



# STRATEGIC PLAN

## *Action Steps for 2024-2025*

Unlocking Potential. Creating Impact.

**WHO  
WE  
ARE**

## **MISSION STATEMENT**

The North Plainfield School District is committed to developing and maintaining a world-class learning environment by providing a relevant, integrated, and progressive curriculum that will foster continued intellectual, physical, social, and emotional growth in all students in order to prepare them to succeed in our dynamic, diverse, and technological society while also developing in them an appreciation for the humanistic and aesthetic aspects of life.

## **VISION STATEMENT**

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



# OUR SCHOOLS



East End Elementary



Stony Brook Elementary



West End Elementary



Somerset School



Middle School



High School



# NEW JERSEY QUALITY SINGLE ACCOUNTABILITY CONTINUUM (NJQSAC)



We are pleased to share that North Plainfield has been designated as “**HIGH PERFORMING,**” and therefore certified as providing a thorough and efficient system of education for a period of three years or until the next NJQSAC review.

Instruction &  
Program

81%

Fiscal  
Management

100%

Governance

94%

Operations

97%

Personnel

90%

## 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

### ACTION STEPS

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

### OBJECTIVE 2

Seek community partners to expand civic/community involvement for students

### ACTION STEPS

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

### OBJECTIVE 3

Increase opportunities to elevate readiness for college and career upon graduation

### ACTION STEPS

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

## FACILITIES & SAFETY

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

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### OBJECTIVE 1

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

### ACTION STEPS

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

### OBJECTIVE 2

Improved safety and security protocols at all schools

### ACTION STEPS

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

### OBJECTIVE 3

Explore and apply for alternative funding sources to sustain district growth

### ACTION STEPS

- 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
- Expand partnership and awareness with NPEF
- Include projects in the zero-tax impact referendum eligible for state debt service aid

## SCHOOL CLIMATE & CULTURE

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

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### OBJECTIVE 1

Enhance district and school presence in our local and educational community

### ACTION STEPS

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

### OBJECTIVE 2

Foster a culture of diversity and inclusion

### ACTION STEPS

- Begin Equity audit
- Sheltered Instruction (SIOP) training for high school staff
- 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

### OBJECTIVE 3

Implementing Restorative practices to promote an inclusive mindset

### ACTION STEPS

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



## TEACHER RECRUITMENT & DEVELOPMENT

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

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### OBJECTIVE 1

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

### ACTION STEPS

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

### OBJECTIVE 2

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

### ACTION STEPS

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

### OBJECTIVE 3

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

### ACTION STEPS

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





**Questions or  
Comments?**