



# NORTH PLAINFIELD SCHOOL DISTRICT STRATEGIC PLAN 2024-2025 ACTION STEPS

## GOAL 1: STUDENT EXPERIENCE



TO CREATE AN EXPERIENCE THAT ALLOWS FOR THE FULL EXPLORATION OF INTERESTS, LIFE OPPORTUNITIES, AND CAREERS WHILE PRIORITIZING WELL-BEING

**OBJECTIVE:** Increase student opportunities to be academically and socially involved

**ACTION STEPS:**

- a. Research and propose an updated middle and high school schedule
- b. Expand elective opportunities and awareness for middle/high school
- c. Implement Project Adelante partnership with Kean University
- d. Expand extracurricular opportunities



**OBJECTIVE:** Seek community partners to expand civic/community involvement for students

**ACTION STEPS:**

- a. Educate students on social, safety, and wellness issues
- b. Expand community events to include local partnerships and resources
- c. Exploring service learning projects in relation to the curriculum

**OBJECTIVE:** Increase opportunities to elevate readiness for college and career upon graduation

**ACTION STEPS:**

- a. Extend high school College and Career exploration
- b. Implement the K-12 counseling/career/college curriculum
- c. Host a college athletics recruitment seminar for counselors and students

## GOAL 2: FACILITIES & SAFETY



TO CREATE INNOVATIVE, SAFE, AND EXPANDED LEARNING ENVIRONMENTS IN A FISCALLY PRUDENT MANNER

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

**ACTION STEPS:**

- a. Completed projects submitted to architects for referendum drawings to be submitted to state
- b. Create and implement a communication plan regarding the referendum
- c. Work with bond council and financial planner for the funding of the bonds schedule

**OBJECTIVE:** Improved safety and security protocols at all schools

**ACTION STEPS:**

- a. Hire a Class 3 Officer at the HS/MS Campus
- b. Complete the middle school main office vestibule
- c. Install a district-wide phone system compatible with our LENS security system
- d. Place additional cameras, crosswalks, safety measures, and strobes

**OBJECTIVE:** Explore and apply for alternative funding sources to sustain district growth

**ACTION STEPS:**

- a. Apply for applicable grant opportunities by leveraging the expertise of staff and grant writers to identify grants and maximize the district's chances of securing external funding
- b. Expand partnership and awareness with NPEF
- c. Include projects in the zero-tax impact referendum eligible for state debt service aid

## GOAL 3: SCHOOL CLIMATE & CULTURE



STRENGTHEN A CLIMATE OF RESPECT AND INCLUSION SO THAT ALL HAVE A SENSE OF BELONGING

**OBJECTIVE:** Enhance district and school presence in our local and educational community

**ACTION STEPS:**

- a. Rollout of new website
- b. Increase community and family membership on advisory councils
- c. Continue to submit proposals for state and national professional conferences
- d. Update mission and vision statement

**OBJECTIVE:** Foster a culture of diversity and inclusion

**ACTION STEPS:**

- a. Begin Equity audit
- b. Sheltered Instruction (SIOP) training for high school staff
- c. Celebrate heritage and cultural events
  - i. Visuals in each school to establish NP as cultural spaces
  - ii. 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

**OBJECTIVE:** Implementing restorative practices to promote an inclusive mindset

**ACTION STEPS:**

- a. All staff train and implement Phase 1: First Five and Circles
- b. Administrators and Restorative Implementation Teams trained in Phase 2
- c. Schools create goals as related to NJSCI School Climate Improvement Survey results

## GOAL 4: TEACHER RECRUITMENT & DEVELOPMENT



IMPROVE STUDENT OUTCOMES BY STRENGTHENING OUR PROFESSIONAL LEARNING PRACTICES AND STAFF RECRUITMENT/RETAINMENT THROUGH A DATA-INFORMED MINDSET

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

**ACTION STEPS:**

- a. Connect with associations/organizations/colleges about recruitment and advertising opportunities
- b. Minority teacher development grant with Kean
- c. Create a marketing document that highlights the supports the district offers such as mentoring, reimbursement, instructional support, etc.

**OBJECTIVE:** Ensure all staff are supported to implement a vision for high expectations and high-quality instruction

**ACTION STEPS:**

- a. Execute research-based curriculum programs, instructional practices, and scheduling practices
- b. Use student performance data to drive instructional practices and student growth in each school/department
- c. Ensure a school culture that emphasizes collaboration and honors the achievements of students, staff, and coaches

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

**ACTION STEPS:**

- a. Survey staff to identify the needs they feel are most important for PD
- b. Attending out-of-district professional learning opportunities that are aligned with district goals and then turnkey to staff
- c. Hosting choice professional learning sessions throughout the school year, incorporating some selection offerings around areas of identified needs.