

# 3D Strategic Plan

2016 - 2021

Prepared for the

## Chesterfield Township School District Chesterfield, New Jersey

*Facilitated by NJSBA Field Services Department*

Jesse Adams Jr.,  
Field Service Representative

Terri Lewis,  
Field Service Representative

**New Jersey School Boards Association**  
*Serving Local Boards of Education Since 1914*



# 3D Strategic Plan

**2016-2021**

## **Chesterfield Township School District**

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## **Acknowledgements**

The Chesterfield Township School District's 3D Strategic Planning process, completed during the 2014-2015 academic year, could not have occurred without the support, cooperation and dedication of the following people and groups:

### **Chesterfield Township School District Board of Education**

Dr. Terran Brown, President

Mr. Jignesh Shah, Vice President

Mrs. Laura Bond

Mrs. Peggy Hallion

Mrs. Andrea Katz

Mr. Scott Heino, Superintendent

Mr. John Snuffin, Business Administrator

### **New Jersey School Boards Association**

Jesse Adams Jr., Field Service Representative

Terri Lewis, Field Service Representative



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# 3D Strategic Planning Process

## Executive Summary

### A. Educating the Board to make an informed decision

At a meeting of the Board on February 4, 2015, New Jersey School Boards Association made a presentation to the Board on the 3D Strategic Planning Services available through the Association.

The information included a review of the following information and requirements:

- commitment of time and resources
- school and community level involvement
- strategic planning to meet the needs of the district
- the Board's role in the process
- potential participants to be included in the process

On March 3, 2015, the Board contracted with NJSBA for these services. After which the Board set the Strategic Planning process to begin in the spring of 2015.

### B. 3 D Strategic Plan Meetings

On April 23, May 13, and June 15, 2015, Jesse Adams Jr. and Terri Lewis, Field Service Representatives, facilitated 3 Strategic Planning meetings. Outcomes of these meetings include:

1. Strengths/Achievements and Challenges,
2. The vision of the future for your district,
3. Goals and Objectives

Outcomes included in this Strategic Planning Notebook are from all 3 of the Strategic Planning Meetings.

### C. Developing the Action Plans

The Superintendent and Administrative Team developed action plans to implement the 3D Strategic Plan. The action plans include:

1. The actions necessary to accomplish the goals and objectives
2. Select measures for accountability
3. Resources required
4. A timeline for implementation



D. **Next Steps**- The board and administration will implement the strategic plan and action plans for each of the identified goals. The plan will be placed on your website for your staff and community members. A copy of the plan should be on your board table to provide a framework for your decision-making.



# *MISSION STATEMENT*

"The education of the youngest generation is "THE MISSION" of all adult citizens of Chesterfield Township. We strive to accomplish this in partnership with home and community. As mandated by state and federal guidelines, our goal is to teach our students the skills necessary to achieve proficiency in the most current NJ Core Curriculum Content Standards.

The school leadership must provide the necessary resources and facilities that support a positive learning environment. In a rapidly changing community, Chesterfield Township Elementary School is committed to providing a safe environment in which to prepare all students to become responsible, respectful citizens and active life-long learners, with an appreciation of self and others."



# GOALS

The five goal areas that emerged from the group work are:

- 1. Instruction & 21st Century Differentiated Learning**
- 2. Fostering a Knowledge Culture Within the Building**
- 3. Community Partnerships & Communication with Parent and Non-Parent Groups**
- 4. Resources \$\$**
- 5. Social & Emotional Learning**





# GOAL AREA #1

## **Instruction & 21st Century Differentiated Learning**

### Goal Statement:

**Create a school culture that develops, applies and encourages 21st century skills and knowledge for all learners.**

### Objectives:

1. Incorporate competitive learning into the curriculum. (Spelling bee, robotics, math Olympiad, geography bee).
2. Provide staff development for meaningful implementation of existing and future technologies as a tool for learning.
3. Use ongoing assessment to drive instruction and form learning communities within the classroom.
4. Training and support teachers in instructional strategies to support student learning.



# GOAL AREA #2

## **Fostering a Knowledge Culture Within the Building**

### **Goal Statement:**

**Foster a knowledge culture within the district to enhance student achievement.**

### **Objectives:**

1. Cohesive and ongoing sustained professional development linked to district goals.
2. Foster recognition and value of data, driven to adapt advanced curricular innovation.
3. Develop and integrate systems and structures into school operations to support adult learning (+ recognition thereof).
4. Collaborative team-based model for all professional staff and support staff to encourage professional growth.
5. Forge and expand learning opportunities for all students by partnering with stakeholders (parents and universities).



# GOAL AREA #3

## **Community Partnerships & Communication with Parent and Non-Parent Groups**

### Goal Statement:

**Convince the community that the school is a resource for everyone.**

### Objectives:

1. Encourage every community member to utilize the school via "Open House" (i.e. businesses, senior groups, book clubs, exercise groups, etc.).
2. Provide other attendance options for Board, PTA, CPEF, and other group meetings (CTAA, Girl Scouts, Keenagers, etc.).
3. Create a user friendly and informative website.
4. Implement a student recognition program.



# GOAL AREA #4

## Resources \$\$

### Goal Statement:

**Find alternate revenues to mitigate tax increases to fund our objectives.**

### Objectives:

1. Funding and new sources of revenue.
2. Allocation of resources to manage growth and student population.
3. Enhance, Develop, and Support a progressive curriculum.
4. Tap into community resources.



# GOAL AREA #5

## Social & Emotional Learning

### Goal Statement:

**Create a safe and caring learning community with an emphasis on developing mutual respectful relationships.**

### Objectives:

1. Establish a consistent, responsive Character Education Program, school-wide.
2. Create a school-wide discipline and reward system that is logical and consistent.
3. Provide staff with professional development in techniques to embed cooperative learning in the classroom.
4. Establish Open Play opportunities (recess) to socialize students within each grade level.



# **Appendix "A"**

## **Superintendent's Report "State of the School"**



# STATE OF THE SCHOOL

THURSDAY, APRIL 23, 2015

## BOARD MEMBERS

Dr. Terran Brown, Board President

Mr. Jignesh Shah, Board Vice President

Mrs. Laura Bond, Board Member

Mrs. Peggy Hallion, Board Member

Mrs. Andrea Katz, Board Member

## ADMINISTRATION

Mr. Scott Heino, Superintendent

Mr. John Snuffin, Business Administrator/Board Secretary

Mr. Mike Mazzoni, Assistant Principal

Mrs. Jeanine May-Sivieri, Supervisor of Curr. & Instr.

Dr. Gino Sivieri, Supervisor of Special Services

Mr. Robert Carter, Supervisor of Buildings & Grounds

## OUR STAFF & STUDENTS

STAFF AND STUDENTS	TOTAL
Administrators	5
Certified Staff	66
Support Staff	46
Total Staff (Certified & Support)	112
Total Students	739



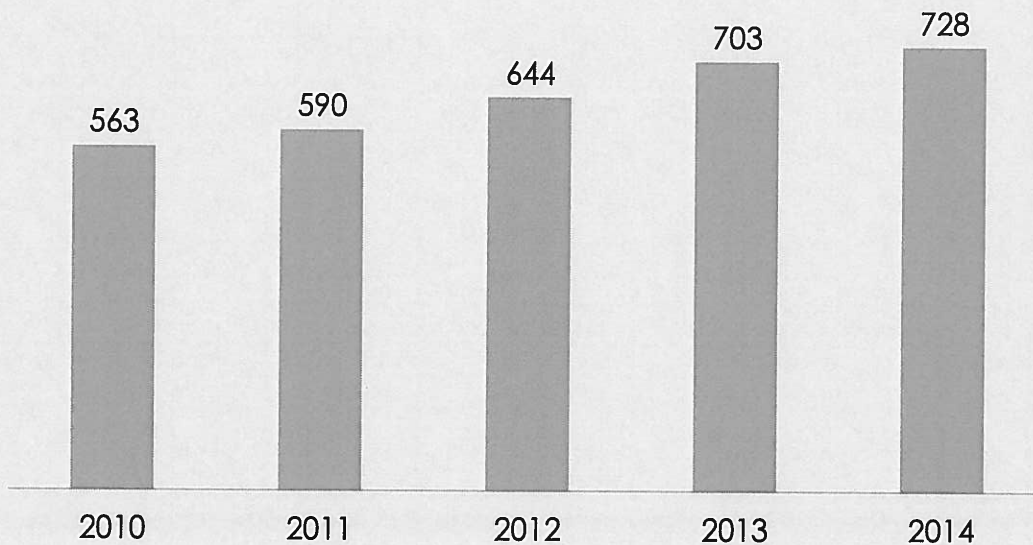
## OUR MAKE-UP

**Administrators Include:** Superintendent, Assistant Principal, Supervisor of Curriculum & Instruction, Supervisor of Student Services, Business Administrator

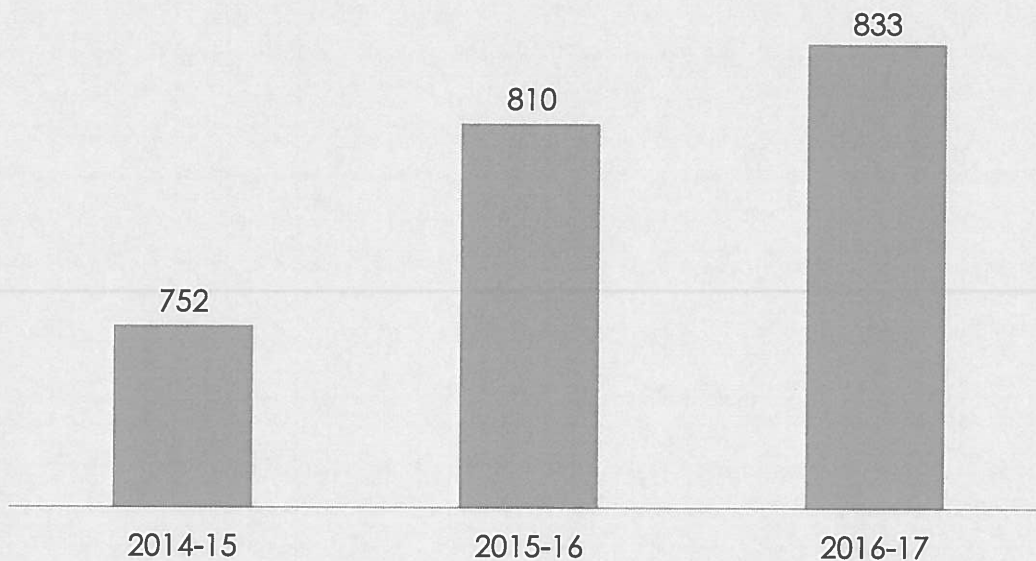
**Certified Staff Include:** General Education Teachers, Special Education Teachers, Basic Skills Instruction Teachers, Gifted Talented Teacher, Specialists (Art Teacher, PE Teacher, etc.), Nurses, CST (LDT, Social Worker, School Psychologist, Counselor, Speech/Language Therapists, Occupational Therapist, Physical Therapist)

**Support Staff Include:** Supervisor of Buildings & Grounds, Secretaries, Custodians, Paraprofessionals, Lunch/Recess Aides, Bus Driver, Bus Aide

## ENROLLMENT



## ENROLLMENT PROJECTIONS



## CHALLENGES OF OUR INCREASING ENROLLMENT

- Need for additional classroom teachers
- Need for additional specialists
- Need for additional support staff
- Maintaining class size
- Maintaining services/programs
- Expanding services/programs
- Additional professional development to support current teachers and to support new teachers
- More students = additional concerns (i.e. discipline, space, arrival/dismissal procedures, etc.)
- Developing a budget to address the needs of the school but not placing additional burden on the tax payer.

## THE BUDGET PROCESS

- Process begins each fall
- Begin by collecting information from staff/departments
- Review all data
- Determine budgetary needs/priorities
- Develop preliminary budget based on the priorities
- Build from current budget and adjust based on needs/priorities
- Possible "zero based budgeting" next year

## TOTAL OPERATING BUDGET



## REVENUE & COST SAVINGS

We are always investigating opportunities to cut costs and generate alternate revenue.

- Renegotiated agreement with Champions before and after care program
- Investigate opportunities to rent classrooms/space to other institutions
- Investigate opportunities to cut costs on services such as transportation
- Refinancing bonds
- Investigate the benefits of starting our own before and after care program
- Investigate alternatives with health benefits
- Investigate alternate funding opportunities such as e-rate and SEMI (Special Education Medicare Initiative)
- Established shared services with other districts (i.e. specialists, transportation, technology support, etc.)
- Sold old school
- Insurance settlement for damages as a result of the school fire

## TRANSPORTATION

- Own one 18 passenger school bus/handicap accessible
- Bus must be replaced - replace in the 2015-16 budget
- Bus used for pre-school runs each day and other local trips when transporting small number of students
- All other transportation handled through an agreement with Northern Burlington County Regional School District
- NBCRSD outsources three routes to Garden State Transport (GST)
- In process of preparing to bid transportation

## CURRICULUM & INSTRUCTION

- Split supervisor position and created two positions - Supervisor of Curriculum & Instruction and Supervisor of Special Services
- Positive change for district - one person focused specifically on curriculum and instruction

## LANGUAGE ARTS LITERACY

- LAL curriculum (reading and writing) revised and aligned to the Common Core State Standards
- Continue to refine literacy curriculum ensuring alignment across grade levels
- Implemented new Units of Study for writing
- Focus on writing

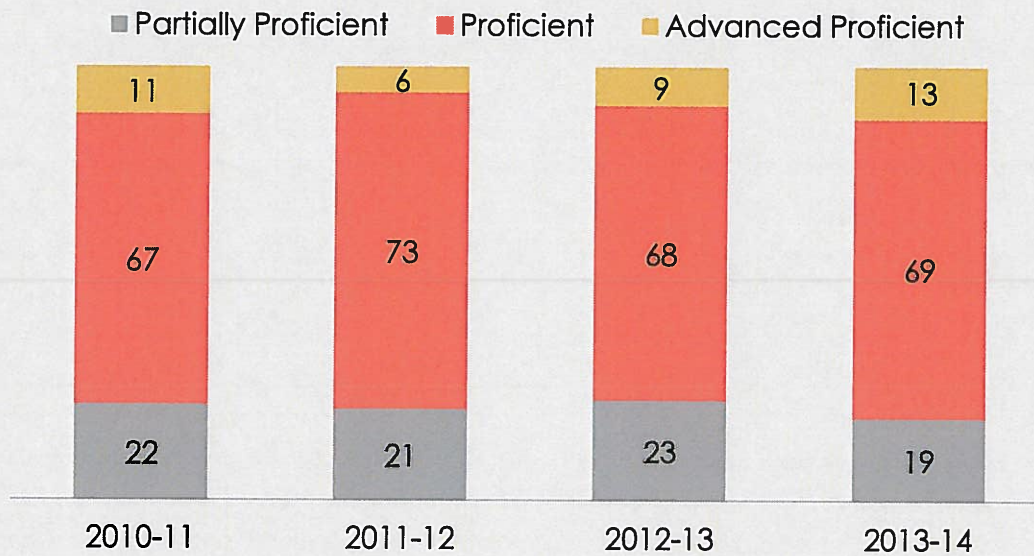
## MATH & SCIENCE

- Math curriculum revised and aligned to the Common Core State Standards
- Continue to refine math curriculum to ensure alignment across grade levels and to address concerns with the scope and sequence within the Everyday Math Program
- Next Generation Science Standards scheduled to be implemented in 2016 – 6<sup>th</sup> Grade and 2017 – Grades K through 5
- Working with regional partners to develop science curriculum based on NGSS
- Work will continue next year in preparation for September 2016

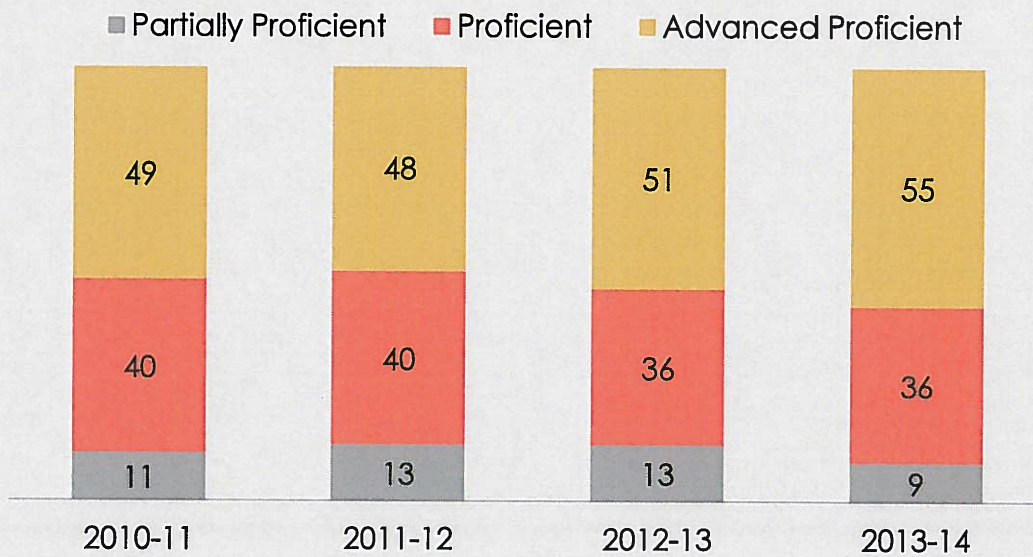
## ACADEMIC ACHIEVEMENT

- Chesterfield Township School's academic performance is **High** when compared to schools across the state – **79<sup>th</sup> Percentile**.
- **Peer Schools:** Schools that have similar grade levels and students with similar demographic characteristics (percentage of students qualifying for free and reduced lunch, Limited English Proficiency Programs, Special Education Programs)
- When compared to our peer group, our academic performance is **Average – 55<sup>th</sup> Percentile**.
- Chesterfield Township School has met **100%** of its performance targets related to academic achievement.

## PROFICIENCY TRENDS LANGUAGE ARTS LITERACY



## PROFICIENCY TRENDS MATH



## STUDENT GROWTH

- Chesterfield Township School's student growth is **High** when compared to schools across the state – **76<sup>th</sup> Percentile**.
- When compared to our peer group, our student growth is also **High** – **69<sup>th</sup> Percentile**.
- Chesterfield Township School has met **100%** of its performance targets related to student growth.

## GROWTH LANGUAGE ARTS LITERACY

	Low Growth	Typical Growth	High Growth
Partially Proficient	5%	10%	4%
Proficient	14%	25%	28%
Advanced Proficient	0%	4%	9%



## GROWTH MATH

	Low Growth	Typical Growth	High Growth
Partially Proficient	6%	1%	2%
Proficient	16%	15%	11%
Advanced Proficient	8%	12%	30%

## LOOKING AHEAD

- Maintain focus on student achievement
- Focus on specific areas of instruction – currently writing.
- Use data to drive instruction and decision making
- Score very high in mathematics but student growth is an area of focus

## SPECIAL EDUCATION

- Pre-School Program
- In-class Resource Program
- Pull-out Resource Program
- Out of district placements
- Investigate programs to bring out of district placement students back to district
- SE sub-groups met targets
- 13% of students classified – low compared to other districts

## PER PUPIL SPENDING

- In Burlington County, Chesterfield is the second lowest per pupil spending district at \$15,974.
- Here is how we compare to the districts in our peer group:

District	Per Pupil Spending
Mahwah Twp., Bergen	\$21,090
Cherry Hill Twp., Camden	\$17,071
Clinton Twp., Hunterdon	\$20,733
Princeton Regional, Mercer	\$24,614
Howell Twp., Monmouth	\$19,386
State Average	\$19,211

## BUILDING & GROUNDS

- In 2011, Chesterfield Township School District opened our new building.
- The school was designed and built to accommodate the projected growth of the township and school district.
- Unlike most districts, our facility is not a concern.
- However, there are other areas of the B&G Department that we must focus on moving forward.

## B&G FOCUS

- Proper equipment for maintenance
- Space/land to store maintenance equipment outside the building
- Limited resources for snow removal
- No school vehicle
- Additional staff to maintain building

## INITIATIVES ON THE HORIZON

- Improve student achievement
- Increase the technology opportunities for our students
- Become more self-sufficient within buildings & grounds
- Revise our report cards
- Evaluate/improve our specialty programs (i.e. basic skills, gifted and talented, I&RS, etc.)
- Improve communication with parents and community (i.e. school website)
- Generate alternate revenue

THANK YOU

Now let's get to work!

## **Appendix "B"**

### **Strengths/Achievements and Challenges**



## 3D Strategic Planning Outcomes – Meeting #1 Chesterfield Township School District

### Team One:

Strengths/Achievements	Challenges
Writers workshop	Workshops implemented inconsistently
Readers workshop	Supplies for workshops/curriculum
Workshop resource allocation needs provides opportunity to strategies	School based extracurricular activities are basic (sports)
Beautiful building and town setting	Gifted and Talented and advanced programs seem to be lacking
Safe community	Increased number of challenged students
Teacher quality is very good	Stuffing to accommodate growth
Family support	Support staff for building grounds and administrative services are strained
Diverse community	2% tax cap
Manageable class size – except 6th Grade	Health Care costs
Investment in the future	Lacking technology
Growing and attractive community	

### Team Two:

Strengths/Achievements	Challenges
Improved student achievement	Growth
Diversity	Budgetary concerns (i.e. funding and property taxes)
New school	Communication
Commitment to technology	Special education support
Caring and embracing teachers and staff	Lack of advanced learning for students (systemic)
Responsive teachers	Traffic
Parental support	Hiring excellent teachers
Community	Developing teachers
Caring committed special education bus drivers	



### Team Three:

Strengths/Achievements	Challenges
Sense of community	Community involvement
Climate	\$ Dollars
Staff	Parking
Building	Staffing (nurse, specials, etc.)
Security	At risk-Special Education (low growth/achievement)
PTA	Growth
CPEF	Responding to change
Growth towards initiatives (writing, communication)	Access to meetings (audio/video)
Academic achievement	New staff/professional development
Class size (K – 5)	Technology
	Increase in Gifted and Talented

### Team Four:

Strengths/Achievements	Challenges
Building	Hold onto small community values in a large district
Sense of community	Money
Dedicated staff	Meeting needs of diverse learners
Diversity	Willingness to change
Compassion	Meet the mandates imposed on district
Improved academics	Logistics with larger student population
Positive school climate	Staff support with increased numbers
Technology – OK now	Parental involvement
School – Core of Community	Staffing assignment consistency – Turnover
Support groups (PTA, Police, FUND, CTAA, CTASSA)	Communication between school/community
	Divided community – Old/New
	Technology
	Clear vision to work to common goal – Firefighting



**Appendix "C"**  
**"Our Vision" Exercise**





## 3D Strategic Planning Outcomes – Meeting #2 Chesterfield Township School District

### Team One:

Vision - Initiatives	Vision - Initiatives
Bridge the gap for our diverse learners	Prepared for middle school
G & T/Enrichment for all areas	Increased motivation through recognition
Respectful well-rounded students. Accountable!	Increased communication with staff
Increased vertical and horizontal articulation	Technology and how to best utilize it
Promote excellence – Bees/Bowls	Focus on whole children 21 <sup>st</sup> century skills/learners
Fiscal responsibility/viability (grants, etc.)	More staff support for non-academic & special education needs

### Team Two:

Vision - Initiatives	Vision - Initiatives
Communication with parents from General Education teachers and CST	Emphasis on social skills & academics: Civics, Manners – Expectations, Community Service
Technology and global/national connections	Students applying and expanding on what they learned in the classroom
Academic Excellence	Staff Development
Participation in more long-term, high interest, competitive academic program events. (i.e. Science Olympics)	More structured G & T
Consistency within grade levels	More consistency with behavior and consequences
Teachers following the IEP/504 in the classroom	



### Team Three:

Vision - Initiatives	Vision - Initiatives
Instructors that research and apply best practices, innovative, disruptive, diagnostic	Forge partnerships with universities and corporations
Delivers advanced and enriched programs: – STEM, Robotics, Lego – Spelling Bees/Arts, Music, Chorus	Individualized education approach
Continual evaluation of programs effectiveness	Technology – 1 to 1 devices (seamless)
Fiscally efficient	

### Team Four:

Vision - Initiatives	Vision - Initiatives
School is a beacon of the community	Influx of funding – Local business sponsorship
Progressive curriculum: – Addresses needs of the whole child – Addresses social/emotional growth – Gifted and special needs programs – Increase opportunities for differentiated instruction – Academics, creativity and strength of character	Evidence-based practices: – Learning strategies – Intervention programs to address special needs – Teacher evaluation based on evidence-based practices
Forward thinking and planning to accommodate the influx of student growth: – Student/teacher ratio – Good support protocols/mechanisms	Learning and sharing from best practices of other districts to shape: public relations, professional development, student programs, discipline
Standard best report cards and evaluation of students	Next Generation Science Standards – New curriculum, spaces, materials
Successful partnership and communication between parents, educators, administrators and community members	Effective public relations program: – Outreach to all segments of the community – leverage the community resources (agriculture)
Technology	



# Appendix "D"

## Action Plans



# CHESTERFIELD TOWNSHIP SCHOOL DISTRICT

Chesterfield, New Jersey 08515

## *JULY 2016 – JUNE 2021 FIVE-YEAR STRATEGIC ACTION PLAN*

### Goal Area #1: Instruction and 21<sup>st</sup> Century Differentiated Learning

**Goal Statement:** Create a school culture that develops, applies, and encourages 21<sup>st</sup> century skills and knowledge for all learners.

**Objective 1:** Incorporate competitive learning into the curriculum. (spelling bee, robotics program, math Olympiad, geography bee, etc.).

**Objective 2:** Provide staff development for meaningful implementation of existing and future technologies as a tool for learning.

**Objective 3:** Use ongoing assessment to drive instruction and form learning communities within the classroom.

**Objective 4:** Train and support teachers in instructional strategies to support student learning.

MAJOR ACTIVITIES	PERSONNEL	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
Investigate, develop, and implement a competitive learning opportunity.	<ul style="list-style-type: none"> <li>-Asst. Principal</li> <li>-Supr. of C&amp;I</li> <li>-Teachers</li> <li>-Students</li> <li>-PTA</li> <li>-CPEF</li> </ul>	<ul style="list-style-type: none"> <li>-Educational competitions</li> <li>-Other school districts</li> </ul>	Year 2	<ul style="list-style-type: none"> <li>-Implementation of a competitive learning opportunity</li> <li>-Documentation of participants and winners</li> <li>-Recognition at BOE meeting</li> </ul>
Develop Technology Plan based on district needs and future goals.	<ul style="list-style-type: none"> <li>-Dir. of Technology</li> <li>-Technology Support Staff</li> <li>-Administration</li> <li>-Technology Teacher</li> <li>-Teachers</li> </ul>	<ul style="list-style-type: none"> <li>-Strategic Plan</li> <li>-CCSS</li> <li>-NGSS</li> <li>-TechShare</li> </ul>	Year 3	<ul style="list-style-type: none"> <li>-Completed 3-Year Technology Plan</li> </ul>
Develop and implement PD plan specifically focused on technology and the use of technology in the classrooms as instructional tools.	<ul style="list-style-type: none"> <li>-Dir. of Technology</li> <li>-Technology Support Staff</li> <li>-Administration</li> <li>-Technology Teacher</li> <li>-Teachers</li> </ul>	<ul style="list-style-type: none"> <li>-Strategic Plan</li> <li>-Technology Plan</li> <li>-PD Survey Results</li> </ul>	Years 3-5	<ul style="list-style-type: none"> <li>-Completed PD Plan specifically focused on technology</li> </ul>
Develop Data Review Committee to analyze student data and use that data to identify focus areas to improve student growth and achievement.	<ul style="list-style-type: none"> <li>-Administration</li> <li>-Grade level reps</li> </ul>	<ul style="list-style-type: none"> <li>-Standardized testing data</li> <li>-District testing data</li> </ul>	Year 2	<ul style="list-style-type: none"> <li>-Established committee</li> <li>-Identified areas of focus based on data analysis</li> </ul>
Develop a culture of professionalism and teacher leaders within staff.	<ul style="list-style-type: none"> <li>-Administrators</li> <li>-Teachers</li> <li>-Paraprofessionals</li> </ul>	<ul style="list-style-type: none"> <li>-Professional literature</li> <li>-PD opportunities</li> <li>-Curriculum development</li> </ul>	Years 1 - 5	<ul style="list-style-type: none"> <li>-Structures in place within the district to foster a professional environment</li> </ul>

MAJOR ACTIVITIES	PERSONNEL	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
Develop training program for paraprofessionals.	<ul style="list-style-type: none"> <li>-Administrators</li> <li>-Teachers</li> <li>-Paraprofessionals</li> </ul>	<ul style="list-style-type: none"> <li>-Professional literature</li> <li>-Curricula</li> </ul>	Year 4	<ul style="list-style-type: none"> <li>-Training Program in place</li> </ul>

# CHESTERFIELD TOWNSHIP SCHOOL DISTRICT

Chesterfield, New Jersey 08515

## *JULY 2016 – JUNE 2021 FIVE-YEAR STRATEGIC ACTION PLAN*

### **Goal Area #2: Fostering a Knowledge Culture Within the Building**

**Goal Statement:** Foster a knowledge culture within the district to enhance student achievement.

**Objective 1:** Cohesive and ongoing sustained professional development linked to district goals.

**Objective 2:** Foster recognition and value of data, driven to adapt advanced curricular innovation.

**Objective 3:** Develop and integrate systems and structures into school operations to support adult learning.

**Objective 4:** Collaborative team-based model for all professional staff and support staff to encourage professional growth.

**Objective 5:** Forge and expand learning opportunities for all students by partnering with stakeholders (parents and universities).

MAJOR ACTIVITIES	PERSONNEL	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
Develop Professional Development Plan based on district needs and strategic plan activities.	-Administration -ScIP	-PD Survey -Strategic Plan -CCSS -CCCS -Curricula -Student Data -Evaluation Data	Year 1	-Completed 4-Year Professional Development Plan
Develop Data Review Committee to analyze student data and use that data to identify focus areas to improve student growth and achievement.	-Administration -Grade level reps	-Standardized testing data -District testing data	Year 2	-Established committee -Identified areas of focus based on data analysis
Develop culture of professionalism and teacher leaders within staff.	-Administrators -Teachers -Paraprofessionals	-Professional literature -PD opportunities -Curriculum development	Years 1 - 5	-Structures in place within the district to foster a professional environment
Develop training program for paraprofessionals.	-Administrators -Teachers -Paraprofessionals	Professional literature Curricula	Year 4	-Training Program in place
Establish process/procedure to effectively communicate with NBCRSD to determine student preparedness for MS.	-Supr. of C&I -Principal -6th Grade Teachers Representatives -RCPC	-Regional Curriculum Committee -Curricula -Testing data	Years 2 - 5	-Process in place that enables us to determine the preparedness level of our students at MS

Goal Area #2



MAJOR ACTIVITIES	PERSONNEL	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
Work to expand opportunities with PLCs for specialists within region.	<ul style="list-style-type: none"> <li>-Administration</li> <li>-Specialists</li> <li>-Regional Districts</li> </ul>	<ul style="list-style-type: none"> <li>-Identified areas of need</li> <li>-Curricular changes</li> <li>-PD Plan</li> </ul>	Year 3	<ul style="list-style-type: none"> <li>-Regional meeting agendas</li> <li>-Lesson plans</li> </ul>
Continue to foster relationship with Rider University with relationship to NGSS and STEM.	<ul style="list-style-type: none"> <li>-Supr. of C&amp;I</li> <li>-Teachers</li> </ul>	<ul style="list-style-type: none"> <li>-NGSS</li> <li>-Curricula</li> </ul>	Years 1-5	<ul style="list-style-type: none"> <li>-Agendas from meetings</li> <li>-Lesson plans</li> <li>-Revisions to curricula</li> </ul>
Create Advisory Committee to review SP and review direction of district.	<ul style="list-style-type: none"> <li>-Administration</li> <li>-Association Reps</li> <li>-BOE reps</li> <li>-Parent Reps</li> <li>-Community Reps</li> <li>-Police/Fire Reps</li> <li>-Township Reps</li> </ul>	<ul style="list-style-type: none"> <li>-Strategic Plan</li> <li>-Student Data</li> <li>-Survey Results</li> </ul>	Year 3	<ul style="list-style-type: none"> <li>-Established committee</li> <li>-Minutes from meetings</li> <li>-Recommendations for the BOE</li> </ul>

# CHESTERFIELD TOWNSHIP SCHOOL DISTRICT

Chesterfield, New Jersey 08515

## *JULY 2016 – JUNE 2021 FIVE-YEAR STRATEGIC ACTION PLAN*

### **Goal Area #3: Community Partnerships & Communication with Parent and Non-Parent Groups**

**Goal Statement:** Convince the community that the school is a resource for everyone.

**Objective 1:** Encourage every community member to utilize the school via “Open House” (i.e. business, senior groups, book clubs, exercise groups, etc.).

**Objective 2:** Provide other attendance options for Board, PTA, CPEF, and other group meetings (CTAA, Girl Scouts, Keenagers, etc.).

**Objective 3:** Create a user friendly and informative website.

**Objective 4:** Implement a student recognition program.

MAJOR ACTIVITIES	PERSONNEL	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
Establish school community calendar to show how much the school is used and to show when the school is available.	<ul style="list-style-type: none"> <li>-Administration</li> <li>-Support Staff</li> <li>-Technology Teacher</li> </ul>	<ul style="list-style-type: none"> <li>-BOE Agendas</li> <li>-Master School Calendar</li> </ul>	Year 5	<ul style="list-style-type: none"> <li>-Accurate and complete school community calendar</li> </ul>
Advertise procedures for use of facilities on district website.	<ul style="list-style-type: none"> <li>-Administration</li> <li>-Support Staff</li> <li>-Technology Teacher</li> </ul>	<ul style="list-style-type: none"> <li>-Main Office Procedures</li> <li>-BOE Policy</li> </ul>	Years 5	<ul style="list-style-type: none"> <li>-Procedure posted on district website</li> <li>-Advertisements posted throughout the township</li> <li>NBCRSD TV</li> <li>-Township Website</li> </ul>
Create Educational Family Nights	<ul style="list-style-type: none"> <li>-Administration</li> <li>-Supr. of C&amp;I</li> <li>-Students</li> <li>-Parents</li> </ul>	<ul style="list-style-type: none"> <li>-Curricula</li> </ul>	Years 1 - 5	<ul style="list-style-type: none"> <li>-Successful Family nights (minimum one per year)</li> </ul>
Use newly developed website as a major tool in serving as a resource for parents and community members.	<ul style="list-style-type: none"> <li>-Administration</li> <li>-Faculty &amp; Staff</li> <li>-Technology Teacher</li> <li>-Dir. of Technology</li> <li>-Website Support Company</li> </ul>	<ul style="list-style-type: none"> <li>-Parent Survey</li> <li>-Other district websites</li> <li>-Director of Technology</li> <li>-Survey Results</li> </ul>	Years 1 - 5	<ul style="list-style-type: none"> <li>-Parent survey showing positive results of district website</li> </ul>
Implementation and use of student recognition program.	<ul style="list-style-type: none"> <li>-Character Education Committee</li> <li>-Administration</li> </ul>	<ul style="list-style-type: none"> <li>-Existing program description</li> <li>-Programs used in other school districts</li> <li>-Professional Literature</li> </ul>	Years 1 - 5	<ul style="list-style-type: none"> <li>-Program in place</li> </ul>

**CHESTERFIELD TOWNSHIP SCHOOL DISTRICT**  
Chesterfield, New Jersey 08515

*JULY 2016 – JUNE 2021 FIVE-YEAR STRATEGIC ACTION PLAN*

**Goal Area #4: Resources**

**Goal Statement:** Find alternative revenues to mitigate tax increases to fund our objectives.

**Objective 1:** Funding and new sources of revenue.

**Objective 2:** Allocation of resources to manage growth and student population.

**Objective 3:** Enhance, develop, and support a progressive curriculum.

**Objective 4:** Tap into community resources.

MAJOR ACTIVITIES	PERSONNEL	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
Investigate alternative approaches to budgeting and funding that continue to stretch tax dollars and/or reallocate financial resources.	-BOE -Administration	-NJSBA -Other districts -Research other sources	Years 1 - 5	-Secured alternate funding -Fiscally sound budget
Secure staffing to meet the needs of student growth.	-Administration -BOE	-Enrollment Projections -Current Enrollment -Shared services with other districts	Years 1-5	-Maintain & Expand current programs -Appropriate class size -Meet needs of SE students/programs
Meet with township representatives to discuss various issues which intersect between township and school district due to growth and form partnerships.	-Administration -BOE -Township Reps -Police Reps	-Identified needs -Meeting schedule/agenda	Year 4	-Meeting Agendas -BOE Reports -Improved communication between district and township
Investigate community resources that would benefit the district and positively impact learning such as establishing a connection with the local farming community.	-Administration -Staff -Community Members -Local Farmers	-Exemplars from other districts/programs -Areas of strength within the community	Year 4	-Community resources in use in the school

# CHESTERFIELD TOWNSHIP SCHOOL DISTRICT

Chesterfield, New Jersey 08515

## *JULY 2016 – JUNE 2021 FIVE-YEAR STRATEGIC ACTION PLAN*

### Goal Area #5: Social & Emotional Learning

**Goal Statement:** Create a safe and caring learning community with an emphasis on developing mutual respectful relationships.

**Objective 1:** Establish a consistent, responsive Character Education Program, school-wide.

**Objective 2:** Create school-wide discipline and reward system that is logical and consistent.

**Objective 3:** Provide staff with professional development in techniques to embed cooperative learning in the classroom.

**Objective 4:** Establish Open Play opportunities (recess) to socialize students within each grade level.

MAJOR ACTIVITIES	PERSONNEL	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
Evaluate current character education activities and program to identify areas for improvement.	-Administration -CE Committee	-Current Program -Model Programs -Programs in other districts -Survey	Years 1 - 5	-Implementation of Program -Reports to BOE
Evaluate and improve the climate and culture of the school.	-School Community -Character Education Committee	-Climate and Culture Survey results -Best practices -Professional literature	Year 2	-Improved climate and culture within the school community
Investigate, develop, and implement school-wide discipline program.	-Administration -Discipline Committee -Teachers -Lunch/Recess Aides -Bus Drivers	-Current program -Model programs -Programs in other districts -Discipline reports -School Safety Committee	Year 4	-Implementation of new program
Continue to utilize recess procedures and structure implemented during the 2015-2016 school year and re-evaluate on an annual basis to identify areas for improvement.	-Principal -Lunch/Recess Aides -HPE Teachers	-Current structures -Structures used in other districts -Student feedback -Discipline reports	Years 1 - 5	-Recess structure that promotes socialization with grade level peers