

New Providence Board of Education

Strategic Plan

2025-2030

Rooted in Purpose. Growing Together.



Navigation Guide

I.

Overview

5.

Strategic Goal #1

IO.

Strategic Goal #6

2.

Vision and
Mission

6.

Strategic Goal #2

II.

Strategic Goal #7

3.

Values

7.

Strategic Goal #3

I2.

Annual Board
Goals

4.

Key Themes

8.

Strategic Goal #4

I3.

Annual Board
Committee
Goals

9.

Strategic Goal #5



Who are WE

Overview- Who Are **WE**



A Comprehensive PreK-12
Public School District Located
in Union County, NJ



Serving 2,382 students
234 Certified Staff Members
15 Administrators
12:1 Students to Teacher Ratio



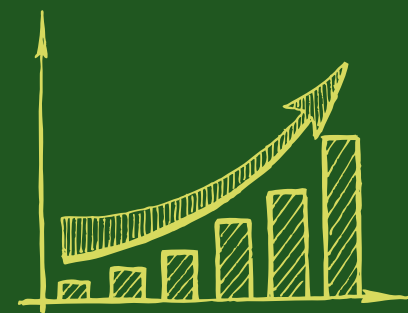
Four Schools
Two Elementary &
a Combined Middle/High
School Campus



Notable Recognition
#1 High School in
New Jersey Monthly Magazine
National Blue Ribbon School
National School District of Character
Advanced Placement Honor Roll School
District



Whole- Child Focus
Academic Growth,
Character, &
Well-Being



Academic Excellence
Rigorous Academic
Environment where all
Students are
Challenged,
Supported, & Inspired



Strong Parent Support
& Community
Partnerships



Preparing Students for
College, Careers, & Life

Our MISSION

Our VISION



Vision and Mission

In partnership with students, teachers, parents and community, the mission of the New Providence School District is to prepare our students academically for their pursuits, to develop the appropriate social and emotional skills to be productive, empathetic, global citizens, and to stimulate a growth mindset for continued, life-long learning in a culturally diverse society.

Our CORE VALUES

What We Live By...



New Providence is **ROOTED in Our Core Values**

R – Radiating Respect

We act with empathy, kindness, and acceptance to create a safe and supportive environment for every individual in our community.

O – Opening Pathways to Inclusion

We give every voice the opportunity to be heard and we value one another's unique perspectives, backgrounds, and experiences.

O – Owning Our Responsibilities

We celebrate our successes, own our mistakes, and consistently give our best effort in everything we do.

T – Tapping into Our Curiosity

We ask questions, explore new possibilities, and think critically to find creative solutions.

E – Exercising Perseverance

We embrace challenges, obstacles, and failure as essential steps on our path to success.

D – Demonstrating Citizenship

We lead, collaborate, contribute, and innovate—making a meaningful impact in our community as athletes, artists, musicians, leaders, and lifelong learners.



Rooted in Purpose. Growing Together.

Strategic Plan 2025-2030

Rooted in Purpose. Growing Together.

KEY THEMES

Rooted in Purpose. Growing Together.



F – Future Readiness

Empowering adaptable, critically-thinking learners ready for college, career, and life.

O – Operational Efficiency and Accountability

Streamlining systems and using data for smart, transparent decisions.

U – Understanding through Equity and Access

Ensuring all students have what they need to thrive, especially those furthest from opportunity.

N – Nurturing Mental Resilience and Emotional Intelligence

Supporting students' ability to regulate, persevere, and grow socially and emotionally.

D – Developing Leadership

Fostering student voice, ownership, and agency across all grade levels.

A – Advancement through Innovation and Modernization

Embracing evolving technology to personalize learning and improve outcomes.

T – Teaching and Workforce Development

Investing in staff growth, leadership, and retention to drive excellence.

I – Inclusive Community and Stakeholder Engagement

Building authentic partnerships with families and communities to support student success.

O – Ongoing Safety and Well-being

Maintaining healthy, secure learning environments for all.

N – Navigating Sustainability and Fiscal Responsibility

Ensuring thoughtful resource planning and long-term district health.

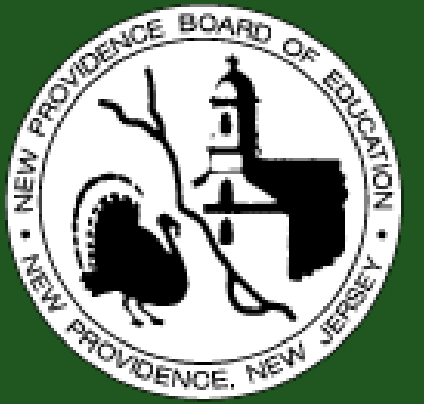
Our GOALS

Rooted in Purpose. Growing Together.

Rooted in Purpose. Growing Together

5-Year Goals

2025-2030



Goal #1- Integrate technology in a balanced way to enhance teaching, support student-driven learning, and foster student agency while preparing for the future.

Goal #2- Strengthen data-driven instructional practices to improve student learning, inform teaching strategies, and support continuous academic growth.

Goal #3- Strengthen the District's commitment to students' mental health and well-being through a comprehensive social-emotional learning (SEL) framework.

Goal #4- Strengthen staff capacity and wellness to enhance student outcomes.

Goal #5- Design transparent, inclusive, and effective communication with all constituents.

Goal #6- Ensure equitable and sustainable resource allocation to support student access and engagement.

Goal #7- Strengthen school safety and student well-being through facilities, technology, and mental health support.

Strategic Plan

Strategic Plan Goals Structure

Rooted in Purpose. Growing Together.

#1- The Goal

3- Objectives

#2: This goal directly aligns with key themes:

F-O-U-N-D-A-T-I-O-N-S

F – Future Readiness

Empowering adaptable, critically-thinking learners ready for college, career, and life.

O – Operational Efficiency and Accountability

Streamlining systems and using data for smart, transparent decisions.

U – Understanding through Equity and Access

Ensuring all students have what they need to thrive, especially those furthest from opportunity.

N – Nurturing Mental Resilience and Emotional Intelligence

Supporting students' ability to regulate, persevere, and grow socially and emotionally.

D – Developing Leadership

Fostering student voice, ownership, and agency across all grade levels.

A – Advancement through Innovation and Modernization

Embracing evolving technology to personalize learning and improve outcomes.

T – Teaching and Workforce Development

Investing in staff growth, leadership, and retention to drive excellence.

I – Inclusive Community and Stakeholder Engagement

Building authentic partnerships with families and communities to support student success.

O – Ongoing Safety and Well-being

Maintaining healthy, secure learning environments for all.

N – Navigating Sustainability and Fiscal Responsibility

Ensuring thoughtful resource planning and long-term district health.

Strategic Plan #1

Rooted in Purpose. Growing Together.

Goal- Integrate technology in a balanced way to enhance teaching, support student-driven learning, and foster student agency while preparing for the future.

Objectives

Establish clear guidelines by grade bands for classroom technology use that balance face-to-face learning that promotes student ownership through goal setting, exploration, and creative work.

Provide professional development for teachers on best practices for integrating emerging technology, while promoting student interaction, discourse, and well-being.

Implement regular evaluations of balanced technology integration to assess its impact on student learning and adjust strategies as needed.

This goal directly aligns with key themes:

- F – Future Readiness:** by equipping students with the digital skills and adaptability needed to thrive in college, career, and life.
- A – Advancement through Innovation and Modernization:** by embracing emerging technologies to personalize instruction and improve learning outcomes.
- T – Teaching and Workforce Development:** by investing in professional development to ensure staff are confident and capable in using educational technology effectively.
- U – Understanding through Equity and Access:** by ensuring all students, especially those furthest from opportunity, have access to high-quality digital tools and connected learning environments.
- D – Developing Leadership:** by fostering student voice, ownership and leadership through balanced, future-ready technology integration.

Strategic Plan #2

Rooted in Purpose. Growing Together.

Goal- Strengthen data-driven instructional practices to improve student learning, inform teaching strategies, and support continuous academic growth.

Objectives

Develop and implement a district-wide system for collecting, analyzing, and reporting student performance data across all grade levels and subjects.

Ensure all instructional staff have access to real-time data to guide decisions for differentiated instruction.

Promote a collaborative culture where data is routinely used to drive conversations, monitor progress, and adjust practices to meet the diverse needs of all learners.

This goal directly aligns with key themes:

- O – Operational Efficiency and Accountability:** by using data to inform instructional decisions, streamline interventions, and ensure transparency in academic progress monitoring.
- T – Teaching and Workforce Development:** by building educator capacity to analyze and act on student data, enhancing instructional effectiveness and professional growth.
- U – Understanding through Equity and Access:** by identifying and addressing learning gaps to ensure all students, especially those furthest from opportunity, receive targeted support.
- F – Future Readiness:** by fostering a culture of continuous improvement that prepares students with the knowledge and skills necessary for long-term success.

Strategic Plan #3

Rooted in Purpose. Growing Together.

Goal- Strengthen the District's commitment to students' mental health and well-being through a comprehensive social-emotional learning (SEL) framework.

Objectives

Establish a district-wide social-emotional learning (SEL) framework that promotes mental wellness, emotional regulation, and resilience across all grade levels.

Educate students, staff, and families on the impact of technology use on mental health and implement strategies to encourage mindful, balanced use of digital tools.

Enhance Community and Family Engagement in SEL & Digital Wellness

This goal directly aligns with key themes:

- N – Nurturing Mental Resilience and Emotional Intelligence:** by embedding SEL into daily practice to support students' ability to regulate, persevere, and grow socially and emotionally.
- T – Teaching and Workforce Development:** by equipping staff with SEL strategies and training to foster safe, responsive classrooms that promote student well-being.
- O – Ongoing Safety and Well-being:** by creating a supportive environment that prioritizes mental health, preventative care, and emotional safety for all students.
- U – Understanding through Equity and Access:** by ensuring that all students, especially those facing trauma or adversity, have access to inclusive and culturally responsive SEL supports.
- I – Inclusive Community and Stakeholder Engagement:** by building authentic partnership with families and community groups to support a comprehensive SEL framework.

Strategic Plan #4

Rooted in Purpose. Growing Together.

Goal- Strengthen staff capacity and wellness to enhance student outcomes.

Objectives

Establish a comprehensive professional development framework that prioritizes mental health literacy, inclusive practices, executive functioning support, and responsible technology integration.

Develop and implement district wide initiatives that promote staff wellness, including mental health supports, wellness days, and peer support systems.

Create a system to monitor and address staff workload and retention, using data-informed tools to support staffing decisions and improve recruitment and retention of high-quality personnel.

This goal directly aligns with key themes:

- T – Teaching and Workforce Development:** by investing in professional growth and retention strategies.
- N – Nurturing Mental Resilience and Emotional Intelligence:** by supporting staff wellness, which models and sustains student well-being.
- O – Operational Efficiency and Accountability:** through data-informed staffing and workload practices.
- F – Future Readiness:** by equipping educators to develop adaptable, critically-thinking learners.
- D – Developing Leadership:** by cultivating leadership capacity among staff across roles.

Strategic Plan #5

Rooted in Purpose. Growing Together.

Goal- Design transparent, inclusive, and effective communication with all constituents.

Objectives

Design and launch a dynamic communication platform to centralize access to district updates, performance metrics, curricular resources, and school-wide initiatives for students, families, and staff.

Establish a tiered family engagement model that includes structured outreach (e.g., parent training workshops), informal forums, and feedback loops that are inclusive of diverse voices across the community.

Implement a communications audit protocol to assess and improve the clarity, consistency, and responsiveness of internal and external district communications.

This goal directly aligns with key themes:

- I – Inclusive Community and Stakeholder Engagement:** by deepening trust through accessible, two-way communication.
- U – Understanding through Equity and Access:** by ensuring all families receive relevant, clear, and timely information.
- O – Operational Efficiency and Accountability:** by streamlining systems for sharing performance metrics and initiatives.
- N – Navigating Sustainability and Fiscal Responsibility:** through more informed decision-making and community alignment.
- O – Ongoing Safety and Well-being:** by reinforcing responsive, connected school climates.

Strategic Plan #6

Rooted in Purpose. Growing Together.

Goal- Ensure equitable and sustainable resource allocation to support access and engagement.

Objectives

Align financial investments with instructional priorities by regularly evaluating the effectiveness and sustainability of programs, technology, and services.

Promote transparency and stakeholder understanding of District resource allocation through clear, accessible communication and long-range financial planning.

Strengthen the budget development process by incorporating data on student participation, program impact, and resource utilization to guide equitable and strategic funding decisions.

This goal directly aligns with key themes:

- U – Understanding through Equity and Access:** by ensuring all students have equitable access to academic, extracurricular, and enrichment opportunities.
- O – Operational Efficiency and Accountability:** by evaluating the effectiveness and sustainability of programs and aligning investments with instructional priorities, the District will make data-informed, transparent financial decisions.
- N – Navigating Sustainability and Fiscal Responsibility:** by developing a multi-year financial plan, the District will promote long-term fiscal health and responsible use of resources.

Strategic Plan #7

Rooted in Purpose. Growing Together.

Goal- Strengthen school safety and student well-being through facilities, technology, and mental health supports.

Objectives

Enhance the physical and digital security infrastructure across all school buildings to ensure safe, well-monitored, and responsive learning environments.

Expand student access to mental health resources and social-emotional learning supports that promote resilience, emotional regulation, and well-being.

Implement and maintain clear, districtwide protocols and training for staff and students to support crisis response, digital citizenship, and responsible technology use.

This goal directly aligns with key themes:

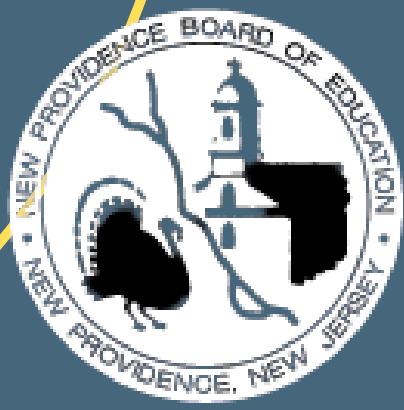
- O** – **Ongoing Safety and Well-being:** by enhancing emergency preparedness, digital safeguards, and physical campus security, the District will ensure that all students and staff learn and work in safe, supportive environments.
- N** – **Nurturing Mental Resilience and Emotional Intelligence:** by expanding access to mental health services and embedding social-emotional learning across settings, the District will foster students' ability to regulate, persevere, and thrive emotionally.
- A** – **Advancement through Innovation and Modernization:** by leveraging secure and purposeful technology tools, the District will modernize learning environments and improve both instruction and operational safety.

Our BOARD GOALS

Overarching Annual Board Goals

Committee Goals

Curriculum, Instruction, & Technology
Personnel, Management, & Communication
Finance, Facilities, & Security



Board of Education Annual Goals

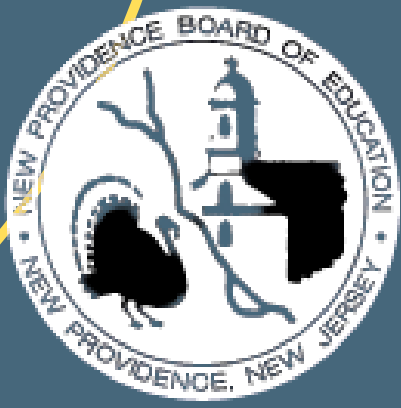
*Annual Board Goals
School Year: 2025/2026*

Goal 1- Implement and Monitor the District's Strategic Plan.

Goal 2- Complete the 2025/2026 Budget Process in a Timely and Compliant Manner, aligned to State statute.

Goal 3- Support the Professional Growth and Capacity of District Leadership, Teachers, and Support Staff.

Goal 4- Monitor ongoing Housing Developments and Assess its Potential Impact on Student Enrollment.



Board of Education Annual Committee Goals

*Annual Board Committee Goals
School Year: 2025/2026*

Curriculum, Instruction, & Technology

- 1- Balance Classroom Technology Integration by Grade Band
- 2- Promote Digital Wellness
- 3- Middle School- Behavioral and Academic Focus

Finance, Facilities, & Security

- 1- Develop a Fiscally Responsible Sustainable School Budget
- 2- Strengthen Safety and Student Well-Being

Personnel, Management, & Communication

- 1- Advance Staff Development and Wellness to Support Student Achievement
- 2- Enhance Family Engagement and Communication

Curriculum, Instruction, & Technology

Annual Board Committee Sub Goals
School Year: 2025/2026

SMART Goal 1 (Aligned to Strategic Goal 1)

Balanced Classroom Technology Integration by Grade Band

By January 2026, develop and present to the Board a set of technology integration guidelines by K-3, 4-6, 7-8, and 9-12 grade bands, created in collaboration with teachers and instructional technology staff, to optimize the balance between digital tools and face-to-face learning. Using classroom audits, establish baseline iPad usage and a planned reduction to achieve age-appropriate, optimized technology use, with full implementation in the Fall 2026.

- **Specific:** Focuses on grade-banded guidelines and instructional balance.
- **Measurable:** Guidelines developed, presented, and implemented by Fall 2026 with reduced iPad use, reflecting optimization, and age-appropriate technology integration.
- **Achievable:** Uses internal collaboration and phased rollout.
- **Relevant:** Supports balanced tech integration and instructional effectiveness.
- **Time-bound:** Completed by January 2026 with full implementation in Fall 2026.

Curriculum, Instruction, & Technology

Annual Board Committee Sub Goals

School Year: 2025/2026

SMART Goal 2 (Aligned to Strategic Goal 3)

Promoting Digital Wellness

By March 2026, develop and deliver a districtwide digital wellness initiative that includes at least one student workshop per grade band (K-3, 4-6, 7-8, 9-12), one staff professional development session, and one family engagement event, focused on the mental health impacts of technology and strategies for mindful, balanced digital use.

- **Specific:** Focuses on education for students, staff, and families.
- **Measurable:** One workshop, one PD, and one event completed for each audience.
- **Achievable:** Can be coordinated through counseling, technology, curriculum staff, and community partnerships.
- **Relevant:** Directly supports digital wellness and SEL framework goals.
- **Time-bound:** Completed by March 2026.

Curriculum, Instruction, & Technology

Annual Board Committee Sub Goals

School Year: 2025/2026

SMART Goal 3 (Aligned to Strategic Goals 2, 3 & 4)

Middle School – Academic & Behavioral Focus

By June 2026, the middle school leadership team will implement a data-informed intervention plan that reduces student discipline referrals among special education and at-risk students by 40%, strengthens classroom environments through consistent routines and relationship-building strategies in at least 75% of observed classrooms, and monitors progress using quarterly data meetings that analyze behavioral trends to close achievement gaps across learner subgroups.

- **Specific:** Targets discipline, rigor, special education, and achievement gaps.
- **Measurable:** 40% referral reduction, 75% classroom observation target.
- **Achievable:** Using existing systems (MTSS, counselor led programs) while building capacity for future implementation of behavioral development framework, such as PBIS.
- **Relevant:** Directly supports Goals 2 and 3 from the strategic plan.
- **Time-bound:** Clear deadline of June 2026 with quarterly benchmarks.

Finance, Facilities, & Security

Annual Board Committee Sub Goals

School Year: 2025/2026

SMART Goal 1 (Aligned to Strategic Goals 6 & 7)

Develop a Fiscally Responsible & Sustainable School Budget

By April 2026, the Finance, Facilities, and Security Committee will develop and recommend a fiscally responsible school district budget that remains within the state-mandated tax levy cap, while maintaining support for core instructional programs, student services, and strategic priorities. In parallel, the committee will look to identify long-term budgeting strategies to prepare for future scenarios where remaining within the cap may not be feasible. Additionally, the committee will strategically allocate any remaining bond referendum funds toward infrastructure improvements that align with the District's priorities.

Specific: Focuses on creating a compliant, balanced budget and long-term budgeting strategies.

Measurable: Completion of a final budget, identification of future options and allocation of any remaining bond proceeds.

Achievable: Falls within the committee's role and annual budget timeline.

Relevant: Aligns with fiscal responsibility and long-term district planning.

Time-Bound: Has a clear deadline of April 30, 2026.



Finance, Facilities, & Security


Annual Board Committee Sub Goals

School Year: 2025/2026

SMART Goal 2 (Aligned to Strategic Goals 7)

Strengthen Safety and Student-Well-Being

By May 2026, complete a comprehensive review of all school security systems, emergency protocols, and digital safety practices, including visitor access, surveillance cameras, communication tools, and staff training. Present updated policies and prioritized recommendations to ensure alignment with current safety standards and instructional needs.

- **Specific:** Focuses on reviewing school safety systems, emergency protocols, and digital safety practices.
 - **Measurable:** Success is measured by the completion of updated policies and improvement recommendations.
 - **Achievable:** The scope is realistic within the school year.
 - **Relevant:** Aligns with District priorities for safety, security, and responsible technology use.
 - **Time-Bound:** Clearly defined deadline of May 30, 2026.
- 

Personnel, Management, & Communication


Annual Board Committee Sub Goals

School Year: 2025/2026

SMART Goal 1 (Aligned to Strategic Goal 4)

Advancing Staff Development and Wellness to Support Student Achievement

By June 2026, the district will enhance staff capacity and wellness to improve student outcomes by implementing a professional development framework focused on mental health literacy, inclusive practices, executive functioning, and technology integration. Additionally, district-wide wellness initiatives will be introduced, including mental health supports, wellness days, and peer support systems.

- **Specific:** The goal focuses on enhancing staff capacity and wellness through professional development.
 - **Measurable:** Success will be measured by the completion of the framework, the rollout of wellness initiatives, and staff participation rates.
 - **Achievable:** The goal is achievable with current resources, leadership support, and partnerships.
 - **Relevant:** This goal aligns with the district's focus on staff development, wellness, and improving student outcomes.
 - **Time-Bound:** The goal will be achieved by June 2026, with key milestones along the way.
- 

Personnel, Management, & Communication

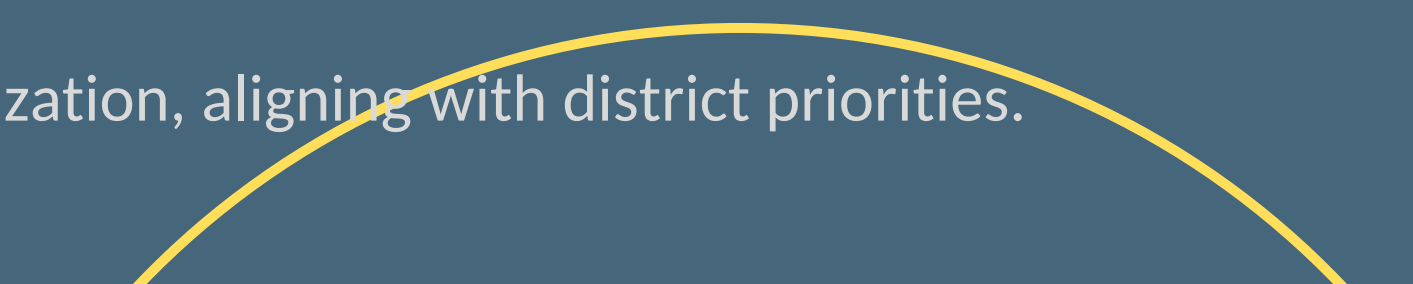
Annual Board Committee Sub Goals

School Year: 2025/2026

SMART Goal 2 (Aligned to Strategic Goal 5 & 6)

Enhancing Family Engagement and Communication

By June 2026, the district administration will produce a short video introducing the Strategic Plan and parent organizations roles and responsibilities, to be shared at Back-to-School Nights. To support this, the Personnel, Management, and Communication Subcommittee will hold at least two joint planning sessions with the Board and parent groups to develop clear, inclusive communication strategies. The district will also begin implementing electronic payments with QR codes for student fundraising and school events to better align with parent organization practices.

- **Specific:** The goal includes producing a video, holding joint planning sessions, and implementing electronic payments with QR codes.
 - **Measurable:** Progress is tracked by the video completion, at least three planning sessions, and the start of electronic payments with QR codes.
 - **Achievable:** The goal is realistic, using existing resources and partnerships within the school year.
 - **Relevant:** It supports family engagement, communication, and operational modernization, aligning with district priorities.
 - **Time-Bound:** The goal will be completed by June 2026.
- 

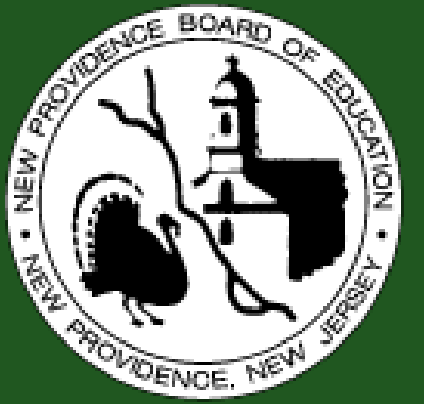
Strategic Plan 2025-2030

Rooted in Purpose. Growing Together.

Rooted in Purpose. Growing Together

5-Year Goals

2025-2030



Goal #1- Integrate technology in a balanced way to enhance teaching, support student-driven learning, and foster student agency while preparing for the future.

Goal #2- Strengthen data-driven instructional practices to improve student learning, inform teaching strategies, and support continuous academic growth.

Goal #3- Strengthen the District's commitment to students' mental health and well-being through a comprehensive social-emotional learning (SEL) framework.

Goal #4- Strengthen staff capacity and wellness to enhance student outcomes.

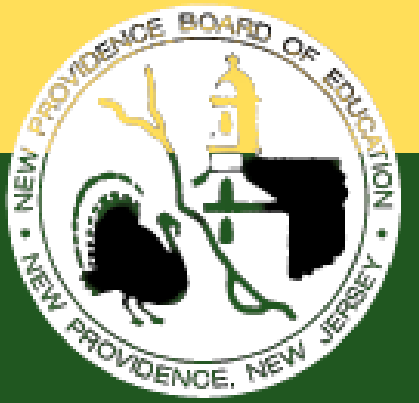
Goal #5- Design transparent, inclusive, and effective communication with all constituents.

Goal #6- Ensure equitable and sustainable resource allocation to support student access and engagement.

Goal #7- Strengthen school safety and student well-being through facilities, technology, and mental health support.

Strategic Plan

The Leadership Team



*Dr. Lauren Zirpoli
Superintendent of Schools*



*Mr. Joseph Ugliandolo
Assistant Superintendent of
Educational Services*



*Mr. James Testa
School Business
Administrator/
Board Secretary*

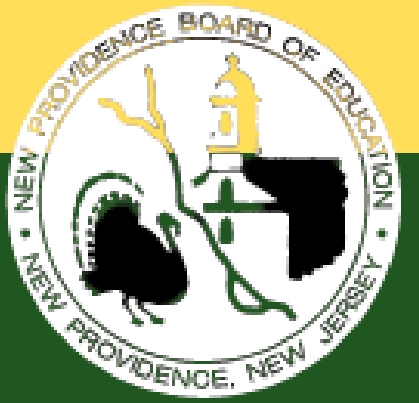


*Mr. Jonathan Keaney
Director of Curriculum,
Instruction, &
Supervision*



*Dr. Joseph Harvey
Director of Special Services*

The Leadership Team



*Mr. Brian Henry
NPHS Principal*



*Mr. Michael Criscitello
NPMS Principal*



*Tania Kelly
NPHS
Assistant Principal*

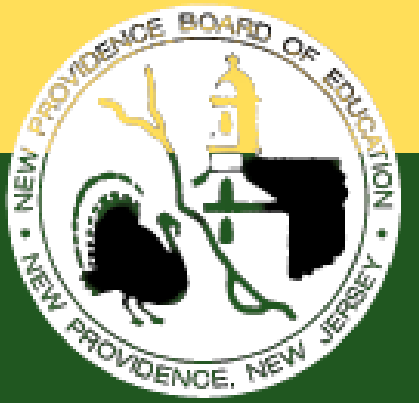


*Mr. Vincent Carangelo
Athletic Director
K-12 Department Head
of Health & Physical
Education*



*Mrs. Jillian Shadis
Director of School Counseling*

The Leadership Team



*Mr. John Richter
Allen W. Roberts Elementary
School Principal*



*Mrs. Natasha Feliciano-Allen
Salt Brook Elementary
School Principal*



*Ms. Lyndsay Wittenberg
Allen W. Roberts Elementary
Assistant Principal*



*Mrs. Stephanie Kwiatkowski
Salt Brook Elementary
Assistant Principal*



Thank You!



Strategic Plan 2025-2030

Rooted in Purpose. Growing Together.