



Rahway Renaissance

3D Strategic Planning

State of the Schools



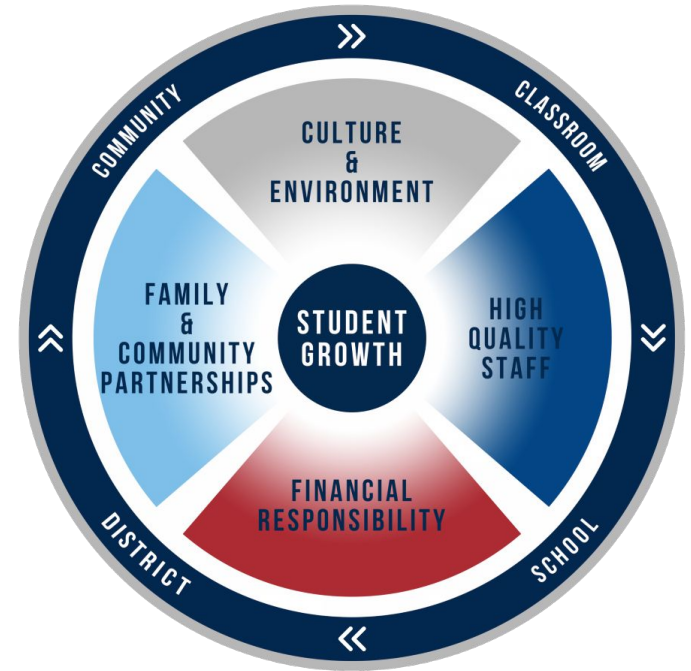
Dr. Aleya Shoieb, Superintendent of Schools

Joseph Toma, BOE President

11-19-24

Welcome

Introduction: Joseph Toma, BOE President



Board of Education Goals

1. The Rahway Board of Education will transition its policy manual from New Jersey School Boards Association to Strauss Esmay to ensure a complete policy review and effective changes.
2. The Board will engage in professional development opportunities including training with NJSBA, book group discussions exploring topics relevant to educational theory and practice, and retreats to review the district's academic achievement and progress toward the district goals.
3. The Board will streamline its communication between and among its members through tech-based training, exploration of paperless meetings and communication, and utilization of technological tools and devices to enhance efficiency.
4. The Board will actively engage with community stakeholders, parents, and teachers by providing opportunities to join committees.
5. The Board will continue to support the school district and will work together to establish standardized language among its schools, which will feature community input on programs that seek to bridge the achievement gap and promote educational



Importance of 3D Strategic Planning

Mission Statement

District Goals

Board Goals

Strategic Goals

School Goals



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.



Strategic Goals (2018-2023)

Teaching and Learning

- Curriculum Alignment Pre-K-12
- Assessment Development
- Professional Development Goals

Finance and Facilities

- Site Reviews
- Referendum and Facility Upgrades
- Technology Plan

Family and Community Partnerships

- Develop Business and Community Partnerships
- Host Family Events



District Goals (2024-2025)

- 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.

#RahwayRocks

What Makes Our Community Great?

Diverse Staff, Students, and Families

Community Partnerships and Programming

Academic Programs

Athletics and Clubs

Equity, Access, and Inclusion



#RahwayRenaissance





Rahway Public Schools

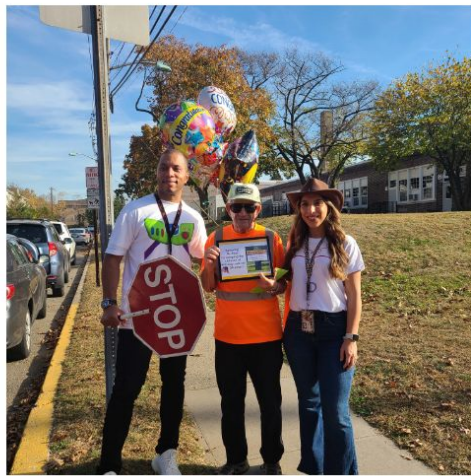
A community built on diversity, learning, and leadership.



November 8, 2024

Dear Rahway Community,

Happy Friday! I hope everyone is well. Although it's been a short week for the students, there has been a lot going on throughout the district. I hope you enjoy reading about them in this week's Renaissance Communication newsletter.



Three people are standing outdoors on a sidewalk. The person on the left is holding a large red stop sign. The person in the middle is holding a small sign that says "STOP". The person on the right is holding a small sign that says "STOP". They are all wearing white t-shirts and are smiling. There are colorful balloons in the background.

Staff Spotlight

Mr. Sam McSpirtt is an invaluable asset to the Roosevelt Elementary School community. As the school psychologist, he provides essential support to students, staff, parents, and administration. His dedication to going above and beyond is truly commendable. We are grateful for his expertise, knowledge, and unwavering commitment.



In every school, there are those who quietly uplift and inspire everyone around them. Ms. Bentley is undoubtedly one of those individuals.

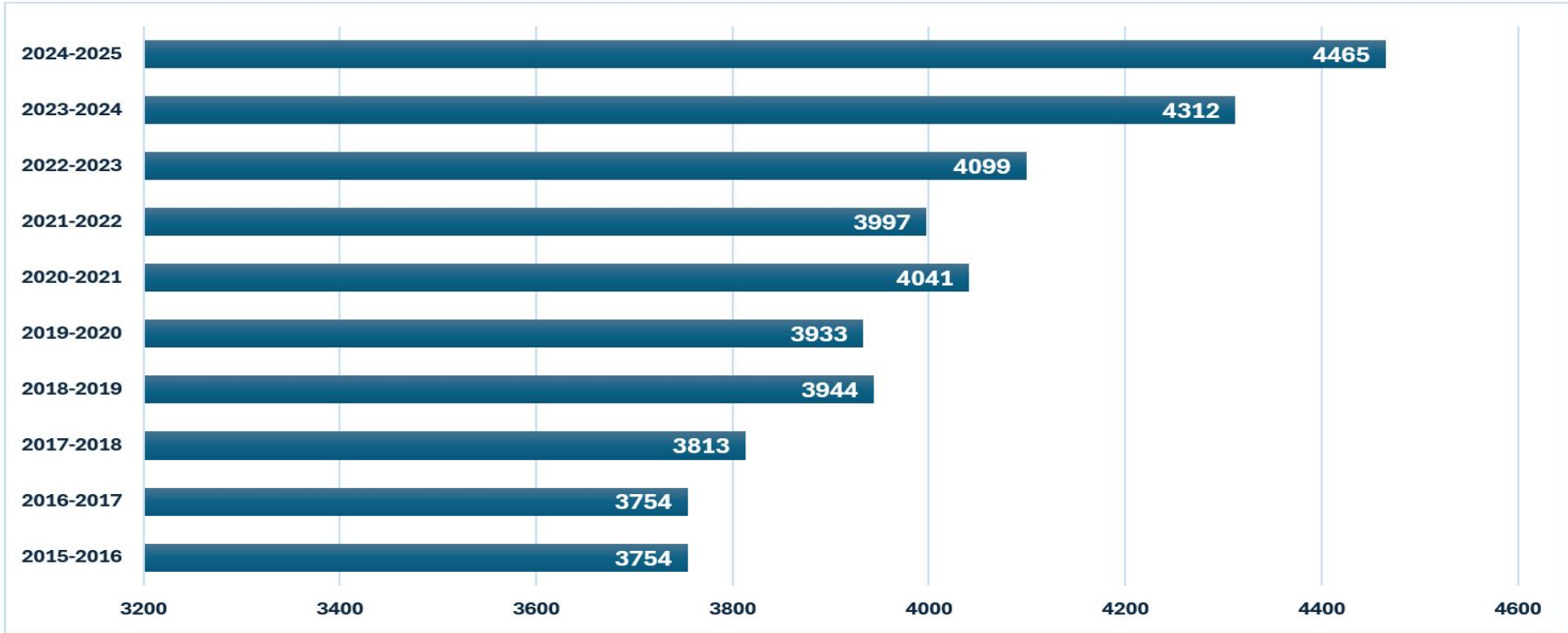
School District Funding

New Jersey School districts are funded by:

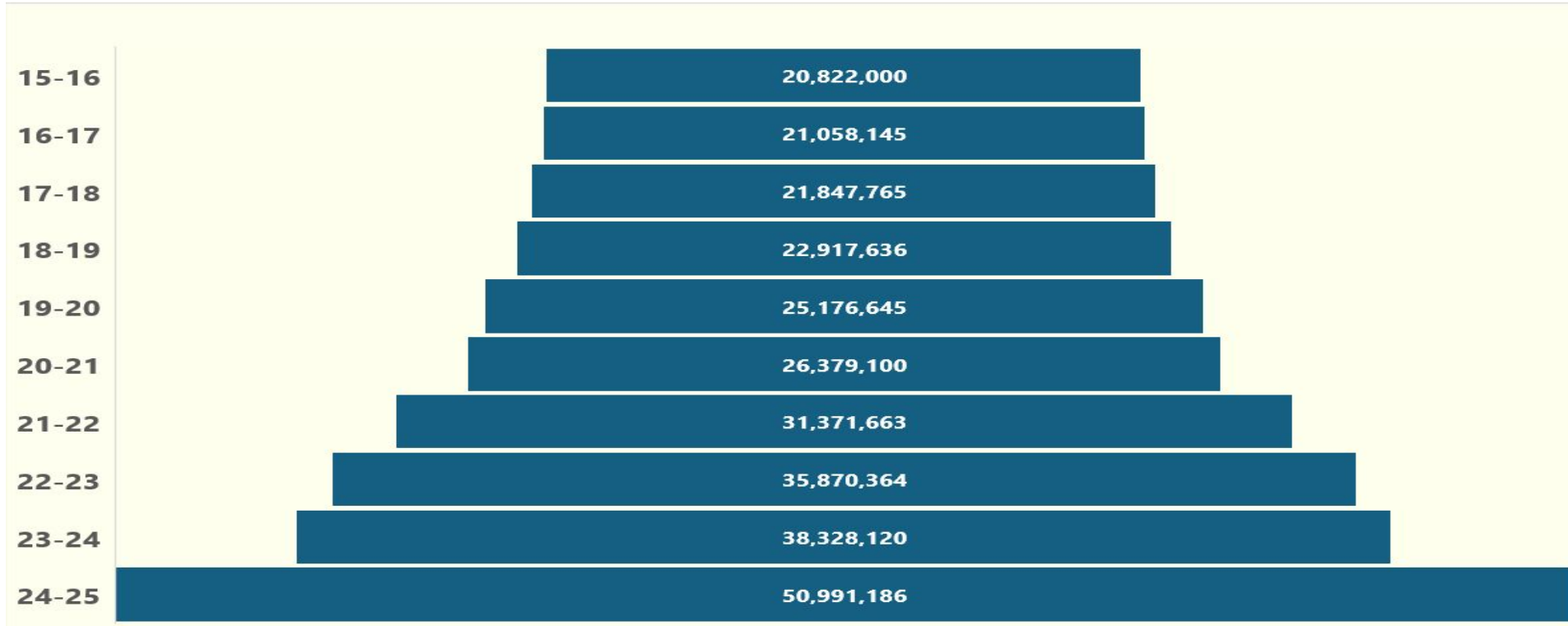
- Resident Taxes
- New Jersey State Aid



10 YEARS ENROLLMENT

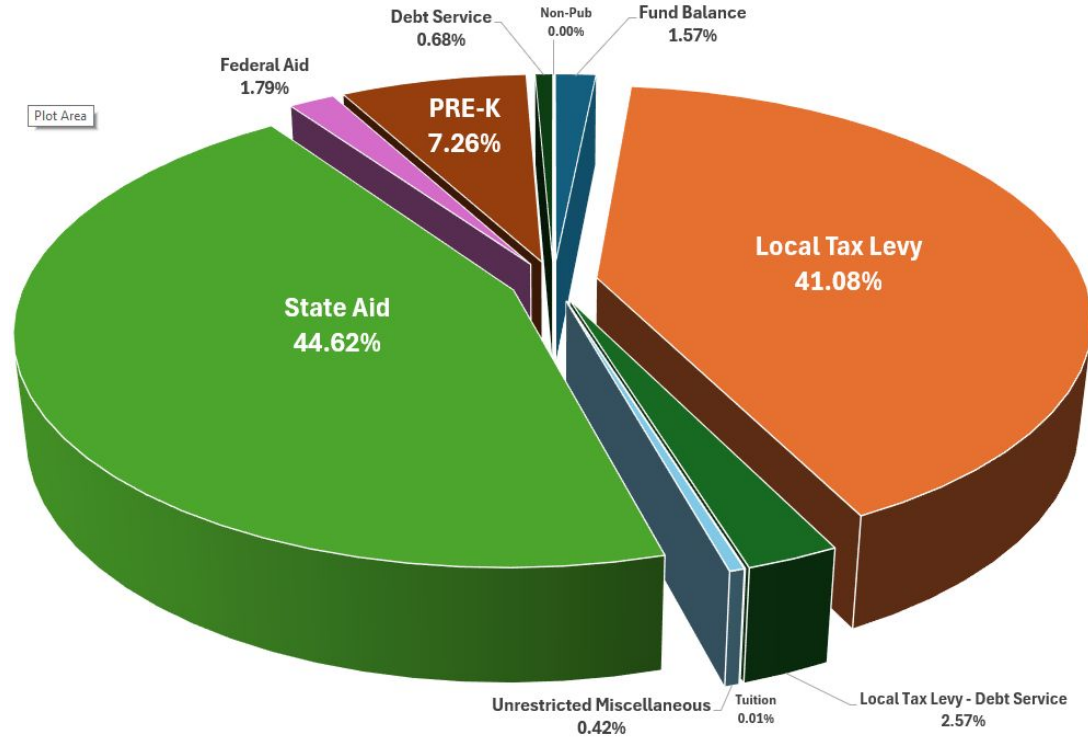


RAHWWAY 10 YEARS STATE AID HISTORY



24-25 SOURCE OF REVENUE

Revenues	Amount	%
Fund Balance	1,800,000	1.57%
Local Tax Levy	46,949,160	41.08%
Local Tax Levy - Debt Service	2,941,193	2.57%
Tuition	8,155	0.01%
Unrestricted Miscellaneous	476,284	0.42%
State Aid	50,991,186	44.62%
Federal Aid	2,045,705	1.79%
PRE-K	8,296,884	7.26%
Debt Service	777,882	0.68%
Non-Pub	4,488	0.00%
Total	114,290,937	100.00%



Academic Achievement Data -NJSLA English Language Arts

Percentage of Level 4-5

	2021-2022	2022-2023	2023-2024	2023 > 2024 Change
Cleveland	29%	45% (+16%)	34%	-11%
Franklin	34%	35% (+1%)	45%	+10%
Madison	27%	31% (+4%)	32%	+1%
Roosevelt	28%	40% (+12%)	38%	-2%
District	32%	37% (+5%)	38%	+1%

	2021-2022	2022-2023	2023-2024	2023 > 2024 Change
Academy	31%	31% (+0%)	38%	+7%
Rahway High School	32%	29.% (-3%)	38%	-3%



Academic Achievement Data - NJSLA Mathematics

Percentage of Level 4-5

	2021-2022	2022-2023	2023-2024	2023 > 2024 Change
Cleveland	16%	28.% (+12%)	20%	-8%
Franklin	17%	25% (+8%)	25%	+0%
Madison	24%	17% (-7%)	29%	+12%
Roosevelt	21%	25% (+4%)	20%	-5%
District	19%	25% (+6%)	23%	-2%



Academic Achievement Data - NJSLA Mathematics

Percentage of Level 4-5

Academy	2021-2022	2022-2023	2023-2024	2023 > 2024 Change
Grade 7	14%	9% (-5%)	17%	+8%
Grade 8	0%	0% (0%)	0%	+0%
Algebra I	10%	11% (+1%)	16%	+5%
Geometry	25%	42% (+17%)	40%	-2%
Rahway High School	2021-2022	2022-2023	2023-2024	2023 > 2024 Change
Algebra I	6%	5% (-1%)	6%	+1%
Geometry	4%	7% (+3%)	3%	-4%
Algebra II	30%	14.% (-16%)	0%	-14%



Academic Achievement Data

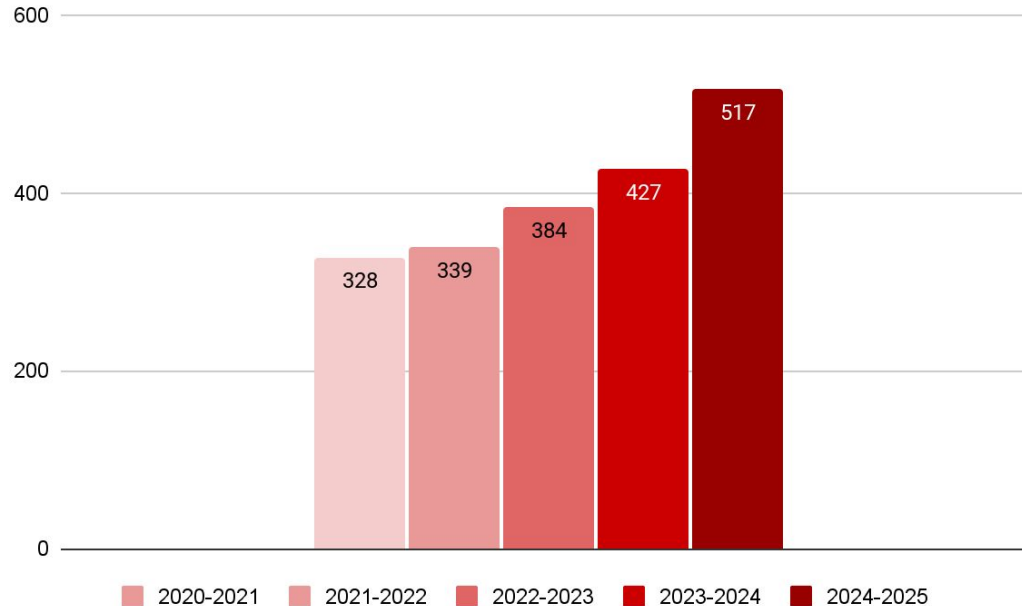
RHS SAT Data

School Year	RHS	State	National
2021-2022	979	1070	1060
2022-2023	1013	1058	1050



Multilingual Learner Growth

2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
328	339	384	427	517
	+3%	+13%	+11%	+21%



Shifts and Highlights



Highlights and Accomplishments

- Implementation of Chronic Absenteeism Plan
- Rutgers Futures Scholars Program
- 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



Highlights and Accomplishments

- Restorative Practice training for Administrators and Safety Team
- Interactive Boards installed in every classroom
- Launch of our New Website
- 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



Highlights and Accomplishments

- Title IX Training
- Multilingual Learner Parent Advisory Council
- MTSS (Multi-Tiered Systems of Support)
- Analysis of Graduation Rates and Improvement Plan Development
- District Gifted & Talented Teacher
- Dual Language PreSchool
- JAG Program
- Playground Improvements



Thank You!

