



# Rahway Public Schools

Vision, Mission, and Goals

Dr. Aleya Shoieb

---

Adopted: August 27, 2024

# Highlights and Accomplishments Sept 2023- August 2024

- Restorative Practice training for Administrators and Safety Team
- Interactive Boards installed in every classroom
- Launch of our new website in September 2024
- Branding and school logo development
- Rollout of Genesis Student Information Systems Platform
- New K-12 ELA and Math Curriculum
- New K-8 Math Program
- New K-4 Standards Based Report Card
- New Diagnostic Assessment, Grades 7-12
- New Math Course Sequence, Grades 7-8
- Implementation of Chronic Absenteeism Plan
- Verizon Innovative Learning Schools Initiative at the Academy and Rahway High School
- Implementation of AP Institute and additional targeted tutoring programs
- Staff Professional Development sessions throughout the school year and summer
- Verkada Camera Rollout and Installation
- Leadline Recruitment Platform
- Increased Parent Forums and Community Events
- Referendum and Capital Projects continue

# Vision Statement

Rahway Public Schools: A community built on diversity, learning, and leadership

#RahwayRocks #RahwayRenaissance

# Mission Statement

With diversity, equity, and inclusion as our strength, the Rahway Public School community shall implement culturally sustaining, student-centered programs to address the unique needs of all students. Students are empowered to take ownership of their learning in order to become successful global citizens who are inspired to achieve their highest potential.

# District Goals

- Develop Rigorous, Culturally Sustaining, Student-Centered Academic Programs
- Enhance Safety and Wellness for Staff and Students
- Recruitment and Retention of Highly-Qualified, Diverse Staff
- A System of Dynamic Learning Opportunities for all Staff
- Community Relationships through Effective Communication

## Develop Rigorous, Culturally Sustaining, Student-Centered Academic Programs

During the 2024-2025 SY, all stakeholders will target student achievement as evidenced by an increase in proficiency of 5-10% in ELA and Math as measured by district and state assessments. The district will focus on the following:

1. Implement a new ELA and Math curriculum in grades K-12, aligned to the newly adopted state standards.
2. Implement a new Math program in grades K-8 aligned with the newly adopted state standards.
3. Focus on unpacking standards, crafting 3-part lesson objectives, and alignment to district and state assessments.
4. Launch of AP Institute and an increase in targeted tutoring programs.
5. Provide support to staff and students through the gradual release model, coaching cycles, colleague observations, and instructional rounds.

## Enhance Safety and Wellness for Staff and Students

During the 2024-2025 SY, the district will focus on the safety and wellness of staff and students through the implementation of the following:

1. Implement climate and culture committees in each school.
2. Monitor chronic absenteeism, remove barriers, and develop solutions to support students.
3. Promote and celebrate cultural diversity, individuality, and social-emotional growth.
4. Train staff in restorative practices and mental health strategies.
5. Upgrade and install safety and security cameras, guest management systems, and safety protocols districtwide.
6. A continued focus on referendum and capital project upgrades.

## Recruitment and Retention of Highly-Qualified, Diverse Staff

During the 2024-2025 SY, the district will implement systems and structures related to hiring practices and focus on the following:

1. Recruitment of highly qualified, diverse staff through CJ Pride, Job Fairs, Leadline, and Applitrack.
2. Support new staff through our teacher academy and mentoring program.
3. Provide mandated training for all certificated and non-certificated staff.
4. Schedule coaching sessions, and one-to-one targeted support for tenured and non-tenured staff.
5. Provide and promote professional development for all staff within and outside of the district.

## A System of Dynamic Learning Opportunities for all Staff

During the 2024-2025 SY, all staff will participate in professional development focused on the following:

1. Math and ELA curriculum and programming.
2. Sheltered Instruction for our MLs.
3. Using data to plan and drive instruction to increase student engagement.
4. Restorative Practices and social-emotional learning.
5. Differentiated and Innovative practices to support our special education and general education students.

The district will continue to support new and aspiring administrators through the Rahway Leadership Institute. Sessions will focus on the following areas: instructional leadership, culturally responsive pedagogy, the art of building relationships and coaching, climate and culture, organizational management, and innovative practices.

## Community Relationships through Effective Communication

During the 2024-2025 SY, the district will build community partnerships and increase innovative communication through the following:

1. Launch of new student information system: Genesis.
2. Implementation of the new district website and school logo branding.
3. Increase communication via text messaging, social media, newsletters, and TapInto Rahway.
4. Verizon Innovative Learning Partnership.
5. Increase in Parent Forums, PTA/PTO, and community-led events.