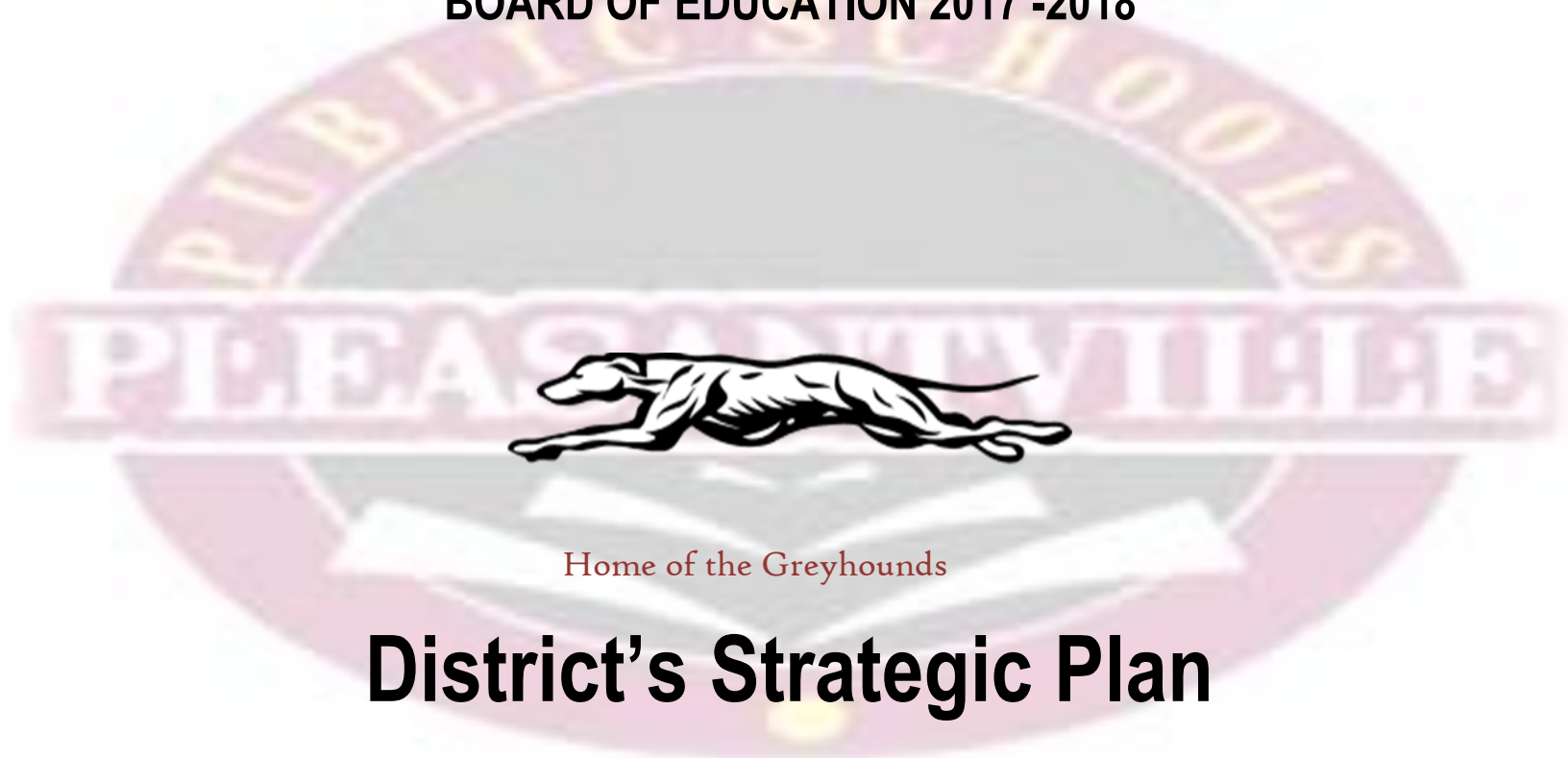


**PLEASANTVILLE PUBLIC SCHOOLS  
BOARD OF EDUCATION 2017 -2018**



**District's Strategic Plan**

**May 16, 2017**

**Superintendent/District Goals**

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

Objective	Measurement	Stakeholders	Relevance	Owner	Assessment Timeline
<p>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.</p>	<p>PARCC data state benchmark assessments district benchmark assessments achieve data/literacy programs pre and post test data PD schedules teacher evaluation data for ELA walkthrough data</p>	<p>Superintendent, directors, building principals, teachers, support staff, walkthrough teams</p>	<p>Improve accountability and increase learning outcomes/ student achievement</p>	<p>Curriculum &amp; Instruction (C&amp;I) educational services/ academic coaches, building principals, department heads</p>	<p>September 2017 - June 2018</p>
<p>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.</p>	<p>PARCC Data state benchmark assessments district benchmark assessments literacy programs writing rubrics pre and post test data PD schedules teacher evaluation data for ELA walkthrough data</p>	<p>Superintendent, directors, building principals, teachers, support staff, walkthrough teams</p>	<p>Improve accountability and increase learning outcomes/ student achievement</p>	<p>C&amp;I educational services/ academic coaches, building principals, department heads</p>	<p>September 2017 - June 2018</p>

<p>Build capacity for all teachers through job-embedded professional development to increase the use of mathematical models, reasoning, and application strategies in mathematical instruction to increase student achievement.</p>	<p>PARCC Data state benchmark assessments district benchmark assessments math programs pre and post test data PD schedules teacher evaluation data for math walkthrough data</p>	<p>Superintendent, directors, building principals, teachers, support staff, walkthrough teams</p>	<p>Improve accountability and increase learning outcomes/ student achievement</p>	<p>C&amp;I educational services/ academic coaches, building principal, department heads</p>	<p>September 2017 - June 2018</p>
<p>Build capacity for teachers to implement and facilitate college and career readiness programs (e.g., AVID, articulated and dual credit courses) to increase college and career readiness.</p>	<p>PARCC data state benchmark assessments district benchmark assessments math/literacy programs enrollment</p>	<p>Superintendent, directors, building principals, teachers</p>	<p>Improve student preparation for college and career readiness</p>	<p>C&amp;I educational services/ academic coaches, building principal, department heads</p>	<p>September 2017 - June 2018</p>

## Goal 2 - Building Knowledge and Collaboration

Objective	Measurement	Stakeholders	Relevance	Owner	Assessment Timeline
<p>Increase data driven discussions during professional learning communities utilizing all available data including edConnect as the resource for capturing data, identifying student achievement gaps, and remedial instructional requirements.</p>	<p>PARCC data state benchmark assessments district benchmark assessments math/literacy programs pre and post test data student information systems instructional improvement system</p>	<p>Directors, building principals/ administrators, teachers</p>	<p>Improve accountability and increase learning outcomes/ student achievement</p>	<p>C&amp;I educational services/ academic coaches, building principal, department heads</p>	<p>September 2017- June 2018</p>
<p>Building collaboration through School Improvement Panel (SciP) activities, shared learning of evaluation data. Provide stakeholders with regular communications on evaluation issues.</p>	<p>Survey results, evidence of (SciP) meeting agendas, written communications, evaluation data, logs and other pertinent documentation</p>	<p>(SciP) team, principal, director of educational services, academic coaches</p>	<p>Improve accountability and increase learning outcomes/ student achievement</p>	<p>(SciP) team, principal, C&amp;I educational services/ academic coaches</p>	<p>Ongoing</p>

**Goal 3- Executing the Evaluation System Effectively**

Objective	Measurement	Stakeholders	Relevance	Owner	Assessment Timeline
<p>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.</p>	<p>Schedule of observations, schedule of walkthroughs, signed observation reports.</p>	<p>Teachers, principals, administrators, directors</p>	<p>Improve accountability and increase learning outcomes/ student achievement.</p>	<p>C&amp;I educational services/ academic coaches, building principal, department heads</p>	<p>Ongoing</p>
<p>Ensure that feedback and planning for growth are implemented throughout the district. Make certain that 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>Teachers, principals, administrators, directors</p>	<p>Improve accountability and increase learning outcomes/ student achievement</p>	<p>C&amp;I educational services/ academic coaches, building principal, department heads</p>	<p>Ongoing</p>

<p>Assure High-Quality Student Growth Objectives (SGO's). All teachers will create rigorous, curriculum-aligned SGO's with specific methods of assessing achievement of goals aligned to Achieve NJ guidelines. Monitor, assess, and record all SGOs 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>Teachers, principals, administrators, directors</p>	<p>Improve accountability and increase learning outcomes/ student achievement</p>	<p>C&amp;I educational services/ academic coaches, building principal, department heads</p>	<p>Ongoing</p>
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**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. Student information systems/positive behavior support systems in schools (PBSIS).	Superintendent, principals, directors administrators staff, teachers, students, parents	Increase learning outcomes	C&I educational services/ academic coaches, building principal, 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 7.6 checklist and school work orders.	Superintendent, principals, directors administrators staff, teachers, students, parents	Safe and secure learning and work environment.	C&I educational services/ academic coaches, building principal, department heads	Ongoing
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.	Monitor bullying reports, EVVRS reports and discipline referrals. Student referral rosters to I&RS and/or RTI teams. Student information systems/positive behavior support systems in schools (PBSIS).	Superintendent, principals, directors administrators staff, teachers, students, parents	Increase learning outcomes and reduce disciplinary issues.	C&I educational services/ academic coaches, building principal, department heads	Ongoing

<p>The district will provide services that address academic, social, and behavioral needs to support student success. The district will also provide programs that support the emotional health and well-being of students so they are able to participate in all educational programs. Provide college and career readiness activities/programs (e.g., AVID, articulated/dual college credit courses), health and wellness programs for grades K-12.</p>	<p>Rosters of student participation in co-curricular activities, student and parent surveys, interviews and focus groups.</p>	<p>Superintendent, principals, directors, administrators, students, parents</p>	<p>Supports the health and well-being of students and increase learning outcomes.</p>	<p>C&amp;I educational services/ academic coaches, building principal, department heads</p>	<p>Ongoing</p>
<p>Maintain sufficient management and oversight controls to ensure safety and security of all students, staff and the entire school community. Continue to build upon the number of parents and community partnerships with the school district through PTOs, 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 messages from superintendent, Channel 2, PTAs, and town hall meetings.</p>	<p>Partnerships, MOU, sign in sheets, BOE resolutions, workshops, newsletters</p>	<p>BOE, superintendent, principals, directors administrators staff, students, parents, community outreach</p>	<p>Safe and secure learning /working environment. Effective family and community engagement, increasing academic focus and communication to families and community.</p>	<p>C&amp;I educational services/ academic coaches, building principal, department heads community outreach</p>	<p>Ongoing</p>



**Goal 5- Innovation:** Identify, recruit and support diverse, high quality delivery of 21<sup>st</sup>. Century Systems for K-12 education throughout our schools and communities.

Objective	Measurement	Stakeholders	Relevance	Owner	Assessment Timeline
<p>Require that the budget planning and preparation process consist of a comprehensive, integrated discussion with all stakeholders. Budget planning will incorporate instructional priorities of the district with a focus on curricular improvements, student achievement, and professional development. Continue to update the technology infrastructure to accommodate 21st century learning.</p>	<p>Monthly reconciliation by school and departments. The district will be within the BOE and state approved budget.</p>	<p>Students, parents, teachers, principals, administrators, directors, superintendent, BOE, community members</p>	<p>Student achievement fiscal accountability</p>	<p>C&amp;I educational services/ academic coaches, building principal, department heads</p>	<p>Ongoing</p>
<p>The district recruits, retains, and professionally develops highly qualified and appropriately licensed individuals to support student achievement pursuant to Title 18A. Continue to support new staff through an orientation and mentoring program to retain staff. Continue to evolve the interviewing process throughout the district for hiring of instructional staff. Reinforce the importance of time and attendance in support of improved learning outcomes.</p>	<p>Website, career fairs, feedback forms for orientation and the hiring/on-board process.</p>	<p>Superintendent, principals, directors, administrators, human resources, teachers, staff, students, parents</p>	<p>Highly qualified workforce</p>	<p>C&amp;I educational services/ academic coaches, building principals, administrators, human resources, directors</p>	<p>Ongoing</p>

Implementation of district wide professional development plan and professional learning communities (PLC).	End of year data, plan and summaries of the PLCs and district professional development survey.	Teachers, principals, administrators, academic coaches	Student achievement	C&I educational services/ academic coaches	Ongoing
Implement high quality 21 <sup>st</sup> century systems to support STEAM/Next Generation Science Standards (NGSS) initiatives using updated infrastructure that incorporates technology.	BOE agenda, MOU, school sponsored activities.	Superintendent, principals, directors, administrators staff, students, parents	Student achievement, college and career readiness	C&I educational services/ academic coaches, building principal, department heads	Ongoing
Provide high quality researched based professional development programs that increase staff competency and delivery of instruction.	Evaluation of district PD plan by the NJDOE, professional development schedules, participant sign-in sheets, feedback surveys.	Superintendent, principals, directors administrators staff, teachers students, parents, community outreach	Safe and secure learning/working environment. Effective family and community engagement, increasing academic focus and communication to families and community.	C&I educational services/ academic coaches, building principal, department heads, community outreach	Ongoing