



Cherry Hill
PUBLIC SCHOOLS

STRATEGIC PLAN

2025-2030





SUPERINTENDENT'S MESSAGE

Dear Cherry Hill Community,

It is with great excitement and gratitude that I take this opportunity to introduce the Cherry Hill Public Schools Strategic Plan and Portrait of a Graduate publication. The Strategic Plan represents more than just a document; it is a comprehensive blueprint for our district's growth and success as we look toward the future.

Since September, we have adhered closely to the timeline and process we outlined from the start. This publication is the result of dedication, collaboration, and intention from individuals across our district and community. The plan was shaped by over 4,000 voices from our community and over 20 community discussions.

This plan is built around clear goals and strategies that will help us provide exceptional learning environments, develop innovative programs, and create opportunities for our students to succeed. Above all, it is rooted in our commitment to collaboration, transparency, and measurable progress. I also want to emphasize the connection between this plan and our district's Portrait of a CHPS Graduate. While the Strategic Plan outlines our goals and priorities, the Portrait highlights the essential attributes we hope every Cherry Hill student will develop.

As Superintendent of Cherry Hill Public Schools, I am honored to lead the implementation of this plan. Alongside the Board of Education, my role is to champion these goals with district leadership, administrators, teachers, and staff, and to ensure that we remain intensely focused in achieving the goals we have set. Together, we will hold ourselves accountable to the goals outlined in the plan. Your role in this process is equally critical. I urge you to take the time to explore the Strategic Plan and understand how it will shape our district's direction over the next five years. Please join us in supporting its implementation by staying engaged, providing feedback, and participating in the strategies that will bring our goals to life.

Thank you for dedicating the time to review this plan and for your commitment to our students' success. Your efforts exemplify the dedication and care that define our Cherry Hill community. Together, I am confident we will achieve the goals in this plan and further strengthen the foundation for a vibrant and prosperous future for all our students.

With gratitude and optimism,
Dr. Kwame R. Morton, Sr.
Superintendent

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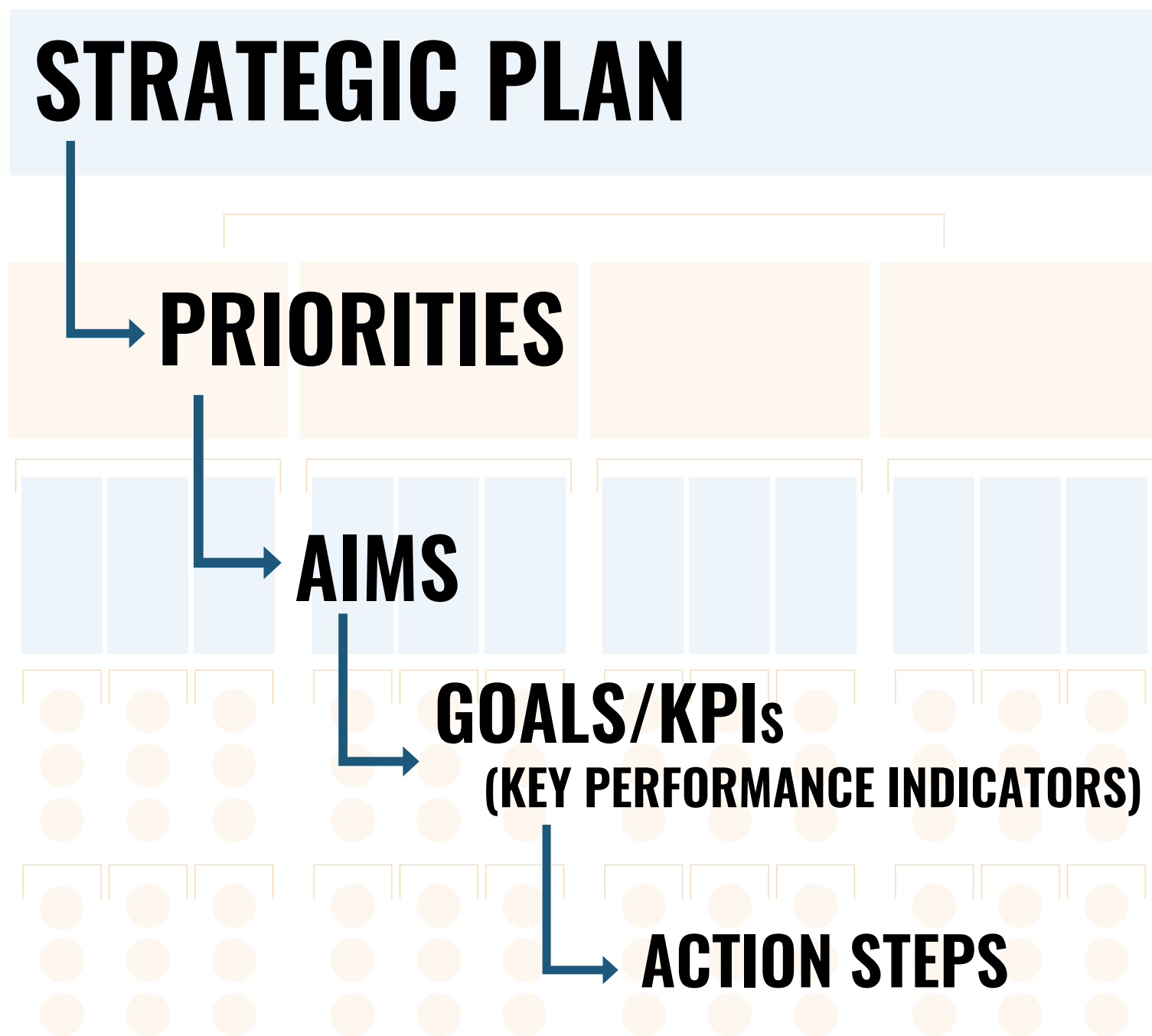
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THE STRATEGIC PLAN STRUCTURE

A strategic plan is intended to guide the district from its current state to a vision for students and the district. The process of developing a strategic plan includes aligning the district's current and future initiatives and available resources with the priorities, aims, and goals that are of greatest interest and importance to the district community. Each of the district's strategic planning priorities should have aligned aims and goals.

Aims reflect the changes the district plans to achieve, while goals represent the measurable targets the district will use to determine progress towards each aim. Reaching an aim requires accomplishing the associated goals. This plan represents a roadmap for district leaders to achieve the CHPS Strategic Plan using aims and goals to measure the district's progress along the way.



THE STRATEGIC PLANNING PROCESS



The CHPS Strategic Plan reflects what we have heard about our community’s hopes and needs. For the past year, CHPS leaders analyzed district data and engaged in gathering feedback from community members with support from an objective educational research firm, Hanover Research, to inform the drafting of the strategic plan. The timeline below outlines the three phases of this process.

PREPARATION SUMMER/FALL 2024

CHPS leaders worked together to ensure the district was prepared and organized to begin the strategic planning process. The district engaged in the following preparatory projects and initiatives:

FORMED THE STRATEGIC PLANNING COMMITTEE



The committee was comprised of community members, family members, district leaders, and school administrators.

LAUNCHED THE STRATEGIC PLAN DIAGNOSTIC SURVEY



The Diagnostic Survey collected feedback from all stakeholders on priorities and performance.

WORKSHOP #1



The Strategic Planning Committee participated in a workshop that focused on the district's mission, vision, and core values.

RESEARCH FALL 2024/WINTER 2025

CHPS stakeholders and Hanover worked together to analyze perception and student achievement data to identify gaps and trends in district outcomes, exploring differences in results. This analysis informed district leadership in determining action steps for the strategic planning process.

OUTCOMES DATA



Hanover Research conducted an independent analysis of student performance which district leaders analyzed to establish trends.

PERCEPTION DATA



Perception data was gathered and analyzed to determine student, parent, and staff perspectives.

WORKSHOPS #2/3



The Strategic Planning Committee participated in a workshop that focused on identifying the district priorities, aims and goals.

DRAFTING SPRING/SUMMER 2025

Hanover worked with district leaders and the Strategic Planning Committee to draft a strategic plan with clear accountability measures and targets for growth and change.

STAKEHOLDER VETTING AND FEEDBACK



The Strategic Plan was reviewed and refined based on feedback from key stakeholders.

DRAFT REVISION AND FINALIZATION



The CHPS draft was reviewed and revised to ensure alignment to the district's mission and vision, the board's direction, and to drive change.

MISSION, VISION, AND CORE VALUES



MISSION



Cherry Hill Public Schools will deliver highly engaging learning experiences while guiding our students to discover their strengths and passions.

We will provide an inclusive and educational environment that inspires our learners to contribute to local and global communities. Academic, social, and emotional needs of our students will be at the center of all we do.

In partnership with our families and the community, CHPS will prepare each student for future success by providing educational experiences that combine academic excellence with empathy, integrity, engagement, and action.

VISION



Cherry Hill Public Schools is committed to guiding each student to reach their full potential and contribute meaningfully to their communities through academic excellence, individual purpose, and passion.

CORE VALUES



INTEGRITY



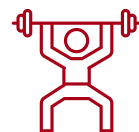
EMPATHY



AGENCY AND EMPOWERMENT



EQUITY



PERSEVERANCE

PORTRAIT OF A GRADUATE

CHPS' Portrait of a Graduate is a clear, future-focused vision of the characteristics and mindsets students will develop during their educational journey. Rooted in the community's aspirations, it defines the key attributes students will acquire during their time in Cherry Hill Public Schools ensuring that they graduate with the skills needed for success.



OVERVIEW OF DISTRICT PRIORITIES



Priorities are the areas of policy or practice that a given district focuses on for change. Five key priorities were identified based on data collection and historical performance data of academic outcomes.

PRIORITY

1

Academic Achievement and Outcomes

PRIORITY

2

Operational Excellence

PRIORITY

3

Aligning Student Supports to Mirror Student Needs

PRIORITY

4

Climate and Family Engagement

PRIORITY

5

Staff Recruitment and Retention



PRIORITY 1

ACADEMIC ACHIEVEMENT AND OUTCOMES

CHERRY HILL PUBLIC SCHOOLS IS COMMITTED TO OPTIMIZING OUTSTANDING ACADEMIC ACHIEVEMENT AND OUTCOMES FOR EACH STUDENT TO PREPARE THEM FOR POST-SECONDARY OPPORTUNITIES.

PRIORITY 1

ACADEMIC ACHIEVEMENT AND OUTCOMES

AIM 1A

Increase each student's math proficiency by strengthening K-12 instructional practices.

GOALS



By 2030, the district will achieve a 10% increase in math proficiency across Grades 3 through 11 on state math assessments while ensuring measurable annual growth for all students.



By 2030, the district will ensure that all students meet or exceed the Annual Targets outlined in School Performance Reports, achieving measurable progress in math skills.

KPIs

- KPI 1: Achieve a 5% annual increase in math proficiency among grade level cohorts as measured by district benchmark assessments.
- KPI 2: At least 80% of students will demonstrate a minimum of 5% growth on each district benchmark assessment (administered three times per year) with a cumulative 15% annual growth goal for all students.
- KPI 3: 90% of all students will participate in district benchmark assessments during each testing window.
- KPI 4: Ensure an annual increase in the percentage of students successfully completing Algebra 1 by the end of Grade 8.

ACTION STEPS

- Utilize data analysis of student performance to provide tailored academic support.
- Deliver research-based instructional strategies, grounded in a comprehensive curriculum and supported by high-quality professional development.
- Ensure 90% student participation on benchmark assessments.
- Ensure each student's growth on benchmark assessments.

PRIORITY 1

ACADEMIC ACHIEVEMENT AND OUTCOMES

AIM 1B

Increase each student's literacy proficiency by strengthening K-12 instructional practices.

GOALS



By 2030, the district will achieve a 10% increase in overall proficiency rates for students in Grades 3 through 11 on state ELA assessments while ensuring measurable annual growth for all students.



By 2030, the district will ensure that all students meet or exceed the Annual Targets outlined in School Performance Reports achieving measurable progress in literacy skills.

KPIs

- KPI 1: By the end of each academic year, all grade-level cohorts will achieve a 5% increase in literacy proficiency as measured by district benchmark assessments.
- KPI 2: At least 80% of students will demonstrate a minimum of 5% growth on each literacy benchmark assessment.
- KPI 3: 90% of all students will participate in literacy benchmark assessments during each testing window.
- KPI 4: At least 90% of students will demonstrate readiness for high school literacy coursework by the end of Grade 8.

ACTION STEPS

- Enhance literacy proficiency across all grade-level cohorts by supporting research-based instruction to achieve a 5% increase in proficiency.
- Promote consistent student growth in literacy by ensuring 80% of students achieve annual growth targets.
- Increase student participation in literacy benchmark assessments to achieve 90% district-wide participation.
- Integrate cross-content literacy strategies into instruction with weekly interdisciplinary lessons.
- Strengthen teacher professional development to improve literacy instruction and outcomes for all students.

PRIORITY 1

ACADEMIC ACHIEVEMENT AND OUTCOMES

AIM 1C

Improve each student's science proficiency by strengthening K-12 instructional practices.

GOALS



By 2030, the district will achieve a 5% increase in science proficiency across Grades 3 through 11 on state assessments for all students.



By 2030, the district will ensure that all students meet or exceed the Annual Targets outlined in School Performance Reports, achieving measurable progress in science skills.

KPIs

- KPI 1: Ensure a 5% increase annually in proficiency on state science assessments.
- KPI 2: At least 80% of students meet growth targets.
- KPI 3: A district-wide science assessment calendar will be shared with all stakeholders by the first month of the academic year.

ACTION STEPS

- Improve science proficiency across grade levels by supporting research-based instruction to achieve a 5% increase in overall proficiency.
- Promote consistent growth in science proficiency by ensuring 80% of students meet growth targets.
- Provide high-quality professional development to improve science instruction and student outcomes.

PRIORITY 1

ACADEMIC ACHIEVEMENT AND OUTCOMES

AIM 1D

Increase the percentage of students accessing experiential learning opportunities.

GOALS



By 2030, 25% of all Cherry Hill graduates will have completed an experiential learning opportunity or coursework aligned to their post-secondary interests.

KPIs

- KPI 1: 10 to 20 new partnerships will be developed annually with local organizations, businesses, and industries to support experiential learning programs.
- KPI 2: Partnership agreements will be developed and executed using standardized Memorandums of Understanding (MOUs).
- KPI 3: The percentage of students participating in experiential learning programs will increase by 5% annually across all high schools within the district.
- KPI 4: Participation gaps for underserved student populations will be reduced by 15% within three years by providing support mechanisms.

ACTION STEPS

- Design inclusive collaborations with businesses and community partners to increase real world opportunities for all students.
- Promote visibility and awareness of experiential learning opportunities for students.
- Assess partnership impact on student experience to inform future planning.
- Sustain and expand partnerships with businesses, community agencies, and universities.

PRIORITY 1

ACADEMIC ACHIEVEMENT AND OUTCOMES

AIM 1E

Increase the percentage of students able to identify a potential college and/or career pathway.

GOALS



By 2030, 80% of all K-12 students will be able to identify career or college opportunities aligned to their interests and personal profiles.



By 2030, the district will ensure that 95% of all Grade 12 students have an action plan articulating an understanding and options for their individual path.

KPIs

- o KPI 1: A district-wide calendar of career exposure events will be created and published annually, ensuring representation from all grade levels and types of activities (i.e., fairs, seminars, internships).
- o KPI 2: Increase annual participation rates to 90% by 2030 in career exposure events for all students, with equal representation across demographic groups.
- o KPI 3: 90% of students will complete a post-secondary plan by Grade 12 through college or career pathway advising.
- o KPI 4: 80% completion rate of career planning activities by Grade 8, increasing to 90% by 2030.

ACTION STEPS

- o Implement career and college awareness activities by grade level, starting at the elementary level.
- o Engage families as partners in the career exploration process.
- o Embed career education across the K-12 curriculum.
- o Promote access and opportunities to engage all students in college and career experiences.
- o Cultivate post-secondary relationships for dual enrollment and training.
- o Create and distribute clear college and career pathway resources.



PRIORITY 2

OPERATIONAL EXCELLENCE

CHERRY HILL PUBLIC SCHOOLS COMMITS TO RESPONSIBLE AND EFFICIENT FISCAL AND OPERATIONAL STEWARDSHIP IN SUPPORT OF STUDENT SUCCESS.

PRIORITY 2

OPERATIONAL EXCELLENCE

AIM 2A

Ensure fiscal responsibility in the district through efficient resource allocation, transparent processes, and long-term financial sustainability.

GOALS



By 2030, a majority of parents and community members will indicate a high level of satisfaction with their understanding of the data and information driving Cherry Hill's financial and operational decisions.

KPIs

- KPI 1: Increased levels of stakeholder satisfaction with communication strategies and data transparency showing consistent annual improvement through 2030.
- KPI 2: Increased percentage of stakeholders reporting understanding of operations and budgeting decisions annually.
- KPI 3: A stakeholder committee and feedback system will be established across all schools by February 2026.
- KPI 4: Budgeting and operations processes will be aligned to the district's goals and priorities to optimize operational practices to enhance fiscal efficiency.
- KPI 5: Cherry Hill Public Schools will receive a minimum rating of 90% clean audits for financial practices annually with no major discrepancies or compliance issues.
- KPI 6: Increase in supplementary funding from grants and partnerships by 2030 to strengthen district-wide financial support.

ACTION STEPS

- Align district spending with strategic plan goals.
- Develop and optimize a user-friendly, transparent digital platform for community members to track spending.
- Publish quarterly reports and updates of fiscal and operations reviews.
- Create educational materials to inform the community of the budgeting process.
- Implement two-way stakeholder feedback mechanisms to support engagement, accountability, and transparency.
- Increase accessibility and equity in communication.

PRIORITY 2

OPERATIONAL EXCELLENCE

AIM 2B

Maximize the utilization of district resources by effectively balancing student enrollment at the elementary level.

GOALS



By 2030, CHPS will achieve balanced student distribution and efficient resource utilization across all elementary schools in the district.

KPIs

- KPI 1: Progress documentation will be provided by the Steering Committee by September 2025. Meetings to be held monthly.
- KPI 2: A district-wide communication campaign will be launched to inform families, staff, and stakeholders by September 2025.
- KPI 3: The first Community Collaborative Advisory Panel meeting will be held to engage stakeholders and collect feedback by September 2025.
- KPI 4: A progress update for the Board of Education Elementary Redistricting Committee will be delivered by September 2025.
- KPI 5: Community Input Sessions will be held at Cherry Hill High School East in October 2025, Cherry Hill High School West in November 2025, and virtually in December 2025.
- KPI 6: Elementary Redistricting Committee updates will take place from October through December 2025.
- KPI 7: The Elementary Redistricting Proposal will be finalized and presented to the Board of Education by January 2026. The Board of Education will vote on the proposal in February 2026 and initiate the implementation of the plan.

ACTION STEPS

- Strengthen communication and re-engage stakeholders to establish community guidance for redistricting by September 2025.
- Gather community input through public input sessions in October through December 2025.
- Finalize and prepare the Elementary Redistricting Proposal by January 2026.
- Secure Board of Education approval and initiate implementation of the Elementary Redistricting Plan in February 2026.

PRIORITY 2

OPERATIONAL EXCELLENCE

AIM2C

Maintain and enhance school and district resources (i.e., furniture, technology, etc.) to effectively support student readiness for an evolving global workplace and community.

GOALS



By 2030, the district will have clear systems to ensure resources (i.e., furniture, technology, etc.) that support modern educational practices and meet the needs of each student and each staff member.



By 2030, the district will successfully complete all Bond construction projects on time and within budget, ensuring alignment with community expectations and district needs.

KPIs

- KPI 1: A comprehensive Health & Safety Facilities Checklist will be conducted annually with reports reviewed and filed within a set timeframe.
- KPI 2: A comprehensive Facilities Status Report will be generated every three years detailing areas requiring attention as part of a long-range facilities plan.
- KPI 3: Standardized inspection protocols will be established by 2026 to ensure consistent evaluation and monitoring of all facilities.
- KPI 4: All facility inspections will adhere to the established protocols by January 2026 with compliance reports reviewed annually.
- KPI 5: All facilities will be compliant with ADA and safety standards.
- KPI 6: Accessible updates on progress and completion will be provided to the community on Bond project developments.

ACTION STEPS

- Conduct annual evaluations of all buildings.
- Engage stakeholders in decision-making.
- Develop and implement a preventative maintenance schedule.
- Ensure compliance with ADA and safety standards.
- Pursue funding for green upgrades.
- Collaborate with external partners to promote efficiency and quality.



PRIORITY 3

ALIGNING STUDENT SUPPORTS TO MIRROR STUDENT NEEDS

CHERRY HILL PUBLIC SCHOOLS WILL ENSURE THAT EACH CHILD RECEIVES THE ACADEMIC,
BEHAVIORAL, AND SOCIAL EMOTIONAL SUPPORT UNIQUELY SUITED
TO ENSURE THEIR SUCCESS.

PRIORITY 3

ALIGNING STUDENT SUPPORTS TO MIRROR STUDENT NEEDS

AIM 3A

Increase the alignment of student instruction and support to most effectively meet the needs of each child.

GOALS



By 2030, Multi-Tiered Systems of Support (MTSS) data will indicate an increase in the percentage of students whose needs are effectively supported through tiered programming.

KPIs

- KPI 1: Student growth within interventions will be tracked and reported twice annually with clear benchmarks to measure progress.
- KPI 2: The number of referrals for evaluation will be analyzed and reported quarterly to identify trends and ensure they align with effective MTSS processes.
- KPI 3: Reviews of MTSS implementation will be conducted semi-annually to assess consistency across schools.
- KPI 4: Collect walkthrough data on classroom practices for individualized learning during each academic term.

ACTION STEPS

- Conduct program evaluations of classroom practices and interventions designed to support unique student learning.
- Communicate and provide professional development for district-endorsed MTSS Systems to enhance consistency and impact for all learners.
- Identify and implement universal screening assessments to support the early identification of student needs.
- Consistently analyze student growth among students receiving interventions to track and report progress and maximize impact.

PRIORITY 3

ALIGNING STUDENT SUPPORTS TO MIRROR STUDENT NEEDS

AIM 3B

Foster an inclusive and supportive educational environment that empowers students with disabilities to actively participate and thrive in the least restrictive settings.

GOALS



By 2030, student data will reflect an increase in the percentage of time students with disabilities engage and succeed in less restrictive educational environments.

KPIs

- KPI 1: 100% of all buildings will conduct annual evaluations for all students with disabilities.
- KPI 2: The percentage of educators and staff trained on best inclusion practices will be tracked annually.
- KPI 3: Potential roadblocks and solutions to inclusive practices will be identified.
- KPI 4: The number of students reporting positive experiences in inclusive environments will reflect an increase.
- KPI 5: Schools will increase the number of consistent communications sent to families each year.
- KPI 6: The percentage of families attending informational sessions will reflect an increase.

ACTION STEPS

- Ensure consistency of professional development and resource sharing for all school staff to support students with disabilities across the district.
- Target instructional strategies offering personalized support for students.
- Conduct a program evaluation to inform improvement for all student support systems and programs.
- Leverage family and community engagement to more fully inform and involve families of students with disabilities.
- Enhance peer support and foster an inclusive culture.



PRIORITY 4

CLIMATE & FAMILY ENGAGEMENT

CHERRY HILL PUBLIC SCHOOLS WILL ENSURE THAT ALL STUDENTS, STAFF, AND FAMILIES
FEEL A SENSE OF BELONGING, EMPOWERMENT, AND SUPPORT
IN A SAFE AND SECURE ENVIRONMENT.

PRIORITY 4

CLIMATE & FAMILY ENGAGEMENT

AIM 4A

To cultivate an organizational structure that fosters successful collaboration by empowering stakeholders to be problem-solvers and responsible decision-makers working together with a shared purpose.
(Continued on next page)

GOALS



By 2030, all schools will have fully functioning Labor Management Collaborative (LMC) teams that meet monthly, set and achieve clear goals, and include representatives from all labor titles within each building.

KPIs

- o KPI 1: 100% of school-level LMC teams have defined roles and responsibilities by the end of the first year.
- o KPI 2: Four district-wide meetings will be held per year with representation from all schools.
- o KPI 3: A shared digital platform will be operational and utilized by all LMC teams within the 2026-2027 school year.
- o KPI 4: Distribute regular updates (i.e., newsletters) that include highlights and successes to all district staff.

ACTION STEPS

- o Establish a clear structure for LMC teams.
- o Provide regular training and support for LMC staff to ensure consistency and impact.
- o Host quarterly LMC district-wide meetings.
- o Set annual goals and monitor progress.
- o Foster open communication to support accountability and transparency.

PRIORITY 4

CLIMATE & FAMILY ENGAGEMENT

AIM 4A

(Continued on next page)

GOALS



By 2030, Cherry Hill Public Schools will create a cross-district student government organization achieving three annual outcomes, advancing leadership and unity district-wide.

KPIs

- KPI 1: Student government guidelines will be drafted and published within the first six months of the 2025-2026 school year.
- KPI 2: A minimum of two leadership training workshops will be conducted annually, with at least 90% attendance from members.
- KPI 3: Bi-monthly cross district meetings will be held, with at least 90% attendance by student representatives throughout the year.
- KPI 4: Annual reports will be completed and published, with distribution to all stakeholders by the end of the academic year.

ACTION STEPS

- Develop a framework for student government, including establishing annual objectives.
- Train and empower all members.
- Promote collaboration and transparency.
- Measure effectiveness and adapt based on feedback to ensure success.

PRIORITY 4

CLIMATE & FAMILY ENGAGEMENT

AIM 4A

(Continued)

GOALS



By 2030, Cherry Hill Public Schools will enhance community connections and transparency by providing opportunities for meaningful feedback discussions with the Board of Education and administration.

KPIs

- KPI 1: Three feedback forums will be hosted each year with rotating locations.
- KPI 2: Utilize diverse engagement channels.
- KPI 3: Ambassadors are trained and in place for all forums.
- KPI 4: Community input is reviewed and addressed with follow-up actions communicated within one month of each forum.
- KPI 5: District milestones are highlighted in district communications monthly and summarized annually as a State of the District publication.

ACTION STEPS

- Design and schedule community feedback forums.
- Utilize diverse engagement channels (i.e., online platforms, social media, and/or district newsletters).
- Facilitate effective two-way discussions.
- Act on and highlight actions tied to feedback.
- Celebrate achievements.

PRIORITY 4

CLIMATE & FAMILY ENGAGEMENT

AIM 4B

To ensure access to academic, mental health, and behavioral supports.

GOALS



By 2030, establish a comprehensive database to track information about students receiving academic, mental health, and behavioral support to enhance the availability and coordination of services provided to students.

KPIs

- KPI 1: Ensure an annual increase of the percentage of students identified in need of academic and/or behavioral supports.
- KPI 2: By January 2026, ensure at least 75% of students identified as needing support are offered appropriate academic and/or behavioral services within four weeks of identification.
- KPI 3: By 2030, 75% of students receiving academic and/or behavioral supports will demonstrate measurable improvements.

ACTION STEPS

- Conduct a comprehensive analysis of barriers to access.
- Establish a centralized data collection system to track effectiveness of student supports.
- Raise awareness about available supports.
- Foster collaboration among stakeholders to coordinate student support.
- Measure and report progress.



PRIORITY 4

CLIMATE & FAMILY ENGAGEMENT

AIM 4C

To increase the sense of physical and emotional safety for students, families, staff, and the community.

GOALS



By 2030, Cherry Hill Public Schools will increase the percentage of students, parents, and staff reporting positive school climate by fostering a culture of trust, collaboration, and mutual respect.

KPIs

- KPI 1: The percentage of students, families, and staff reporting a strong sense of being welcomed at schools will increase annually, targeting 75% by 2030, based on climate survey results.
- KPI 2: The percentage of students, families, and staff rating their sense of belonging in the school community will increase with a target of 5% year-over-year growth.
- KPI 3: A majority of students, families, and staff report feeling physically and emotionally safe in schools will increase annually.
- KPI 4: The percentage of students who report positive relationships with peers will increase, with progress tracked through annual perception surveys.
- KPI 5: An annual increase in positive ratings by students for their relationships with adults in schools by 2030, based on annual surveys.
- KPI 6: An annual increase of 5% in the percentage of students reporting an awareness of available support systems in school.
- KPI 7: 75% of schools will have established effective communication practices, with annual audits demonstrating sustained usage through 2030.

ACTION STEPS

- Provide professional development for staff on strategies in support of positive school climate (i.e., welcoming, belonging, positive relationships, and emotional safety).
- Enhance family engagement practices.
- Provide clear, consistent, and coherent communication to all stakeholders.
- Improve the physical school environment to support positive school climate.
- Enhance peer mentorship programs and student supports to align with student needs.



PRIORITY 5

STAFF RECRUITMENT AND RETENTION

CHERRY HILL PUBLIC SCHOOLS IS COMMITTED TO RECRUITING, SUPPORTING, AND RETAINING
THE MOST HIGHLY-QUALIFIED AND EFFECTIVE STAFF POSSIBLE
TO SUPPORT THE SUCCESS OF ALL STUDENTS.

PRIORITY 5

STAFF RECRUITMENT AND RETENTION

AIM 5A

To increase effectiveness of recruitment strategies to attract highly qualified candidates.

GOALS



By 2030, the recruitment team will attract highly qualified and diverse candidates through targeted outreach, strong professional networks, and innovative sourcing strategies.

KPIs

- KPI 1: Recruitment strategies will be implemented aimed at attracting diverse and qualified candidates ensuring a consistent flow of talent into the district.
- KPI 2: Outreach strategies will be developed and partnerships strengthened to promote awareness and interest in Cherry Hill Public Schools.
- KPI 3: Retain student teachers as permanent staff each year with a goal of increasing annual retention rates by 5% annually.
- KPI 4: The district's application process will be simplified and optimized to make it seamless, accessible, and user-friendly to encourage more candidates to complete their applications.
- KPI 5: Focus on leveraging recruitment channels that reliably connect with qualified and diverse candidates ensuring alignment with organizational goals.

ACTION STEPS

- Expand and strengthen partnerships (i.e. with universities, teaching groups, community groups, job fairs, etc.) to attract high-quality candidates.
- Enhance engagement with and support for student teachers and interns.
- Streamline recruitment and onboarding processes.
- Measure and report progress.

PRIORITY 5

STAFF RECRUITMENT AND RETENTION

AIM 5B

To increase employee retention through fostering a supportive work environment.

GOALS



By 2030, Cherry Hill Public Schools will increase employee retention by creating a supportive work environment characterized by trust, collaboration, and high levels of support.

KPIs

- KPI 1: Impact data for annual professional development sessions will be created and coordinated to address staff needs at all schools.
- KPI 2: Collect staff feedback rating the processes developed to improve staff communication and staff agency.
- KPI 3: Staff satisfaction assessments will be conducted bi-annually to identify and address at least three critical areas for improvement.
- KPI 4: Highlight employee achievements through monthly awards, staff appreciation events, and personalized acknowledgments for outstanding contributions.
- KPI 5: Establish mental health workshops, stress management resources, and wellness programs to promote work-life balance. Prioritize the mental and physical health of employees.

ACTION STEPS

- Establish proactive feedback processes designed to support professional growth.
- Enhance data-driven decision-making in establishing support and supervision efforts.
- Strengthen systems of support for staff responsive to identified staff needs.
- Develop a broader range of professional development opportunities aligned to staff input and needs.
- Boost workplace engagement and recognition.
- Monitor and adjust retention strategies based on feedback and data analysis.

PRIORITY 5

STAFF RECRUITMENT AND RETENTION

AIM 5C

To enhance and customize professional development to support all staff in their job roles and responsibilities.

GOALS



By 2030, each school will implement a tailored professional development framework collaboratively designed with staff to align training with the unique needs of their roles.

KPIs

- KPI 1: 80% of staff members will report positive feedback on professional development sessions by 2030 from feedback gathered through surveys and structured discussions.
- KPI 2: The number of professional development opportunities tailored to specialized staff roles will be increased, reaching at least two dedicated sessions per specialized staff group by 2030.
- KPI 3: Annually document at least three qualitative examples of how professional development strategies have been applied in each school.

ACTION STEPS

- Establish a collaborative needs assessment to gauge professional development needs.
- Implement regular systems for seeking staff input for professional growth and training.
- Customize professional development opportunities based on identified needs.
- Enhance staff voice in development planning.
- Measure and track the effectiveness of all professional development.



Cherry Hill
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