

COLTS NECK TOWNSHIP SCHOOLS

2022 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL: Engage staff by designing meaningful opportunities and experiences for them to be active participants and contributors to their work environments.

OBJECTIVES:

1. Involve staff in decision making process
2. Cultivate leadership opportunities among staff
3. Enhance culture by prioritizing needs of staff

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Engage staff in the design and facilitation of research-based and best practices professional development sessions/courses.	Administration Director of Curriculum & Instruction	Vendors Professional Services Staff	Start: 22-23 By the End of: 26-27	Establish Professional Development Committee Teacher-led PD Academies / Opportunities Supports/ processes for teacher-leaders to obtain training/information then implementing opportunities to share Staff surveys on professional development Updates via reports / presentations to the Board

2. Engage staff by designing opportunities for the inclusive involvement of staff in school-wide/department-based decision making.	Administration Staff Board Committees	Staff	Start: 22-23 By the End of: 26-27	Agendas and minutes from meetings that are inclusive of teacher/staff participation Intentional use of team planning time; opportunities for departmental collaboration Staff surveys Updates via reports / presentations to the Board
3. Engage staff by designing and facilitating processes within the district and/or school's organizational structure that prioritize culture and climate.	Administration Staff Board Committees	Staff Climate Surveys	Start: 22-23 By the End of: 26-27	Designing initiatives and seeking broader buy-in to support initiatives which prioritize long-term, big picture culture and climate issues. Staff surveys Updates via reports / presentations to the Board
STUDENT CONTRIBUTIONS FOR CONSIDERATION:	● Opportunities for students to learn more about who teachers when not in school? ● More interaction/engagement in classes ○ Learn more about them ○ Stories ~ making it more engaging ● Interactive learning games ○ More math games / collaboration / team building			

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| | <ul style="list-style-type: none">● Role playing to learn content● Creativity with the use of instructional space and seating |
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