

**TEWKSBURY TOWNSHIP
SCHOOL DISTRICT**

**STRATEGIC PLAN
ACTION PLAN
2024-2029**



STRATEGIC PLAN - ACTION PLAN (G1.O1)

Goal 1: Student Learning

Goal 1: To develop an environment that promotes creative and independent thinking with a focus on academic excellence and the arts; That is also adaptable to each student.

Objective 1:

- 1a. Create an environment of teacher excellence through effective professional development
- 1b. Maintain small class sizes throughout the district
- 1c. Encourage supportive parent-teacher communication

	Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1a.1	Create and sustain partnerships with educational experts to support best practices for teaching and learning in the area of literacy	Supervisor of Instruction, Superintendent, Principals	School Budget	Funding, Time, Substitutes and Class Coverage	<u>Year 1</u> - K-4 Reading Focus, Math Support Grades K-2 and 5-6 <u>Year 2</u> through <u>3</u> - K-8 Writing Focus, Continued Math Support PK-8	Implementation of Action Plan for K-4 Reading Coaching with Literacy Expert Continued Partnership with Math Consultant Implementation of Action Plan for K-8 Writing Coaching with Literacy Expert
1a.2	Improve strategies for teaching in inclusion classrooms	Supervisor of Instruction, Supervisor of Special Education, Superintendent, Principals	School Budget	Funding, Professional Learning Time	<u>Year 1</u> - Professional learning <u>Year 2</u> - Full Implementation and Observation	Offer professional learning opportunities for all teachers to learn best practices for co-teaching in an inclusion classroom. Require teachers

						working in a co-teaching model to demonstrate effective teaching strategies. Support teachers with time for planning. Observe and document strategies used through lesson plans and classroom observations.
1a.3	Support teachers in effective Professional Learning Communities to improve learning through targeted learning goals.	Supervisor of Instruction, Superintendent, Principals	School Budget	Time	<u>Year 1-</u> Review <u>Year 2-</u> Implement	Review current PLC models and protocols used by each PLC team. Create goals based on student learning data. Present to teachers models of PLCs to enhance the quality and effectiveness of to more directly improve teacher learning and target student growth.. PLCs must align with district/school goals and target student learning.
1b.	Maintain small class size in all grades.	Superintendent, Business	School Budget	Funding, Staffing	<u>Years 1 through 5</u>	Review school enrollment, school

		Administrator, Board of Education				policy, and class size each year at a BOE meeting. Assess staffing needs yearly as it relates to school policy. Year 1- Hire grade 1 teacher. Discuss and recommend staffing needs when appropriate.
1c.	Enhance communication between parents and teachers	School Principals, Teachers, Supervisors	School Budget, Team time	Time	<u>Year 1-</u> Revise and refine current practices. <u>Year 2-</u> Implement new tools where needed.	Continue to distribute school newsletters and reminders, use virtual backpack, and social media and the sign outside of OTS. Explore alternative communication strategies such as the Remind app and groupings under RealTime to improve parent-teacher communication. Implement ways for Pre K through Grade 8 teachers to share information with parents on a regular basis.

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STRATEGIC PLAN - ACTION PLAN (G1.O2)

Goal 1- Student Learning

Goal 1: To develop an environment that promotes creative and independent thinking with a focus on academic excellence and the arts; that is also adaptable to each student.

Objective 2: Support content area and grade-level articulation to encourage consistency and coherence implementation of curriculum and pedagogical strategies between and among grades

	Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1.	Developing Teacher-Leaders (Possible groupings) a) PreK-2nd grade b) 3rd & 4th grade c) Math/Science K-8 d) Humanities K-8 e) Specials K-8 f) Special Ed K-8	Superintendent, Supervisors, Principals	School Budget	Budget, Contract	<u>Year 3:</u> Explore <u>Year 4:</u> Implementation <u>Year 5:</u> Revise/Reflect	Plan for Teacher-Leader with job description Hire for new roles Reflect and revise as needed
2.	Articulation meetings: a) Increase the amount of meeting time b) Improve the quality of these meetings	Superintendent, Supervisors, Principals	School Budget	Time, Substitute coverage	<u>Year 1 through</u> <u>Year 2</u>	Identify opportunities for increased meetings. Plan agendas for effective meetings. Collect agendas with meeting times.
3.	Support a shared vision for teacher teams to implement a coherent and cohesive curriculum across the grades and through the grades	Superintendent. Supervisor of Instruction	School Budget	Funding, Time	<u>Year 1:</u> Curriculum Meetings <u>Year 2:</u> Curriculum	Use monthly curriculum meetings to study curriculum documents and materials. Grade level teams and

					Revisions	content teams will meet together to create a shared vision for teaching and learning. Make revisions to curriculum documents to support consistent implementation of teaching topics and teaching strategies
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STRATEGIC PLAN - ACTION PLAN (G1.O3)

Goal 1- Student Learning

Goal 1: To develop an environment that promotes creative and independent thinking with a focus on academic excellence and the arts; That is also adaptable to each student.

Objective 3: Develop robust experiential learning programs that expose students to applied skills, encourage artistic development, and civic awareness.

Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1. Create opportunities for students to learn applied skills through programs, field trips, and assemblies	Superintendent, Principals, Supervisor of Instruction	School Budget, PTA and TEF Grants	Budget, Contracts	<u>Year 1:</u> Explore possible opportunities and review current field trips <u>Year 2 through 3:</u> Implement opportunities, programs, and partnership experiences.	Implement Inspiration Cafe at OTS by Year 2 Explore programs like: Biztown-Junior Achievement Program, career fair, and Entrepreneur experiences linked to Capstone Programs (G1.O6) Implement PK-8 field trips linked to the curriculum.

2.	Provide Field Trips, Assemblies, and partnerships that expose students to the arts	Superintendent, Principals, Supervisor of Instruction	School Budget, PTA and TEF Grants	Budget, Time	Year 1-2: Explore and Implement	Expand showcase opportunities for student artwork: County Art show, Art Gallery at TES, Local events, and displays in school. Create partnerships with Artists in Residence. Expand Theater program at OTS
3.	Offer opportunities for students to expand their civic awareness through classroom experiences and programs	Superintendent, Principals, Supervisor of Instruction	School Budget, PTA and TEF Grants	Budget, Time	Year 1-2: Explore and Implement	Find opportunities for students to engage in civic learning throughout the K-8 curriculum Expand grade 7 curriculum unit on Civics. Explore programs that engage students civically. Expand resources for teachers in the area.

STRATEGIC PLAN- ACTION PLAN (G1.O4)

Goal 1: Student Learning

Goal 1 Statement: To develop an environment that promotes creative and independent thinking with a focus on academic excellence and the arts; That is also adaptable to each student.

Objective 4: Ensure that the child study team has the necessary staffing and resources to create the best environment possible for this community of learners.

Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1. Review staff and student data for special education programs and address areas of need	Supervisor of Special Education, Superintendent	School budget	Funding	Years 1 through 5- Ongoing	Review para educator needs and make recommendations. Review ICS and RR needs and make recommendations. Yearly presentation to BOE on staff and student data. Year 1-Hire additional SE teacher and paraeducator
2. Implement a coaching model to support educators as they improve inclusion practices across the district.	Supervisor of Special Education, Superintendent	School budget	Scheduling, Funding, Time	Year 1 - Inclusion Workshop for all staff focus on best co-teaching strategies, Observe classrooms to identify/document areas for	Professional development for all staff. Observations of co-teaching lessons. Action Plan for

					improvement <u>Year 2</u> - Inclusion coaching for ICS General education and special education teachers <u>Year 3</u> - Follow-up meetings with teachers and observation of implementation of new strategies	instructional coaching for all ICS and Special Ed. teachers within the classroom Resources for staff to implement best inclusion practices
3. Improve and expand the Community-Based Instruction Program at OTS	Supervisor of Special Education, Social Worker	School budget, Possible grants	Community Support, Funding		<u>Year 1</u> - Research and work with CST team to generate ideas and develop a plan <u>Year 2</u> - Create and implement a plan to enhance community-based instruction for students at OTS <u>Year 2 and 3</u> - Implementation of Community-based Instruction opportunities	Observe similar middle school programs. Visit community locations to explore opportunities for our students A plan for increased community-based instruction that includes a list of resources, community locations, and goals for students to achieve Implementation of opportunities for students Evaluation of program with a report to superintendent and BOE

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STRATEGIC PLAN - ACTION PLAN (G1.05)

Goal 1- Student Learning

Goal 1: To develop an environment that promotes creative and independent thinking with a focus on academic excellence and the arts; That is also adaptable to each student.

Objective 5: Support the academic and social emotional needs of gifted students through identification and resources to ensure that these students are learning in an environment and at a pace that encourages them, understands their unique neurological profile, and aligns with their cognitive abilities per NJ law.

Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1. Provide teachers with professional learning and resources to support gifted education and neurodevelopmental teaching strategies	Superintendent, Supervisor of Instruction and Programs	School budget	Funding, Time	<u>Year 1</u>	Observe programs in other school districts. Purchase of resource materials for teachers and students Agendas from workshops, Connect with Consultant, Teacher survey
2. Strengthen opportunities for students seeking challenges in the area of mathematics	Superintendent, Supervisor of Instruction, Principals	School budget	Budget, Schedule, Staffing	<u>Year 1</u> - Refine and implement math curriculum; create Grade 7 Math Honors Course <u>Year 2</u> - Review K-8	Updates to Grades 5-8 Math Aspire and Honors Course Curriculum School Schedule Changes.

						Updated identification criteria and link to updated multi-tier system of support K-8 opportunities in class and after-school Collect and analyze student achievement data
3.	Strengthen opportunities for students seeking challenges in the area of English Language Arts	Superintendent, Supervisor of Instruction, Principals	School budget	Budget, Schedule, Staffing	<u>Year 1-</u> Refine and implement ELA curriculum <u>Year 2-</u> Review K-8 program and implement additional opportunities	Updates to Grades 5-8 ELA Aspire Curriculum Updated identification criteria and link to updated multi-tier system of support K-8 opportunities in class and after-school ELA Honors Society connections. Collect and analyze student achievement data

STRATEGIC PLAN - ACTION PLAN (G1.O6)

Goal 1 Student Learning

Goal 1 Statement: To develop an environment that promotes creative and independent thinking with a focus on academic excellence and the arts; That is also adaptable to each student.

Objective 6: Develop capstone programs and extra experiences (i.e., science fairs) at every grade-level.

Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1. Provide students in Grade K-4 with capstone experiences that demonstrate learning in various content areas, align with curriculum, and allow for opportunities to share learning with others.	Principal, Supervisor of Instruction, Superintendent, Teachers	School Budget, Possible Grants	Funding, Time	<u>Year 1</u> - Refine and implement programs	Collaborate with staff to define capstone experiences for students to showcase learning. Student presentations of learning
2. Provide students in Grades 5-8 with culminating experiences that demonstrate learning in various content areas, align with curriculum, and allow for opportunities to share learning with others.	Principal, Supervisor of Instruction, Superintendent, Teachers	School Budget, Possible Grants	Funding, Time	<u>Year 1</u> - Research and plan programs <u>Year 2</u> - Implement programs	Collaborate with staff to research and design capstone experiences for students to showcase learning. Student presentations of learning.
3. Improve student experiences in the arts	Principals, Supervisor of Instruction, Superintendent, Art Teachers, Music teachers	School Budget, Possible Grants	Funding, Time	<u>Year 1</u> - Refine and explore opportunities <u>Year 2 through 3</u> - Implement	Explore opportunities for enrichment activities after-school, during E&R period, and during recess. Refine and extend opportunities to showcase

STRATEGIC PLAN- ACTION PLAN (G2.O1)

Goal 2: Finance and Facilities

Goal 2 : To create a financial framework so that the school district is fiscally responsible while supporting learning environments.

Objective 1: Create outdoor learning spaces to enrich the physical learning environment and promote student learning.

Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1. Refine inner courtyard space at OTS to encourage increased learning use	Business Administrator, OTS Principal, Facilities Manager, Supervisor of Instruction	School budget, Capital Reserve, Grants	Funding	<u>Year 1 & Year 2</u>	Meet with teachers to determine needs and identify instructional uses. Explore the use of planters, additional landscaping, and furniture. Upgrade space.
2. Update and expand outdoor "Discovery Den" at TES	Business Administrator, TES Principal, Facilities Manager, Supervisor of Instruction	School budget, Capital Reserve, Grants	Funding	<u>Year 1 & Year 2</u>	Identify, purchase, and maintain existing structures. Meet with teachers to determine needs and identify instructional uses. Update space
3. Research and construct additional outdoor spaces at both schools	Business Administrator, Principals,	Annual budget, Capital Reserve, Grants	Funding, Physical infrastructure	<u>Year 1 & Year 2</u> - Exploration of needs and	Explore shade for tables, amphitheater at OTS, and additional play

		Architect, Facilities Manager			design Year 3 & Year 4- Construction	area/learning area at TES. Include teachers in needs assessment and plans to create an effective learning environment.
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STRATEGIC PLAN- ACTION PLAN (G2.O2)

Goal 2: Finance and Facilities

Goal 2 : To create a financial framework so that the school district is fiscally responsible while supporting learning environments.

Objective 2: Upgrade our Art, Science, and Technology classrooms at OTS to support engaged learning and interdisciplinary connections.

Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1. Make upgrades to OTS Art Room and Technology Room	Business Administrator, OTS Principal, Facilities Manager, Art and Technology teachers	School budget, Capital Reserve, Referendum, Grants	Funding, Physical infrastructure	<u>Year 1</u> -Kiln <u>Year 3</u> - Explore <u>Year 4</u> - Implement	Make the kiln operational. Speak with teachers about needs and visit other schools to view art and technology classrooms. Install new furniture and changes to classrooms
2. Upgrade the 5th and 6th grade science classrooms	Business Administrator, OTS Principal, Facilities Manager, Science teachers	School budget, Capital Reserve, Referendum, Grants	Funding, Physical infrastructure	<u>Year 1</u> through <u>2</u> - Explore <u>Year 3</u> through <u>4</u> - Implement Changes	Speak with teachers about needs and visit other schools to view science rooms. Purchase new furniture and equipment to upgrade classrooms.
3. Revise Art and Technology Curriculum to reflect increased interdisciplinary connections	Superintendent, Supervisor of Instruction, Principals, Art and Technology	School Budget	Time, School Schedule	<u>Year 2</u> - Plan <u>Year 3</u> through <u>4</u> - Implement	Meet with teachers to research and discuss possible curriculum connections.

	Teachers				Update Curriculum and implement interdisciplinary learning connections between art and technology.
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STRATEGIC PLAN - ACTION PLAN (G2. O3)

Goal 2: Finance and Facilities

Goal 2: To create a financial framework so that the school district is fiscally responsible while supporting learning environments

Objective 3: Modernize facilities with solar panels and coverage structures.

Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
Install solar panels and parking coverage	Business Administrator, Architect	School budget, Capital Reserve	Funding, Physical infrastructure	<u>Year 4</u> - investigation <u>Year 5</u> - Possible Installation	Exploration of solar panels and parking cover. Explore whether we have suitable spaces for installation.

STRATEGIC PLAN - ACTION PLAN (G2. O4)

Goal 2: Finance and Facilities

Goal 2: To create a financial framework so that the school district is fiscally responsible while supporting learning environments

Objective 4: Upgrade the OTS Stage, including the structure, audio, and lighting.

Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
Renovate the OTS All Purpose Room	Business Administrator, Architect, OTS Principal	Referendum, Capital Reserve	Funding	Year 1 through 2- Plan Year 4 through 5 - Implementation and Construction	Plan for upgrades to OTS Stage in the All Purpose Room. Complete construction and upgrades to the OTS stage in the All purpose Room.

STRATEGIC PLAN - ACTION PLAN (G3.O1)

Goal 3: Student Environment

Goal 3: To create a welcoming and supportive learning environment to foster a lifelong love of learning for all students; This includes robust connections to their school and wider community.

Objective 1: Expand enrichment and co-curricular programs (ex/ science fairs, spelling bees, model UN, debate) to provide engagement with other districts.

	Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1.	Enhance extracurricular experiences for all students	Superintendent, Principals, and Teachers	School Budget, Possible Grants	Funding, Time, Staffing	<u>Year 1</u> - Refine <u>Year 1 through 2</u> - Add new extracurricular experiences	Improve Marketing of Current Clubs- Information to parents and students. Forms for teachers on club plans and summary of meetings. Include refining clubs such as Odyssey of the Mind. Meet with staff to research and identify additional activities. Such as: Career Fairs, Battle of the Books, Spelling Bee, Math Clubs/Competitions such as Math Counts, Theatre Club at OTS, Debate, Robotics Club, and Model UN Club.
2.	Enhance enrichment experiences for students within our current courses and programs.	Supervisor of Instruction, Principals, Superintendent, Teachers	School Budget, Possible Grants	Funding, Time, Staffing	<u>Year 1</u> - Explore <u>Year 2</u> - Implement	Meet with teachers to identify opportunities. Examples include debates, visits to other schools, inviting students to visit our schools.

							Inspiration Cafe could provide enrichment to students 5-8
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STRATEGIC PLAN - ACTION PLAN (G3.O2)

Goal 3: Student Environment

Goal 3: To create a welcoming and supportive environment to foster in our students a lifelong love of learning and robust connection to their school and wider community.

Objective 2: Expand flexible learning environments to include seating, visual aids, and upgrades to educational technology.

Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1. Create sensory environments at both schools	Supervisor of Special Education, Principals, Business Administrator, Facilities Manager, Teachers	School Budget, Grants	Funding, Classroom Space	<u>Year 1</u> - Sensory Path at OTS <u>Year 2</u> - Explore and implement sensory areas for students to access at both schools	Research sensory path ideas. Identify needed sensory tools and possible environments. Meet with teachers to assess needs and plan for student engagement. Implement use of tools and create environments.
2. Create flexible seating and student/staff workspaces at TES and OTS	Principals, Supervisors, Business Administrator, Teachers	School Budget, Grants	Funding, Classroom Space	<u>Year 1</u> - Identify need and budget <u>Year 2</u> through 5- Upgrade Seating throughout both schools	Meet with teachers and visit other schools to create a plan. Create a budget and plan to address

						some classrooms each school year. Implement improvements to select classrooms each school year.
3.	Improve classroom with Visual Aids (board space) and Technology at TES and OTS	Supervisors, Principals, Business Administrator, Facilities Manager, Teachers	School Budget, Grants	Funding, Classroom Space	<u>Year 1</u> - Identify need and budget <u>Year 2 through 5</u> - Upgrade classrooms throughout both schools	Meet with teachers and visit other schools to create a plan. Create a budget and plan to address some classrooms each school year. Implement improvements to select classrooms each school year.

STRATEGIC PLAN - ACTION PLAN (G3.O3)

Goal 3: Student Environment

Goal 3: To create a welcoming and supportive learning environment to foster a lifelong love of learning for all students; This includes robust connections to their school and wider community.

Objective 3: Prioritize group and interpersonal interaction among students and teachers while reducing reliance on screens for school work/projects whenever possible.

	Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1.	Meet with Teachers to discuss the need for engaging, hands-on lessons and student discourse	Supervisor of Instruction, Principals	School Budget	Time	<u>Year 1</u>	Review District Apps and Usage Meetings with teachers Implement Tech-Free Learning Days
2.	Offer Professional Learning for Teachers to support student engagement and reduce the use of technology	Superintendent, Supervisor of Instruction, Principals	School Budget	Budget, Time	<u>Year 1-2</u>	Professional Learning opportunities within and outside the district to improve pedagogy. Revise curriculum documents where needed.
3.	Observe teaching and learning and offer feedback/instructional tools on ways to increase engagement while reducing dependency on technology	Superintendent, Supervisors, Principals	School Budget	Budget, Time	<u>Year 2-3</u>	Observation notes. Data collection on classroom

							engagement and app usage.
							Resources shared with teacher (Resource, Literature, and Classroom Materials)

STRATEGIC PLAN - ACTION PLAN (G3.O4)

Goal 3: Student Environment

Goal 3 : To create a welcoming and supportive learning environment to foster a lifelong love of learning for all students; This includes robust connections to their school and wider community.

Objective 4: Create more opportunities for community service projects and family/community involvement.

Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1. Create opportunities for students to connect with the community through various events	Principals, School Counselors, Teachers	School Budget	Time, School Schedule	<u>Year 1</u> - Highlight and refine current events. Explore possible new events at both schools. <u>Year 2</u> - Implement new events and publicize to the community	Refine and celebrate events already in place: Poetry Cafe, Talent Show, Social Media Night, Art Show, Historical Society Possible new events include: Golden Guest Day, Senior Reading Buddies, Art Show at OTS, and Better World Day
2. Provide opportunities for families and community members to support our outdoor learning spaces.	Principals, Teachers, Business Administrator	Possible Donations	Time, School Schedule, District Facilities	<u>Year 1</u>	Hold TES Community Garden Improvement Day Create committee of community members, parents, students, and staff to discuss TES playground expansion to support

						G2.O1 Create committee of community members, parents, students, and staff to discuss improvements for OTS outdoor courtyard and support G2.O1
3.	To connect students with people in and outside our Tewksbury community to learn about various careers and jobs	OTS Principal	School Budget, Possible Grants	Funding, Resources, Training	<u>Year 1</u> - Inspiration Cafe <u>Year 2</u> - Additional programs at OTS and TES	Create plan and implement Inspiration Cafe at OTS Explore and implement additional career related programs K-8 (Career fairs, field trips, and other programs)
4.	Create additional opportunities for students to participate in community service projects	Principals, Teachers, Supervisor of Instruction	School Budget	Staff Resources, Time	<u>Year 1</u> - Refine and Explore <u>Year 2</u> - Implement new programs	Refine/define our current service programs. Explore additional opportunities. Implement new programs at both schools.

STRATEGIC PLAN - ACTION PLAN (G3.O5a)

Goal 3: Student Environment

Goal 3 Statement: To create a welcoming and supportive learning environment to foster a lifelong love of learning for all students; This includes robust connections to their school and wider community.

Objective 5a: Cultivate an inclusive climate where student differences are celebrated to promote a sense of belonging including kindness initiatives and more exposure to diverse cultures and backgrounds.

Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1. Educate staff and create more inclusive opportunities for Special Education students.	Supervisor of Special Education and Principals	School Budget	Funding Time	<u>Year 1:</u> Professional learning for educators on special education inclusion <u>Year 2 - Partner with inclusion</u> coach to work with staff in the classroom and through workshops <u>Year 3:</u> Implement appropriate changes K-8 in all co-taught classrooms	Workshop agendas Action Plan for Inclusive Coach Schedule and teacher assignments Review school schedule to support planning time for co-teachers Observation of teaching strategies

2.	Expand inclusive opportunities for special education students in clubs and afterschool activities.	Supervisor of Special Education, Principals	School budget, Grants	Student participation, staffing, funding	<u>Year 1:</u> Visit other schools and research the unified programs available <u>Year 2:</u> Create a unified club at both schools <u>Year 3:</u> Create Unified sport activities	Research Club plans Schedule for new clubs and participation
3.	Expand character-education opportunities for OTS students through the Advisory Program, supporting kindness and belonging for all.	TES Principal, Supervisor of Instruction and Programs, school counselor	School Budget, Grants	Time	<u>Year 1 & Year 2:</u> Implement	Cross-grade Advisory experiences and activities Student learning goals, starting with grade 5.
4.	Expand character-education opportunities for TES students, supporting kindness and belonging for all.	TES Principal, Supervisor of Instruction and Programs, school counselor	School Budget, Grants	Time	<u>Year 1 & Year 2:</u> Implement	Train teachers in Responsive Classrooms and implement program. Increase cross-grade experiences and activities.

STRATEGIC PLAN - ACTION PLAN (G3.O5B)

Goal 3- Student Environment

Goal 3: To create a welcoming and supportive learning environment to foster a lifelong love of learning for all students; This includes robust connections to their school and wider community.

Objective 5b: Expand opportunities for students to learn world languages.

Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1. Expand student experiences with the Spanish Language	Principals, Supervisor of Instruction, World Language Teachers	School Budget, Current Staff	Funds, Time, Staffing	<u>Year 1</u> - Explore <u>Year 2</u> - Implement	TES: Explore opportunities for enrichment activities during recess or afterschool clubs. OTS: Explore enrichment opportunities for students (example/ Student Buddies for Reading Spanish Books, Field Trips, Consultants) Additional period of world language for grade 6 in Year 1 Identify areas for Spanish Immersion (art, music, PE/Health) Collect and share

						data on students' progress at high school in world language
2.	Create opportunities for students to explore other world language	Principals, Supervisor of Instruction, World Language Teachers	School Budget, Current Staff	Funds, Staffing, Time	<u>Year 2</u> - Explore <u>Year 3</u> - Implement	Research possible opportunities for students (Examples: Consultants, Field Trips, Assemblies, Virtual learning tools)

STRATEGIC PLAN - ACTION PLAN (G3.O6)

Goal 3: Student Environment

Goal 3 : To create a welcoming and supportive learning environment to foster a lifelong love of learning for all students; This includes robust connections to their school and wider community.

Objective 6: Increase collaboration within and between the schools. (i.e., students move up day for all grades)

Major Activities	Responsible Staff	Resources/ Budget	Constraints	Timelines/Date of Completion	Indicators of Success
1. Enhance opportunities to support students as they transition between schools	Principals, School Counselors, Teachers	School Budget	Time, Schedule	<u>Year 1</u> - Refine current program <u>Year 1</u> through 2- Implement additional opportunities for students	'Registered Students Day' for Incoming Kindergarteners Kindergarten Playdate 'Sneak Peeks' into classrooms 4th Grade OTS Transition Events Buddy Programs 8th Grade Voorhees Transition Work with new NH/V Transition coordinator to explore additional opportunities for grade 8 students to visit and learn about HS
2. Create opportunities for greater student engagement between TES and OTS	Principals, Teachers	School Budget, Possible Grants	Time, Schedule, District Facilities,	<u>Year 1</u> - Explore <u>Year 2</u> - Implement new	Meet with staff and faculty to explore opportunities Opportunities to explore: OTS

				Transportation	programs	Musical, Peer Leaders, Fundraisers, Mentor program, TES Mural Project
3.	Increase teachers' articulation meeting time between grade levels to study the curriculum	Principals, Instructional Supervisor, Superintendent, Supervisor of Special Education	Professional Days, After-school Meeting time	Time, Schedule, Staff Coverage, Substitutes	<u>Year 1</u> through <u>2</u> - Increase opportunities	Review Professional Learning Day Schedules. Create additional time using substitutes. Use PLC and Curriculum Meetings address this need. Explore the use of summer learning days.
4.	Support students as they transition to next grade level within their school	Principals, Instructional Supervisor, Superintendent, Supervisor of Special Education	School Budget, Schedule	Time, Schedule, Staff Coverage	<u>Year 1</u> - Explore opportunities <u>Year 1</u> through <u>2</u> - Implement	Meet with teachers to refine current program and add new opportunities Consider Student Buddies, Advisory, Tiger Dens, Peer Leaders