

# STRATEGIC PLANNING GOALS ACTION PLAN

Strategic Planning Goal #1: Whole Student Growth (Academic Achievement/Future Ready)

Objective 1.1: To ensure a learning environment that enables growth academically, socially, emotionally, behaviorally and physically and prepares students to be healthy, productive citizens in a Future Ready world.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1.Promote Positive Digital Citizenship	-All Staff Grades 2-8 -Building Level Admin.	-Second Step -Overcoming Obstacles at WDMS -SRAO's	September, 2017 →	-Increase staff and student awareness of good digital citizenship -Use of devices -Understanding the law (Grades 6-8) -Increased parent awareness of dangerous sites/apps
2.Review District's Use of Problem/Project Based Learning through STEAM	District Level Curriculum Committee (Supervisor of C&I) Staff STEAM Staff	-Staff release time -Presenters -Workshops	September, 2017- June, 2018	-Establishment of STEAM Review Committee -Review of meeting minutes -Recommendations of STEAM Committee -Participation in professional development supporting the implementation of PBL through STEAM and across content areas -Determine viability of implementing Future Ready N.J. framework
3.Explore and Secure Funding to Continue the District's Pre-School Program	-Supervisor of Early Childhood Education -Admin. Team -CSA/BA -Staff -Community	-Attendance at workshops -Second ballot question -Pursue grant opportunities	September 2017-2019	-Attendance at workshops/seminars -Continue meetings with Early Childhood Advisory Council -Correspondence with Legislators -Secure funding for program continuation
4.Implement STEAM Committee Recommendations and Implementation of Future Ready New Jersey Framework	Appropriate Teaching Staff and Supervisor of C&I -District Leadership	-As defined in STEAM Review -Future Ready Committee Attendance	September, 2018- June, 2020	-Evidence of implementation of STEAM Committee recommendations -Use of the Framework to identify strengths/weaknesses in each school/district

	<ul style="list-style-type: none"> <li>-Building Administration</li> <li>-Parents/Community</li> <li>-Students</li> <li>-Future Ready Committee</li> </ul>	<ul style="list-style-type: none"> <li>-Committee Agenda/Minutes</li> <li>-Attendance at Future Ready sponsored professional development, webinars, etc...</li> <li>-Exploration and/or visitations to other Future Ready certified schools in NJ</li> </ul>		-Preparation of Future Ready New Jersey certification submission for the District/Schools
5. Review District Wide Student Reporting Process	<ul style="list-style-type: none"> <li>Staff (including special education representation and preschool)</li> <li>Administration</li> <li>Data Specialist</li> </ul>	<ul style="list-style-type: none"> <li>-Staff to attend meetings to review report card</li> <li>-Attendance at workshops</li> <li>- Research/explore reporting processes used in like districts</li> </ul>	September, 2018- June, 2019	<ul style="list-style-type: none"> <li>-Establishment of Student Reporting Process Review Committee</li> <li>-Review of meeting minutes</li> <li>-Recommendations of Report Card Committee</li> </ul>
6. Implement Student Data Collections/Monitoring System	<ul style="list-style-type: none"> <li>Pilot Teachers</li> <li>Building Level Admin.</li> <li>Supervisor of C&amp;I</li> <li>Technology Coord.</li> <li>Data Specialist</li> </ul>	<ul style="list-style-type: none"> <li>-Link-It!</li> <li>-Staff Training</li> <li>-Student Data</li> <li>-Staff Meeting time to review program, data, etc.</li> <li>Genesis</li> </ul>	September, 2017- June, 2020	<ul style="list-style-type: none"> <li>-Pilot of Link-It 2017-2018</li> <li>-Expanded use of Link-It 2018-2019</li> <li>-District wide implementation of Link-It – September, 2019</li> <li>-Expanded data integration from Genesis</li> </ul>
7. Improve Student/Staff Physical and Mental health Through Increases use of Physical Movement/Activities, Mindfulness Strategies, Nutrition, and Enhanced Mechanisms	<ul style="list-style-type: none"> <li>All staff</li> <li>Supervisor of Food Services</li> <li>Physical Education Staff</li> <li>Health Teachers</li> </ul>	<ul style="list-style-type: none"> <li>-Training in incorporating physical activities in academic setting</li> <li>-Training in mindfulness and coping mechanisms</li> <li>Training in Kinesthetic learning</li> </ul>	September, 2017- Ongoing	<ul style="list-style-type: none"> <li>-Evidence of implementation</li> <li>-Lesson plans, PLC's Grade level meeting review observations</li> <li>-Increase of healthy food choices</li> <li>-Increased utilization of observed coping strategies</li> </ul>

		<ul style="list-style-type: none"><li>-Attend AtlantiCare Steering Committee meeting for wellness</li><li>-Training in nutrition</li></ul>		
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# STRATEGIC PLANNING GOALS ACTION PLAN

Strategic Planning Goal #1: Whole Student Growth (Mental/Physical Health)

Objective 1.2: To ensure a learning environment that enables growth academically, socially, emotionally, behaviorally and physically and prepares students to be healthy, productive citizens in a Future Ready world.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1.Implement PBIS District Wide	All Staff	<ul style="list-style-type: none"> <li>-Participation in state cohort (3 years)</li> <li>-Training</li> <li>-Workshops</li> <li>-PBIS Resource Materials</li> <li>-Presenters</li> <li>-Funding via Title I</li> <li>- Funding for incentives</li> <li>-Genesis reporting</li> </ul>	September, 2017	<ul style="list-style-type: none"> <li>-Year 1 – Evidence of PBIS Training Development of Universal Teams</li> <li>Begin relationship with NJPBSIS Coach</li> <li>First Year Cohort Training Attendance</li> <li>-Year 2 – Evidence of PBIS Training &amp; Implementation</li> <li>Implementation level as determined by NJPBSIS Coach</li> <li>-Year 3 – Evidence of PBIS Training &amp; Implementation and evidence of PBIS Practice altering staff and student behavior</li> <li>Implementation as determined by NJPBSIS Coach</li> </ul>
2. Continued Implementation of Social Emotional Learning Programs (i.e. 2 <sup>nd</sup> Step, Overcoming Obstacles, Lifelines, etc. Increased use of Physical Movement/Activities, Mindfulness Strategies, etc.)	All Staff	<ul style="list-style-type: none"> <li>-In-District training</li> <li>-Staff attendance at workshops</li> <li>On-line trainings via Committee for Children</li> <li>-Training in mindfulness</li> <li>-Attend AtlantiCare Steering Committee meeting for Wellness</li> </ul>	September, 2017	<ul style="list-style-type: none"> <li>-Evidence of full implementation</li> <li>-Lesson plans, PLC's, Grade Level meeting Reviews, informal observations by administration</li> <li>-Evidence of Staff Buy-In (Survey)</li> <li>-Evidence of Student Buy-In (Survey)</li> <li>-Parent survey</li> <li>-Parent training to increase shared language</li> </ul>

3.Expanded Lifelines Training for all middle school students	Staff Grades 6-8	-In-District training -Staff attendance at workshops	September, 2017	-Year 1 – Evidence of continued Lifelines training -Year 2 – Evidence of Lifelines implementation -Year 3 – Evidence of Lifelines Altering Student Behavior
4.Expand Mental Health First Aid Training  -Youth -Adult	Staff & Admin. Grades Pre-K-8	-In-District Training -Workshops -Presenters -Funding for needed materials	September, 2017	-Increase number of staff trained in mental health first aid - youth and adult -Documentation of staff who attend -Year 1- Evidence of training provided in-district 2017 -Year 2- Evidence of continued opportunities for staff training 2018 -Year 3- Evidence of Staff Buy-in (survey) 2019
5.Expand Understanding of ACES	All Staff	-Film “Resilience” -Staff Training -Workshop attendance -Presenter / Funding	September, 2017 - June 2018	-Evidence of District wide PD of “ACES” -Staff discussions of ACES in PLC’s, staff meetings, Grade Level meetings, etc. -Establish a working understanding of ACES in the school wide language of student behavior, climate and culture.
6. Explore and Secure possible funding for Life Space Crisis Intervention Training	-Supervisor of Special Projects	-Release time to attend train the trainer program -Funding for train the trainer program -Release time and funding for substitutes to release staff to attend training	September, 2017 - June, 2018	-Evidence of attendance at training

# STRATEGIC PLANNING GOALS ACTION PLAN

Strategic Planning Goal #2: Positive and Productive School Climate & Culture

Objective 1.1: To improve interaction between all district stakeholders to enhance school climate and culture

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1."Coffee with Admin"	Certified Staff/Admin. Team	-Coffee -Staff release time	Fall and Spring	-Attendance logs -Notes of Meetings -Identified areas needing improvement -Annual reporting on areas/initiatives addressed
2. Increase teacher to student connection through the enhancement of school climate and culture.	All Staff	-PD on approaches to a healthy workplace environment -PD to support the Student Preparation cohorts for true implementation of mentoring and student relationships -FISH	September, 2017 - June 2018	-Roll out of the "Fish" Philosophy -Grade level discussions on improving climate and culture -Review climate via survey -Increase in creative solutions to improved climate and culture
3. Staff and Parent Survey on Climate and Culture	All Staff All Parents	-Survey tools -Google forms -Consultant	Spring, 2018	-Implementation of Survey -Analysis of Survey data to improve climate/culture and programs district wide.
4. Student Survey on Climate and Culture	Students Grades 5-8	-Survey tools -Google forms -Consultant	Spring, 2018	-Implementation of Survey -Analysis of Survey data to improve climate/culture and programs district wide.

<p>5. Celebrate and Embrace the Strength of the Diversity of Hamilton Township</p>	<p>All Stakeholders</p>	<ul style="list-style-type: none"> <li>-Workshops</li> <li>-Presentations</li> <li>-Diversity Training</li> <li>-Allocations of funds to enhance awareness of cultural diversity</li> <li>-Consultants</li> <li>-Tour of township</li> </ul>	<p>Fall, 2017 – on going</p>	<ul style="list-style-type: none"> <li>-Understanding poverty and its effect on students in Hamilton Township</li> <li>-Events focused on highlighting the strengths of the diversity of Hamilton Township</li> <li>-Enhance culturally diverse recruitment/hiring practices.</li> <li>-Improve collaboration between district and Township Committee</li> </ul>
<p>6. Conduct a Referendum and complete Subsequent Building Projects to Enhance the Physical Plant</p>	<p>Board of Education All Staff Community CSA/BA</p>	<ul style="list-style-type: none"> <li>-Marketing firm to promote referendum</li> <li>-Establish ballot vote</li> </ul>	<p>January-March, 2018</p>	<ul style="list-style-type: none"> <li>-Define scope of building projects</li> <li>-Review of proposed projects with staff and community.</li> <li>-Ballot questions regarding referendum</li> <li>-Building Walkthroughs</li> </ul>
<p>7. Begin Phase 1 of Referendum Construction Project</p> <p>Can we add the projects that we intend to complete?</p>	<p>Board of Education CSA/BA Admin. Team Appropriate Staff</p>	<ul style="list-style-type: none"> <li>-Board appropriations</li> </ul>	<p>June, 2018-August, 2019</p>	<ul style="list-style-type: none"> <li>-Completed Projects as defined in Bond referendum</li> <li>-Punch List Items Reviewed</li> </ul>

# STRATEGIC PLANNING GOALS ACTION PLAN

Strategic Planning Goal #3: Innovating Parent and Community Engagement

Objective 1.1: Meet the community where they are in order to increase parent and community engagement through innovative initiatives.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1.Utilize Technology to Enhance Communication and Transparency	BOE Technology Coord. Data Specialist Administration Staff	-School Messenger (phones, email, text, social media integration)  -Website  -Social Media	September, 2017 →	-Enhanced school web pages -Update district web page -Monitor and consistently update school/district level social media sites daily. -Other innovative medium (i.e. YouTube, Remind, School Messenger Text/Email... -Utilization of creative practices to engage parents and meet families where they are
2.Celebrate and Embrace the Strengths of the Diversity of Hamilton Township	BOE Administration Staff	-Workshops -Presenters/Consultants -Community Members	Fall, 2017-ongoing	-Evidence of expanding diverse hiring practices. -Events focused on highlighting the strengths of the diversity of Hamilton Township -Enhance culturally diverse recruitment/hiring practices
3.Plan Meaningful Community Events	All Staff -CED Director	-Funds to plan, promote, and attract the community to attend  -CED department	September, 2017 →	-Completed community events – e.g., web safety, mental health information programs, enhanced school to family practices -Worked collaboratively with community organizations
4. Increase in-district capacity to deliver the Strengthening Families Program (SFP)	Supervisor of Special Projects  Trained SFP Facilitators  SFP Site Coordinator	-Training - Workshops  - Funds to plan, promote attract, and maintain family attendance in the program	September, 2017 - June, 2018	-Evidence of Facilitator Training in the Strengthening Families Program -End of program parent survey -Record of Family attendance



5.Solicit Feedback from School Community on a more Frequent Basis	BOE Administration Staff Community Members	-Staff, parent and student surveys via Google forms - informal coffee clutches/coffee with community -Attend open meetings of Township entities	Spring, 2018	-Implementation of surveys -Analysis of survey data to enhance parent and community engagement - minutes/participation logs from coffee clutches/coffee with community -Increased collaboration with Township Board, Committees and Stakeholders
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## STRATEGIC PLANNING GOALS ACTION PLAN

Strategic Planning Goal #4: Finance

Objective 1.1: We, the Hamilton Township School District, will develop a culture of continuous improvement of maximizing resources to provide the best services possible to the Hamilton Township School District Community.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1.Create New and Improve Existing In-House Programs to Provide the LRE to all Hamilton Township School District Students	Supervisor of CST CST Administration Staff	-Staffing and programing to provide in-house Special Education services -Training for staff in programs -Training for all staff in LRE	September, 2017 →	-Establish/Improve SE programs that offer the LRE to Hamilton Township School District students whose FTE needs can be met in-house.
2.Develop a “Think Tank” to Research and Analyze Grant Opportunities	Administration Certificated Staff	-Staff and Administration - internet/web -higher educational institutions	January, 2018 →	-Establishment of Think Tank -Meeting minutes -Selected Grants for consideration -Grant applications -Utilization of creative funding options
3.Explore Shared Services and Review In-House Departments and Programs for Cost Savings	BOE BA Administration Team	- current infrastructure -other school districts -consortiums	January, 2018 →	-Recommendations for cost savings in district -Structured annual review for shared services and cost savings.
4.Explore Energy Efficiency and Potential Sources for Energy Savings	BOE BA Administration Team -Facility Director	-ESIP Review	September, 2017 →	-Completed ESIP review -Identified projects for energy savings -Completed energy savings projects