Dream Bigger: A Five Year Roadmap

Goal 1: Enhanced Student Experience

- **Goal Statement:** Offer a well-rounded and challenging student experience to meet the needs and increase opportunities for all students in both academics and extracurricular programming.
- **Objectives:**
    1. Enhance curriculum design and increase enrichment and extracurricular activities to meet the needs of diverse learners.
    2. Utilize relevant modes of communication and develop targeted programming to support families and students, especially during grade/school transitions.

Goal 2: Facilities and Finance

- **Goal Statement:** Explore new ways to streamline district operations and bolster district finances by optimizing available resources.
- **Objectives:**
    1. Maintain and future-proof existing facilities while investigating options for a unified early childhood facility.
    2. Maximize existing space and outdoor areas to align with instructional expectations, daily routines and curricular requirements.
    3. Advocate for consistent and appropriate yearly funding.

Goal 3: Community and Stakeholder Engagement

- **Goal Statement:** Build authentic community partnerships and relationships as a means to increase involvement.
- **Objectives:**
    1. Enhance relationship with Red Bank Regional High School and local sending districts.
    2. Increase public relations output to highlight student, staff and district achievements.
    3. Create avenues for accessible parent involvement that are inclusive of all families.
    4. Enhance community partnerships to provide varied experiences for students and supplement our instructional programming.

Goal 4: Culture and Climate

- **Goal Statement:** Foster strong relationships between educators, students, and families to support academic achievement and personal growth.
- **Objectives:**
    1. Support staff in promoting cultural competencies and sensitivity to best serve the diverse needs of students and families.
    2. Establish sustainable programs and activities that facilitate interactions between grade levels and sites.
    3. Seek out and utilize student feedback in order to cultivate a student-centered culture and climate.

Goal 5: Health and Wellness

- **Goal Statement:** Promote a culture of healthy living so students, staff, and the greater community can fully engage in the educational process.
- **Objectives:**
    1. Ensure students and families have equitable access to health and wellness resources and education.
    2. Collaborate with students and families to promote the purposeful use of technology.
    3. Implement a developmentally appropriate continuum of social emotional learning that includes consistent language across the grade span.
    4. Prioritize staff health and wellness.

GOAL #1: Enhanced Student Experience
GOAL STATEMENT: Offer a well-rounded and challenging student experience to meet the needs and increase opportunities for all students in both academics and extracurricular programming.
OBJECTIVE 1.1: Enhance curriculum design and increase enrichment and extracurricular activities to meet the needs of diverse learners.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Ensure curriculum implementation consistency across all grades and content areas.	- NJ Department of Education - NJ Student Learning Standards - Monmouth County Curriculum Consortium - Professional Networks and Organizations - Other Districts (RBR) - Professional Literature	Ongoing	- Schedules - Assessment Scores - Teacher Evaluations - Learning Walks - Walkthroughs - Atlas Reports - Lesson Plans - QSAC & SAVS
Enhance student enrichment programs available to all learners and effectively publicize the criteria.	- Community Partners and Organizations	Ongoing	- Schedules - Data Review - Stakeholder Surveys - Course Offerings - Assessment Scores - Website - Parent Communication and Presentations
Increase opportunities for students to engage in robust extracurricular activities.	- Community Partners and Organizations	Ongoing	- Schedules - Data Review - Attendance Reports - Enrollment Reports - Stakeholder Surveys
Optimize Middle School scheduling	- Stakeholder Input - Proposed/Past Schedules - Local LEA Exemplars	September 2025	- Varied Curriculum Offerings - Student Engagement - Assessment Scores - Teacher-Student Interaction - Enhanced Individualized Supports

GOAL #1: Enhanced Student Experience
GOAL STATEMENT: Offer a well-rounded and challenging student experience to meet the needs and increase opportunities for all students in both academics and extracurricular programming.
OBJECTIVE 1.2: Utilize relevant modes of communication and develop targeted programming to support families and students, especially during grade/school transitions.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Implement various modes of communication for families including digital and paper options as required.	- In-Person and Digital Tutorials in Home Languages	Ongoing	- Program Usage Reports - Event Schedules - Stakeholder Surveys - Social Media Posts - Community Updates
Enhance Parent Involvement/Education sessions	- Staff Presenters - Community Partners and Organizations	Ongoing	- Schedules - Sign-In Sheets - Agendas/Minutes - Presentations - Stakeholder Surveys - Use of Website and Parent Portal

GOAL #2: Facilities and Finance
GOAL STATEMENT: Explore new ways to streamline district operations and bolster district finances by optimizing available resources.
OBJECTIVE 2.1: Maintain and future-proof existing facilities while investigating options for a unified early childhood facility.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Explore the procurement of new facilities in order to realign grade levels.	- NJDOE - Board of Education and Board Attorney - Contracted Services	Ongoing	- Long Range Facilities Plan - BOE Facility Meeting Agendas - Communication with NJDOE Officials
Ensure safe working and learning environment through effective security systems and practices.	- Safety and Crisis Response Plans - NJDOE and Law Enforcement Agencies - School Safety Specialist - Behavioral Threat Assessment Team	Ongoing	- Annual Review of Safety and Crisis Response Plans - Provide Professional Learning - Conduct Drills and Tabletop Experiences - Collaborate with Law Enforcement
Operate and maintain facilities that are strategically aligned to the district's vision and mission.	- Red Bank Borough Recreation - Health and Safety Checklist	Ongoing	- Ensure Cost Effective and Energy Efficient Usage - Facility Walkthroughs - QSAC - Work Order History - BOE Facility Meeting Agendas - BOE Approved Maintenance Budgets - Long Range Facilities Plan - Maintenance Reserve Balance

GOAL #2: Facilities and Finance
GOAL STATEMENT: Explore new ways to streamline district operations and bolster district finances by optimizing available resources.
OBJECTIVE 2.2: Maximize existing space and outdoor areas to align with instructional expectations, daily routines and curricular requirements.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Embed the use of outdoor spaces (PS Primary Patch and MS Pavilion) as part of daily practice, including recess and curricular expectations.	- Atlas Curriculum Guides - Other LEA Exemplars - Community Partners and Organizations	Ongoing	- Sign-Up Sheet - Calendar - Curriculum Guides - Social Media - Student Surveys - Project Based Learning Opportunities

GOAL #2: Facilities and Finance
GOAL STATEMENT: Explore new ways to streamline district operations and bolster district finances by optimizing available resources.
OBJECTIVE 2.3: Advocate for consistent and appropriate yearly funding.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Meet with local, county and State government officials to explain the need for consistent and appropriate yearly funding.	- NJDOE - Contracted Services - School Funding Experts - Advocacy Groups	Ongoing	- Superintendent Calendar - Consistent and Appropriate Yearly Funding
Support the recruitment and retention of highly credentialed staff.	- NJSBA and NJPSA - Other Comparable LEAs	Ongoing	- Staff Certification Data - Staff Advanced Degree Data - Staff Experience Level Data - Staff Evaluations

GOAL #3: Community and Stakeholder Engagement
GOAL STATEMENT: Build authentic community partnerships and relationships as a means to increase involvement.
OBJECTIVE 3.1: Enhance relationship with Red Bank Regional High School and local sending districts.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Enhance data analysis in existing articulation sessions with an emphasis on student placement and/or achievement.	- Articulation Meetings - Curated Data Points	Ongoing	- Course Placement - Honors & Distinctions - Participation in Activities/Clubs - College & Career Placement - Meeting Agendas
Enhance opportunities for shared events and/or activities between Red Bank Regional and sending school districts.	- Articulation Meetings - Parent/Teacher Organizations	Ongoing	- Participation in Events (Academic, Athletic, Cultural and Social) - Participation in Parent Events - Participation in Transition Events - Student Leadership and Community Service Opportunities
Investigate shared service agreements in order to maximize efficiency and provide fiscal relief.	- District Exemplars	Ongoing	- Documentation of Communication and Meetings - Analysis of Current Agreements - Increased Efficiency - Cost Savings

GOAL #3: Community and Stakeholder Engagement
GOAL STATEMENT: Build authentic community partnerships and relationships as a means to increase involvement.
OBJECTIVE 3.2: Increase public relations output to highlight student, staff and district achievements.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Continue to recognize student, staff, alumni and District achievements via social media platforms, local publications and community events.	- Relationships Between Staff and Alumni - Community Surveys - Alumni Feedback	Ongoing	- Number of Social Media Posts - Number of Articles Representing Red Bank Published - Number of Latest News and/or Press Releases - Staff Award/Recognition Data

GOAL #3: Community and Stakeholder Engagement
GOAL STATEMENT: Build authentic community partnerships and relationships as a means to increase involvement.
OBJECTIVE 3.3: Create avenues for accessible parent involvement that are inclusive of all families.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Conduct parent education classes for families including ECAC, BPAC and SEPAG.	- Community Partners and Organizations - Staff Presenters - Athletic Director/Coaches - Red Bank Rec for Topics and Trainings	Ongoing	- Invites - Sign-In Sheets - Stakeholder Surveys
Create digital and print resources for families in their home language explaining elements of school including curriculum, wellness, financial and general family resources.	- Other District Exemplars - Translators - Digital Tools - NJDOE - Local, State and National Organizations	Ongoing	- Number of Resources Created - Log of Number of Interactions with Digital Resource - Stakeholder Surveys

GOAL #3: Community and Stakeholder Engagement
GOAL STATEMENT: Build authentic community partnerships and relationships as a means to increase involvement.
OBJECTIVE 3.4: Enhance community partnerships to provide varied experiences for students and supplement our instructional programming.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Continue to seek new and nurture existing partnerships in all areas including but not limited to academic, athletic, health and wellness, and the visual and performing arts.	- Community Partners and Organizations - Advocacy Groups - Personal Network of Individual Staff	Ongoing	- Number of Partnerships - Number of New Partnerships - Stakeholder Surveys - Number of Participants Benefiting from Increased/Improved Partnerships

GOAL #4: Culture and Climate
GOAL STATEMENT: Foster strong relationships between educators, students, and families to support academic achievement and personal growth.
OBJECTIVE 4.1: Support staff in promoting cultural competencies and sensitivity to best serve the diverse needs of students and families.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Expand school-wide operations and curriculum that supports culturally relevant practices, promotes competencies and sensitivities and negates implicit bias.	- Expeditionary Learning Resources Focusing on Culturally Relevant Practices - District Book List of Materials to Support Culturally Relevant Practices and NJDOE Mandates - Community Partners and Organizations	Ongoing	- Staff Professional Learning - Student Assemblies - Stakeholder Surveys - Learning Walks - Walkthroughs - Atlas Reports - QSAC and SAVS - Curricular Updates - SSDS Reporting
Pursue candidates that possess varying lenses and experiences that add value to existing talent teams.	- Promotion of Job Openings - Attendance at Job Fairs	Ongoing	- Representation of Diverse Backgrounds in Staff Composition - Improved Educator Pipeline from Increasingly Diverse Sources - Redesign Onboarding Process - Increased Collaboration with Local Colleges/Universities - Staff Award/Recognition Data

GOAL #4: Culture and Climate
GOAL STATEMENT: Foster strong relationships between educators, students, and families to support academic achievement and personal growth.
OBJECTIVE 4.2: Establish sustainable programs and activities that facilitate interactions between grade levels and sites.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Evaluate and refine current transition practices and identify ways to incorporate new opportunities.	- Transition & Inclusion Committee - DREAM Team - Articulation Meetings with Peninsula Schools and Staff	Ongoing	- Transition Days - Open Houses & Orientations - Back to School Nights - Articulation Sessions - Grade Level Observations - Grade Level Student Buddies

GOAL #4: Culture and Climate
GOAL STATEMENT: Foster strong relationships between educators, students, and families to support academic achievement and personal growth.
OBJECTIVE 4.3: Seek out and utilize student feedback in order to cultivate a student-centered culture and climate.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Evaluate and refine current student feedback methodologies and identify ways to incorporate new ideas and suggestions.	- NJDOE Exemplars - NJ School Climate Improvement (NJ SCI) Survey	Ongoing	- Student Attendance - Student Engagement (Observations) - Discipline Data - Extracurricular Participation - Student Surveys

GOAL #5: Health and Wellness
GOAL STATEMENT: Promote a culture of healthy living so students, staff, and the greater community can fully engage in the educational process.
OBJECTIVE 5.1: Ensure students and families have equitable access to health and wellness resources and education.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Continue to maintain a bank of comprehensive community resources available for families.	- Community Partners and Organizations - Involvement with Community Partners - Monmouth County Government Website	Ongoing	- Promotional and Informational Flyers - Social Media and Parent Alert Messages - Website Traffic - Stakeholder Surveys - Website Resources - Representation at Community Events
Continue to utilize parent education/involvement programs (for example, ECAC, BPAC, SEPAG, etc) and communications (virtual backpack, social media, website, etc.).	- Parent Cafés, Expansion of SEPAG & BPAC Events and Curriculum Chats	Ongoing	- Event Flyers and Attendance - Social Media and Parent Alert Messages - Event Schedules - Website Traffic

GOAL #5: Health and Wellness
GOAL STATEMENT: Promote a culture of healthy living so students, staff, and the greater community can fully engage in the educational process.
OBJECTIVE 5.2: Collaborate with students and families to promote the purposeful use of technology.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Enhance and expand the effective practices for the appropriate use of technology during the school day and beyond.	- Health and Computer Science Standards/Curriculum to Support Digital Citizenship - NJ4S Programming for Students and Parents for Digital Safety/Citizenship - Researched Based Practices	Ongoing	- Staff Professional Learning - Parent Education Sessions - Discipline Data - HIB Data - Student Assemblies - Assessment Scores - Monitoring System Data

GOAL #5: Health and Wellness
GOAL STATEMENT: Promote a culture of healthy living so students, staff, and the greater community can fully engage in the educational process.
OBJECTIVE 5.3: Implement a developmentally appropriate continuum of social emotional learning that includes consistent language across the grade span.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Provide supportive social, emotional, physical and instructional learning environments that are responsive to learners' needs.	- Formal SEL Programs/Approaches - Transition & Inclusion Team - DREAM Teams - School Safety Team - Community Partners and Organizations	Ongoing	- SEL Practices Across the Curriculum and Grade Levels - Stakeholder Surveys Survey Responses - Assessment Scores - Wellness Activities - Discipline Data - Attendance Data - Meeting Agendas
Promote character development that models and encourages positive actions and resiliency.	- Formal SEL Programs/Approaches - School Counselors and Social Workers - DREAM Teams	Ongoing	- Character Education Events - Dedicated SEL/Morning Meeting Time - Survey Responses - Wellness Activities - Meeting Agendas - Turnstile Reports

GOAL #5: Health and Wellness
GOAL STATEMENT: Promote a culture of healthy living so students, staff, and the greater community can fully engage in the educational process.
OBJECTIVE 5.4: Prioritize staff health and wellness.

MAJOR ACTIVITIES	RESOURCES	TARGET DATE	INDICATORS OF SUCCESS
Develop a plan to support social, emotional, physical wellness for staff, to foster professional and personal balance.	- Community Partners and Organizations - Insurance Provider - NJDOE	Ongoing	- Stakeholder Surveys - #RBWell Expansion - Staff Wellness Incentives - Access to Relevant Supports and Resources - SEL Focused Opportunities