



STRATEGIC PLAN

Action Steps for 2025-2026

Unlocking Potential. Creating Impact.



NORTH PLAINFIELD SCHOOLS



East End School



Stony Brook School



West End School



Somerset School



Middle School



High School



Harrison School

MISSION & VISION STATEMENTS

Mission: North Plainfield School District is dedicated to prioritizing student learning through the academic experience, extracurriculars and community engagement. We are a diverse student community, guided by our core values.

Vision: We commit to setting high expectations for students to meet grade level standards in a safe and supportive learning environment, aspiring for all students to be enrolled, employed or enlisted upon graduation.





District Goals

- 1 The graduation rate for the class of 2024 will be 92%.
- 2 All our Grade 4-8 students not meeting/exceeding will increase at least 20 points from 2023 to 2024 on NJSLA across both subjects

1- Student Experience



To create an experience that allows for the full exploration of interests, life opportunities, and careers while prioritizing well-being

2- Facilities & Safety



To create innovative, safe, and expanded learning environments in a fiscally prudent manner

3- School Climate & Culture



Strengthen a climate of respect and inclusion so that all have a sense of belonging

4- Teacher Recruitment & Development



Improve student outcomes by strengthening our professional learning practices and staff recruitment/retainment through a data-informed mindset

Strategic Plan Goals

STUDENT EXPERIENCE

1

To create an experience that allows for the full exploration of interests, life opportunities, and careers while prioritizing well-being

OBJECTIVE 1

Increase student opportunities to be academically and socially involved

ACTION STEPS

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

OBJECTIVE 2

Seek community partners to expand civic/community involvement for students

ACTION STEPS

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

OBJECTIVE 3

Increase opportunities to elevate readiness for college and career upon graduation

ACTION STEPS

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

FACILITIES & SAFETY

2

To create innovative, safe and expanded learning environments in a fiscally prudent manner

OBJECTIVE 1

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

ACTION STEPS

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

OBJECTIVE 2

Improved safety and security protocols at all schools

ACTION STEPS

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

OBJECTIVE 3

Explore and apply for alternative funding sources to sustain district growth

ACTION STEPS

- Apply for security grant
- Plan the preschool expansion project of 3 classrooms at West End School
- 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

SCHOOL CLIMATE & CULTURE

Strengthen a climate of respect and inclusion so that all have a sense of belonging

3

OBJECTIVE 1

Enhance district and school presence in our local and educational community

ACTION STEPS

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

OBJECTIVE 2

Foster a culture of diversity and inclusion

ACTION STEPS

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

OBJECTIVE 3

Implementing Restorative practices to promote an inclusive mindset

ACTION STEPS

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

TEACHER RECRUITMENT & DEVELOPMENT

Improve student outcomes by strengthening our professional learning practices and staff recruitment/retainment through a data-informed mindset

4

OBJECTIVE 1

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

ACTION STEPS

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

OBJECTIVE 2

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

ACTION STEPS

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

OBJECTIVE 3

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

ACTION STEPS

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



**Questions or
Comments?**