordinator	Beginning with 2018-2019 School Year tech staff will be housed at ES 2x a week, Tuesday & Thursday. In the Fall 2018 the location of Technology offices were changed to be more accessible to staff and students.
Collect and review data to determine areas of deficiency in classroom and behavior management that can be addressed through professional development.	Principals, Instructional Supervisor, PD Committee.	Discipline data collected monthly for Universal Intervention Team (PBSIS) meetings and interventions created.
Teachers will discuss and select specific strategies to implement in their individual classrooms, grade levels, and/or departments. Implement a positive behavior support system in the Middle School and ensure teacher consistency and effectiveness.	Principals, Instructional Supervisor, PD Committee.	Universal Intervention system implemented in middle school 2018-2019, plans for 2nd and 3rd tier middle school interventions for 2019-2020
Develop and implement a schedule for vertical articulation meetings.	Principals, Instructional Supervisor	Department and Grade Level Meetings, C&I Meetings DEAC Meetings I&RS Meetings 5th and 6th grade articulation (June 2019) Move Up Meetings-Simmons Elementary

GOAL 2: Address students' academic and career goals in addition to supporting their personal and social needs

Objectives:

- Develop vocational Career and Technical (CTE) programs and partnership opportunities for identified students.
- Develop academic programs to support both high achieving and struggling students.
- Expand electives (co-curricular and curricular) offerings at all levels.
- Create a digital literacy curriculum that is aligned to NJSLS with a focus of digital safety/ethics.
- Implement a character education program focused on respect, responsibility, kindness, and citizenship.

Goal 2 Completed Activities:	Lead Team Members:	Update:
Conduct survey(s) to determine student interests and aptitudes for vocational programs.	HS Principals, Guidance Supervisor	Guidance Naviance Lessons 2018-2019 school year, middle school student survey for Career Day March 2019, High School juniors and seniors signed up for careers of interest for Career Day. Student Council Survey.
Needs assessment on current offerings.	HS Principals, Guidance Supervisor	Surveyed staff and student council and updated Course Catalog accordingly. Senior survey through Naviance.
Expand, support and implement online courses.	HS Principals, Guidance Supervisor	Online courses offered grades 10 through 12, dual credit online courses offered through RCGC
Analyze current curricula and lesson plans for integration of digital literacy.	Principals, Instructional Supervisor	Digital literacy plan adopted June 2019 Staff documentation of digital literacy in lesson plans.

Goal 2 Completed Activities:	Lead Team Members:	Update:
Create and/or adapt a digital literacy curriculum that supports the SAMR model.	Principals, Instructional Supervisor	Digital literacy plan adopted June 2019
Focus early on basic computer skills.	Principals, Instructional Supervisor	Computer Literacy instructor covering a wide-variety skills K-5 Kindergarten students will learn features of online testing platform in computer classes 2019-2020. Digital literacy plan adopted June 2019.
Embed digital ethics throughout K-12 curriculum.	Principals, Instructional Supervisor	Digital literacy plan adopted June 2019. Updated code of conduct.
Establish school based wellness and discipline teams.	Principals, Guidance Department	2018-2019 Wellness Grant. MS & ES PBSIS Committees. HS Discipline Committee.

GOAL 3: Provide technology to staff and students to support curriculum and programs to increase student achievement.


Objectives:

- Increase 1:1 device opportunities throughout district. (HS- Provide 1:1 laptops for all students; MS- Provide 1:1 device to all students; ES- Increase 1:1 opportunities in classrooms; Staff- Provide staff with appropriate 1:1 technology that aligns with the device their students use.
- Analyze current technology infrastructure and assess needs to best support new devices.
- Provide secure and reliable network services while still allowing staff and students to access necessary tools and resources.

Goal 3 Completed Activities:	Lead Team Members:	Update:
Expand 1:1 distribution iPads to MS students (grades 6-8)	Superintendent, BA, Technology Coordinator	2019-2020 budget includes 1:1 iPads for 6th and 7th grade.
Review current cyber security firewall policies and make changes based on need without compromising security.	Superintendent, Technology Coordinator	Upgraded UTM Firewalls and enabled stronger DLP, IPS, sandbox virus/malware scan, geofilter. Implemented password compliance policies for all staff network accounts.
Unannounced online security drills.	Technology Coordinator	Running phishing test within October/November (10/26/2018). Test ran in November, out of 266 recipients only 5.6% clicked and are "Phish Prone" Phishing test will continue to run in 2019-2020 school year.
Update and develop a new replacement cycle plan for all devices.	Technology Coordinator	Assessed 2019-2020 expirations and will push back those replacements a year, they are still functioning optimally.

GOAL 4: Foster a healthy, safe, and supportive learning environment for all staff and students.

Objectives:

- Determine safety and security priorities.
 - Update the long range facilities plan to determine priorities and needs to improve district efficiencies and promote Green initiatives.
 - Identify ways to maximize the quality of appearance of our facilities
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Goal 4 Completed Activities:	Lead Team Members:	Update:
Establish district safety security team meeting dates.	Superintendent, School Safety Specialist, Facilities Supervisor, Principals	Safety and Security Teams meet a minimum of 3x a year.
Security audit to establish safety needs and priorities.	Superintendent, School Safety Specialist, Facilities Supervisor, Principals, Clayton PD	Completed November 2018
Complete current safety projects.	Superintendent, BA, Facilities Supervisor	Completed and upgrade of all security cameras at all three schools. Visitor Management system 2019-2020. Improved Security at all entrance ways at all district buildings. Created 3D Mapping of district buildings. Hired SRO. Added Amber light warning system.
Hire SRO for each school building.	Superintendent, BA	Hired SRO in March 2019. Anticipate a second SRO November 2020.
Conduct a demographic study to determine the need for increasing classroom space to accommodate upcoming student populations.	Superintendent, BA	Completed June 2019.

Goal 4 Completed Activities:	Lead Team Members:	Update:
Implement a summer work schedule that will help conserve energy use and reduce energy costs.	Superintendent, BA	Implemented a flexible summer work Schedule- Summer 2018
Implement print/copy limitations to support green initiatives.	Superintendent, BA, Technology Coordinator	Limits implemented October 2018. Limits have worked, we did not receive any overages chargers from Ricoh for 2018-2019 school year.
Provide annual training for all maintenance and custodial staff.	Facilities Coordinator	Annually in fall.
Implement a structured & efficient summer staff schedule	Superintendent, BA	Implemented a flexible summer work Schedule- Summer 2018

GOAL 5: Foster positive community relations through active engagement and effective communication.

Objectives:

- Provide educational programs for adults and parents in the community.
- Communication strategy with local business owners and civic leaders.
- Grant opportunities (local, state, federal) to support District community programs.
- Strengthen relationships between alumni and the District.

Goal 5 Completed Activities:	Lead Team Members:	Update:
Market the Clayton Performing Arts Center.	Superintendent, Special Projects Coordinator	<p>Included promotion for the Clayton PAC in the District Newsletter, The Anchor (Issue 9, Fall 2018)</p> <p>Clayton Ed Foundation discussed use of PAC Center for upcoming fundraiser event October 2018</p> <p>New District Logo/Seal</p> <p>Uniform split "C" logo used by all schools</p> <p>Created Website for PAC</p>
Use website and social media to celebrate alumni achievements.	Superintendent, Special Projects Coordinator	Facebook post promoting alumnus, Included Alumni Spotlight in District Newsletter, <u>The Anchor</u> (Issue 9, Fall 2018).
Apply for grants that support district/community programs.	Superintendent, BA, Special Projects Coordinator	<p>Applied and received WSCC 4-year grant from NJ Dept. of Health (up to \$15,000, total.)</p> <p>Applied for and received Pascale Sykes Foundation Grant renewal Y6 in the amount of \$215,242.50</p> <p>Applied for and received NJDOE 21st CCLC Grant renewal Y5 in the amount of \$250,000</p> <p>Applied for and received a \$4000 Play Unified Grant through Special Olympics</p> <p>Applied for and received \$8,000 Sustainable NJ Grant (refilling station) 10/25</p> <p>Applied for and received Power Save Schools Grant (NJ Alliance & SJ Gas) for Clayton High School \$1000 12/2018</p> <p>Applied for and received Power Save Schools Grant (NJ Alliance & SJ Gas) for Clayton Middle School \$1000 12/2018</p> <p>CCC Presentation to County and State representatives to support sustainability efforts of the CCC 10/26</p> <p>Applied for \$19,000 Snapdragon Grant to support updating book supplies for District libraries</p> <p>Applied for \$37,500 AEOP Grant to support STEM education initiative.</p> <p>Applied for \$12,500 Lincoln Investment grant funds to support a HS/MS garden gazebo project. 4/2/2019</p>