Sayreville Strategic Plan

2023-2027

Created: September 2023

Introduction

In an effort to plan for future growth and further enhance the educational programs offered to the students of the Sayreville Public Schools, educational community stakeholders participated in a strategic planning effort to organize district efforts to best meet our students' needs. This was a voluntary and collaborative effort, where participants selected areas of interest in one of the following five domains: Student Achievement, Technology and Security, Finance and Business Operation, Facilities and Grounds, and Culture and Climate, and leveraged district data to create goals in those areas on September 30, 2023. The product of this endeavor is contained within.

STUDENT ACHIEVEMENT:

Goal # 1: Accelerate learning for students in Pre-K through 12th grade through the development of critical thinking and problem-solving skills so as to enhance their abilities to meet the ever-changing future global environments as productive and self-sufficient citizens.

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1.Create problem-based learning assignments and opportunities for students to demonstrate solutions to relevant issues within age-appropriate grade levels.	-Directors of C&I -Supervisors -Principal -Teachers	September 2023- September 2027	Research on problem-based learning Funding Assessment Data Ongoing and sustainable PD for staff	Curriculum revisions Teacher observation data Teacher feedback Administrator feedback -Parent feedback -Student assessment results	
2. Infuse and increase literacy and mathematics performance requirements across all content areas.	-Directors of C&I -Supervisors -Principal -Teachers	September 2023- September 2027	Research on increasing student literacy and math performance by infusing both in all content areas Funding Assessment Data Ongoing and sustainable PD for staff	Curriculum revisions Teacher observation data Teacher feedback Administrator feedback- Parent feedback Student assessment results	
3. Increase formative writing assessment opportunities across the curriculum for all students as well as implement a district wide summative assessment focusing on the writing standards for the New Jersey Student Learning Standards in grades 3-12.	-Directors of C&I -Supervisors -Principal -Teachers	September 2023- September 2027	Research on best practices in promoting growth in student writers. Funding Assessment Data Ongoing and sustainable PD for staff	Curriculum revisions Teacher observation data Teacher feedback Administrator feedback- Parent feedback Student assessment results	
4.Implement a district wide K-12 Coding Curriculum.	-Directors of C&I -Supervisors -Principal -Teachers	September 2023- September 2027	Curriculum	New and revised curriculum guides	

5.Provide on-going and multi-tiered professional development for all staff.	-Director of special Projects -Director of HR and PD -Directors of C&I -Supervisors -Principal -Teachers	2023-2027	Funding	In-service day feedback Workshop feedback Survey data	
6. Infuse opportunities to advance student proficiency of the New Jersey Student Leaning Standards related to conducting and reporting research as well as speaking and presenting findings across content areas for appropriate grade levels.	-Asst. Super -District Curriculum Com. -Directors of C&I -Supervisors	2023-2027	Curriculum writing	Feedback form Lesson Plans and class observations	

Goal # 2: Implement strategies for accelerating learning for students with disabilities and the growing population of multilingual learners.

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1. Identify the academic support areas needed for MLL and students with disabilities.	-Asst. Superintendent -Directors of C&I -Director of Special Projects -Supervisors -Principal -Teachers	June 2024	Student assessment data Teacher feedback Parent feedback Survey data	Student assessment data Documentation of academic support areas	
2. Align Curriculum to address multi-tiers for student support.	-Asst. Superintendent -Directors of C&I -Director of Special Projects	September 2025	Funding Curriculum	Revised curriculum	

		-Supervisors -Teachers				
3.	To the maximum extent, educate MLL and students with disabilities in the general education classroom.	-Asst. Superintendent -Directors of C&I -Supervisors -Principal -CST -Teachers	September 2024- 2027		Student enrollment and placement data Student assessment data	
4.	Implement research proven programs, strategies, resources, and materials that align with the curriculum and meet the learning needs of MLL and students with disabilities.	-Asst. Superintendent -Directors of C&I -Director of Special Projects -Supervisors -Principal -Teachers	September 2024-2027	Funding Research	Student assessment data Documentation of research proven programs, strategies, resources, and materials	
5.	Provide ongoing PD for instructional staff that provide support services for MLL and students with disabilities.	-Asst. Superintendent -Directors of C&I -Director of Special Projects -Supervisors -Principal -Teachers	September 2024-2027	Funding Staff feedback Parent feedback Survey data	Workshops that provide effective support services for MLL and students with disabilities	
6.	Provide ongoing PD for RTI Committee Members regarding MTSS and develop building specific MTSS intervention guidelines and suggestions to be used in developing student plans	-Asst. Superintendent -Director of Special Projects -Principal -RTI Committee Members -RTI Team Members in each building	September 2023-September 2024	Funding Research	Intervention Pyramid Documentation of research and PD	

Goal # 3: Investigate, coordinate, and align college and career pathways for seamless transition from Middle School to High School.
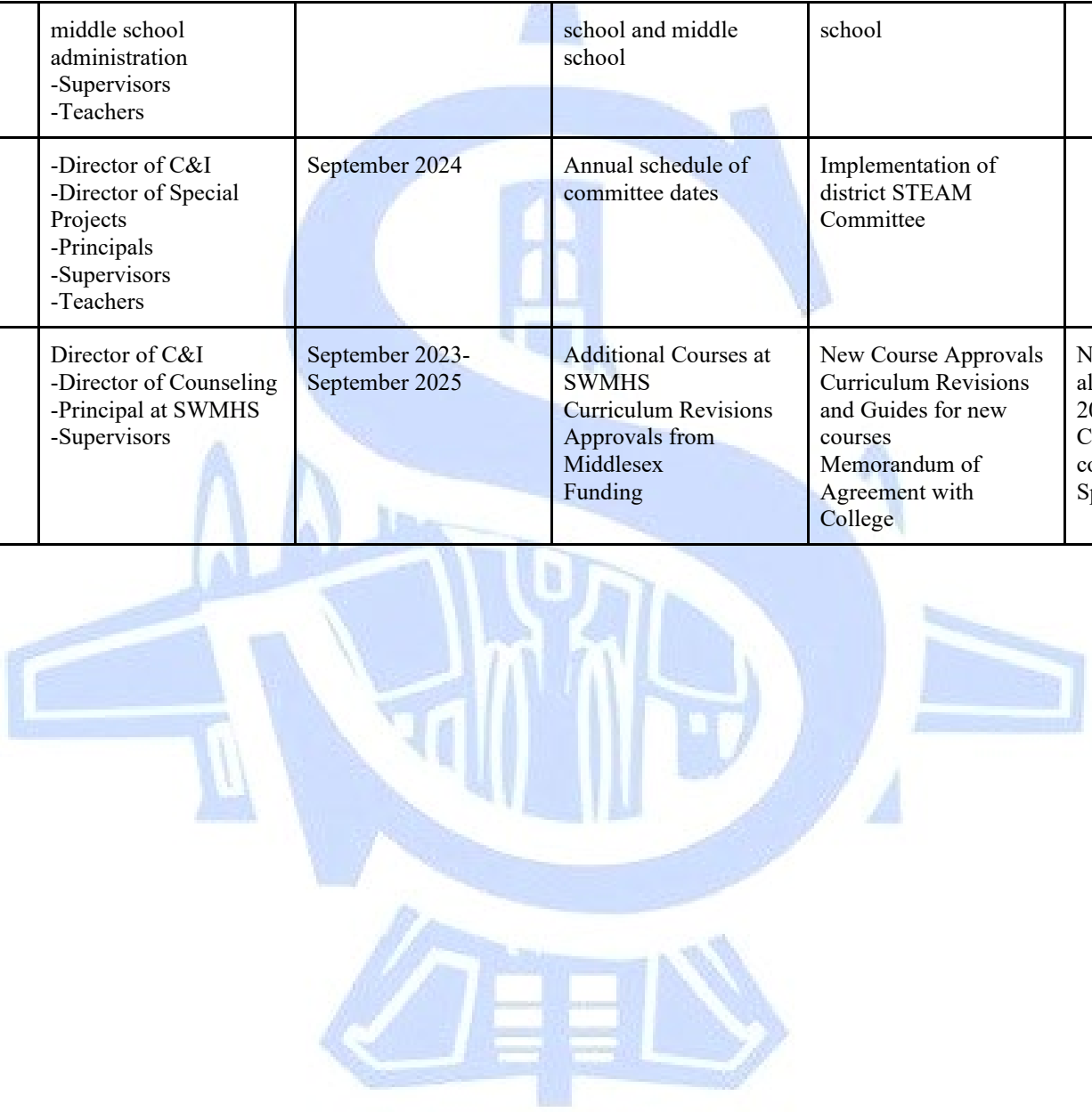
ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1.Create a committee to engage middle school students gauging their career interests and pathways.	-Director of C&I -Director of School Counseling Services -Director of Special Projects -Supervisors -Middle school Principal -Middle school teachers	June 2025	Administrators Teachers Students Parents	Identification of committee members	
2. Visit like districts that have created specialized academies in the middle school that meet student interest.	-Director of C&I -Director of School Counseling Services -Director of Special Projects -Supervisors -Middle school Principal -Middle school teachers	September of 2025	Funding Release time Sample school districts	School district visits	
3. Develop pilot two (2) middle school academies that are of student interest	-Director of C&I -Director of School Counseling Services -Director of Special Projects -Supervisors -Middle school Principal -Middle school teachers	September of 2026	Funding Academy descriptions	Implementation of two middle school academies	
4. Identify instructional staff members to lead and facilitate seamless	-Director of C&I	September of 2027		Identification of middle school academy leaders	

transition of the middle school academies.	-Director of School Counseling Services -Director of Special Projects -Supervisors -Middle school Principal -Middle school teachers				

Goal # 4: Increase academic opportunities beyond the school day for all students.

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1.Increase academic clubs & co-curricular opportunities at the middle school and high school.	-Director of C&I -Director of Special Projects -High school and middle school administration -Supervisors -Teachers	September 2024-September 2027	Schedule	Additional academic clubs & co-curricular opportunities at the middle school and high school	
2. Explore the replacement of recess with clubs and co-curricular activities for students in grades 7-8.	-Director of C&I -Director of Special Projects -Middle school administration -Supervisors -Middle school teachers	September 2024 – September 2025	Schedule	Schedule of clubs and co-curricular activities for students in grades 7-8	
3. Increase participation in academic competitions and challenges at the middle school and high school.	-Director of C&I -Director of Special Projects -High school and		Listing and schedule of existing academic competitions and challenges at the high	Implementation of new academic competitions and challenges at the high school and middle	

	middle school administration -Supervisors -Teachers		school and middle school	school	
4. Develop a District STEAM Committee.	-Director of C&I -Director of Special Projects -Principals -Supervisors -Teachers	September 2024	Annual schedule of committee dates	Implementation of district STEAM Committee	
5. Initiate and implement an early college experience for students in grades 10-12	Director of C&I -Director of Counseling -Principal at SWMHS -Supervisors	September 2023- September 2025	Additional Courses at SWMHS Curriculum Revisions Approvals from Middlesex Funding	New Course Approvals Curriculum Revisions and Guides for new courses Memorandum of Agreement with College	Needs assessment of current MOA and alignment of degree requirements (Fall 2023) Curriculum Approvals for existing courses (Theatre, ENG IV, Public Speaking) Fall 2023

TECHNOLOGY & SECURITY

Goal # 1: Sayreville staff and students will receive continuous training for the safe, legal and ethical behaviors to use information and technology.

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1.Create, update, and disseminate policies and procedures for staff regarding technology use.	-Asst. Superintendent -Director of Technology -Supervisor of Technology -Directors of C&I -Principals -Teachers	January 2024	Best practices for policies and procedures for staff technology usage	New and updated policies and procedures for staff	
2.Create, update, and disseminate rules and procedures in student handbooks regarding technology use.	-Asst. Superintendent -Director of Technology -Supervisor of Technology -Principals -Teachers	September 2024	Best practices for rules and procedures for student technology usage	Student handbook updates with revised and new rules and procedures for student technology usage	
3. Organize and facilitate family and community workshops on acceptable use of technology.	-Asst. Superintendent -Director of Technology -Supervisor of Technology -Directors of C&I -Director of Special Projects -Principals -Teachers	June 2025	Parent University Best practices for rules and procedures for student technology usage	Parent University workshops on acceptable use of technology by students	
4. Ensure all students have equitable access to technology.	-Asst. Superintendent -Director of Technology	September 2024	Household pre-project survey data	Household post-project survey data	

	-Supervisor of Technology -Principals		Funding		

Goal # 2: Digital tools and common applications will be used effectively and constructively.

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1.Utilize the district technology committee to review and recommend tools and applications to ensure compatibility.	-Asst. Superintendent -Director of Technology -Supervisor of Technology	January 2024	Technology Committee	Technology Committee Recommendation in meeting follow-ups	
2. Plan and attend site visits to other districts by the district technology committee to ascertain user feedback.	-Asst. Superintendent -Director of Technology -Supervisor of Technology	June 2024	Technology Committee	Approved visits to other districts	
3. Expand virtual and/or augmented reality instructional programming in grades 6-8, 9-12, and K-3 across the curriculum.	-Asst. Superintendent -Director of Technology -Supervisor of Technology -Director of Special Projects Directors of C&I Principals Teachers	September 2024 – September 2027	Funding AR/VR Software and hardware	Revised curriculum Purchased software and hardware Instruction observations	
4. Construct and install an ESport Lab in the media center at the high school and middle school.	-Asst. Superintendent -Director of Technology -Supervisor of Technology -Director of Athletics -Director of Facilities -High school and	September 2025- September of 2027	Funding Architect	Opening of Esports Labs	

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
	middle school principals				
5. Staff a part-time Technology Integration Facilitator in each school..	-Asst. Superintendent -Director of Technology -Supervisor of Technology -Director of HR	September of 2025 – September 2027	Funding for stipends Job description	BOE appointment of staff for Technology Integration Facilitator stipend positions	
6.Utilize staff and district technology committee feedback to organize training for staff and students.	-Asst. Superintendent -Director of Technology -Supervisor of Technology -Director of Special Projects	September 2024	Technology Committee Staff PD and training feedback	Technology Committee Recommendation in meeting follow-ups New staff PD and training	
7. Survey staff to determine levels of expertise of staff to determine a multitier PD program.	-Asst. Superintendent -Director of Technology -Supervisor of Technology -Director of Special Projects	September 2027	Surveys	Multitier PD program	

Goal # 3 - Develop next generation school safety and security, including cyber security protocols.

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1.Complete a comprehensive review of District Safety Plan and Security Staffing.	-Asst. Superintendent -School Safety and Security Specialist -Director of Facilities Supervisor of B&G -BOE School Safety and Security Committee -District Facilities	June 2025	Staff, parent, and student feedback -BOE School Safety and Security Committee -District Facilities Committee NJDOE NJ State Police	Revised District Safety and Emergency Management Plan	

	Committee -Director of HR		MC Sherrif Sayreville PD NJ Homeland Security		
2. Provide ongoing training & support for the development and implementation of research proven effective security protocols, strategies, and resources in all district schools.	Asst. Superintendent -School Safety and Security Specialist -Director of Facilities Supervisor of B&G -Director of HR -Director of Special Projects	September 2024-September 2027	BOE School Safety and Security Committee District Facilities Committee Staff, parent, and student feedback -BOE School Safety and Security Committee -District Facilities Committee NJDOE NJ State Police MC Sherrif Sayreville PD NJ Homeland Security	School safety and security training sessions	
3 Fortify physical and digital technology infrastructures.	-Asst. Superintendent -Director of Technology -Supervisor of Technology	September 2024-September 2027	Funding NJDOE NJ State Police FBI Private vendors	Timely upgrading of technology infrastructure.	
4. Identifying and maintaining technology hardware and software life cycles.	-Asst. Superintendent -Director of Technology -Supervisor of Technology	September 2024-September 2027	Funding Hardware and software	Timely replacement of hardware and software	

FINANCE & BUSINESS OPERATIONS

Goal # 1: Secure funding for existing and future projects and initiatives.

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1. Secure funding to finish the carport and rooftop solar panel projects at the high school.	Business Administrator	January 2025	Funding Architect Engineer	BOE approval	
2. Secure funding to purchase the remaining 54 seat passenger buses and minibuses needed for the district to perform 100% of bus routes in-district.	Business Administrator Director of Trans.	September 2024	Funding	BOE approval	
3. Secure funding to renovate the current bus garage for the purpose of transforming it into a Buildings and Grounds Complex.	Business Administrator Director of Facilities Supervisor of B&G	September 2024	Funding Architect Engineer	BOE approval	

Goal # 2:- Maximize local state and federal funding to accelerate the learning of economically disadvantaged, MLL, students with disabilities, and students with social and emotional challenges.

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1. Secure local and grant funding to continue to pay for Tier 2 and 3 mental health services.	Business Administrator Assistant Superintendent	May 2024	ESS Rutgers Behavioral Health	Tier 2 and 3 mental health services contract	
2. Audit IDEA budget and programs to maximize reimbursable costs.	Business Administrator Assistant	June 2024	IDEA budget history	IDEA Budget	

	Superintendent				
3. Audit SEMI budget and programs to maximize reimbursable costs.	Business Administrator Assistant Superintendent	June 2025	SEMI submission history	SEMI submission	
4. Create Building level Lunch App completion message campaign.	Business Administrator Director of Food Services	June 2025	Sample lunch apps	Building level Lunch App implementation	
6. Investigate systems that enhance lunch and co-curricular fee collection services.	Business Administrator Assistant Superintendent Director of Food Services Principals	September 2024-September 2027	Sample systems that enhance lunch and co-curricular fee collection services	Implementation of systems that enhance lunch and co-curricular fee collection services	
7. Secure a payment method for parents to pay fees and fines with credit cards.	Business Administrator Assistant Superintendent Director of Food Services Principals	June 2025	Sample payment methods for parents to pay fees and fines with credit cards	Implementation of a payment method for parents to pay fees and fines with credit cards	
8. Investigate opportunities to share greater services with the municipal govt.	Business Administrator Assistant Superintendents Directors	September 2024-September 2027	Borough BA Borough Council Mayor	Shared services agreement with the Borough	
9. Develop a local business support marketing strategy.	Business Administrator Assistant Superintendents Directors	September 2025-September 2027	Other school districts with local business support marketing strategies	Local business support marketing strategy	

Goal # 3 - Analyze opportunities to create enterprise funds and reserve accounts.

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1. Create Community Adult School.	-Business Administrator -Directors of C&I -Director of Special - Projects -Director of HR	September 2024- September 2027	Funding Staff Samples of other district Adult School programs	Implementation of an Adult School	
2. Monetize Sayreville PD programs to include other districts.	-Business Administrator -Directors of C&I -Director of Special - Projects -Director of HR	September 2024- September 2027	Interested school districts	BOE approval to allow other districts to participate in district PD	
3. Create a transportation program that maximizes utilization, sells open seats to parents, and contracts with other districts to perform services.	-Business Administrator -Director of Transportation	September 2024 – September 2027	Buses Staff Interested parents Interested school districts	Transportation contracts with parents and other school districts	
4. Maximize electronic, facilities, and school bus advertising.	-Business Administrator -Asst. Superintendent -Director of Technology -Director of Transportation -Director of Facilities -Principals	September 2024 – September 2027	School Revenue Partners Local and regional businesses Side Effect	Increase in advertising revenue	
5. Maximize facility use and rental opportunities for business and community organizations.	-Business Administrator -Director of Facilities -Principals	September 2024 – September 2027	Facilities Interested patrons	Increase in facility usage revenue	
6. Maximize special needs tuition programming by contracting with other school districts.	-Business Administrator -Asst. Superintendent -Principals	September 2024 – September 2027	Interested school districts	Increase in educational programming tuition revenue	

FACILITIES & GROUNDS

Goal # 1: The District will work with contracted professionals to ensure that all facilities improvement projects in the current Long Range Facilities Plan are completed on time and on budget

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1. Complete the site development of a new transportation complex on Cheesequake Road.	Business Administrator Director of Facilities Supervisor of B&G	September 2024	Architect Engineer Contractor	Site developed	
2, Complete the building for the new transportation complex on Cheesequake Road.	Business Administrator Director of Facilities Supervisor of B&G	January 2025	Architect Engineer Contractor	Building CO	
3. Complete Facility Improvement Referendum Bid Projects 1-3 and 6.	Business Administrator Director of Facilities Supervisor of B&G	September 2024.	Architect Engineer Contractor	Project Completion Certificate	
4. Complete Facility Improvement Referendum Bid Projects 4-5 and 7.	Business Administrator Director of Facilities Supervisor of B&G	September 2025	Architect Engineer Contractor	Project Completion Certificate	
5. Finish the carport and rooftop solar panel projects at the high school.	Business Administrator Director of Facilities Supervisor of B&G	January 2025	Architect Engineer Contractor	Project Completion Certificate	
6. Transform the current bus garage into a Buildings and Grounds Complex.	Business Administrator Director of Facilities Supervisor of B&G	September 2024	Architect Engineer Contractor	Project Completion Certificate	
7. Drainage remediation and refurbishment SWMHS Stadium, including the installation of a new gate concessions stand.	Business Administrator Director of Facilities Supervisor of B&G	September 2027	Architect Engineer Contractor Funding	Project Completion Certificate	

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
8. Parking expansions at SMS and the Eisenhower School.	Business Administrator Director of Facilities Supervisor of B&G	September 2028	Architect Engineer Contractor Funding	Project Completion Certificate	

Goal # 2: The District will create a FIVE YEAR FACILITY ENERGY EFFICIENCY PLAN to address the short, middle, and long term maintenance issues

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1. Utilize energy saving program providers (different than ESIP) to do a comprehensive analysis of energy and utility usage.	Business Administrator Director of Facilities Supervisor of B&G	June 2025	Utility providers Energy and utility usage data	Analysis of annual energy and utility use	
2. Procure services of an engineering team and architect to create a high priority energy efficiency maintenance plan.	Business Administrator Director of Facilities Supervisor of B&G	June 2026	Engineer and architect Funding	High priority energy efficiency maintenance plan	
3. Develop and implement FIVE YEAR FACILITY ENERGY EFFICIENCY PLAN.	Business Administrator Director of Facilities Supervisor of B&G	June 2027	N/A	FIVE YEAR FACILITY ENERGY EFFICIENCY PLAN	

Goal # 3: The District will analyze maintenance and grounds requests efficiencies

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1. Examine software products to enhance and track work orders.	Assist. Superintendent Business Administrator Director of Facilities Supervisor of B&G Director of Technology	June 2025	Software products Other school districts Funding	Selected work order software	
2. Create a priority maintenance plan.	Business Administrator Director of Facilities Supervisor of B&G	June 2026	Sample building maintenance plans Best practices in school district building maintenance	Building maintenance plan	
3. Create a Grounds enhancement plan.	Business Administrator Director of Facilities Supervisor of B&G	June 2027	Sample grounds enhancement plans Best practices in school district grounds enhancement	Grounds enhancement plan	

CLIMATE & CULTURE

Goal # 1: Develop and implement a Recruitment Plan for diversification of staff and to expand hiring opportunities for staff.

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1. Research and develop multiple measures to evaluate the qualifications of applicants.	-Director of HR -Coordinator of Personnel	June 2024	Best practices in recruiting staff	Draft of measures to evaluate applicants	
2. Build relationships between the district and teacher preparation programs such as alternative teacher preparation programs.	-Superintendent -Director of HR	June 2025	Colleges and universities	Partnerships with teacher preparation programs	
3. Use data to forecast staffing needs and to determine who is underrepresented.	-Director of HR -Coordinator of Personnel	June 2026	Frontline Recruiting and Central	Report of underrepresented staff in specific assignments	
4. Develop strategies for recruitment within the district (e.g. student teachers, field observers, etc.)	-Director of HR -Coordinator of Personnel	June 2027	Administration Frontline Recruiting and Central	Strategies for recruitment within the district	

Goal # 2: Employ a wide array of events, opportunities and communication methodologies to connect parents/families with district schools.

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1. Review current parent/family engagement events; analyze attendance patterns.	-Director of DE&I -Directors of C&I -Director of Special	September 2024-September 2025	Family engagement and student attendance data	Analysis and conclusions of parent engagement and student	

	Projects -Principals			attendance.	
2. Create a list of possible topics; survey parents/families for interest.	-Director of DE&I -Directors of C&I -Director of Special Projects -Principals	September 2024- Septmber 2027	Sample surveys	Parent/Family Involvement Survey	
3. Share relevant, beneficial information with families in support of student, school, and district goals.	-Director of DE&I -Directors of C&I -Director of Special Projects -Principals	September 2024- September 2027	Relevant and beneficial information for parents	Documentation of relevant, beneficial information shared with parents and families	
4. Increase parent/family participation in our schools to share their time, talents and expertise (e.g. expand opportunities for volunteerism).	-Director of DE&I -Directors of C&I -Director of Special - Projects -Principals -PTOs and parent involvement and support organizations	September 2024- September 2027	Current parent involvement and participation data	Increase in parent/family participation in school involvement and engagement activities	

Goal # 3 Increase consistency across district schools in order to build equity and culturally responsive student discipline practices.

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1. Annually survey students at each school to ascertain safety considerations and concerns.	Asst, Superintendent -Director of DE&I -Directors of C&I	June 2024 – June 2027	Sample surveys	Survey results	

	-Director of Special - Projects -Principals -Vice Principals				
2. Research effective restorative practices.	-Assist. Superintendent -Director of DE&I -Directors of C&I -Director of Special - Projects -Principals -Vice Principals -Teachers	September 2024- September 2027	Best practices in student restorative justice practices	Best practices for restorative justice	
3. Ongoing curriculum review cycles should include a cultural awareness analysis.	-Director of DE&I -Directors of C&I -Director of Special - Projects	September 2024 – September 2027	Current curriculum Research on cultural awareness Curriculum from other school districts	New and revised curriculum guides with cultural awareness units	
4. Provide continuous student awareness training on Harassment, Intimidation and Bullying (prevention and consequences).	-HIB Coordinator -Director of DE&I -Principals Athletic Director -HIB Specialists	September 2024 – September 2027	Current student awareness training on Harassment, Intimidation and Bullying	Implementation of new and/or updated student awareness training on Harassment, Intimidation and Bullying	

GOAL # 4 Reduce student behaviors that result in code of conduct and HIB infractions and corrective actions, as well as crisis intervention and passive restraint, by developing and implementing a district-wide social emotional learning (SEL) system of support.

ACTION STEPS	PERSON(S)/ GROUP(S) RESPONSIBLE	TIMELINE FOR COMPLETION	RESOURCES NEEDED	INDICATORS OF SUCCESS	STATUS
1. Identify research-based social and emotional development programs, strategies, and resources effective in diverse and large educational settings.	-Asst. Superintendent -Director of School Counseling -Directors of C&I -Director of Special Projects -Principals -Vice Principals -Supervisors of Special Education -Behaviorist -Mental health clinicians -CST -School counselors -Teachers	September 2024-September 2027	Research-based social and emotional development programs, strategies, and resources Funding ESS Rutgers Behavioral Health	Implementation of research-based social and emotional development programs, strategies, and resources	
2. Provide professional learning, resources and collaboration time for staff such as behaviorists, school counselors, and child study team members to learn research-based techniques to address mental health in public schools setting.	-Asst. Superintendent -Director of School Counseling -Principals	September 2024-September 2027	Relevant schedules Relevant professional learning resources	Increase in professional learning, resources and collaboration time	
3. Provide professional development and training for staff on the value and importance of implementation of strong	-Asst. Superintendent -Director of School Counseling	September 2024-September 2027	Professional development and training schedules	Increase in professional development	

evidence based SEL programs.	Director of HR -Director of Special Projects -Principals			and training for staff on the value and importance of implementation of strong evidence based SEL programs	
4. Annually survey students at each school to ascertain their usage, knowledge, and understanding of available services.	-Asst. Superintendent -Director of School Counseling Director of HR -Director of Special Projects -Principals	September 2024-September 2027	Student surveys	Survey data demonstrating an increase in usage, knowledge, and understanding of available services	
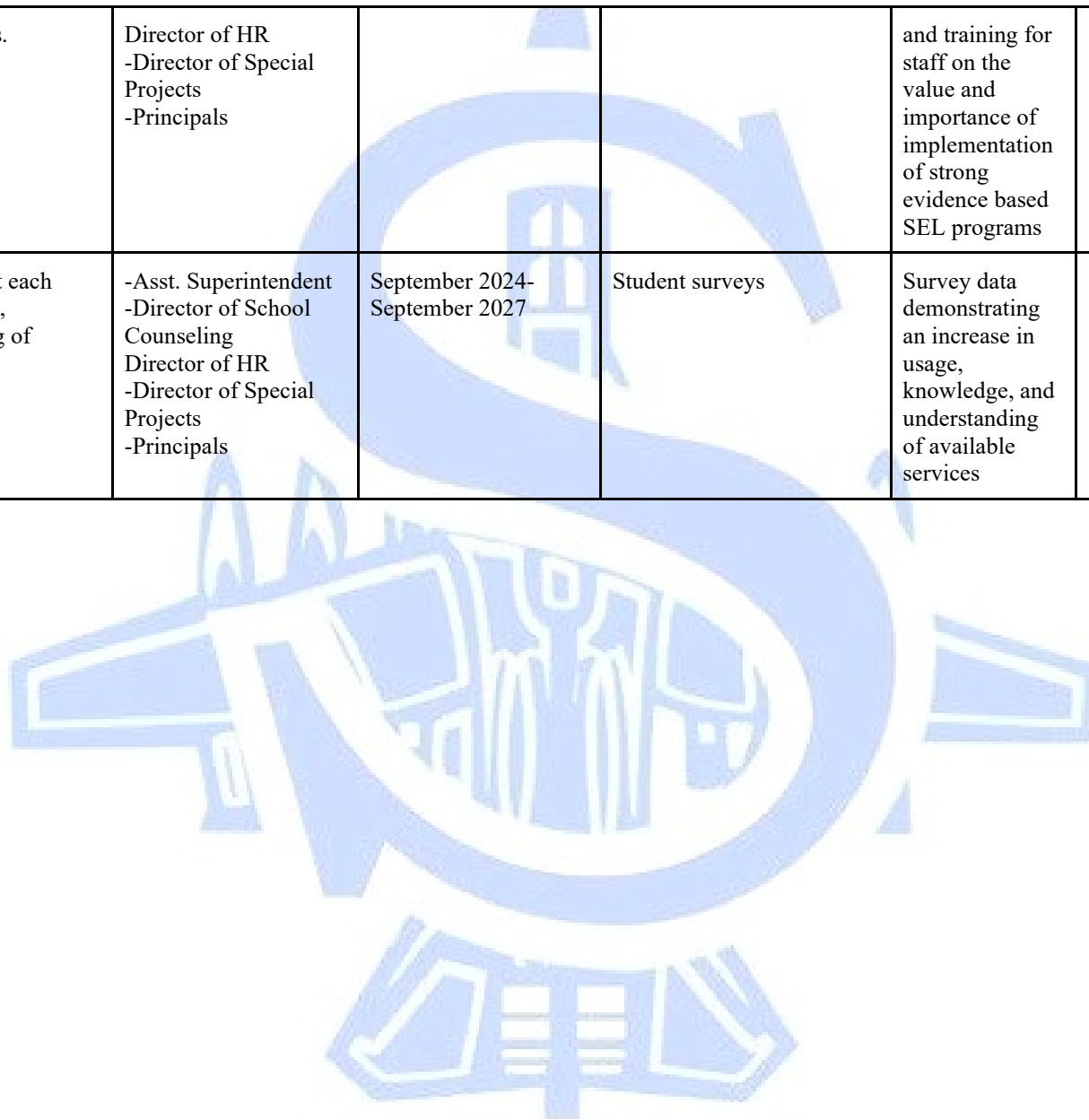
Conclusion

While this Strategic Plan and these goals represent a tremendous effort from a great many people, it is only the beginning. The implementation and adjustment of these goals to best serve the needs of the children of Sayreville and meet the ever-changing political and financial landscapes are the critical facets for success. This document is only as good as its implementation and use in planning for future educational programing. Should it remain on the website or in a file, never to be seen again until the next time, a great disservice will be perpetuated on those who created the plan. The document is only the beginning, for true strategic planning is a recursive and ongoing process.