



# MAINTAINING QUALITY & *Reimagining*

2024-2025

NORTH PLAINFIELD SCHOOL DISTRICT  
PUBLIC HEARING

MAY 1, 2024

*We strive to meet our students where they are, and grow them to be successful as people when they leave our doors.*





# WHO WE ARE

North Plainfield is a community-oriented school district that celebrates diversity and honors individuality.



Our district is committed to expanding and improving academic and extracurricular opportunities for student growth, while balancing the social emotional health of all.



We invest in staff, students and community to equip learners with skills and knowledge to unlock their potential and create impact.



# NORTH PLAINFIELD SCHOOLS



**East End School**



**Stony Brook School**



**West End School**



**Somerset School**



**Middle School**



**High School**

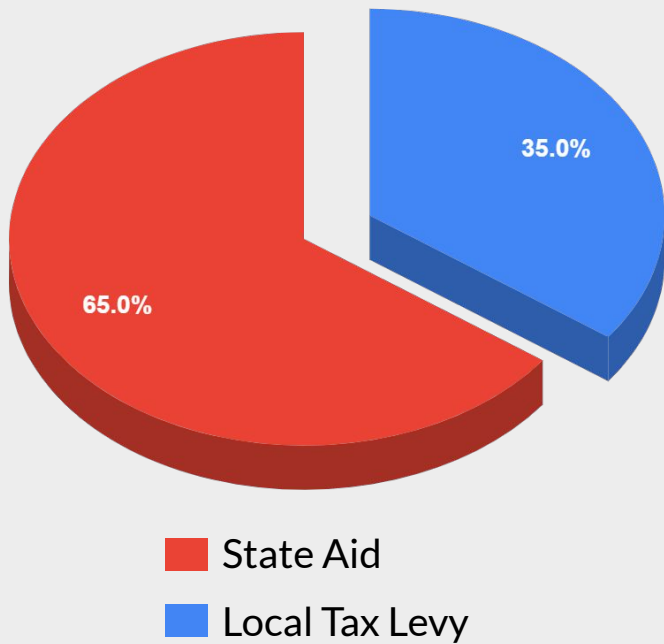


**Harrison School**



# ABOUT OUR BUDGET

- 2024-2025 Total Budget of \$110,786,018
  - ◆ 65% of Budget Relies on State Aid
  - ◆ 35% of Budget Relies on Local Tax Levy
- The general fund tax levy increase is 2%
- School tax levy payment is increased by \$641,698





## 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 *Driving the Work!*

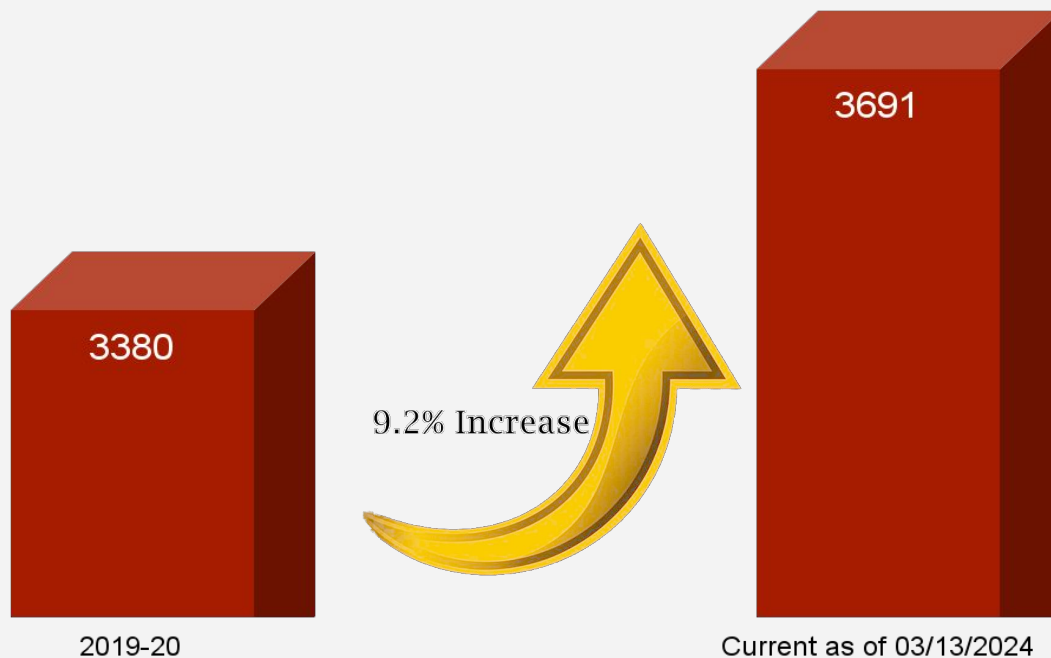


# KEY BUDGET CONSIDERATIONS

- Reviewing and Analyzing Staffing Needs For All Programs Current and Proposed
- Increasing Enrollment
- Preparing For Negotiations – NPEA (Teachers, Secretaries, Custodians)
- Managing Health Benefits Renewals and Insurance Lines
- Maintaining Operational Efficiency/Aging Facilities
- Multi-Year Planning For Sustainability of Quality Program And Stabilization of Tax Impact
- Deletion of Essers Grant Funding
- Tax Impact On Our Community

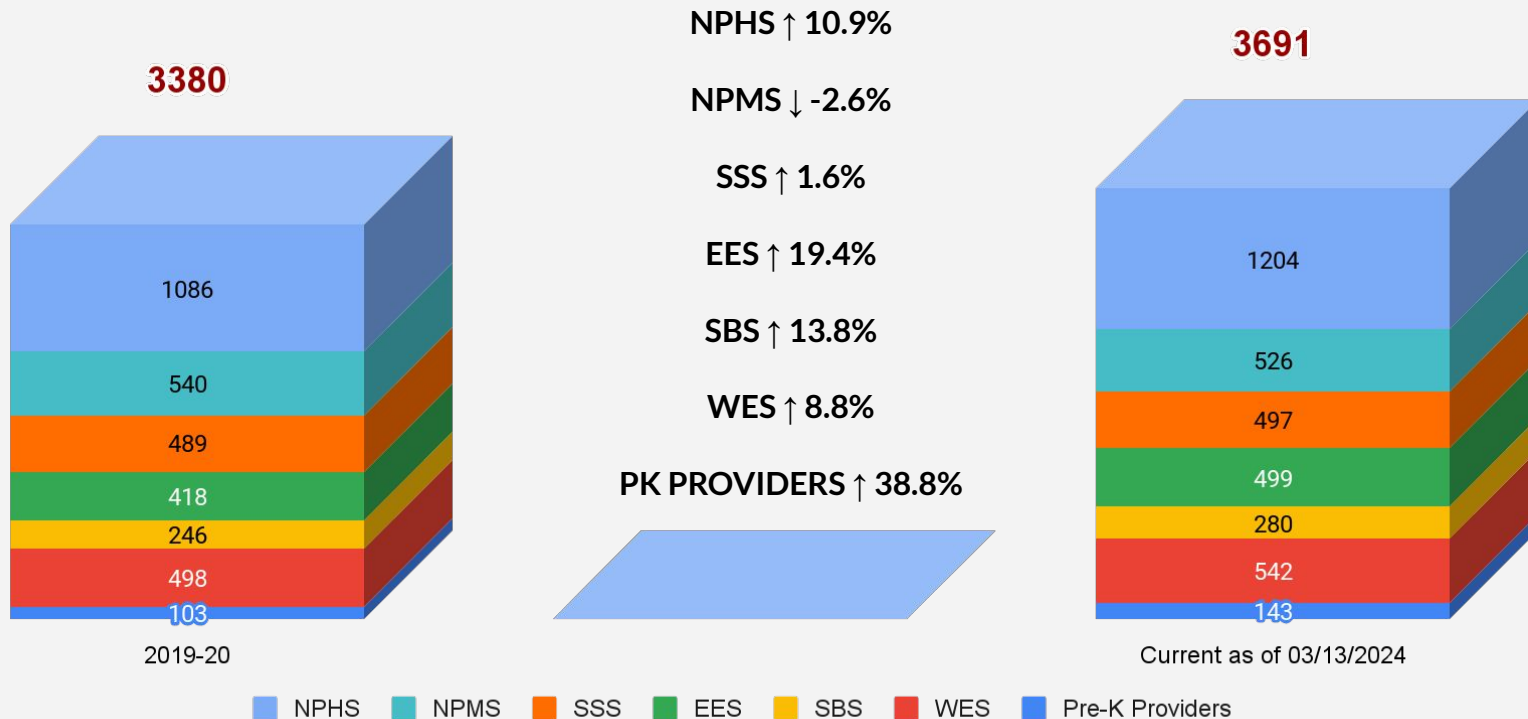


# ENROLLMENT INCREASES





# ENROLLMENT INCREASES CONT.





**16 Advanced Placement Courses**  
**>>>Adding Env. Sci. in 2024-25**



**3 Career & Technical  
Education (CTE)  
Programs**



**Free Full Day PreK-3,  
PreK-4 & Kindergarten**



**Dual Language Immersion PreK-6**  
**>>>PreK-7 in 2024-25**

# OPPORTUNITIES



**33 Clubs Offered (9-12) [34 next year]**

**11 Clubs Offered (7-8) [12 next year]**

**13 Clubs Offered (5-6) [14 next year]**

**7 Clubs Offered (K-4) [8 next year]**

**20 HS Sports Offered [21 next year]**

**10 MS Sports Offered [11 next year]**





# RETURN ON YOUR INVESTMENT BUDGET 2023-2024

## KEY TAKEAWAYS -Continued Commitments



Increased **communication** allowing greater transparency and community engagement



Our district is **strengthening practices** to support student achievement



We are **building staff capacity** through strategic professional learning and increased equitable programming for diverse learners



We provided a **safer** environment for students and staff



**Data** is being utilized to identify, improve & expand academic and co-curricular opportunities



# EQUITABLE OPPORTUNITIES FOR LEARNING RETURN ON INVESTMENT BUDGET 2023-2024

## College Admission and Post-Secondary Plans

Graduated Class of 2023	300
Percentage Attending:	
4-year college:	33.5%
2-year college:	39.9%
Technical/Career School:	6.3%
Military:	3.8%
Employment:	10.1%
Undecided:	6.3%

## Concurrent Enrollment (exclusive of dance)

- Enrollment increase of 42%  
from 22-23 to 23-24

## Program Highlights

### FPPA Music Education

**Two Consecutive Years receiving the  
Best Communities for Music Education  
designation from The NAMM  
Foundation ('22-23 & '23 - '24)**



### Canucks & Bolts First Robotics Team

**2023: Rookie Season**

- **Rookie All-Star Award**
- **Rookie Inspiration Award**

**2024: Second Season**

- **Second Place Finals Champion**
- **Coach, Alex Giardina invited to co-present at the FIRST World Championship to showcase NP's Team**

# EQUITABLE OPPORTUNITIES FOR LEARNING RETURN ON INVESTMENT BUDGET 2023-2024

## IMPLEMENTATION of

- Atlas
- iReady
- Restorative Practices

## CONTINUED Commitment

- After school/summer opportunities (camps, new sports & clubs)
- Bilingual Programming
  - ◆ Bilingual Instruction
  - ◆ Dual Language
- Classroom library selections with diverse & representational titles
- Data Cycle through the LinkIt Data Warehouse
- Least Restrictive Environments (LRE) for special education students
- New Jersey Tiered System of Supports (NJTSS)
- Expanded and repackaged elective offerings at the MS
- Upgraded equipment for STE courses





# EQUITABLE OPPORTUNITIES FOR LEARNING RETURN ON INVESTMENT BUDGET 2023-2024

➤ **71%** G&T increase in  
Dual Enrollment

➤ **30** New Pre K Seats

➤ **76%** Increase in Seal of  
Biliteracy over 3 years

➤ **24% to  
68%** Fact Fluency

➤ **75%** G&T increase in ML  
Enrollment

<b>iReady Fall- Winter</b>	ELA: 37% Growth	Math: 30% Growth
<b>2024 NJGPA Preliminary Results</b>	ELA: 11% Growth	Math: 10% Growth

➤ **21%** AP Exam Enrollment  
increase

➤ **13%** Total number of AP  
Exams increase

➤ **35%** AP Students with  
Scores 3+ increase



# SAFE & EFFICIENT SCHOOLS RETURN ON INVESTMENT BUDGET 2023-2024

## SECURITY

- Additional Cameras
- Additional security officers
- 3M Window Film



## SEL/CHARACTER EDUCATION MAINTENANCE

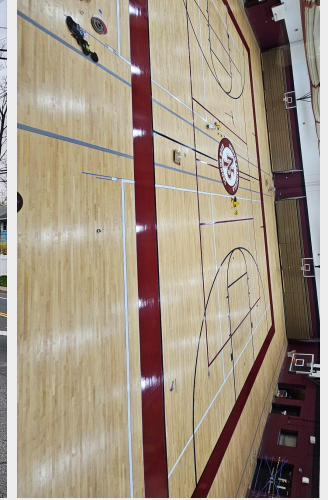
- **Rutgers Behavioral Program:** 2 counselors, psychiatrist and Additional Behaviorists
- **Teen/Youth Mental Health First Aid** for staff and sophomores, **MindUp**, **Staff trained in Trauma Informed Practices**
- **Student Assistance Counselor-** Advocate for students and families. Connect with community resources and provide services to help reduce risk factors and increase healthy lifestyle choices.





# SAFE & EFFICIENT SCHOOLS RETURN ON INVESTMENT BUDGET 2023-2024

- ➔ Additional Side Walks and Crossing Signs for Student Safety
- ➔ Parking Lot Paving
- ➔ Roof and HVAC Rod Grant Projects
- ➔ Cafeteria Line Replacements All Schools
- ➔ HS Gym Floor Drum Sanding
- ➔ Upper Krausche Field/Field House Completion
- ➔ High School Beautification (**Tile Painting**)





# Communication, Trust & Community Engagement Return on Investment Budget 2023-2024

➔ **Public Information Officer** provides social media, website, public relations, and innovative communication strategies to engage internal and external stakeholders and to share inspiring stories and news of our students, staff, and our community partners.

- Launching new Finalsite **website** in July
- **Newsletters** District & School
- Created district **Instagram** & **Linkedin** accounts
- **Communication Plan** District & School

**North Plainfield Pulse**  
District Highlights

January 2024

**FROM VISION TO REALITY: MAKING EQUITY A CORNERSTONE IN OUR SCHOOLS**

One of the goals of our Strategic Plan is to strengthen a climate of respect and inclusion so that all have a sense of belonging. The objective of this goal is to foster a culture of diversity, equity, and inclusion. With this goal in mind, we are excited to share updates on our district's ongoing equity efforts and multicultural celebrations, highlighting the rich tapestry of our diverse community.

During Hispanic Heritage Month, our schools celebrated and honored the contributions and culture of the Hispanic community. Herndon, our middle and high schools hosted the inaugural Cepillo Latino Celebration, bringing together families, delicious food, and captivating performances to honor Hispanic heritage. Our elementary schools hosted celebrations by organizing family activity nights, movie nights, classroom activities, and a very exciting community walk, creating inclusive spaces for students and families to connect and enjoy the festivities together.

Our schools commemorated Native American Heritage Month with meaningful activities. Historical stories, poems, and literature readings in classes were implemented to ensure a respectful acknowledgment of the indigenous people of the Western hemisphere, fostering understanding and appreciation for their rich heritage.

We have collaborated with the North Plainfield Public Library. By leveraging the library's resources, we continue to provide our students with a wide array of multicultural books that act as "windows, mirrors, and doors." These materials reflect the diverse backgrounds of our communities and serve as opportunities for students to explore, understand, and open doors to new perspectives.

Our district book club has been meeting once a month to read *Ruthless Equality: Change the Status Quo and Dream Learning for All*. This book provides QR codes to videos, insightful reflection questions, and chapter takeaways to help the reader process and implement the information.

In December, our admin team was trained by EdSource—leading experts in Restorative Practices (RP)—and effective approaches to addressing professional development training integrated key aspects of creating a supportive, engaging school environment with proven methods from EdSource's Restorative Practices and Classroom Climate. Our admin team will now be identifying school-based implementation teams to be trained in February.

The North Plainfield School District remains dedicated to fostering an inclusive, equitable, and culturally rich learning environment for all our students.

**STAY TUNED FOR OUR UPCOMING EVENTS:**

- Black History Month Celebration
- Black History Month Roundtable (JUL)
- Special School Assemblies
- Author Visits

**STAY UP TO DATE**

Twitter @nplain\_schools  
LinkedIn North Plainfield School District  
Instagram & Facebook @northplainfieldschools

North Plainfield School District  
32 Mountain Avenue  
North Plainfield, NJ 07060

LOCAL POSTAL CUSTOMER



# RECRUITMENT & RETENTION OF HIGH QUALITY STAFF RETURN ON INVESTMENT BUDGET 2023-24

## Providing Support

- Applied for NJDOE Teacher Climate & Culture Grant
- Decrease in lost prep coverages
- Adding pay for after hours event chaperones/supervision
- District paid mentors for all new certificated staff
- Choice PD sessions
- Additional training for paraprofessionals

## Opportunities for Staff

- Received Minority Teacher Development grant
- Partnerships with TCNJ & KEANetwork
- For NP by NP

## Visibility & Branding/Pride

- Increased participation in job fairs and advertising platforms
- Referral bonus incentive (7 paid this year & 3 for substitutes)



# CELEBRATIONS

**46%**

increase in Spanish  
speaking staff since 2019

**91%**

of staff have rated  
professional learning as  
**CONDUCTIVE** to their  
professional growth

**Approx 90%**

reduction in teacher  
coverages due to  
increased substitutes

**86%**

of new teachers offered  
re-employment have  
been **RETAINED** in the  
last 4 years





Teaching & Learning

Opportunity

World Class  
Teaching Force

# BUDGET GUIDING PRINCIPLES

Fiscal  
Responsibility

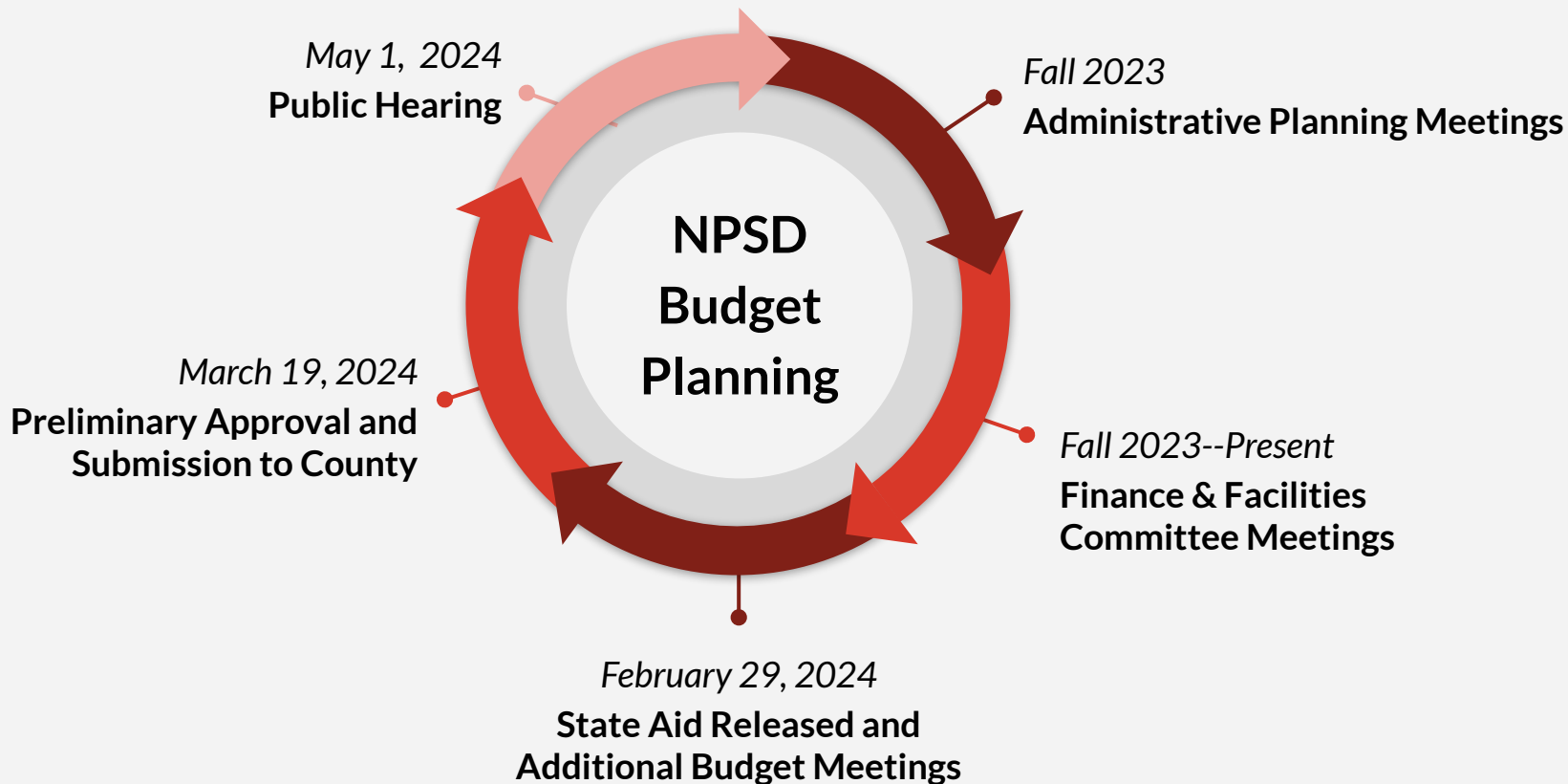
High  
Expectations

Safe & Secure Schools





# DELIBERATE, PURPOSEFUL & COLLABORATIVE





BUDGET PLANNING  
2024-2025  
CONTINUING OUR  
COMMITMENT



*How Does an Average Tax  
Increase of \$11.12 a Month  
Improve our Schools?*





# ADDITIONAL POSITIONS

- 
- 
- HS Assistant Principal
  - HS Nurse
  - Elementary ESL
  - SS Special Education

- 
- 
- 2 Custodians at the Complex
  - EE Interventionist
  - Special Education Coach



# REIMAGINED POSITIONS

- Residency and Truancy Officer
- Assistant to the Athletic Director (elimination of secretary position 8/1)

- 17 Full-Time Paraprofessionals (elimination of 17 Part-Time)
- 4 Full-Time Teachers to Reduce Stipends & Create Teacher Time



# OPPORTUNITIES FOR STAFF

- **KEANetwork**
- **Mentors** for all new staff regardless of certification status
- 50% **reimbursement** for college credits
- TCNJ partnership for **ESL/Bilingual certification**

- **Stipend** for paraprofessionals in self contained ABA classrooms
- **Paid** summer **training** and **paid** after-school **professional learning**
- **Compensate** staff for **curricular events**
- **For NP, by NP**

# STUDENT ACTIVITIES

## *New Clubs & Activities 24-25*

- **NPHS** Flag Football
- **NPMS** Football
- **NPMS** Dance Club
- **SOM** Jazz Club
- **EE** Strategic Games Club
- **WE** Musical Theatre Club







# CURRICULUM & PROFESSIONAL LEARNING... *Student Experience*

## LANGUAGE ARTS LITERACY

- Pilot Language Arts Program (Gr. K-2)
- Language Arts Merge (Gr. 7)
- New Literacy Courses/Curriculum (Gr. 12)

## MATH

- GoMath (Gr. K-5)
- Enhance AP materials

## SCIENCE

- OpenSciEd(Grades 5-8)
- Course updates (Grades 5-12)
- Students 2 Science partnership continues

## SOCIAL STUDIES

- Common resources (Grades K-4)
- Additional electives (Grades 9-12)

## FINE, PRACTICAL & PERFORMING ARTS (FPPA)

- Course updates (Grades 9-12)
- **Foundations of Education**
- **Business Program**

## DIVERSITY & EQUITY FOCUS

- **JEDI:** Ongoing diversity initiatives to foster inclusive excellence
- **Restorative Practice:** Build Community & Manage Conflict

## FOCUSED INSTRUCTIONAL TECHNIQUES

- **What I Need (WIN) Period** (Gr. K-4)
- **Small Group Instruction** (Gr. 5-12)
- **Sheltered Instruction** (Gr. 7-12)



# CURRICULUM & PROFESSIONAL LEARNING... *Teacher Development & Support*



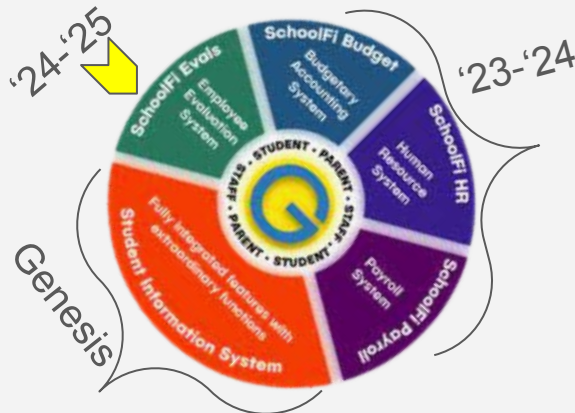
Multi-year initiative including Professional Learning, planning and implementation



**Atlas**

One unified Curriculum Planning, Development & Management Platform

## SchoolFi Evaluation (District)



Continued Tier 2 & 3 identification data teams and progress monitoring

Additional training & equity in materials



**i-Ready** Benchmark assessments (Gr. K-8)



Data Warehouse (District)

Introduce common assessments (Gr. 6-12)



# BILINGUAL/SPECIAL ED UPDATES



## Bilingual/ESL Program

- Program structure shifts



## Dual Language

- PK-7
- Grade 7 - Hispanic Heritage Course



## Special Education

- Co-teaching models
- Least restrictive environment
- n2y - Self-contained classroom program





# REIMAGINING STAFF LEADERSHIP

→ School Based Planning Team

◆ ESL Facilitators

◆ JEDI Facilitators

◆ Wellness Facilitators

→ Out of District  
Professional Learning

→ Choice Sessions (in-district)

→ For NP, by NP

◆ Department Leaders

◆ Grade Group Leaders



# COMMITMENT TO TECHNOLOGY

## **Student and Parent Engagement**

Google Workspace Suite For  
Education: Built for Teachers &  
Students

Genesis Parent & Student Portal  
Access

## **Network Improvements**

Internet Speed moves to 10GB

Expanded Access Point Routers for a  
wider range of wireless coverage

Cisco Core Switch Upgrade to  
strengthen the Backbone of the  
Network



## **Protecting our Schools**

Lightspeed Content Filter

Go Guardian Student Filters

Eastern Datacomm Phone  
System integrated with LENS  
Security

## **Student Devices**

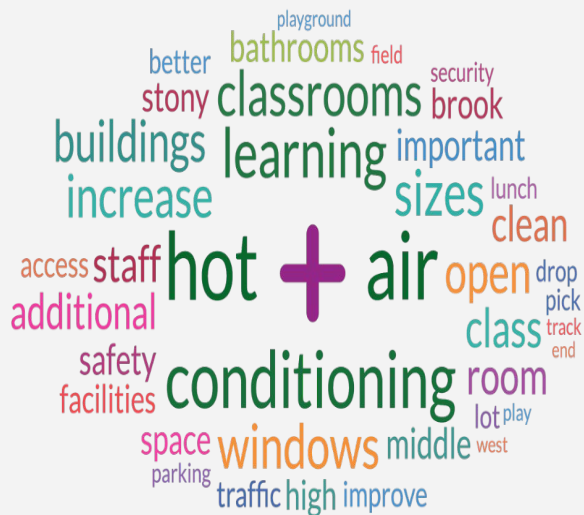
1:1 Chromebooks for all  
Students in Grades K-12

Additional Promethean Smart  
Boards in Classrooms





# CAPITAL PROJECTS



## Health & Safety

- Roof Replacement/Repair- High School, East End, Stony Brook- **Rod Grant Approved Applications**
- Continued HVAC Replacements- HS Completion as well as Somerset School, Stony Brook School, East End -**Rod Grant Approved Applications**

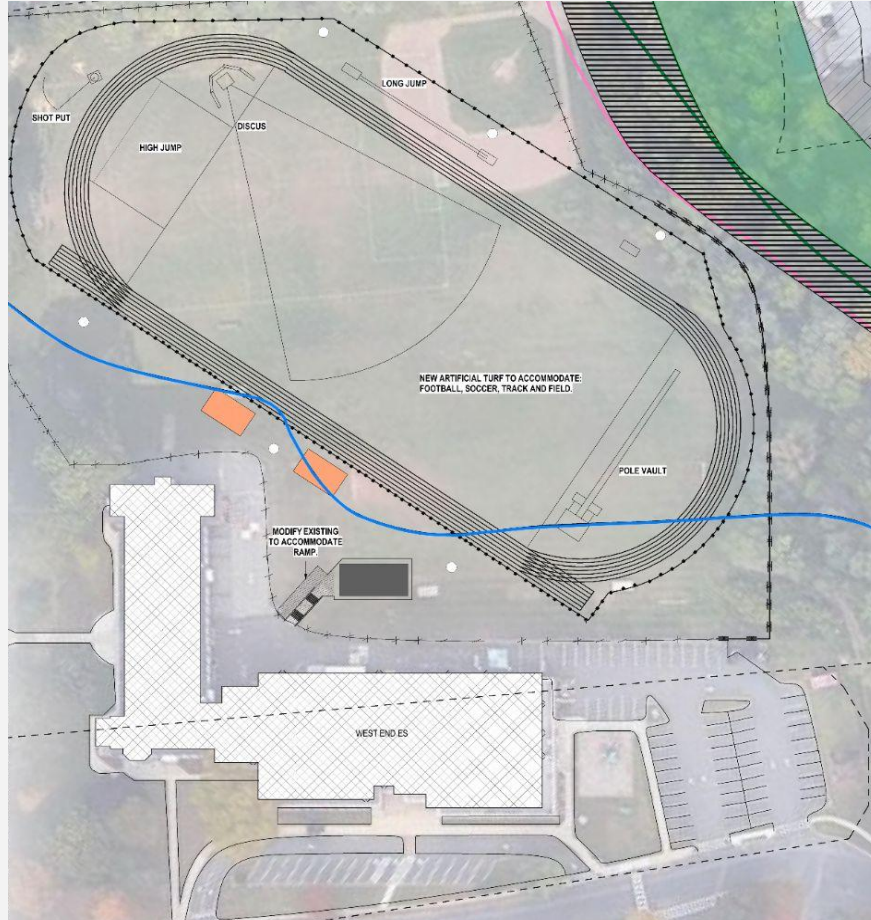


## Enrollment/Space

- High School Room 127 Woodshop to 3 Classroom Conversion
- East End Preschool Expansion
- Planning of HS Media Center Reimagination



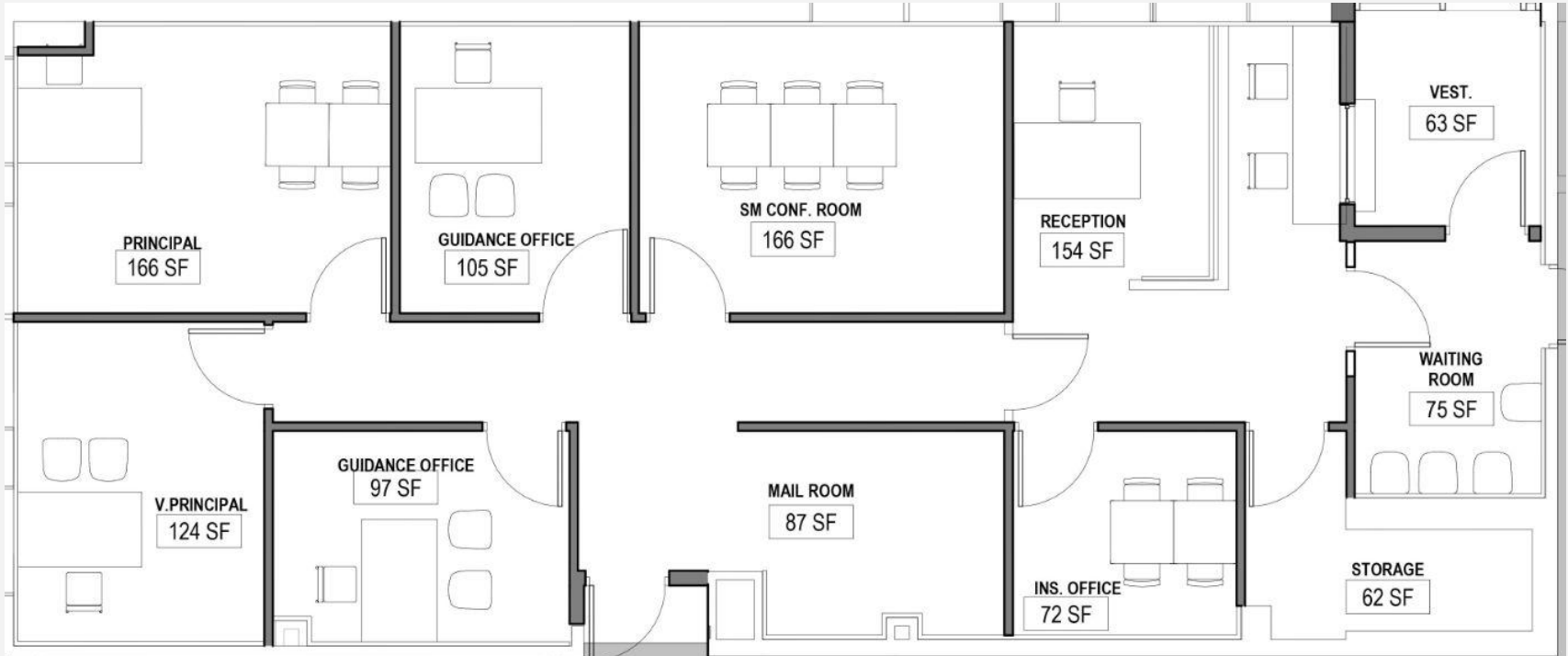
# WEST END TRACK



spent better  
current public years hs play  
classes west accessible people open taxes  
budget many sports good build  
field children flooding new turf project  
space high great idea kids track utilize  
important end community  
fix athletes exercise  
baseball money



# NPMS MAIN OFFICE





# NPHS ROOM 127 - STEM LAB



## Being Reimagined Into STEM Flex Space

- ◆ High School Technology and Engineering curricular programming
- ◆ Middle School Technology and Engineering rotations
- ◆ FIRST Robotics Team practice arena
- ◆ Future Esports Arena
- ◆ Hosting local and regional competitions



## Four Total Laboratory Spaces Divided by Retractable Glass Partitions

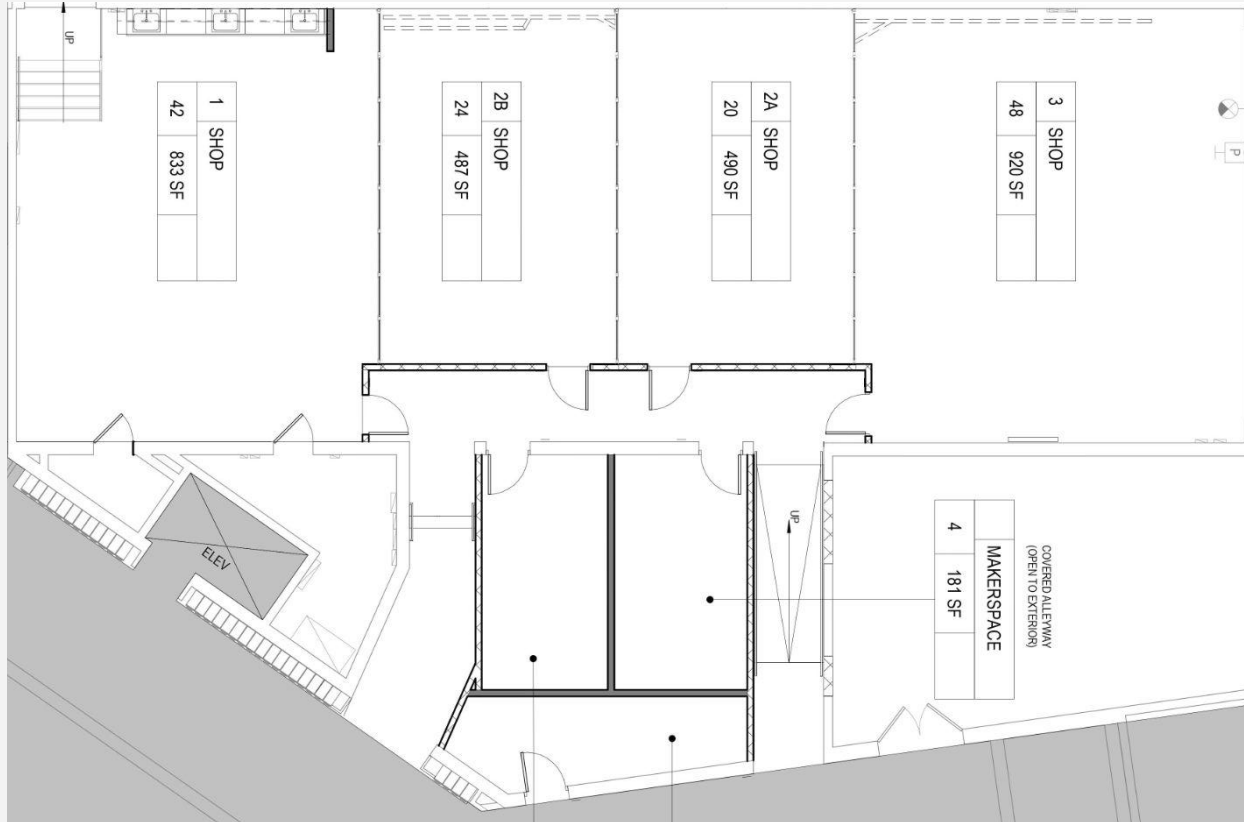
- ◆ Multiple possible configurations
- ◆ Durable, flexible furniture facilitates space transformation



## First Phase in Long-Term STEM/Science Lab Reimaginings



# NPHS ROOM 127 - STEM LAB







# ROD GRANT - HVAC/ROOF

ROD Grant Allocations: **65%** State Funded and 35% LEA funded

Roof	State Funding	District Funding	Total
High School	\$770,737.08	\$421,333.92	\$1,192,071
East End	\$198,874.53	\$128,717.47	\$307,592
Stony Brook	\$251,920.97	\$136,716.03	\$389,637

HVAC	State Funding	District Funding	Total
High School	\$1,207,253.46	\$659,961.54	\$1,867,215
Somerset	\$315,647.17	\$172,552.83	\$488,200
Stony Brook	\$1,548,238.40	\$846,365.60	\$2,394,604



# ROD GRANT SLIDE - East End Addition

ROD Grant Allocations: **65%** State Funded and 35% LEA funded

East End Addition	State Funding	District Funding	Total
3 Classrooms & Elevator	\$2,549,830.46	\$1,393,899.54	\$3,943,730.00





Year 2 HVAC  
Replacement-June 2025

NPHS Gym  
Bleachers

High School Weight Room  
Reimagination- Equipment  
Replacement

West End Track

Year 2 Roof  
Replacement  
Plan-Summer 2024

**COMMITMENT  
TO IMPROVED  
FACILITIES**

MS Gym Audio  
System/Elementary (2) AV

Drop Ceiling and  
Floor Replacement  
Multi-Year Plan

High School Painting-  
Tiles and Gymnasium  
Foyer



District Wide Burglar  
Alarm Improvements

New Bus  
Cameras/Continued  
School Camera  
Installations

Door Security Wiring  
Complex & Somerset

2 Replacement School  
Buses

**COMMITMENT  
TO IMPROVED  
HEALTH, SAFETY,  
& SECURITY**

LED Light  
Pedestrian  
Crossing Signs

Residency/Security  
Vehicle

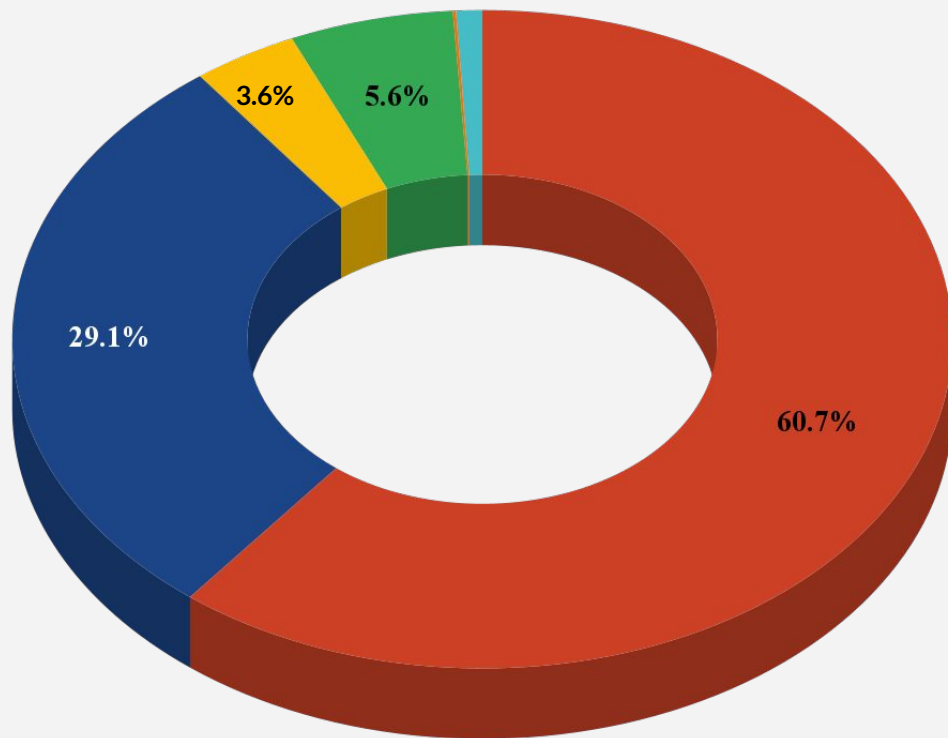
Banners HS/MS  
Somerset LED sign

District Wide New  
Phone System





# WHERE DOES YOUR SCHOOL BUDGET REVENUE COME FROM?



## STATE AID

\$68,322,868 (60.68%)

## LOCAL TAXES

\$32,726,592 (29%)

## PRESCHOOL AID

\$4,064,826 (3.61%)

## FEDERAL AID

\$6,357,038 (5.65%)

## MISCELLANEOUS REVENUE

\$121,000.00 (0.11%)

## DEBT SERVICE

\$1,010,200 (0.90%)



# HOW ARE MONIES ALLOCATED?



67%

Salaries/  
Benefits

11%

Facilities

13%

Capital Outlay

9%

Supplies/Text  
PD

Other/Support

3.0%

Transportation





# BUDGET COMPARISON YEAR TO YEAR

	Budget 2024-2025	Budget 2023-2024	\$ Change	% Change
Total Expenditures	\$110,786,018	\$104,983,675	\$5,802,343	5.5%
Anticipated Revenues	\$68,322,868	\$58,649,072	\$9,673,796	16.5%
Special Revenue Fund	\$6,357,038	\$7,323,125	-\$966,087	-13.1%
Debt Service	\$1,010,200	\$1,057,200	-\$47,000	-4.4%
Tax Levy	\$32,726,592	\$32,084,894	\$641,698	2%



# TAX IMPACT 2024 - 2025

North Plainfield Average Household Price \$ 225,392

*School Taxes will be increased by **\$11.12 per month** which totals **\$133.48 per year** on the Average Household*





# THANK YOU!

Questions?

*We strive to meet our students where they are, and grow them to be successful as people when they leave our doors.*

