



NORTH PLAINFIELD SCHOOL DISTRICT STRATEGIC PLAN 2023-2026

Progress Update Year 1



District Goals

- 1 The graduation rate for the class of 2024 will be 92%.
- 2 All our Grade 4-8 students not meeting/exceeding will increase at least 20 points from 2023 to 2024 on NJSLA across both subjects

1- Student Experience



To create an experience that allows for the full exploration of interests, life opportunities, and careers while prioritizing well-being

2- Facilities & Safety



To create innovative, safe, and expanded learning environments in a fiscally prudent manner

3- School Climate & Culture



Strengthen a climate of respect and inclusion so that all have a sense of belonging

4- Teacher Recruitment & Development



Improve student outcomes by strengthening our professional learning practices and staff recruitment/retainment through a data-informed mindset

Strategic Plan Goals



STUDENT EXPERIENCE

1

To create an experience that allows for the full exploration of interests, life opportunities, and careers while prioritizing well-being

OBJECTIVE 1

Increase student opportunities to be academically and socially involved



OBJECTIVE 2

Seek community partners to expand civic/community involvement for students



OBJECTIVE 3

Increase opportunities to elevate readiness for college and career upon graduation



ACTION STEPS

- Research and review honors/AP criteria
- Plan and propose an updated middle and high school schedule
- Explore promoting and increasing extracurricular opportunities for students
- Create a process for “student voice” that allows them to share their experience of content and resources before curriculum rewrites

ACTION STEPS

- Host tour/information sessions for local businesses and agencies to seek ways to support our curriculum and extracurricular activities
- Research 5-8 schools engaging in community service and high schools with a civic/community requirement for graduation
- Organize and host a community Health Fair

ACTION STEPS

- Schedule 3 college campus tours for high school students
- Research and propose a K-12 counseling/career/college curriculum

OBJECTIVE 1: INCREASE STUDENT OPPORTUNITIES TO BE ACADEMICALLY AND SOCIALLY INVOLVED



ACTION STEPS

OUTCOMES

Research and review honors/AP criteria

- Updated high school criteria for AP courses and included on recommendation sheets

Plan and propose an updated middle and high school schedule

- Integration of combined LA (grade 7 planning for 24-25 implementation)
- Continue to investigate scheduling options

Explore promoting and increasing extracurricular opportunities for students

- 4 new clubs to support student involvement in the performing and practical arts
- 3 proposed clubs and 1 MS sport for 24-25 budget
- Summer Enrichment: 295 students - 50 sessions including 11 Youth Sports Camps, 13 AP Bootcamps, College Application Bootcamp, Graduation Assessment Camp
- Adelante Program via KEANetwork

Create a process for “student voice” that allows them to share their experience of content and resources before curriculum rewrites

- Curriculum Student Voice Committee planning
- Student Advisory Board monthly meetings
- MS Student leaders meet with administration quarterly to share student concerns and wants

OBJECTIVE 2: SEEK COMMUNITY PARTNERS TO EXPAND CIVIC/COMMUNITY INVOLVEMENT FOR STUDENTS



ACTION STEPS

OUTCOMES

Host tour/information sessions for local businesses and agencies to seek ways to support our curriculum and extracurricular activities

- TD Bank visited Practical Algebra courses , Johnson and Johnson visited Technology Awareness Program, Bank of America visited Financial Literacy , Digital Artists class visits
- League of Women Voters visited history to register students to vote /encourage civic engagement
- MS/HS career fair
- Jersey Cares hosted 80 Insmed Volunteers for Global Day of Service at Somerset School

Research 5-8 schools engaging in community service and high schools with a civic/community requirement for graduation

- Morristown Beard School

Organize and host a community Health Fair

- Health Fair was held 12/9/23 with numerous community agencies in attendance.
- Zufall Dental Vans - Stony Brook, East End, served over 27 students
- Zufall Health vaccinated 25 in need of various mandatory vaccinations.
- Staff vaccination clinic on September 27 had 62 participants.

Establish partnerships to enhance student experiences by connecting with

- Somerset County Library & Somerset County Prosecutor’s Office
- NP Police Department
- Ride Wise
- Somerset County Department of Health
- NP Fire Department
- Kean University
- Diversity Org
- Rutgers Football: Marching Band performs

OBJECTIVE 3: INCREASE OPPORTUNITIES TO ELEVATE READINESS FOR COLLEGE & CAREER UPON GRADUATION



ACTION STEPS

OUTCOMES

Schedule 3 college campus tours for high school students

<u>Campus Tour/College Fair</u>	<u>Date</u>	<u>Grades</u>	<u># of Participants</u>
HBCU College Fair	11/18/23	12	17
Lincoln Technical Institute	12/6/23	9-12	27
Universal Technical Institute	2/1/24	9-12	20
Kean Spring College Fair	3/12/24	10	100
RVSS Crecer Trip	5/2/24	11-12	50
Rutgers/NJIT	TBD Spring	11	TBD
Construction Industry Career Day	5/29/24	9-12	20-50

Research and propose a K-12 counseling/career/college curriculum

- [Plan on a page](#) in place for college/career high school counseling.
- Formulate curriculum that aligns with identified needs from NJSCI survey results; once goals are formulated, offer curriculum writing during 24-25 school year.
- Parents/guardians of our High School seniors/juniors received the following communication regarding [college/career readiness](#).

FACILITIES & SAFETY

To create innovative, safe and expanded learning environments in a fiscally prudent manner

2

OBJECTIVE 1

Plan and implement a zero tax impact referendum in 2025-26



OBJECTIVE 2

Improved safety and security protocols at all schools



OBJECTIVE 3

Explore and apply for alternative funding sources to sustain district growth



ACTION STEPS

- Create a timeline for the referendum
- Prioritize 2023-24 capital projects, as well as possible long-term capital projects

ACTION STEPS

- Implement threat assessment teams in each school
- Install additional cameras, crosswalks, and strobes
- Hire an additional Class III officer
- Run consistent safety and security exercises at each school.

ACTION STEPS

- Apply for applicable grant opportunities by leveraging the expertise of staff and grant writers to identify grants and to maximize the district's chances of securing external funding.
- Investigate partnerships with local businesses, nonprofits, and community organizations that could provide financial support, resources, or in-kind contributions to the district.
- Develop a communication plan to inform the district community about the progress, successes, and impact of alternative funding initiatives.

OBJECTIVE 1: PLAN AND IMPLEMENT A ZERO TAX IMPACT REFERENDUM IN 2025-26



ACTION STEPS

OUTCOMES

Create a timeline for the referendum

- Thought Exchange planned for June -August
- Facilities Study Group Creation in February 2024/Meet April-September
- Postcards with options mailed in January/February 2025
- TE options February 2025
- March 2025 State Approval of Referendum
- September 2025 Election to Approve the Referendum by the voters

Prioritize 2023-24 capital projects, as well as possible long-term capital projects

- [Infographic](#)
- Long Range Facilities Plan Updates
- HS Library Reimagine Committee

OBJECTIVE 2: IMPROVED SAFETY AND SECURITY PROTOCOLS AT ALL SCHOOLS



ACTION STEPS

OUTCOMES

Implement threat assessment teams in each school

- Threat Assessment Teams established
- Forms and processes created
- District Supervisory Assessment Team formed
- Streamlined District Traumatic Loss Manual

Install additional cameras, crosswalks, and strobes

- Additional cameras added inside and outside elementary schools
- District wide plan for additional LENS strobe installation (February start)
- District wide camera (15) upgrade (January start)
- District Wide 3 M installation on windows and doors complete
- Crosswalk signs have been installed on Grove St @ Howard St
- Additional crosswalk sign will be installed soon at Greenbrook Rd @ Harrison Ave

Hire an additional Class III officer

- Security team is working closely with Police Department on interviewing
- 2 additional security guards added to high school
- Hiring FT Residency Officer

Run consistent safety and security exercises at each school

- Complete tabletop safety and security drills during ATM and staff building meetings
- Creating roles/responsibilities for security

OBJECTIVE 3: EXPLORE AND APPLY FOR ALTERNATIVE FUNDING SOURCES TO SUSTAIN DISTRICT GROWTH



ACTION STEPS

OUTCOMES

Apply for applicable grant opportunities by leveraging the expertise of staff and grant writers to identify grants and to maximize the district's chances of securing external funding	<ul style="list-style-type: none">• Successful UWorld grant to support AP course assessment and exam preparation• Applied for High Impact Tutoring and 21st Century• NJ Rod Grants for HVAC, Roofing, and Pre K Expansion Approvals• Dollar General Literacy Foundation – Youth Literacy Grant• Awarded Minority Teacher Development Grant with Kean University• WES/SBS Rutgers PBSIS Grant Awards• Partnered with NPPD for WES RideWise cross walk grant• Somerset Global Day of Good
Investigate partnerships with local businesses, nonprofits, and community organizations that could provide financial support, resources, or in-kind contributions to the district	<ul style="list-style-type: none">• New Jersey grant opportunities to fund field trip bussing (Science to Science)• Fall Festival Partnership with NPEF
Develop a communication plan to inform the district community about the progress, successes, and impact of alternative funding initiatives	<ul style="list-style-type: none">• Infographic regarding ROD and ESSERS funded projects• Newsletters/Social Media increase• Press release applications



SCHOOL CLIMATE & CULTURE

Strengthen a climate of respect and inclusion so that all have a sense of belonging

3

OBJECTIVE 1

Enhance district and school presence in our local and educational community

ACTION STEPS

- Establish, present, and implement a district communications plan
- Support our staff in conducting presentations regarding NPSD practices at state and national professional conferences

OBJECTIVE 2

Foster a culture of diversity and inclusion

ACTION STEPS

- Celebrate heritage and cultural events
 - Visuals in each school to establish NP as cultural spaces
 - Use PD days and school meeting times to provide training and resources, to teachers and students, that examine implicit and explicit bias while highlighting cultural commonalities
- Partner with community groups and local institutions that can provide opportunities for cross-cultural collaboration and join NJCEE (NJ Consortia for Excellence and Equity)
- Begin equity curriculum audit

OBJECTIVE 3

Implementing Restorative practices to promote an inclusive mindset

ACTION STEPS

- Code of Conduct review and revision of school rubrics
- Administer NJSCI School Climate Improvement Survey
- Explore foundational district wide restorative practices professional learning (foundational knowledge and Tier 1 practices)

OBJECTIVE 1: ENHANCE DISTRICT AND SCHOOL PRESENCE IN OUR LOCAL AND EDUCATIONAL COMMUNITY



ACTION STEPS

Establish, present, and implement a district communications plan

OUTCOMES

- [TE/Infographic Summary](#) Communications
- Website planning
- Communication Plan writing in progress

Support our staff in conducting presentations regarding NPSD practices at state and national professional conferences

- Multiple arts department staff members presenting at an array of conferences

Organization	Presentation
National Dance Education Organization	2023 Conference Presentation held in Denver
New Jersey Music Educators Association	State Conference Presentation (including NPHS student performances)
Techspo	Elevating Google Workplace: Unleashing the Power of Apps Scripts and AppSheets
National Council of Teachers of English (NCTE)	Annual Conference Presentation
The Conference on English Leadership	Annual Conference Presentation
LinkIt	Multiple Events for educators in Central NJ
New Jersey Department of Education (NJDOE)/The Somerset County Association of School Administrators (SCASA)	Somerset County Teacher of the Year/Superintendent of the Year Awards/Presentation
OpenSci	Facilitator on staff

OBJECTIVE 2: FOSTER A CULTURE OF DIVERSITY AND INCLUSION



ACTION STEPS

OUTCOMES

Celebrate heritage and cultural events

- [Visuals](#) in each school to establish NP as cultural spaces
- Build capacity through the district [Justice, Equity, Diversity and Inclusion newsletters](#)
- Provide [training](#) and resources, to teachers and students, that examine implicit and explicit bias while highlighting cultural commonalities
- All elementary schools hosting school wide or community events for Hispanic Heritage Month and Black History Month
- High School, Middle School and Intermediate School Hispanic Heritage Month events and Black History celebrations with poetry and student performances and advisory lessons at Somerset.
- Hosted a Hispanic Heritage Month event for secondary students and families in the Fall
- Daily announcements made in honor of heritage months at the middle school level

Partner with community groups and local institutions that can provide opportunities for cross-cultural collaboration and join NJCEE (NJ Consortia for Excellence and Equity)

- All building principals participate in the NJCEE workshop series building capacity in JEDI topics, supporting immigrant students, and restorative practices.
- Member of the CEE Directors Workgroup
- Member of the Kean Diversity Council and staff committee member

Begin equity curriculum audit

- 40 curricula written/revised with equity as a central component
- Culturally relevant books have been purchased for all language art classes
- Gathering quotes for a formal audit

OBJECTIVE 3: IMPLEMENTING RESTORATIVE PRACTICES TO PROMOTE AN INCLUSIVE MINDSET



ACTION STEPS

OUTCOMES

Code of Conduct review and revision of school rubrics

- Elementary and Middle School reviewed/revised school code of conduct
- Intermediate School reviewing and revising the school code of conduct during 23-24 school year

Administer NJSCI School Climate Improvement Survey

- Survey permission letters written and distributed
- Elementary & Intermediate schools administered NJ SCI during Fall 2023

Explore foundational district wide restorative practices professional learning (foundational knowledge and Tier 1 practices)

- EdTomorrow delivered Professional Learning for administrators - November 2023
- Restorative Practice Implementation Teams formed at each school.
- Implementation Teams will receive training in February 2024
- SBS/WES partnered with Rutgers University to implement PBSIS program with a focus on tier 1 preventative strategies to support a positive school climate.
- Intermediate School introducing the staff to foundational RP understandings that include Social Discipline Window and Fair Practice



TEACHER RECRUITMENT & DEVELOPMENT

Improve student outcomes by strengthening our professional learning practices and staff recruitment/retainment through a data-informed mindset

4

OBJECTIVE 1

Hire a more diversified workforce so that students are educated by professionals with relatable life experiences

ACTION STEPS

- Expand high school course/club offerings to support career interest in education
- Maintain and expand partnerships with colleges and universities
- Participate in at least 7 job fairs for educators and investigate recruitment opportunities outside NJ

OBJECTIVE 2

Ensure all staff are supported to implement a vision for high expectations and high quality instruction

ACTION STEPS

- Align curriculum expectations through instructional pacing and common assessments.
- Each school implements a voluntary peer classroom visitation process via SCIP
- Use student performance data to drive instructional practices and student growth in each school/department.

OBJECTIVE 3

Differentiated professional learning experiences based on each staff member's individual needs

ACTION STEPS

- Hosting choice professional learning sessions throughout the school year
- Exploring out of district professional learning experiences that are aligned to district goals in order to turnkey to staff
- Increasing awareness and engagement in district professional learning opportunities

OBJECTIVE 1: HIRE A MORE DIVERSIFIED WORKFORCE SO THAT STUDENTS ARE EDUCATED BY PROFESSIONALS WITH RELATABLE LIFE EXPERIENCES



ACTION STEPS

OUTCOMES

Expand high school course/club offerings to support career interest in education

- 7 new courses for 2024-25 have been approved.
- Reimagining of 12 current courses for 2024-25
- SBS awarded grant for club, “Girls on the Run”

University	K-8 Clinical Placement	9-12 Clinical Placement	Non-Teaching Placement	NP Staff/ Admin
Kean	5	2		1
Rutgers		1	3	
Seton Hall				2
Montclair				1
Centenary				1
TCNJ	1	1		

Maintain and expand partnerships with colleges and universities

- KEANetwork, NJIT, RVCC
- See table for placements of future educators
- Explored Ed Leadership offering through Montclair State University
- Partnered with Rutgers University for College Writing Program at North Plainfield
- Received Minority Teacher Development Grant in collaboration with Kean University

Participate in at least 7 job fairs for educators and investigate recruitment opportunities outside NJ

- We are registered for 9 job fairs
- Outside of NJ, we explored the Teacher Recruitment Day Consortium that involved 8 colleges and universities in south central Pennsylvania. We did not participate
- Advertising positions with The National Association of HBCU Students and Alumni

OBJECTIVE 2 : ENSURE ALL STAFF ARE SUPPORTED TO IMPLEMENT A VISION FOR HIGH EXPECTATIONS AND HIGH QUALITY INSTRUCTION



ACTION STEPS

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Align curriculum expectations through instructional pacing and common assessments

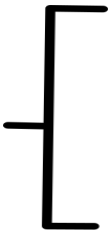
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Each school implements a voluntary peer classroom visitation process via ScIP

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Use student performance data to drive instructional practices and student growth in each school/department

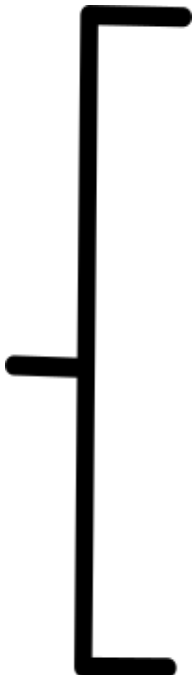
OUTCOMES



- Atlas is used for unit plans and will be expanded for lesson plans
- Pacing guides have been created
- QUARTERLY Common assessments prepared and implemented in some content areas



- Elementary & Intermediate Schools developed a voluntary classroom visitation process via ScIP
- Middle School worked with ScIP committee to offer opportunities to observe peers and share their experiences
- Vertical articulation visitations between HS and MS ELA teachers



- All PK-8 schools leverage LinkIt! data for the NJTSS process to create tier 1 action plans targeting achievement gaps
- Science Department uses InnerOrbit assessment platform to assess proficiency/growth in Crosscutting Concepts and Science and Engineering practices
- Implementation of the Brigance Screener in Kindergarten
- Creation of a K-2 Language Arts Literacy Committee focused on the goal of evaluating and identifying a new K-2 Language Arts Literacy program
- Implementation of i-Ready Suite of Assessments in K-5
- Data teams create tier 1 plans based on benchmark assessments

OBJECTIVE 3: DIFFERENTIATED PROFESSIONAL LEARNING EXPERIENCES BASED ON EACH STAFF MEMBER'S INDIVIDUAL NEEDS

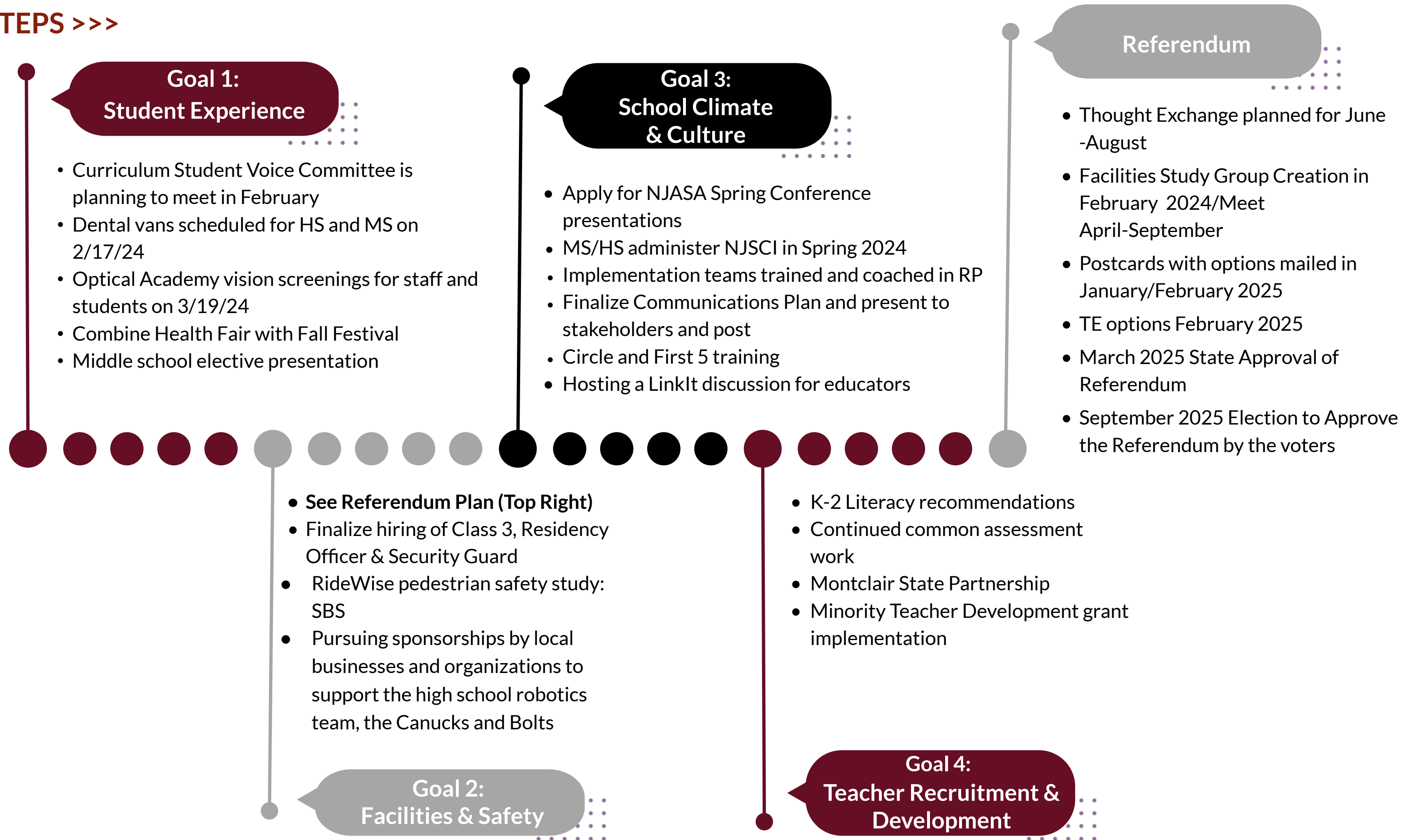


ACTION STEPS

OUTCOMES

Hosting choice professional learning sessions throughout the school year	<ul style="list-style-type: none">November 7 and February 16 were dedicated to choice sessionsFor NP, by NPSummer PD Sessions
Exploring out of district professional learning experiences that are aligned to district goals in order to turnkey to staff	<ul style="list-style-type: none">Restorative PracticesDual LanguageWorld LanguageRutgers Expos/College WritingPreschool trainingsFundationsSPED - Rethink and N2YNJTSSCrisis Protection InstituteKEANetwork partnership
Increasing awareness and engagement in district professional learning opportunities	<ul style="list-style-type: none">For NP, by NPInstructional coaches have been modeling in classrooms and running PLCs where they share best practices and resources with PK-5 teachers

NEXT STEPS >>>



An aerial photograph of a football field with a red semi-transparent overlay. The field has yard lines and numbers (10, 20, 30, 40, 50) visible. A group of players in red jerseys is on the field. In the background, there are trees, a baseball field, and school buildings. The text "Questions or Comments?" is written in white on the red overlay.

Questions or
Comments?