



STRATEGIC PLAN 3D 2025-2030

Prepared for the

SOMERSET COUNTY VOCATIONAL & TECHNICAL SCHOOL DISTRICT BRIDGEWATER, NEW JERSEY

Facilitated by NJSBA Field Services Department
Patricia Rees,
Field Services Representative



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ACKNOWLEDGEMENTS

The Somerset County Vocational & Technical School District's Strategic Planning process, completed during the 2024 – 2025 academic year, could not have occurred without the support, cooperation and dedication of the following people and groups:

SOMERSET COUNTY VOCATIONAL & TECHNICAL SCHOOL BOARD OF EDUCATION

Gregory Lalevee Board President
Adam Beder, Vice President
Matthew Loper, Board Member
Lily Wong, Board Member
Roger A. Jinks, Board Member, Executive County Superintendent
Douglass Singleterry, Somerset County Commissioner Liaison

Robert Presuto, Superintendent
Raelene Sipple, Business Administrator

NEW JERSEY SCHOOL BOARDS ASSOCIATION

Patricia Rees, Field Service Representative



SCVTS ATTENDEE LIST — STRATEGIC PLANNING MEETING #1

October 17, 2024

- | | |
|------------------------|---------------------|
| 1. Guillermo Reina | 10. Scott Morgan |
| 2. Chris Lemongelli | 11. Alison Morgan |
| 3. Johanna Scholl | 12. Gregory Lalevee |
| 4. Rob Carrig | 13. Rob Presuto |
| 5. Andrew Coslit | |
| 6. Mark Mastrobattista | |
| 7. Christopher Miller | |
| 8. Troy Shandor | |
| 9. Antonia Shandor | |

SCVTS ATTENDEE LIST — STRATEGIC PLANNING MEETING #2

November 21, 2024

- | | |
|-----------------------|-------------------|
| 1. Maria Santiago | 6. Andrew Coslit |
| 2. Sharon Phillips | 7. Raelene Sipple |
| 3. Guillermo Reina | 8. Adam Beder |
| 4. Johanne Scholl | 9. Rob Presuto |
| 5. Christopher Miller | |

SCVTS ATTENDEE LIST — STRATEGIC PLANNING MEETING #3

December 4, 2024

- | | |
|-----------------------|--------------------|
| 1. Guillermo Reina | 7. Troy R. Shandor |
| 2. Christopher Miller | 8. Antonia Shandor |
| 3. Lily Wong | 9. Jaime Morales |
| 4. Erik Fargo | 10. Randee Holz |
| 5. Pat Pelliccia | 11. Andrew Coslit |
| 6. Maria Johnson | 12. Rob Presuto |



STRATEGIC PLANNING PROCESS

Executive Summary

A. EDUCATING THE BOARD TO MAKE AN INFORMED DECISION

The New Jersey School Boards Association provided information to the district on the 3D Strategic Planning Services available through the Association. In 2024 the Somerset County Vocational & Technical School District Board of Education discussed and approved a contract with New Jersey School Boards Association (NJSBA) for the 3D (Determination, Dream, and Destiny by Design) Strategic Planning Service.

The information included a review of the following information and requirements:

- commitment of time and resources,
- school and community level involvement,
- strategic planning to meet the needs of the district,
- the Board's role in the process,
- and potential participants to be included in the process.

B. 3D STRATEGIC PLAN MEETINGS

On October 17, 2024, November 21, 2024, and December 04, 2024, Patricia Rees, Field Service Representative from NJSBA facilitated the Strategic Planning meetings. Outcomes of these meetings include:

1. Strengths and Challenges of Somerset County Vocational & Technical School District
2. Vision 2025 – 2030
3. Strategic Plan Goals and Objectives

Outcomes from all three of the Strategic Planning Meetings are included in this notebook.

(Appendix A: State of the Schools Report)

(Appendix B: Meeting 1 – Strengths & Challenges Outcomes)

(Appendix C – Meeting 2 – Vision 2030 Outcomes)

(Appendix D – Meeting 3 – Strategic Planning Goal Setting Outcomes)

(Appendix E –Action Plans)



C.DEVELOPING THE ACTION PLANS

The Superintendent and administrative team developed action plans to implement the vision and goals developed in the 3D Strategic Plan. The action plans include:

1. The actions necessary to accomplish the goals and objectives
2. Select measures for accountability
3. Resources required
4. A timeline for implementation
5. Indicators of success for each activity

D. PRESENTATION OF THE STRATEGIC PLAN

NJSBA Field Service Representative **Patricia Rees** will present the final Strategic Plan to the Board of Education and community.

E.NEXT STEPS

Following the presentation of the final plan, the Board of Education will review and adopt the strategic plan. The superintendent and administrative team will implement the action plans for each of the identified goals. Upon approval of the plan by the board of education, it should be placed on the district website for staff, parents, and community members to access and follow. A copy of the plan should be on the board table at each board meeting to provide a framework for decision-making.

An annual State of the Strategic Plan presentation is highly recommended to reflect the progress being made on the strategic planning goals.



MISSION & PHILOSOPHY

Our mission is to provide an educational program of excellence in which all students achieve the New Jersey Student Learning Standards at all grade levels for the purpose of developing responsible graduates who are emotionally, academically, technically and vocationally competent and prepared for the future. SCVTS is proud of its ability to develop high quality Career and Technical Educational programs for a diverse group of students in Somerset and other neighboring counties.

We are committed to excellence and equity through our admission policies and broad access and inclusion of diverse populations through our multi-faceted recruiting efforts.



GOAL AREAS

1. Program and Curriculum
2. Staffing
3. Facilities
4. Scheduling



GOAL AREA #1

PROGRAM & CURRICULUM

Goal Area: Program & Curriculum

Goal Statement: Increase cutting edge skills for the benefit for the future of our students and the world they live in.

Objectives:

- Increase data obtained from alumni (where they ended up, how they used their degree).
- Increase the social footprint.
- Advertise the amount of college credits students can receive whole school and per program.
- Increase partnership with educational institutions as well as companies.

See Action Plans for all major activities.



GOAL AREA #2

STAFFING

Goal Area: Staffing

Goal Statement: Employ experienced, qualified, passionate and engaging staff members who are committed to motivating, nurturing and developing students' desire to achieve success in their vocational program and future educational endeavors.

Objectives:

- Recruit and hire highly qualified and certified candidates.
- Provide ongoing professional development opportunities to enhance the staff members' skills and knowledge.
- Promote a diverse staff population, creating a culture of continuous learning and improvement.
- Offer competitive compensation and benefit packages to attract top talent educators.
- Foster a positive and supportive work environment that values collaboration and teamwork.

See Action Plans for all major activities.



GOAL AREA #3

FACILITIES

Goal Area: Facilities

Goal Statement: To consistently maintain a safe, functional, and sustainable physical environment that supports all occupants.

Objectives:

- Implementing safety protocols and compliance measures and emergency preparedness processes of facilities, grounds, equipment and infrastructure.
- Improving energy efficiency, space optimization, and sustainability practices and aligning with current standards and regulations and leading community in these practices.
- Communication to community institutions which feed to SCVTHS and potential employers.
- Safety improvements to reduce accidents through enhanced safety training and regular inspections.

See Action Plans for all major activities.



GOAL AREA #4

SCHEDULING

Goal Area: Scheduling

Goal Statement: Expand the communication plan with sending district counselors regarding course offerings.

Objectives:

- Create spreadsheets listing current and new students, CET programs, academic course availability.
- Share spreadsheet with sending district counselors to help in their scheduling of shared time students
- Analyze CTE programs to determine reduction in number of class periods (3 vs. 2).

See Action Plans for all major activities.



APPENDIX A

State of the Schools



APPENDIX B

Outcomes - Meeting 1

Strengths and Challenges



October 17, 2024 - Meeting#1 - Outcomes

What are the Strengths, Achievements and Challenges of the Somerset County Vocational Technical Schools School District?

On October 17, 2024, Somerset County Vocational Technical Schools District administrators, Board of Education members, staff, parents, came together to initiate strategic planning. The meeting began with welcoming comments from Mr. Robert Presuto, Superintendent. Patti Rees from New Jersey School Boards Association (NJSBA) was introduced and reviewed the strategic planning process. Mr. Presuto then presented the current “State of the Schools” report.

We then gathered in three small groups to identify the strengths and points of pride in our district and community, and to brainstorm what opportunities and challenges the school district faces. Each group identified their “top 10” (or thereabouts) list of strengths and challenges for the district, which were then shared with the large group of all participants. Underlying all our work is the District’s Mission Statement.

The information that follows is the work of the small groups. As discussed with the meeting participants, all meeting outcomes will be listed in this memo and will be posted on the district website for the wider community.

GROUP 1

Strengths

- Capacity to motivate students - because they are interested in programming, education becomes more meaningful for students
- Camaraderie - cross-department collaboration (e.g. Culinary Arts asking graphic arts for menu) - Interdisciplinary
- Long-term relationships between staff and students (sometimes 4 years) where students are seen
- Social Emotional / Mental Health Support Strong - Linkages

CHALLENGES

- Communications between sending district and SCVTS - harder for scheduling shared time students for sending schools
- Scheduling to get all graduation requirements - shared time student - losing period for a period of time for - offering online option, physical education class
- Why don’t we know where 30%+ students are going after graduation
- Stigma related to vocational technical school - trade programs
- Hard for a middle school student to consider a trade / career for an adult
- Socially difficult for students to leave their home school.



GROUP 2 STRENGTHS

- CTE → tuned into industry trends/future
- Technology / Equipment
- Staff
 - Willing to evolve
 - Passion for subject
- Teachers are well-supported
- Student culture
- location/facility
- Safe environment

CHALLENGES

- Scheduling → share time blocked schedule
- After school activities, etc.
- Marketing trades effectively?
- Full time student academics → what do we offer that the sending district doesn't?
- adding/changing/eliminating programs based on projected future need / future relevancy
- Connection to industry/community
- Ability to compensate faculty/staff

GROUP 3

Strength

- -we have dedicated staff, all teachers are certified, very unique expertise and industry experts
- -supportive administration
- -environment that is safe where students can learn and practice with hands on tasks with the right equipment
- -partnerships with RVCC and local businesses
- -curriculum is up to date not only with DOE requirements but also with codes and certificates for trainings
- -very well-structured PTO

CHALLENGES

- -Need a job board for positions for kids, maybe this could be a website (almost like Indeed)
- or an actual job board
- -Need a college/career counselor
- -Improve maintenance in shops
- -Improve / revise budgets for individual CTE areas



APPENDIX C

Outcomes - Meeting 2

Visioning/Initiatives

Vision 2030



November 21, 2024 - Meeting #2 - Outcomes

What Are Our Visions for the Somerset County Vocational High School District?

On November 21, 2024, Somerset County Vocational High School District administrators, Board of Education members, staff, parents, community members, and students came together for the second strategic planning meeting. The topic for the second meeting was focused on developing a vision and initiatives toward achieving that vision, for the Somerset County Vocational High School. NJSBA Facilitator Patti Rees started the meeting by providing an overview of the strategic planning process and the focus for the evening's activity.

The topic for the evening focused on creating a shared vision for the Somerset County Vocational High School District. We were then asked to imagine — what if, in five years' time, at the maturation of the strategic plan we are creating, the Somerset County Vocational High School District had become a nationally recognized school district for providing an outstanding education for its students? What if the national media was writing about Somerset County Vocational High School so public-school districts nationwide could emulate what happens *here*?

Participants gathered in randomly assigned groups, two groups in total, to develop a shared vision and initiatives. After group discussion, each group identified their consensus points and presented those to a larger group.

The information that follows is a summary of the work of the small groups. As discussed with the meeting participants, all consensus points are recorded and posted on the district website to share the group work during the strategic planning process.

GROUP 1
Title: Crafting Careers, Building Futures
Vision Statement: Our vision is to create an environment where students master the art of learning and technical expertise while seamlessly advancing toward higher education and thriving careers. Together with our academic partners, we nurture leaders for tomorrow's world.
Initiatives
75% of students receive college credits in their programs and at the same time obtain industry credentials through partnerships with businesses with competitive remuneration.
Adequate mental health certified professionals on site
All our students go to higher education, to work in their trade or additional trade school keeping track of them.
Increase remedial, honors and AP courses in state-of-the-art learning technology.
All our students go to higher education, to work in their trade or additional trade school keeping track of them.
Supply ESL program enhancing extra-curricular activities after school increasing diversity, equity and inclusion.



Create a center for higher education acceptance and career development
Partnership with institutions of higher education and companies to develop, join, research and development.
Full enrollment and full certify staffing
GROUP 2
Title: Initiatives to Achieve the Vision
Vision Statement: Group projects unlike other schools could possibly do. Cross curricular potentially with shops E.g. Mask project - “the mask that we wear” English project with Photography, pictures of masks with superimposed text of poem.
Initiatives
Use experience of current shop teachers to teach elective classes Computer Science - Intro to Cyber Security Dance Art Music Drama/Theater Photography Advanced Carpentry Electrical Plumbing
Work as a Contractor hiring subcontractors
Consider modifications to shop schedules, maybe starting with newly expanding programs Slightly different begin/end shop times to deal with block scheduling from sending districts.
Windmill - building
Community projects
Pie came from pi and the leader circumference
Students running their IEP meetings. Creating goals, etc. create PowerPoint/Slides for meeting. LDT/C coaches process, learning goals, etc.

Following each group reporting out their consensus points, the large group identified the following common themes:

Four goal areas emerged from the common themes identified by the group at large.

1. Program and Curriculum
 - a. Continuing Education
 - b. Partnerships
2. Staffing
3. Facilities
4. Scheduling



APPENDIX D

Outcomes - Meeting 3

Goals and Objectives

Strategic Planning Goal Setting



Meeting# 3
December 4, 2024

Developing Strategic Planning Goals & Objectives

On December 4, 2024, Somerset County Voc. Tech. School District administrators, Board of Education members, staff, parents, and community members, thirteen (13) participants in all, came together for Meeting #3 of the strategic planning process. The meeting began with a welcome and introduction by Superintendent, Robert Presuto. Facilitators Patti Rees and Mary Ann Friedman, from NJSBA, were introduced and provided an overview of the strategic planning process and the focus for the evening's activity.

The topic for the third meeting focused on developing goal statements and objectives for each of the four goal areas identified at the second meeting. Participants gathered in self-selected groups to work on the goal area of their choice. Participants were able to move from one goal area to another if desired.

Small groups were asked to identify a recorder to enter their consensus points into the provided Chromebook, and a spokesperson who would report their work to the larger group. The small groups reviewed the outcomes from meeting 1, Strengths & Challenges, and meeting 2, Vision and Initiatives, to identify strategies, group those strategies, develop objectives, and then develop an overarching goal statement for their goal area. Each group reported their work to the larger group.

The information that follows is a summary of the work of the small groups. As discussed with the meeting participants, all consensus points are recorded and posted on the district website to share the group work during the strategic planning process.

Strategic Planning Goals & Objectives

Goal #1: Program & Curriculum

Goal Statement: Increase cutting edge skills for the benefit for the future of our students and the world they live in.

Objectives:

- Increase data obtained from alumni (where they ended up, how they used their degree).
- Increase the social footprint.
- Advertise the amount of college credits students can receive whole school and per program.
- Increase partnership with educational institutions as well as companies.



Goal #2: Staffing

Goal Statement: Employ experienced, qualified, passionate and engaging staff members who are committed to motivating, nurturing and developing students' desire to achieve success in their vocational program and future educational endeavors.

Objectives:

- Recruit and hire highly qualified and certified candidates.
- Provide ongoing professional development opportunities to enhance the staff members' skills and knowledge.
- Promote a diverse staff population, creating a culture of continuous learning and improvement.
- Offer competitive compensation and benefit packages to attract top talent educators.
- Foster a positive and supportive work environment that values collaboration and teamwork.

Goal #3: Facilities

Goal Statement: To consistently maintain a safe, functional, and sustainable physical environment that supports all occupants.

Objectives:

- Implementing safety protocols and compliance measures and emergency preparedness processes of facilities, grounds, equipment and infrastructure.
- Improving energy efficiency, space optimization, and sustainability practices and aligning with current standards and regulations and leading community in these practices.
- Communication to community institutions which feed into SCVTHS and potential employers.
- Safety improvements to reduce accidents through enhanced safety training and regular inspections.

Goal #4: Scheduling

Goal Statement: Expand the communication plan with sending district counselors regarding course offerings.

Objectives:

- Create spreadsheets listing current and new students, CET programs, academic course availability.
- Share spreadsheet with sending district counselors to help in their scheduling of shared time students/
- Analyze CTE programs to determine reduction in number of class periods (3 vs. 2).



Next Steps

The next step in the process is the development of action plans. The Superintendent and the Administrative team will develop the action plans for the Strategic Plan. The timelines will be developed for a 3–5-year plan.

The action plans will include:

- Major activities for each objective
- Who is responsible for the activity
- The resources to be deployed
- Due dates for completion
- Indicators of Success (how we will know the activity has been accomplished)



APPENDIX E

Action Plans



SCVTS Strategic Plan 2024-2025

Goal #1: Program & Curriculum (Mr. Pelliccia, Ms. Benaksas, Mr. Carrig, Dr. Wallace, M. Johnson)

Goal Statement: Increase cutting edge skills for the benefit for the future of our students and the world they live in.

Objectives:

- Increase data obtained from alumni (where they ended up, how they used their degree).
- Increase the social footprint. (Dr. Wallace)
- Advertise the amount of college credits students can receive for the whole school and per program.
- Increase partnership with educational institutions as well as companies.

Objective	Major Activities	Person Responsible	Resources	Timeframe	Indicators of Success
● Increase data obtained from alumni	Create forms on our website and social media accounts where alumni can update us on what they are doing.	Mr. Pelliccia Dr. Wallace	Time Website	August 2025	Updated content on webpage
● Increase the social footprint	Participate in additional social media platforms (i.e.: LinkedIN) and post content more frequently.	Superintendent's Office Dr. Wallace Mr. Philip	Social Media platforms	ongoing	Data analytics of online engagement
● Advertise the amount of college credits students can receive for the whole school and per program	Place a spreadsheet on our admissions page that lists possible college credits and industry valued credentials that students can earn.	Mr. Pelliccia Ms. Benaksas Ms. Johnson Mr. Carrig Dr. Wallace	Time Website	August 2025	Updated content on webpage
● Increase partnership with educational institutions as well as companies.	Search for partnerships for our new CTE programs.	Superintendent's Office All admin staff	Time	ongoing	Spreadsheet listing available college credit Business Partnerships

SCVTS Strategic Plan 2024-2025

Goal #2: Staffing

Goal Statement: Employ experienced, qualified, passionate and engaging staff members who are committed to motivating, nurturing and developing student’s desire to achieve success in their vocational program and future educational endeavors.

Objectives:

- Recruit and hire highly qualified and certified candidates.
- Provide ongoing professional development opportunities to enhance staff members skills and knowledge.
- Offer competitive compensation and benefit packages to attract top talent educators.
- Foster a positive and supportive work environment that values collaboration and teamwork.

Objective	Major Activities	Person Responsible	Resources	Timeframe	Indicators of Success
● Recruit and hire highly qualified and certified candidates	Utilize industry partnerships as a source for teachers. Utilize potential candidate connections through the Greater Raritan Workforce Development and Somerset Business Partnership organizations. Participate in applicable Job Fairs.	Superintendent's Office All admin staff	Annual operating budget; entitlement grants; competitive grants; nationwide publications for staff recruitment	Ongoing	Count of qualified job applicants per position; little to zero vacancy rate; count of referrals received through business partnerships.
● Provide ongoing professional development opportunities		Mr. Pelliccia - provide leadership in this area All admin staff and PD committee	Annual operating budget; entitlement grants; competitive grants	Ongoing	schedules/agendas from PD offerings

● Offer competitive compensation and benefit packages to attract top talent educators	Salary guide analysis; anticipation of increases in annual school budgeting process	BOE and SCVTEA	Annual operating budget	Every contract negotiation cycle	Collective Bargaining Agreement salary guides / comparison to other Somerset county high schools; NJSBA Salary Guide data.
● Foster a positive and supportive work environment	Continue: liaison meetings between SCVTEA and administration; SEL initiatives; staff celebrations; mentorship	All staff	Annual operating budget; entitlement grants; competitive grants	Ongoing	Climate Surveys; staff retention rates

SCVTS Strategic Plan 2024-2025

Goal #3: Facilities (John, Raelene and Duane)

Goal Statement: To consistently maintain a safe, functional, and sustainable physical environment that supports all occupants.

Objectives:

- Implementing safety protocols and compliance measures and emergency preparedness processes of facilities, grounds, equipment and infrastructure.
- Improving energy efficiency, space optimization, and sustainability practices and aligning with current standards and regulations and leading the community in these practices.
- Communication to community institutions which feed to SCVTHS and potential employers.
- Safety improvements to reduce accidents through enhanced safety training and regular inspections.

Objective	Major Activities	Person Responsible	Resources	Timeframe	Indicators of Success
● Implementing safety protocols and compliance measures and emergency preparedness processes of facilities, grounds, equipment and infrastructure.	Keep current with NJ Office of School Preparedness & Emergency Planning (OSPEP) best practices. Update SCVTHS Emergency Plan Update Reunification Plan Continue allowing access to local PD and County personnel	Superintendent School Safety Officer School Safety Team	In-Person and online training opportunities School Safety grants Title IV funding (ESEA)	Ongoing	Record of attendance at OSPEP trainings Updated Emergency Plan Updated Reunification Plan Documentation of onsite PD access / trainings

Improving energy efficiency, space optimization, and sustainability practices and aligning with current standards and regulations and leading the community in these practices.	Continue to identify efficiency opportunities in HVAC, lighting and IT equipment energy consumption	Superintendent Building & Grounds Business Administrator	PSEG and other utility companies Energy Audit	Ongoing	Documentation of new / updated equipment Honeywell Controls reports
Communication to community institutions which feed to SCVTHS and potential employers.	Continue to expand information on our website (updated summer 2024) which is now more robust and seamlessly integrates with social media. Increase in use of popular social media (LinkedIn, Instagram, Facebook) to share information about SCVTHS Continue articulation with sending district middle and high schools	Administrative Team	Various fee-based online resources (e.g.: school website) and free social media platforms (e.g.: Facebook, Instagram, LinkedIn).	Ongoing	Samples of website and related social media content. (We are moving away from newspaper / printed notifications as many papers such as the Star Ledger are no longer available in print)
Safety improvements to reduce accidents through enhanced safety training and regular inspections	Routine and required inspections of CTE equipment (e.g.: automotive lifts). Routine and required inspections of hazardous chemicals used in CTE programs (e.g.: gases in welding)	Buildings & Grounds CTE supervisors	Annual operating budget County resources	Ongoing	Logs of inspections Safety training agendas / sign in sheets

SCVTS Strategic Plan 2024-2025

Goal #4: Scheduling

Goal Statement: Expand the communication plan with sending district counselors regarding course offerings.

Objectives:

- Create spreadsheets listing current and new students, CTE programs, academic course availability.
- Share spreadsheet with sending district counselors to help in their scheduling of shared time students.
- Analyze CTE programs to determine reduction in number of class periods (3 vs. 2).

Objective	Major Activities	Person Responsible	Resources	Timeframe	Indicators of Success
● Create spreadsheets listing current and new students, CTE programs, academic course availability	Locate, organize and export former student data. This will span multiple student information systems..	Director of Pupil Services Data Analyst Superintendent (as IT Admin)	Internal staff (no additional operating costs incurred)	2025-26 school year	Exported data results
● Share spreadsheet with sending district counselors to help in their scheduling of shared time students	Once compiled we will place data in a presentable format to then distribute.	Director of Pupil Services Data Analyst Superintendent (as IT Admin)	Internal staff	2025-26 school year	Exported data results in easy to understand format shared with sending districts
● Analyze CTE programs to determine reduction in number of class periods (3 vs. 2)	Internal analysis & discussion of resulting mock schedules using both models.	Director of Pupil Service, Assistant Superintendent, CTE Supervisors	Internal staff	2025-26 school year	Outcome of feasibility study - scheduling scenarios based on each configuration to compare/contrast