



NORTH PLAINFIELD SCHOOL DISTRICT STRATEGIC PLAN 2025-2026 ACTION STEPS

GOAL 1: STUDENT EXPERIENCE



TO CREATE AN EXPERIENCE THAT ALLOWS FOR THE FULL EXPLORATION OF INTERESTS, LIFE OPPORTUNITIES, AND CAREERS WHILE PRIORITIZING WELL-BEING

OBJECTIVE: Increase student opportunities to be academically and socially involved

ACTION STEPS:

- a. Implementation of NPMS Cheer, NPHS Girls Wrestling, 7 clubs, NPMS Dance, 4 NPMS Courses, 2 NPMS Honors Courses
- b. Communicate and plan for next steps for NPHS Schedule
- c. Establish goals and objectives for 2026-29 Strategic Plan



OBJECTIVE: Seek community partners to expand civic/community involvement for students

ACTION STEPS:

- a. Investigate implementation of NPMS Capstone Project
- b. Increase partnerships with community organizations for students in the NPHS Work-Based Learning program
- c. Increased concurrent enrollment partnerships with colleges/universities

OBJECTIVE: Increase opportunities to elevate readiness for college and career upon graduation

ACTION STEPS:

- a. Reimagine NPHS Career Fair through thematic weeks and targeted programs
- b. Expand college and career readiness sessions led by NPHS counselors for students in Grades 9 and 10
- c. Strengthen the support for college applications, financial aid, test registration, and interpreting assessment results to plan for the future

GOAL 2: FACILITIES & SAFETY



TO CREATE INNOVATIVE, SAFE, AND EXPANDED LEARNING ENVIRONMENTS IN A FISCALLY PRUDENT MANNER

OBJECTIVE: Plan and implement a zero tax impact referendum in 2025-26

ACTION STEPS:

- a. Present zero tax impact referendum information to the public
- b. Prepare for the election on September 16, 2025
- c. Voting results will drive next steps

OBJECTIVE: Improved safety and security protocols at all schools

ACTION STEPS:

- a. Implement Raptor security in all schools
- b. Implement student identification wearing in middle and high school
- c. Create front office protocol manuals for each school

OBJECTIVE: Explore and apply for alternative funding sources to sustain district growth

ACTION STEPS:

- a. Apply for security grant
- b. Plan the preschool expansion project of 3 classrooms at West End School
- c. Publicize the state funding for the Zero Tax Impact Referendum projects, and use the over 50% state funding, should the referendum pass, for over 20 projects

GOAL 3: SCHOOL CLIMATE & CULTURE



STRENGTHEN A CLIMATE OF RESPECT AND INCLUSION SO THAT ALL HAVE A SENSE OF BELONGING

OBJECTIVE: Enhance district and school presence in our local and educational community

ACTION STEPS:

- a. Mission & Vision rollout to community
- b. Increase out-of-district presentations and performances at conferences and regional events
- c. Engage in a new partnership with NJ Statewide Student Support Services (NJ4S) and GenPsych

OBJECTIVE: Foster a culture of diversity and inclusion

ACTION STEPS:

- a. Administer a cultural responsiveness needs assessment to staff
- b. Implement Sheltered Instruction Phase 2 (NPMS and NPHS staff)
- c. Continue curriculum audit in the Arts Department



OBJECTIVE: Implementing restorative practices to promote an inclusive mindset

ACTION STEPS:

- a. Phase 3 of Restorative Practice implementation to begin Reflect and Repair in schools
- b. Leverage NJ4S in response to each school's NJ School Climate Improvement (NJSCI) results to enhance school climate and promote a more inclusive environment
- c. Continue the First 5 and Circles in each school

GOAL 4: TEACHER RECRUITMENT & DEVELOPMENT



IMPROVE STUDENT OUTCOMES BY STRENGTHENING OUR PROFESSIONAL LEARNING PRACTICES AND STAFF RECRUITMENT/RETAINMENT THROUGH A DATA-INFORMED MINDSET

OBJECTIVE: Hire a more diversified workforce so that students are educated by professionals with relatable life experiences

ACTION STEPS:

- a. Year 2 engagement with Kean University Minority Teacher Development Grant
- b. Develop and implement recruitment and retention plans for diverse staff
- c. Decrease the gap between multilingual students and staff

OBJECTIVE: Ensure all staff are supported to implement a vision for high expectations and high-quality instruction

ACTION STEPS:

- a. *Ruthless Equity* Phase 2 with staff
- b. Deepen the use of student learning data to drive instruction and implement individual data conferences, starting at Somerset
- c. Provide timely, specific, and actionable feedback through lesson plan reviews and classroom walkthroughs to strengthen instruction and support student learning.

OBJECTIVE: Differentiated professional learning experiences based on each staff member's individual needs

ACTION STEPS:

- a. Review the updated Danielson rubric with a stakeholder team
- b. Choice professional learning to occur at least once on a professional learning day
- c. Training and implementation of at least 4 learning walks with administrative team