MANASQUAN

Professional Days

Date	Name	Destination	Purpose	Sub	Cost
September 19, 2025	Christin Walsh	MRA International Learning Center - MOESC	MC3 – The 4 Disciplines of Execution for Educators Workshop	No	Mileage- $10.56
September 23, 2025	Christin Walsh Megan Manetta Marissa Painchaud	Forsgate Country Club, Monroe NJ	Using i-Ready to Supercharge NJTSS Implementations	No	Mileage- $27.52
September 26, 2025	Christin Walsh	Sheraton Convention Center, Atlantic City	New NJSLA Adaptive testing training	No	Mileage- $60.72
October 9, 2025	Kim Ward Julie Rieth Andrea Trischitta, Deb Kehoe Patricia Reo Michael Pape Lauren Kelly	Sending District Elementary Schools TBD	Middle School Cohort ELA Coordinated Professional Development	Yes	Mileage- $4.80
October 16, 2025	Tom Russioniello Kristine Pierce	Sending District Elementary Schools TBD	Middle School Cohort SS Coordinated Professional Development	Yes	Mileage- $4.80
October 23, 2025	Carrie Eastmond Mark Reid Andy Manser Jestine Jones Melissa Mazza	Sending District Elementary Schools TBD	Middle School Cohort Math Coordinated Professional Development	Yes	Mileage- $4.80
October 15, 2025	Teresa Reichey	Middletown High School	Yearbook Software Meeting	No	Registration - $10.00

Costs per traveler unless otherwise noted.

MANASQUAN

Student Action
Field Trips

Date	Chaperone(s)*	Subject	Destination	Purpose	Sub	Other Board Costs	Other Funds
December 11, 2025	Kim Ward Jestine Jones Andrew Manser Andrea Trischitta Kirt Wahl Lauren Kelly Nurse – TBD	Grade 7	McCarter Theater	Theater Performance	Yes - 7	None	Student Funds
June 2, 2026	Samantha Drazdik Meghan Dullea Para - TBD Nurse - TBD	Grade 4	Bailey Reed House	Manasquan History	Yes – 1	None	None
June 1, 2026	Cathy Taft Nurse - TBD	Grade 4	Bailey Reed House	Manasquan History	Yes – 1	None	None
June 3, 2026	Brianna Snel Teacher – TBD Para - TBD Nurse - TBD	Grade 4	Bailey Reed House	Manasquan History	Yes – 1	None	None
February 17, 2026	Samantha Drazdik Meghan Dullea Brianna Snel 3 Paras - TBD Nurse - TBD	Grade 4	Algonquin Theater	Theater Performance	Yes – 1	None	None
October 7, 2025	Oriana Kopec Nancy Knitter Devon Thompson	Student Council	The College of NJ	Student Council Fall Conference	Yes – 3	Bus - $500.00	None
October 21, 2025	Brianna Yaeger Nurse – TBD	Grade K	Jakes Branch Park	Fall STEM	Yes – 1	Bus - $500.00	None

* Chaperones may be substituted by other district employees based on availability.

09/12/2025

MANASQUAN PUBLIC SCHOOLS
Manasquan, New Jersey
September Enrollment Figures

Date: September (1st day, 1st Friday, 2nd Friday)
Each of the days requested by the Superintendent's Office -- a teacher should report the total number of pupils who have *actually enrolled* in school *to date*.

In the column provided, please add the number of students *expected to report*, but who have not done so because of vacation, illness or other reasons.

Elementary School

Grade	Boys	Girls	Total Present 2nd Friday Day	Students Not Present	Student Expected Enrollment	# Sections
PreK	17	27	44	0	44	3
K	22	11	33	0	33	3
1	24	22	44	2	46	3
2	29	21	48	2	50	3
3	16	27	43	0	43	3
4	29	24	52	1	53	3
5	25	26	50	1	51	3
6	18	29	46	1	47	3
7	25	31	54	2	56	3
8	24	19	43	0	43	3
TOTALS	228	237	456	9	465	33

High School

Grade	Students on Roll	Students Not Present	Total Present 2nd Friday
9	180	1	179
10	224	3	221
11	217	0	217
12	226	0	226
Totals	847	4	843

MANASQUAN SCHOOL DISTRICT FIRE DRILL REPORT
2025-2026 school year

HIGH SCHOOL

DATE OF DRILL	TIME OF DRILL	LENGTH OF DRILL	COMMENTS	SECURITY DRILLS
August 7th	9:00a.m.	5 minutes		Shelter in Place Drill
August 21st	9:00a.m.	5 minutes		Fire Drill

New Jersey Department of Education

Student Safety Data System

Main Menu | Logout | 25 MONMOUTH | 2930 MANASQUAN BORO | District-level User: Place | September 11, 2025

2024-25 INCIDENTS

Report Period 1

School	Incident Total	Violence	Vandalism	Substances	Weapons	HIB Confirmed	Other Incidents Leading to Removal	HIB Alleged
(050) Manasquan High School	4	2	0	0	0	2	7	0
(060) Manasquan Elementary School	1	0	0	0	0	1	1	2
Total	5	2	0	0	0	3	8	2

Report Period 2

School	Incident Total	Violence	Vandalism	Substances	Weapons	HIB Confirmed	Other Incidents Leading to Removal	HIB Alleged
(050) Manasquan High School	3	1	0	2	0	0	13	0
(060) Manasquan Elementary School	2	0	0	0	0	2	5	2
Total	5	1	0	2	0	2	18	2

2024-25 School Year

School	Incident Total	Violence	Vandalism	Substances	Weapons	HIB Confirmed	Other Incidents Leading to Removal	HIB Alleged
(050) Manasquan High School	7	3	0	2	0	2	20	0
(060) Manasquan Elementary School	3	0	0	0	0	3	6	4
Total	10	3	0	2	0	5	26	4

Incident Total = Violence, Vandalism, Substances, Weapons, HIB Confirmed

Violence = Assault, Fight, Kidnapping, Robbery/Extortion, Sexual Assault, Sexual Contact, Threat/Simple, Threat/Criminal

Vandalism = Arson, Computer Trespass, Damage to Property, False Public Alarm, Theft, Trespass

Incident category totals may differ from total incidents due to multiple offenses selected for one incident.

E-Mail: ssds@doe.nj.gov

New Jersey Department of Education

Student Safety Data System

Main Menu | Logout

25 MONMOUTH 2930 MANASQUAN BORO District-level User: Place September 11, 2025

2024-25 HIB TRAININGS AND PROGRAMS

	Report Period 1		Report Period 2		2024-25 School Year	
School	**Trainings**	**Programs**	**Trainings**	**Programs**	**Trainings**	**Programs**
District-Wide	2	6	3	0	5	6
(050) Manasquan High School	3	3	2	1	5	4
(060) Manasquan Elementary School	0	3	0	4	0	7
Total	5	12	5	5	10	17

E-Mail: ssds@doe.nj.gov

New Jersey Department of Education

Student Safety Data System

Main Menu | Logout | 25 MONMOUTH | 2930 MANASQUAN BORO | District-level User: Place | September 11, 2025

HIB Program Status List for 060-Manasquan Elementary School

Program ID	Start Date	End Date	Program Description	Target Population	SCHOOL-WIDE CONDITION
SSDSP033977	05/21/2025	05/21/2025	Elementary Think Tank on Cyberbullying Prevention	Teachers, Students	Emotional Environment, Teaching And Learning, Student Relationships, Morale in the School Community
SSDSP033975	04/26/2025	04/26/2025	Cyberbullying Prevention	Teachers, Students	Physical Environment, Emotional Environment, Teaching And Learning, Student Relationships, Morale in the School Community, Safety
SSDSP035018	03/12/2025	03/12/2025	Lead U Antibullying	School-Level Administrators, School Anti-Bullying Specialists, Teachers, Students, Other School Staff	Emotional Environment, Teaching And Learning, Student Relationships
SSDSP034013	01/03/2025	06/13/2025	What It Means to be a Warrior	Teachers, Students	Physical Environment, Emotional Environment, Teaching And Learning, Student Relationships, Morale in the School Community
SSDSP018642	09/05/2024	12/22/2024	Peer Leaders	Teachers, Students	Emotional Environment, Teaching And Learning, Student Relationships, Morale in the School Community
SSDSP018636	09/05/2024	12/20/2024	What it Means to be a Warrior	Teachers, Students	Physical Environment, Emotional Environment, Teaching And Learning, Student Relationships, Morale in the School Community
SSDSP018640	09/05/2024	12/22/2024	Warrior Wednesdays	School-Level Administrators, Teachers, Students	Emotional Environment, Teaching And Learning, Student Relationships, Morale in the School Community, Safety

E-Mail: ssds@doe.nj.gov

New Jersey Department of Education

Student Safety Data System

Main Menu | Logout | 25 MONMOUTH | 2930 MANASQUAN BORO | District-level User: Place | September 11, 2025

HIB Program Status List for 050-Manasquan High School

Program ID	Start Date	End Date	Program Description	Target Population	SCHOOL-WIDE CONDITION
SSDSP033961	01/03/2025	06/13/2025	Not Even Once - Opioid Prevention Program	Students	Emotional Environment, Teaching And Learning, Student Relationships, Safety
SSDSP033967	09/05/2024	06/13/2025	Well Spring Prevention Program	Teachers, Students	Emotional Environment, Teaching And Learning, Safety
SSDSP018631	09/05/2024	12/22/2024	Not Even Once - Opioid Prevention Program	Students	Physical Environment, Teaching And Learning, Student Relationships, Morale in the School Community, Safety
SSDSP018632	09/05/2024	12/22/2024	Consent 101	Students	Teaching And Learning, Student Relationships, Safety

E-Mail: ssds@doe.nj.gov

Manasquan Board of Education

Harassment, Intimidation, & Bullying Semi-Annual Incident Report

Pursuant to N.J.S.A. 18A:17-46

Reporting Period: 01/01/2025 - 06/30/2025

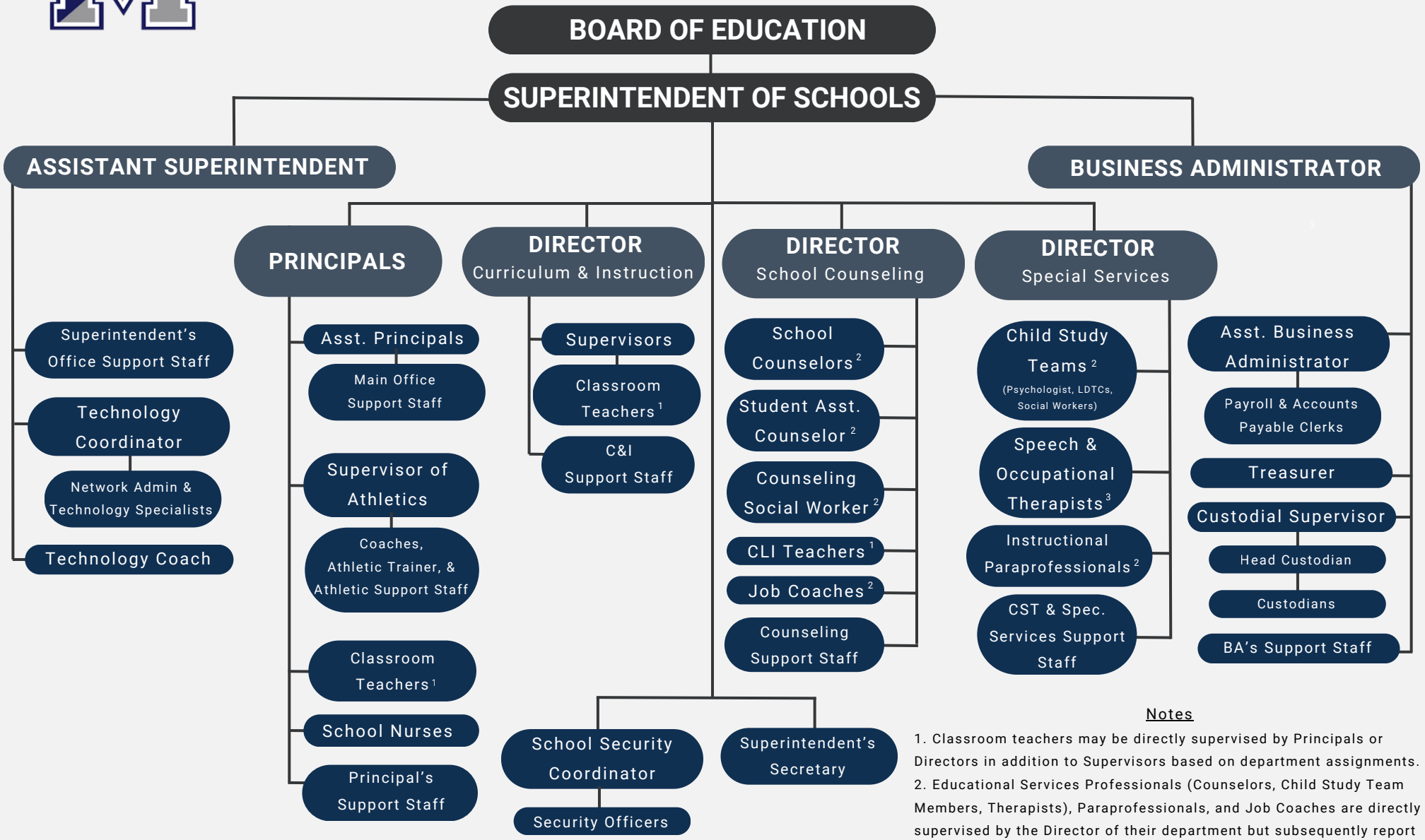
School-Case	Date	Nature of Bullying / Category	Investigation Status	Investigated By	Conclusion	Discipline/Measures Imposed
MES-11597	1/3/2025	Sexual Orientation	Closed	L. Busco	Incident Fits HIB Definition	Remedial actions(s) for offender(s): -In-School Suspension (1 day) -Student Counseling
MES-11623	1/16/2025	No Identifiable Nature	Closed	L. Busco	Incident does not fit HIB definition	

MANASQUAN SCHOOL DISTRICT

ORGANIZATIONAL CHART

DOCUMENT J

Approved by the
Manasquan Board of Education:
September 16, 2025



Notes

1. Classroom teachers may be directly supervised by Principals or Directors in addition to Supervisors based on department assignments.
2. Educational Services Professionals (Counselors, Child Study Team Members, Therapists), Paraprofessionals, and Job Coaches are directly supervised by the Director of their department but subsequently report to the Principal of their assigned building.

Document K

STRATEGIC PLAN
2025-2030

Prepared for the

MANASQUAN PUBLIC SCHOOL DISTRICT
MANASQUAN, NEW JERSEY

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Participants in the Process
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Goal #2 Student Growth & Success
Goal #3 Technology
Goal #4 Facilities & Finance
Goal #5 Community Connections
Appendix A – State of the Schools Report
Appendix B – Strengths & Challenges
Appendix C – Vision 2030
Appendix D – Strategic Planning Goal Setting
Appendix E – Action Plans

ACKNOWLEDGEMENTS

The Manasquan Public 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:

MANASQUAN PUBLIC SCHOOL DISTRICT BOARD OF EDUCATION

M. Alexis Pollock, President
Alfred Sorino, Vice-President
Bruce Boldermn, Board Member
Donna Bossone, Board Member
Eugene Cattani, Jr., Board Member
William Dibble, Board Member
Joseph Loffredo, Board Member
Jaime Malone, Board Member
Thomas Pellegrino, Board Member
Anthony Carnahan, Board Member Spring Lake Heights
Paraskevi Cavanagh, Board Member Lake Como
David D'Ambrosio, Board Member Brielle

Robert Goodall, Superintendent
Dr. Peter Crawley, Business Administrator

NEW JERSEY SCHOOL BOARDS ASSOCIATION

Mary Ann Friedman, Senior Field Service Representative
Dr. Timothy Teehan, Field Service Representative

ATTENDEE LISTING MEETING #1

March 5, 2025

1. Matt Kukoda
2. Jesse Place
3. Robert Goodall
4. Jackson Bramley
5. Alexis Pollock
6. Maria Eldridge
7. William Dibble
8. Cindy Cimino
9. Peter Crawley
10. Gene Cattani
11. Lisa Eldridge
12. Heather Saake
13. Patricia DeBenedetto
14. Jaime Malone
15. Michael Zapicchi
16. Dawn Eberhard
17. Angelina Lomas
18. Ruby Obrien
19. Harry O'Hea
20. Jane Losinger
21. Joe Tatarski
22. Ella O'Reilly
23. Rick Coppola
24. Patty Cavanagh
25. Lesley Kenney
26. Fernanda Morales
27. Delia Gilmore
28. Megan Manetta
29. Courtney Matthaei
30. Sandra Gassner
31. Kathryn Poist
32. Danielle Arbeit
33. Jackie Puleio
34. Christin Walsh
35. Lorette Sciarappa
36. Nicole Terzis

ATTENDEE LISTING MEETING #2

March 25, 2025

1. Peter Crawley
2. Jesse Place
3. Tom Glenn
4. Adrienne McDonald
5. Robert Goodall
6. Megan Manetta
7. Margaret Miller
8. Cindy Cimino
9. Alyse Leybovich
10. Heather Saake
11. Stacie Poelstra
12. Patty Cavanagh
13. Katie Poist
14. William Dibble
15. Rick Coppola
16. Devon Thompson
17. Jackie Puleio
18. Courtney Matthaei
19. Fernanda Morales
20. Sidney Pollock
21. Jackson Bramley
22. Matt Kukoda
23. Tucker Dougherty
24. Christin Walsh
25. Jaime Malone
26. Taylor Cassidy
27. Tom Cassidy
28. Ruby Obrien
29. Lisa Eldridge
30. Patti DeBenedetto
31. Harry O'Hea
32. Sandra Gassner
33. Alexis Pollock
34. Amy McCarthy
35. Anneliese O'Hea
36. Dylan Carnahan
37. Delia Gilmore
38. Maria Eldridge

ATTENDEE LISTING MEETING #3

April 10, 2025

1. Robert Goodall
2. Jesse Place
3. Matt Kukoda
4. William Dibble
5. Heather Saake
6. Jack Weinstein
7. Tom Glenn
8. Rick Coppola
9. Pete Crawley
10. Sandra Gassner
11. Oriana Kopec
12. Courtney Matthaei
13. Megan Manetta
14. Jaime Malone
15. Harry O'Hea
16. Dawn Eberhard
17. Stacie Poelstra
18. Christin Walsh
19. Chrissy Rice
20. Ruby Obriem
21. Casey Terzis
22. Dylan Carnahan
23. Devon Thompson
24. Angela Fay
25. Katie Poist
26. Jackie Puleio
27. Adrienne McDonald
28. Lesley Kenney
29. Maria Eldridge
30. Cindy Cimino
31. Michael Zapicchi
32. Anneliese O'Hea

STRATEGIC PLANNING PROCESS

Executive Summary

A. EDUCATING THE BOARD TO MAKE AN INFORMED DECISION

On August 20, 2024, the Manasquan Public School District Superintendent, Business Administrator, and Board of Education met with Mary Ann Friedman, Senior Field Service Representative, and Dr. Timothy Teehan, Field Service Representative for New Jersey School Boards Association (NJSBA), to discuss NJSBA's strategic planning services.

On November 19, 2024, the Board of Education approved NJSBA's 3D Strategic Planning service for the district.

On December 6, 2024, the Superintendent, Business Administrator, Assistant Superintendent, and Board President met virtually with Mary Ann Friedman and Dr. Timothy Teehan, NJSBA Field Service Representatives to discuss and develop the 3D Strategic Planning calendar. The calendar, sample listing of stakeholder groups and invitation templates were provided to the team.

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 March 5, 2025, thirty-six (36) attendees, March 25, 2025, thirty-nine (39) attendees, and April 10, 2025, thirty-three (33) attendees, parents, community members, students, staff, and administrators came together for strategic planning. Mary Ann Friedman, Senior Field Service Representative and Dr. Timothy Teehan, Field Service Representatives from NJSBA facilitated the Strategic Planning meetings. Outcomes of these meetings include:

1. Strengths and Challenges of the Manasquan Public 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)

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

(Appendix E –Action Plans)

D. PRESENTATION OF THE STRATEGIC PLAN

NJSBA Field Service Representative Dr. Timothy Teehan will present the final Strategic Plan to the Board of Education and community on July 15, 2025.

E. NEXT STEPS

Following the presentation of the final plan, the Board of Education will review and adopt the strategic plan. Upon approval of the plan, by the Board of Education, the final plan should be placed on the district website for staff, parents, and community members to access and follow.

The superintendent and administrative team will implement the action plans for each of the identified goals. 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 STATEMENT

The Manasquan School District, empowers all students by providing a safe, healthy, and inclusive environment where continual growth, perseverance, and rigorous academic standards are balanced with extensive extra-curricular opportunities and rich tradition through partnership with the community.

GOAL AREAS

1. School Culture & Climate
2. Student Growth & Success
3. Technology
4. Facilities & Finance
5. Community Connections

GOAL AREA #1

SCHOOL CULTURE & CLIMATE

Goal Area: School Culture & Climate

Goal Statement: To explore programs and experiences to foster meaningful connections for all stakeholders.

Objectives:

1. Broaden world views.
2. Foster connections within schools and within sending districts and other stakeholders.
3. Strengthening connections between staff and students.
4. Strengthening the “senior year” and sense of community experience via cumulative collaboration.

See Action Plans for all major activities.

GOAL AREA #2

STUDENT GROWTH & SUCCESS

Goal Area: Student Growth & Success

Goal Statement: To foster a supportive, inclusive, and engaging learning environment that promotes continuous academic, social, and emotional growth ensuring all students reach their full potential and have access to pathways for future personalized success.

Objectives:

1. Improve teaching and learning by committing to ongoing and relevant professional development.
2. Emphasize opportunities for students to have a voice in the decision-making process.
3. Support for students and parents during the college prep and career readiness process
4. Provide opportunities for more social engagements to bring the student body together.
5. Analyze multiple data points to understand areas of commendation and recommendation.

See Action Plans for all major activities.

GOAL AREA #3

TECHNOLOGY

Goal Area: Technology

Goal Statement 1: To foster an innovative and responsive learning environment equipped to prepare students for college, careers, and life in the 21st century.

Objectives:

1. Develop flexible policies and PD designed to use A.I. efficiently while maintaining academic and instructional integrity.
2. Evaluate the efficiency of personal and classroom devices to meet the evolving technological needs of the district.
3. Continue to investigate and monitor effective instructional strategies that ensure a purposeful, intentional, and safe use of technology.

See Action Plans for all major activities.

GOAL AREA #4

FACILITIES & FINANCE

Goal Area: Facilities & Finance

Goal Statement: To maximize efficiency and explore growth opportunities to improve our school community and the student experience.

Objectives:

1. Research and explore most efficient routes for arrival and dismissal traffic flow for MES & MHS
2. Develop a comprehensive maintenance plan to upkeep recently relaced mechanical systems/utilities as well as replace aging/out of date equipment.
3. Investigate field improvements to maximize access and safety for student athletes specifically funding to meet this end.
4. Plan to maximize the facility and staffing to accommodate Pre-K expansion.
5. Develop and share demographic information and plan for changes.

See Action Plans for all major activities.

GOAL AREA #5

COMMUNITY CONNECTIONS

Goal Area: Community Connections

Goal Statement: To expand community connections so that there is a unified partnership between school and community.

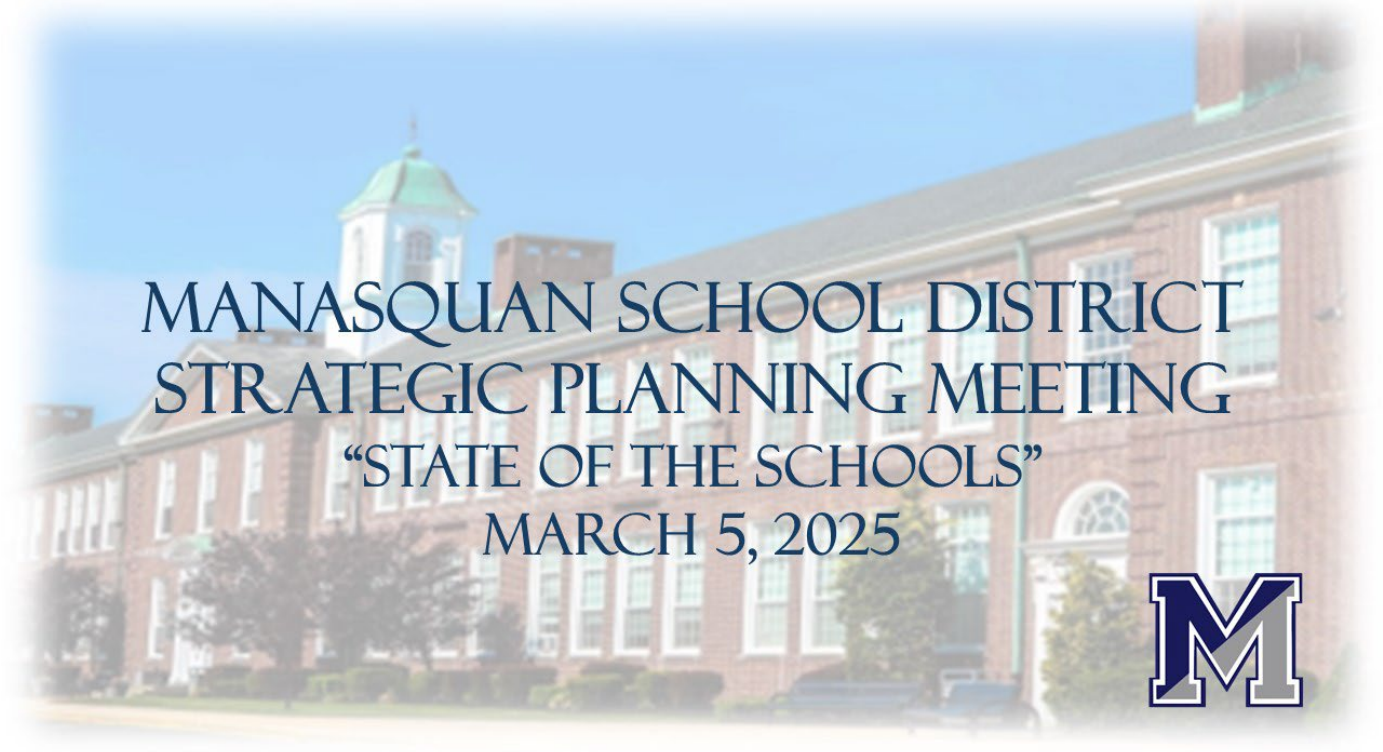
Objectives:

1. Increase public relations with all stakeholders.
2. Create an open-door sense of community and belonging for families of all sending districts.
3. Provide opportunities to engage community members that don't have the benefit of a student connection to the district.
4. Go Squan!

See Action Plans for all major activities.

APPENDIX A

Superintendent's Report: "State of the Schools"

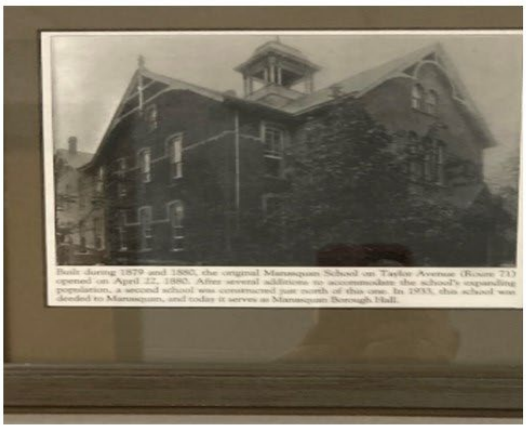


Manasquan School District

Manasquan Elementary
Taylor Avenue School
1914



Original Manasquan School
Taylor Avenue
1880



Manasquan School District

Manasquan High School
1931



Manasquan Elementary School
1952



Additional Capital Improvements

MES Addition
1974



HS Media Center & 500 Wing
1998



Additional Capital Improvements

- MES Pod C 2007
- Turf Field 2019 (N. Main Street)
- HS New Science Rooms 2019
- HS Gym renovation 2020
- Field House 2022
- Jack Nicholson Theatre renovation 2023
- MES Gym, Band Room, Science Room, Art Room, and classroom renovation 2025
- HS Band Room renovation 2025



Manasquan School District Sending Districts

- Avon
- Belmar
- Lake Como
- Spring Lake Heights
- Spring Lake
- Sea Girt
- Manasquan
- Brielle



Manasquan School District

Enrollment Trend

October 2024
MES = 475
MHS = 916
October 2023
MES = 502
MHS = 948
October 2022
MES = 502
MHS = 947
October 2021
MES = 517
MHS = 988
October 2020
MES = 531
MHS = 1,005



Manasquan School Rankings

Niche:
#60 of 243 NJ Districts HS and Elementary Schools

US News & World Report:
#97 in NJ -Manasquan HS
#111 in NJ – Upper Elementary/Middle School



Manasquan School Rankings

Niche: # 11 in NJ for Athletics





Manasquan School District

Project Lead the Way: Providing programs and initiatives to encourage and empower women in engineering fields.







Technology

- **One-to-One Student Laptop Program for All Students**
  - Windows 11 Laptops Provided to All Students
    - Take-Home Program in Grades 5-12
    - Classroom Carts in Grades PK-4



- **Preparing Students for College & Careers**
  - Enterprise-Class Network & Cloud Environment
    - Microsoft 365 (One Drive, Outlook Email, Office Applications)
    - Canvas Learning Management System
  - Supporting Our Sending Districts – Early Account Access & Training

Microsoft 365

CANVAS

- **Robust Technology Support**
  - 4 Full-Time Technicians
    - Staffed Walk-In Support During School Hours; "While-You-Wait" Repairs
  - Technology Coach to Support Teachers



Technology

- **Classroom Instructional Technology**
  - Phasing Out ActivBoards from Late 2000s
  - Interactive Display Replacements Ongoing



- **Public Communications**
  - Website (redesign planned for 25-26)
  - District App (new app planned release with website 25-26)
  - School Messenger (Email, SMS, Phone for Emergencies)
  - Accessible Communications
  - Electronic Sign-Ups (Conferences, School Events)



- **Digital Signage**
  - Greatly Expanded During Prior Strategic Plan
  - 12 Displays Throughout Buildings

Safety & Security

- **Access Controls**
  - Electronic Access Controls on All External Doors
- **Security Cameras**
  - 173 Unique Camera Views on Campus
  - MPD Remote Access for Emergencies
- **Integrated Electronic Lock-Down Capabilities**
  - Any Employee Can Trigger Campus-Wide Lock-Down
  - Integration with Access Controls
  - Silent Panic Buttons (Alyssa's Law Compliance)
- **Personnel**
  - 3 Full-Time & 2 Part-Time Armed Security Employees









Finance and Facilities

- Prior strategic plans supported significant investment in aging infrastructure in the District – all financing was tax neutral through the replacement of expiring debt or accomplished through the general fund budget
  - January 2017 – Bond Referendum
    - New science labs at MHS
    - Updated HVAC systems and controls at MES
    - Project completed February 2019
  - July 2019 – Combined Financing (Lease Purchase/Capital Reserve)
    - Construction of multi-use turf field on North Main
    - Project completed in March 2019
  - March 2019 – Bond Referendum
    - Replacement of the heating and cooling systems in the 1931 and 1995 sections of MHS
    - Replacement/Upgrade of fire alarm system throughout MHS
    - Project completed December 2020

Finance and Facilities

- Prior strategic plans supported significant investment in aging infrastructure in the District – all financing was tax neutral through the replacement of expiring debt or accomplished through the general fund budget
  - July 2021 – Fieldhouse Shared Services Agreement
    - Construction broke ground during Summer 2021
    - Project completed September 2022
  - January 2023 – Bond Referendum
    - Renovations and alterations throughout classroom areas at MES
    - Replacement of HVAC systems at MES
    - Locker room and band room renovations at MHS
    - Project is underway – approximately 80% complete
  - August 2023 – Energy Savings Improvement Plan (ESIP)
    - Replacement of HVAC equipment at MES
    - Replacement of all lights in district with energy efficient LEDs
    - Solar PPA to offset energy costs
    - Project is underway and approximately 90% complete

Finance and Facilities

- Enrollment has been declining over the periods covering prior strategic plans

School	Feb. 2014	Feb. 2025	Difference	% Change
MES	662	476	(186)	(28%)
MHS	1,011	918	(93)	(9.2%)
Total	**1,673**	**1,394**	**(279)**	**(16.7%)**

  - Decreases in K-12 resident enrollment have been offset with the addition of special programs (Pre-K, CLI/Academy, LLD, MD)
- Reserve accounts have been regularly funded for fiscal stability
  - Capital Reserve - $1,067,110
  - Maintenance Reserve - $200,000
  - Tuition Reserve - $400,000
- All audits during prior strategic plan have been unmodified and without material weakness

Office of Student Counseling

1. Additional staff members added to include a bilingual ESL counselor and a bilingual social worker. These counselors work with students in grades K-12. Their services include support of district SEL initiatives, group and individual counseling, family and community outreach, and secondary and post secondary planning and support opportunities.

2. Addition of Yoga and Mindfulness into classrooms for students in PreK- 4 and our 18–21-year-old student population

3. Updates to transition services, including a 5th to 6th grade Transition Program, as well as a Freshman for a Day Program. Both look to expose students to the experiences of what a new school environment looks like.

4. Updates to I&RS, 504, Home Instruction and the Crisis/Threat Assessment protocols to ensure the proper documentation, notification and supports.

5. Continued PD support for counselors including local and national trainings, and increased membership opportunities.

6. Updated post secondary planning timelines and increased information sessions including College Fair, 12th Grade Parent Night, 10th & 11th grade Post Secondary Planning Night, Financial Aid Night, and College Application "Boot Camp" sessions

Office of Student Counseling

Looking forward...

- Continued opportunity for growth and collaboration of resources with sending district counselors.
- Researching of SEL curriculums that can be infused into classrooms in Pre-K through Grade 12
- Push in opportunities for counselors in grades 9 and 10 to explore the SCOIR platform to include career and interest inventory assessments with the potential to host an alumni day for students to speak with graduates about their path after graduation
- Continuation of support for Grade 11 students via small group sessions to discuss college/career application processes
- Addition of parent/student information sessions for essay writing , and common app support

MSD Curriculum & Instruction

- **Curriculum, Program & Course Offerings (Present)**
  - Introduced new K-8 curriculum in Science, Language Arts and Math since 2019
  - Instituted a comprehensive, student-selected elective program for MES students in grades 6-8
  - Introduced two introductory Visual & Performing Arts classes at MES in Grade 4 -Cultural Arts through Literacy and Introduction to Band
  - Redefined K-8 Gifted & Talented program while adding Visual Arts, STEM, and Humanities project-based experiences for qualified students
  - Increased Advanced Placement offerings and student enrollment at MHS in the A.P. Program while being recognized as an **A.P. Honor Roll (Gold)** recipient recognizing increased student enrollment and exemplary performance on the Advanced Placement end-of-course exams
  - Adopted Project Lead the Way curriculum at MHS focusing on a comprehensive, inquiry-based Engineering program

MSD Curriculum & Instruction

- **Curriculum, Program & Course Offerings (Vision Moving Forward…)**
  - MHS achieved status as an International Baccalaureate Programme School in 2024 and are aspiring to offer IB courses in the 2025-2026 school year
  - MHS will be looking to collaborate with advisors, students and community members so as to enhance our academy programs (Health Careers, Visual & Performing Arts, Academy of Finance, Engineering)
  - MHS will look to provide more learning lab enrichment and remedial opportunities during Unit Lunch for specific student populations (Funded by grants)
  - MES will continue to enhance the Project Lead the Way Gateway Program though elective offerings in Grades 6-8 and will work to align with the MHS Project Lead the Way program so as to offer students a Grade 6-12 engineering program
  - MES teachers and administrators have started researching new, dynamic Science curricula. Visits to other districts and a full program review is scheduled for the 2025-2026 school year

MSD Curriculum & Instruction

- **Professional Development (Present)**
  - **NJSLS** (New Jersey Student Learning Standards) – 2023 K-12 Updates Math/ELA
  - **State Mandated Trainings** (HIB, Substance Abuse, Affirmative Action, etc.)
  - **Existing Programs** (Guided Reading, Guided Math – Sending District Consortium with Deanne Opatowsky, Advanced Placement, Great Minds (Wit & Wisdom/Geodes), Ready Math)
  - **New Programs/Initiatives** (International Baccalaureate Diploma Programme)
  - **In-Service Offerings** (Holocaust Studies, Technology Workshops, Sending District Articulation, New teacher meetings)
  - **Monmouth County Curriculum Consortium Workshops**
  - **Visits to Local School Districts**

MSD Curriculum & Instruction

- **Professional Development (Vision Moving Forward…)**
  - The District is partnering with Go Teach Associates (2024-2025) so as to assess the current District Professional Development Plan for the Manasquan School District.
  - Surveys were conducted to gain input from teachers, students and parents so as to evaluate student learning patterns and professional development needs that align with District goals and emerging trends in education.
  - Go Teach Consultants is collaborating with the Board of Education Curriculum Committee and the Administration in an effort to articulate and plan a Professional Development Plan for the 2025-2026 school year that will focus on District goals and personalized professional development for instructional staff that will be based on the teacher's content area/grade level, experience and professional interests.

Special Education

Manasquan School District is dedicated to inclusivity by offering a spectrum of services, including special education programs, Section 504 accommodations, and supplementary aids and services to meet the individual needs of each child.

- Special Education
  - Consultation
  - In Class Resource
  - Pull Out Replacement
  - Special Classes: Learning and/or Language Disabilities or Multiple Disabilities (Academy)
  - 18-21 year old program (CLI)
- Section 504
  - Extra textbooks to keep at home
  - Extra time on tests and assignments
- Supplementary Aids and Services
  - Adapted equipment, such as a pencil grip, special seat, or cut-out cup for drinking
  - 1:1 paraprofessionals
  - Assistive technology, such as a computer, special software, or a communication system
  - Adapted materials, such as books on tape, large print, or highlighted notes

Special Education

Manasquan School District provides programs for students with disabilities in order for them to access standards-aligned content and individualized support and resources in the least restrictive environment with priority placed on meaningful student involvement. This is done through the following:



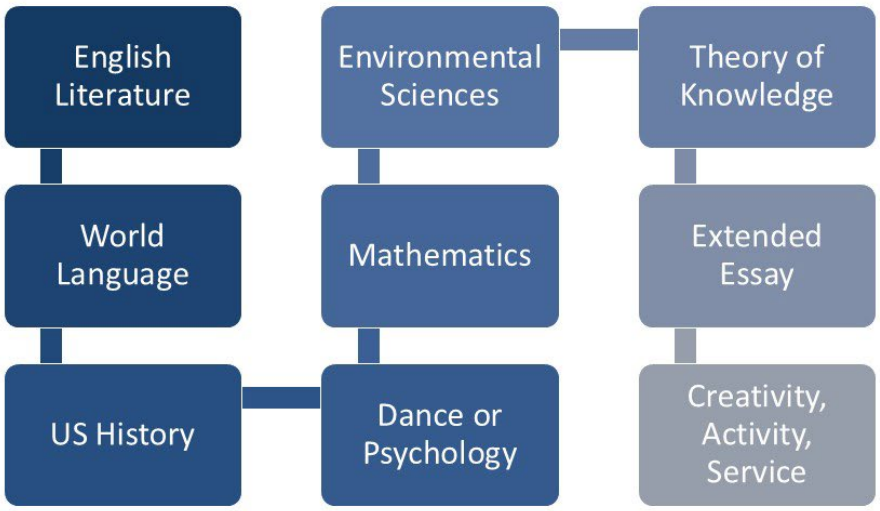
- Specialized Instruction
  - Speech and Language Therapy
  - Occupational and Physical Therapy
  - Vocational Education
  - Multisensory Instruction
  - Differentiated Instruction
  - Explicit instruction in reading comprehension
- Small Class Sizes in Pull Out Replacement and Special Classes
- Data Driven Decisions when creating IEP goals and objectives
  - Progress Monitoring goals and objectives to ensure students are making progress
- Least Restrictive Environment
  - Providing inclusive opportunities for students to be successful in various environments in the district
- Unified Sports
- Strong Special Education Parent Advisory Group (SEPAG)

23 Advanced Placement Course Offerings

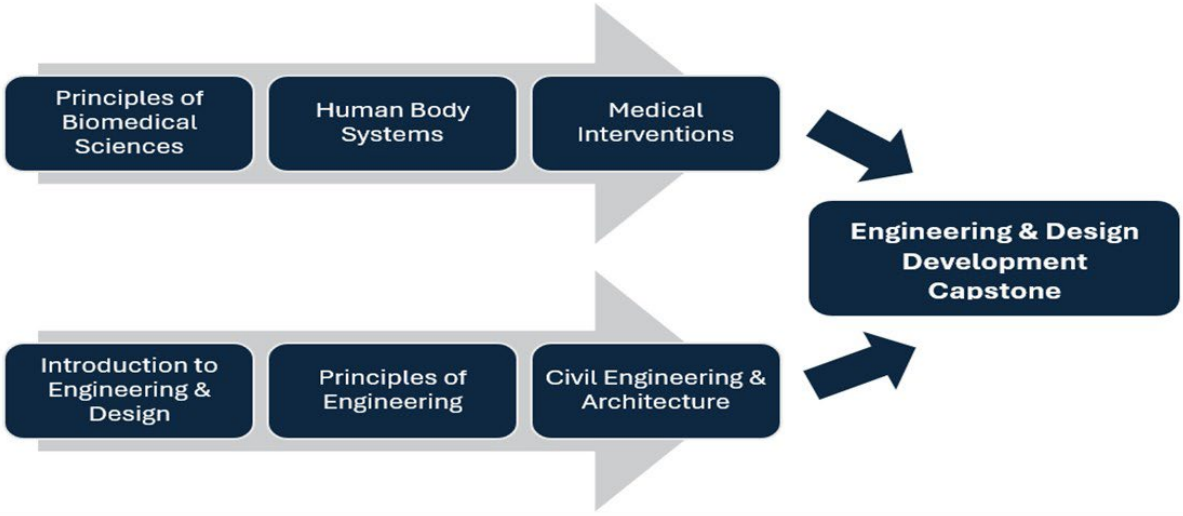
Humanities	Mathematics	Sciences	Arts
English Language	Calculus AB	Biology	Music Theory
English Literature	Calculus BC	Chemistry	Spanish
European History	Statistics	Computer Science A	Studio Art
Human Geography		Computer Science Principles	
Government & Politics		Environmental Science	
Macroeconomics		Physics C	
Microeconomics		Physics I	
Psychology			
United States History			
World History			
10	3	7	3

International Baccalaureate

Diploma Program Courses and Requirements



Project Lead the Way



Academic Academies



Student Life at MHS

Soccer, Basketball, Track & Field



Honor Societies



Athletic Success



Battle of the Classes



43 Clubs with 83% Participation



Student Performances

MES Grades 5-8

Strengths:

- Improved/comprehensive identification process for enrichment (G&T, Honors, Algebra/Geometry) and intervention (Basic Skills, Executive Function Support, push-in math support)
- Math teachers utilizing i-Ready data and differentiation tools as well as NJSLA data to pinpoint standards and streamline instruction
- English and Social Studies teachers collaborating on writing expectations and preparation for types of writing on NJSLA, developing common rubrics
- Science teachers engaging in sending district collaboration and curriculum review
- Elective options for students to meet a variety of interests

MES Grades 5-8

Areas for Growth/Next Steps:

- Developing engagement in science class and aligning instruction to NGSS through curricular selection and professional development
- Strengthening connection with Project Lead the Way at MHS via MES electives (Medical Detectives and App Creators) recruitment
- Increased communication and public relations efforts celebrating programming and student accomplishments
- Revised timelines for course scheduling, elective selection, Honors identification and appeal process

MES Grades PreK-4

I. Instruction

1. Average class size of K – 4 is 17.2 students.
2. iReady & Literacy Student Data Chats:
    1. Regular data analysis to inform instruction and track student growth.
    2. Data shared with parents to build comprehensive academic profiles.
3. Year-End Data Growth Analysis:
    1. Review of growth from BOY to EOY assessments to adjust instruction.
4. Focus on small group instruction for SY24-25.
5. Summer Professional Development
    1. Intervention Hours
    2. Developing Behavioral Intervention Philosophy via Book Study: The Behavior Code: A Practical Guide to Understanding and Teaching the Most Challenging Students by Jessica Minahan & Nancy Rappaport.
    3. K-5 PD on developing small group instruction and on implementing literacy standards.
6. Microsoft Teams is utilized with staff as a communication and professional resource hub.

II. Little Warriors Preschool

1. Increased the number of PreK classrooms from 2 classrooms to 4 classrooms (scaled back in SY24-25 and SY25-26 due to renovation).
2. Increased 3-year-old program to a full day of instruction.

III. Classroom Walkthroughs

1. Summer professional development to help teachers to acquire a comfort level with work toward their PDP prior to the start of the school year.
2. Consistently conducting classroom walkthroughs to assess classroom practices and provide feedback to improve instruction.
3. Information is utilized so that professional development can be tailored and customized to the needs of this year and the upcoming summer PD.



MES Grades PreK - 4



IV. Improving the Identification of Gaps in Learning (Mult-Tiered Systems of Support - MTSS)

1. Development and Fortification of the MTSS Team

1. Developed a streamlined review of students with a comprehensive team that are struggling in an academic, behavior, or social-emotional areas.
2. The team meets weekly to discuss identified students' progress after each referral and at the conclusion of each intervention cycle (6-8 weeks).

2. Regular K-4 MTSS Data Meetings incorporating all stakeholders to identify and address gaps

1. A cumulative analysis of the impact of the small group instruction model and increased frequency of Tier 2 instruction will be conducted to determine if the gap is closing (it is!).
2. Support plans are adjusted in collaboration with the MTSS team, interventionists, and the classroom teacher(s).
3. Continuous adjustments of intervention services tailored to the needs of the students to help maximize academic and social/emotional/behavioral progress.

3. Academic Goals

1. Use of benchmarks to help identify students in need of academic support.
2. In K-4 and Interventionists Professional Learning Communities (PLCs): time has been specifically focused on collecting and analyzing data to design small group instructions toward specific targeted goals.
3. Weekly PLC meeting with grade-level teachers
4. Standardized small group instruction in both Math and ELA by coordinating supports with interventionists

4. SEL/Behavior Goals

1. Character education – What it Means to Be a Warrior!
2. Counseling PLC was developed to address attendance and social-emotional goals
3. Continuing with the "What it Means to be a Warrior" initiative
4. Warrior Way Counseling Newsletter – Expanding the home-school connection



MES Grades PreK - 4

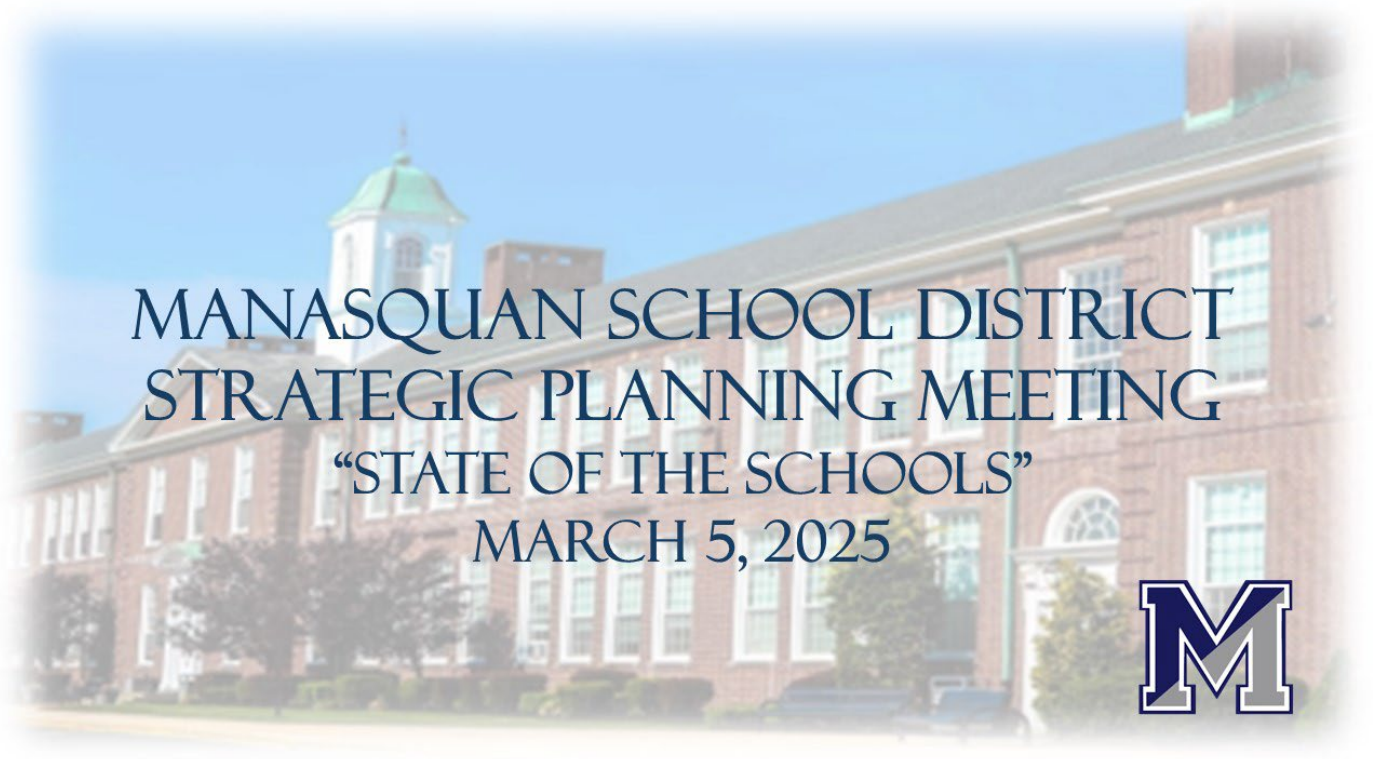
Looking ahead:

As we move forward, we hope to continue to develop in the following areas:

I. Continue to utilize our MTSS team to ensure that students are supported academically, socially, and behaviorally and to develop our staff to implement appropriate interventions and document progress.

II. Continue to develop small group instruction practices with PreK-4 staff and their coordination with math and reading interventionists to ensure that all the students' needs are met.

III. Continue to grow and expand the Little Warriors PreK program to serve as many Manasquan students as possible.


MANASQUAN SCHOOL DISTRICT
STRATEGIC PLANNING MEETING
"STATE OF THE SCHOOLS"
MARCH 5, 2025

APPENDIX B

Meeting 1 Outcomes

Strengths & Challenges

Creating a Strategic Plan for the Manasquan Public School District

Mission Statement

The Manasquan School District, empowers all students by providing a safe, healthy, and inclusive environment where continual growth, perseverance, and rigorous academic standards are balanced with extensive extra-curricular opportunities and rich tradition through partnership with the community.

Session 1

Identifying Strengths & Challenges of the Manasquan Public School District

On March 5, 2025, Manasquan Public School District administrators, Board of Education members, staff, parents, students, and community members, thirty-six in all (36) in all, came together to initiate strategic planning. The meeting began with a welcome and introduction by Mr. Robert Goodall, Superintendent. Robert Goodall and his administrative team presented the current "State of the Schools" report. Mary Ann Friedman and Tim Teehan from New Jersey School Boards Association (NJSBA) were introduced and explained the strategic planning process.

We reviewed the consensus process utilized in strategic planning. The topic for the evening focused on identifying district strengths and challenges. Participants gathered in randomly assigned groups, ten groups in all, and engaged in brainstorming the district's strengths and challenges. After group discussion, each group identified their consensus points, "Top 10" strengths and challenges. Each group reported their outcomes to the larger group. The large group then identified "Common Themes" that had occurred throughout the small group outcomes.

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.

Small Group Consensus: Strengths, Achievements & Challenges

Group #1:

Strengths	Challenges
Course offerings for students to pursue their interests	Keeping students "in-district"
Extra-curricular offerings – Middle & High school	Resources to meet all students' changing needs
Small class sizes	Continued community involvement
Teacher availability – Extra help, Learning labs, community lunch, ESL, counselors	Students balancing classes and extra-curriculars
Community support of the tradition of success	Proper and productive use of cell phones in schools – not losing sight of interpersonal skills
Student climate – culture of being yourself	
"Crossing Broad Street" – peer to peer, "One Warrior", shared staff	

Group #2:

Strengths	Challenges
Many course offerings	Pushing culture of continuous growth
Excellent facilities	Smaller social pool
Updated technology & support	Lack of content specific leadership
Commitment to improving curriculum & instruction	Difficulty providing content specific professional development
Strong community involvement	Balance of technology limits and use
Robust student life	Challenging "tradition" versus status quo
Social/emotional supports	Preparing for changing enrollment
Collaborative administration with sending districts	Parking
Low staff turnover high commitment to school	Flexibility of scheduling
Data driven decisions	Awareness of inclusive practices and needs

Group #3:

Strengths	Challenges
Athletics & Arts programs	Declining enrollment
AP classes	SAT prep
Academies (6)	Freshman workload
Quality of lunch	Student Council involvement
Unit lunch	Cell phone use
Schedule	Losses due to COVID (academic and social)
School culture	Student mental health
	Parent information for technology & platforms

Group #4:

Strengths	Challenges
Athletics (MHS)	200 Wing repaint (MHS)
Pride (MHS & MES)	Scheduling conflicts with AP & electives (MHS)
MES lower – student-teacher relationships	Helpful to know about academics earlier & career readiness - as a freshman (MHS)
Community	Middle school small faculty (MES)
Expanded arts opportunities (MHS & MES)	Lower elementary Try It Clubs offered 3rd – 6th
Variety of academic offerings (MHS)	Lower numbers can be difficult with social & emotional – cliques (MES middle school)
Open communication	Can add learning lunches (MES middle school)
Close ties with teacher	Food offerings can improve (MES & MHS)
What it means to be a Warrior in MES & MHS	Low parent involvement (MHS & MES)
SEL – Mindfulness/Yoga – Kids appreciate movement & how to manage emotions (♥ Ms. Harmony!)	

Group #5:

Strengths	Challenges
Programs & academics	Morning drop-off & parking
Geometry in 8th grade	Army camp for sports
Dedicated teachers	Media Center gets too crowded
Good community & community involvement	Bathrooms are dirty/crowded
So many clubs & groups	Student involvement
Very supportive environment	Teacher favoritism
Open community lunch	Some students feel they have no voice/don't feel connected in the school
Technology	Academic integrity (ChatGPT)
Available technology help	
Students get into good colleges	
Feels safe in school	

Group #6:

Strengths	Challenges
Transition from 8th – 9th grade	Getting to know your way around the building
Common area spaces to interact with others	Lack of lights on the football field
Programs + extra-curricular activities	More opportunities for sending-district students to meet
AP course variety	Enrollment
Use of technology (Canvas)	Attendance
Creative classes/activity opportunities	Schedule ability
Accessible staff members	More opportunities for course advancement (in summer)
Students	Participation in high school athletics for middle schoolers coming into high school
Opportunity for summer classes	
Drop & Rotate schedule	

Group #7:

Strengths	Challenges
Variety of activities with which to get involved	Social dynamics small school →large school integrating students across sending districts
Academic offerings are appropriately challenging	Intro to Canvas prior to HS
Elem→Middle and 8th →9th transitions	Variation in support level/content from different sending districts
Availability of extra help/support	Content in HS courses can vary by teacher
Drop/rotate schedule	Consistency in feedback on assessment performance
Elem curriculum	Training for Special Ed Teachers in HS (ICR)
SEL in elementary	
Center for Learning and Independence (CLI)	

Group #8:

Strengths	Challenges
Athletics	HS lunch prices
Student choice – electives, arts, academics, athletics	Traffic flow/parking
AP performance	Subgroup performance on testing
MS ELA performance	Test performance compared to similar districts (MES/MHS)
Levels of achievement – GT, Honors, ELA	Balancing cost of class sizes
Club offerings	Lack of active learning
Class size	
Safety	

Group #9:

Strengths	Challenges
Community and culture	Learning loss and social development from COVID
Academies @ HS	ENROLLMENT
Facilities	Competition for students
Special Ed services	AI
Counseling services	Enhancing science offerings at ES (Biology?)
Campus environment – collaborate with sending district students	Vocational instruction offerings at the HS
Athletics	Maintaining top level security
Extra-Curricular offerings	Social media and smart phones
Teachers / Admin PD opportunities	AP test scores
Pre-K Elem/Middle School/HS ease of collaboration and mentoring younger students	PD for all content areas

Group #10:

Strengths	Challenges
Course selections	Clarity in student pathways
Partnership between parents and school	Communication with parents about various programs
Facilities upgrades	Personalized Professional Development
Collaboration amongst staff	College Prep
CLI (Center for Learning Independence) & Academy programs	AI and its use in the classroom
Technology	More clarity on college credit opportunities
Athletics & Arts programs	More academy info
Unit lunch & extra help and enrichment	Study skills
Community involvement	

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

Common Themes - Strengths	Common Themes - Challenges
Course offerings	Enrollment
Community involvement	AI career/jobs impact
Student culture/life	AI education impact
Facilities	Traffic/parking/flow
Technology	Cell phones
Teachers	Social media
Safety & security	Including sending districts
Schedule	Content area professional development
Athletics	Lunch/cookies/prices
8th-9th grade transitions	8th-9th grade transitions
Academics	8th-9th grade transition information so they are better prepared for what is to come and applies to sending districts, too
AP courses	Size of middle school – staff & students
Academy/CLI program	Lack of participation
Warrior pride	Earlier knowledge of high school pathways
Technology help and speed of help	Conflicting course offerings
Understanding teachers	Implementation/utilization of special education services and in-class support
Expansion of preschool	Expansion of preschool
Renovations of facilities	Learning loss from Covid
	Crowded lunch times – everywhere
	Pushing culture for continuous growth
	Classrooms – aesthetics and type of active learning, interactions/hands-on STEM activities
	Balance on/off screen time/phones
	1-1 how often use laptops daily
	Attendance
	Introduce student to science

The second strategic planning session is scheduled for:
Tuesday, March 25, 2025, at 6:00 pm
Sign-in begins at 5:45 pm.
High School Media Center

Meetings #2 and #3 are scheduled for 1.5 hours. Meetings start and end promptly.

During the March 25th meeting, participants will create a shared vision together for the future of the Manasquan Public School District . . . we will talk about our aspirations and expectations for our students and school district.

Please join us. Bring a friend! Everyone is welcome! We look forward to seeing you!

Please RSVP using the *form on the district website.*

APPENDIX C

Meeting 2 Outcomes

Vision 2030

Creating a Strategic Plan for the Manasquan Public School District

Mission Statement

The Manasquan School District, empowers all students by providing a safe, healthy, and inclusive environment where continual growth, perseverance, and rigorous academic standards are balanced with extensive extra-curricular opportunities and rich tradition through partnership with the community.

Session 2

Developing a vision for the Manasquan Public School District

On March 25, 2025, Manasquan Public School District administrators, Board of Education members, staff, parents, students, and community members, thirty-nine (39) in all, came together to continue the strategic planning process. The meeting began with a welcome and introduction by Robert Goodall, Superintendent. Dr. Timothy Teehan from New Jersey School Boards Association (NJSBA) was introduced and explained the strategic planning process.

We reviewed the consensus process utilized in strategic planning. The topic for the evening focused on creating a shared vision for the Manasquan Public School District. Participants were asked to picture themselves, having been away from the district for 5 years, returning to Manasquan and sending district areas and seeing their school district on the cover of a US Education News publication. The article is about Schools that Succeed. In addition to the current programs already in place in the Manasquan Public School District, what programs/services/curriculum/student outcomes/best practices/facilities would you expect to see in your schools that are succeeding? Participants were encouraged to think "big picture."

Participants gathered in randomly assigned groups, eleven (11) groups, to develop a shared vision and initiatives. The small groups reviewed the outcomes from Meeting #1, strengths and challenges, and then began brainstorming their vision for the district. After group discussion, each group identified their consensus points and presented those to the full group of meeting participants. Each group reported their outcomes to the larger group to review all small group consensus points.

Group Consensus: Vision & Initiatives

Group 1:

Title of Article: "Dedicated Staff, Engaged Students and First-Rate Facilities Propel Manasquan to the TOP"

Initiatives:

- Manasquan has improved teaching and learning by using A.I. efficiently and with integrity
- Manasquan High School students feel prepared to embrace the high school experience because the transition program from middle school (sending districts included) empowers students to succeed academically and socially
- Teachers continue to provide top notch instruction highlighted by personalized professional development opportunities
- Middle school and high school students and parents are a part of the development of curricular offerings
- District facilities allow for continuous growth where students can learn by using real-world applications

Group 2:

Title of Article: "Big Blue Shines Brighter"

Initiatives:

- Comprehensive (K-12) implementation of personal & instructional technology
- Collaboration with sending district students, parents, staff
  - Tech
  - Academic
  - Social
  - Start prior to 8th grade
- Continuous growth – emphasis to improve test performance overall & sub groups (B.R.)

Group 3:

Title of Article: "A Model for the Nation: How Manasquan is Redefining PreK-12 Excellence in Education"

Initiatives:

- Establish a culture for continuous growth and learning for staff and students
- Increased articulation to help the 8th/9th grade transition from all ES & MHS
- Establish clear communication about the academic and career pathways available to students
- Fostering effective ways of implementing AI & tech tools in education (focus on clear goals & ethical considerations)
- Expand our preparation for students for life after MHS as they embark on their professional careers whether it be college or trade

Group 4:

Title of Article: "What's the Scoop?"

Initiatives:

- Communication: Better student outcome because parents involved
  - Between school & parents
  - Between school & community
  - Calendar of events available
  - Elementary schools & high schools
  - Grade book – timely manner
- Attendance/tardiness (both to class & school)
  - Set expectations
  - Consistency
  - Updates
  - Use bags in HS to prevent tardiness
- AI – Proper use for staff & students – followed by contract
- Academies – still serving original purpose, more info to parents & elementary schools
  - Dual enrollment opportunities
  - Make more time for students' mental health – study hall
- Cross articulation – Elementary school to high schools
  - Utilize same platforms in whole district
  - MES kids take class to use platform already used – could be study hall

Group 5:

Title of Article: "Manasquan is a Masterclass"

Initiatives:

- Culture for continuous self-directed professional learning (ex: differentiated/project-based PD)
- Celebrating diversity and differences to recognize varying strengths to build connections (ex: class meetings, "families")
- Well-managed student screentime with a purposeful approach (ex: ongoing research & training)
- Shared community commitment to attendance and on-time arrival (ex: clear communication and action plans)
- Shared vision/expectations expressed across academies and co-curriculars (ex: coaches focused on sportsmanship)

Group 6:

Title of Article: "Learning Life: Failure Helps You Grow"

Initiatives:

- More structure and stricter boundaries
  - Hold kids accountable, enforcing rules, more monitoring
  - "We want to have the kind, respectful kids"
- Life Skills
  - Money management
  - Handwriting
  - Everyday tasks
  - Organization
  - Time management
- Increase physical activity levels
  - Increased recess time (separate from lunch)
  - Improve middle school gym with engaging activities
- Divide cliques with purpose (activities, team building)
- Less technology, more hands-on, blocking websites
- Beautification and on-premises activities
  - Lights on field
  - Cleanliness, appearance of buildings
- Increase teacher involvement
  - Humanize and improved bonding

Group 7:

Title of Article: "Navigating the Future: Manasquan at Its Best"

Initiatives:

- Facilities
  - Create a safe arrival/dismissal flow of traffic
- "Freshman Seminar"
  - Frontload tools & programs used
  - SCOIR (teach how to use from day 1)
  - Improve social dynamics
  - Freshman success
- Increase enrollment
  - PR for Academies and increase opportunities
- Parent "Professional Development"
  - Possibly high school students can "teach", which gives them experience/service hours
- SEL/mental health

Group 8:

Title of Article: "Manasquan: Education for the Future"

Initiatives:

- Tailored professional development to support student learning
- Embracing technology (Microsoft, Google Classroom, Remind, Canvas, AI) and its appropriate use
    - Unified tech platforms among sending districts
- More opportunities for social engagements to bring together student body promoting a stronger climate and culture among sending districts
- Streamline implementation of the curriculum across levels
- Increased consistent support for students and staff during the college prep and post high school plans process

Group 9:

Title of Article: "Growth in Our District"

Initiatives:

- Boosting enrollment (MES & MHS)
- Test outcomes in math and science
- Less AI and more in-person learning
- Interactive lessons
- Even more cross collaboration
- Athletic facilities
- 8th-9th grade transition

Group 10:

Title of Article: "Growing Future Learners"

Initiatives:

- Student involvement and building community
- Integrate AI effectively
- Teacher growth to promote student engagement
- Achieving a healthy balance for students

Group 11:

Title of Article: "Keeping Warriors Home! Fostering Warrior Pride from an EARLY AGE!"

Initiatives:

- Expanding parking/alleviating traffic in the morning
- Student learning leaders (TA-like program)
- Life skill/life lesson oriented class
- Cutting edge technology
- Social interaction between middle schools earlier (preventing exclusion of smaller districts)

Following the sharing of small group vision and initiatives, the large group identified the following common themes:

- AI – Proper usage
- Transitioning from 8th grade to 9th – Parents and students and frontloading technology
- Integration of sending district students before 8th grade
- Culture for continuous growth
- Home and school partnership
- Professional development
- Student mental health
- Life skills/applied learning
- Retention of all students into Manasquan schools
- More inclusive participation/collaboration between student groups
- Hands-on learning
- Teacher professional development allows teachers to actively engage students in the learning setting
- Transportation flow, safety, and arrival
- Test scores/accountability for grades earned
- Organization/time management
- Facilities
- Increase public relations - Academies

Following each group reporting out the common themes, the larger group identified the following emerging goal areas:

1. School Culture & Climate
2. Student Growth & Success
3. Technology
4. Facilities & Finance
5. Community Connections

The third strategic planning session is scheduled for:
Thursday, April 10, 2025, at 6:00 pm
Sign-in begins at 5:45 pm.
High School Media Center

Meeting #3 is scheduled for 1.5 hours. Meetings start and end promptly.

During the April 10th meeting, participants will review the outcomes from meetings 1 and 2 and develop broad goal statements, objectives, and strategies for the goal areas identified above. These strategic planning goals will guide the board and district over the next 3 – 5 years.

Please join us. Bring a friend! Everyone is welcome! We look forward to seeing you!

PLEASE RSVP ON THE DISTRICT WEBSITE.

APPENDIX D

Meeting 3 Outcomes

Strategic Planning Goal Setting

Creating a Strategic Plan for the Manasquan Public School District

Mission Statement

The Manasquan School District, empowers all students by providing a safe, healthy, and inclusive environment where continual growth, perseverance, and rigorous academic standards are balanced with extensive extra-curricular opportunities and rich tradition through partnership with the community.

Session 3

Developing Strategic Planning Goals for the Manasquan Public School District

On April 10, 2025, Manasquan Public School District administrators, Board of Education members, staff, students, parents, and community members, thirty-three (33) in all, came together for the third strategic planning meeting. The meeting began with a welcome from Robert Goodall, Superintendent. Dr. Timothy Teehan from New Jersey School Boards Association (NJSBA) was introduced and explained the strategic planning process.

We reviewed the consensus process utilized in strategic planning. The topic for the third evening focused on developing goal statements, objectives, and strategies for each of the five (5) goal areas identified at the second meeting. Participants gathered in self-selected groups, five (5) in all, to work on the goal area of their choice.

Each group 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 the goal areas. The five (5) goal areas identified at the conclusion of the second meeting were: School Culture & Climate, Student Growth & Success, Technology, Facilities & Finance, and Community Connections.

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.

Development of Goal Statements and Objectives

Five goal areas emerged from the common themes identified by the group at large at the end of the second meeting and are listed below:

1. School Culture & Climate
2. Student Growth & Success
3. Technology
4. Facilities & Finance
5. Community Connections

Goal 1: School Culture & Climate

Goal Statement: To explore programs and experiences to foster meaningful connections for all stakeholders.

Objectives:

1. Broaden world views.
2. Foster connections within schools and within sending districts and other stakeholders.
3. Strengthening connections between staff and students.
4. Strengthening the "senior year" and sense of community experience via cumulative collaboration.

Goal 2: Student Growth & Success

Goal Statement: To foster a supportive, inclusive, and engaging learning environment that promotes continuous academic, social, and emotional growth ensuring all students reach their full potential and have access to pathways for future personalized success.

Objectives:

1. Improve teaching and learning by committing to ongoing and relevant professional development.
2. Emphasize opportunities for students to have a voice in the decision-making process.
3. Support for students and parents during the college prep and career readiness process
4. Provide opportunities for more social engagements to bring the student body together.
5. Analyze multiple data points to understand areas of commendation and recommendation.

Goal 3: Technology

Goal Statement: To foster an innovative and responsive learning environment equipped to prepare students for college, careers, and life in the 21st century.

Objectives:

1. Develop flexible policies and PD designed to use A.I. efficiently while maintaining academic and instructional integrity.
2. Evaluate the efficiency of personal and classroom devices to meet the evolving technological needs of the district.
3. Continue to investigate and monitor effective instructional strategies that ensure a purposeful, intentional, and safe use of technology.

Goal 4: Facilities & Finance

Goal Statement: To maximize efficiency and explore growth opportunities to improve our school community and the student experience.

Objectives:

1. Research and explore most efficient routes for arrival and dismissal traffic flow for MES & MHS
2. Develop a comprehensive maintenance plan to upkeep recently relaced mechanical systems/utilities as well as replace aging/out of date equipment.
3. Investigate field improvements to maximize access and safety for student athletes specifically funding to meet this end.
4. Plan to maximize the facility and staffing to accommodate Pre-K expansion.
5. Develop and share demographic information and plan for changes.

Goal 5: Community Connections

Goal Statement: To expand community connections so that there is a unified partnership between school and community.

Objectives:

1. Increase public relations with all stakeholders.
2. Create an open-door sense of community and belonging for families of all sending districts.
3. Provide opportunities to engage community members that don't have the benefit of a student connection to the district.
4. Go Squan!

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-to-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).

Thank you to everyone who has contributed their time, talent, and perspectives during any or all the Strategic Planning meetings. We appreciate your participation!

The final plan will be presented to the Board of Education at the July 15, 2025, Board meeting. We hope you will attend and be recognized for your participation.

Thank you again for your contributions in developing the plan that will guide the board and district in moving forward over the next 3-to-5 years.

APPENDIX E
Action Plans

MANASQUAN SCHOOL DISTRICT

Strategic Plan Action Plans

Schools Years

2025-2026 through 2029-2030

Approved by the Manasquan Board of Education

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MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #1: To foster an innovative and responsive learning environment equipped to prepare students for college, careers, and life in the 21st century.

GOAL #1, OBJECTIVE #1: Broaden world views.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. "Warrior Speaker Series" – Invite guest speakers from diverse cultural, professional, and global backgrounds to speak with students and staff.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	Ongoing	• Number of events and attendees. • Student and staff feedback on broadened perspectives. • Integration of speaker content into classroom discussions.
2. Global Citizenship Curriculum Integration – Embed global issues (e.g., sustainability, human rights) into existing curriculum.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	Ongoing	• Number of units revised to include global themes. • Student assessments showing understanding of global issues. • Teacher feedback on curriculum effectiveness.
3. Provide students with information regarding volunteer opportunities within and outside of the community	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	Ongoing	• Examples of volunteer opportunities advertised to students

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #1 (continued): To foster an innovative and responsive learning environment equipped to prepare students for college, careers, and life in the 21st century.

GOAL #1, OBJECTIVE #2: Foster connections within schools and within sending districts and other stakeholders.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. District Articulation – Host annual events that bring together students and staff from all sending districts for team-building and shared learning.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff, Counselors, Teachers, Advisors	Ongoing	• Participation rates across districts. • Survey results showing increased sense of unity. • Number of new cross-district initiatives launched
2. Organize events celebrating the diverse cultures and backgrounds of students and families through food, music, art.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff, Counselors, Teachers, Advisors	Ongoing	• Participation rate among students, families, and staff. • Number of cultures represented in the events. • Feedback indicating increased cultural awareness and appreciation.
3. A structured, credit-bearing program that allows juniors and seniors to gain real-world experience through partnerships with local businesses, nonprofits, and government.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff, Counselors, Teachers, Advisors	Ongoing	• Partner with local businesses • Students earn elective credit per semester. • Supervisor evaluations and school-based check-ins.

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #1 (continued): To foster an innovative and responsive learning environment equipped to prepare students for college, careers, and life in the 21st century.

GOAL #1, OBJECTIVE #3: Strengthening connections between staff and students.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Host events showcasing student work, school programs, and opportunities for staff and community involvement.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff, Counselors, Teachers, Advisors	On-going	• Participation in school events and mentorship programs. • Feedback from ambassadors on their experience. • New partnerships or sponsorships initiated.
2. Plan for activities designed to connect small groups of students with individual staff members.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff, Counselors, Teachers, Advisors	On-going	• Attendance from non-parent community members. • Number of new community sign-ups or volunteers. • Post-event engagement and follow-up participation.

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #1 (continued): To foster an innovative and responsive learning environment equipped to prepare students for college, careers, and life in the 21st century.

GOAL #1, OBJECTIVE #4: Strengthening the "senior year" and sense of community experience via cumulative collaboration.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Organize events that foster mentorship and school spirit between seniors and younger students. Examples include "Pass the Torch" assemblies, buddy programs, or collaborative service days.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff, Counselors, Teachers, Advisors	On-going	• Number of participants from each grade level. • Feedback from underclassmen and seniors. • Increased sense of belonging and school pride. • Continuation of relationships beyond the event.
2. Seniors collaborate on a meaningful, year-long project that leaves a lasting impact on the school or community. Examples include creating a mural, launching a building a community garden, or organizing a charity event.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff, Counselors, Teachers, Advisors	On-going	• Project completion and visibility. • Student reflections and presentations. • Community engagement and feedback. • Sustainability or continuation of the project by future classes.

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

GOAL #1, OBJECTIVE #4 (continued)				
3. Grade-Level Games or Olympics Organize a fun, school-wide competition with mixed-grade teams to build camaraderie and school spirit.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff, Counselors, Teachers, Advisors	On-going	• High Participation Rate A large percentage of students across all grade levels take part. • Positive Student Feedback • Post-event surveys or informal feedback show enjoyment and increased school pride. • Visible Team Spirit Strong collaboration, creativity in team identity (e.g., banners, chants), and good sportsmanship.
4. Small groups of students across grade levels ("families") engaging in activities designed to build connections across the school year.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff, Counselors, Teachers, Advisors	On-going	• Plans/agendas for "family" activities

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #2: To foster a supportive, inclusive, and engaging learning environment that promotes continuous academic, social, and emotional growth, ensuring all students reach their full potential and have access to pathways for future personalized success.

GOAL #1, OBJECTIVE #1: Improve teaching and learning by committing to ongoing and relevant professional development.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Establish district–wide professional development courses on: a. MTSS implementation across PreK – 12. b. Continue the expansion of Data–driven instruction using iReady Math and Reading (K – 8) and DIBELS (K – 3). c. Differentiation and inclusive practices in general education. d. Using Artificial Intelligence as a tool to support and embellish learning.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2026	• Percentage of staff attending targeted professional development • Post–PD feedback and evidence of implementation • Increase in effective use of iReady/DIBELS groupings in lesson planning
2. Provide professional development to all staff on the objectives of MTSS to target academic, social, emotional, and behavioral objectives.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2026	• Percentage of staff attending targeted professional development • Post–PD feedback and evidence of implementation • Increase in effective use of iReady/DIBELS groupings in lesson planning

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GOAL #2, OBJECTIVE #1 (continued)				
3. Provide teacher coaching, professional development, and PLCs on developing best practices for implementing differentiation/small group instruction and tiered practices to meet the needs of students.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2026	• Percentage of staff attending targeted professional development • Post–PD feedback and evidence of implementation • Increase in effective use of iReady/DIBELS groupings in lesson planning
4. Provide teacher coaching and PLCs on using diagnostic and progress monitoring data to group and instruct students for stretch growth.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2026	• Percentage of staff attending targeted professional development • Post–PD feedback and evidence of implementation • Increase in effective use of iReady/DIBELS groupings in lesson planning
5. Partner with local colleges for teacher training on executive functioning, trauma–informed practices, and SEL integration.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2026	• Percentage of staff attending targeted professional development • Post–PD feedback and evidence of implementation • Increase in effective use of iReady/DIBELS groupings in lesson planning

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #2 (continued): To foster a supportive, inclusive, and engaging learning environment that promotes continuous academic, social, and emotional growth, ensuring all students reach their full potential and have access to pathways for future personalized success.

GOAL #1, OBJECTIVE #2: Emphasize opportunities for students to have a voice in the decision–making process.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Develop age-appropriate mechanisms for gathering student feedback	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2030	• Feedback from students • Number of student recommendations adopted in policy or practice • Examples of project–based lessons that incorporate student input/interest into their construction
2. Encourage project–based learning and capstone projects where students are involved of the development of the assignment and/or success criteria	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2030	• Feedback from students • Number of student recommendations adopted in policy or practice • Examples of project–based lessons that incorporate student input/interest into their construction

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #2 (continued): To foster a supportive, inclusive, and engaging learning environment that promotes continuous academic, social, and emotional growth, ensuring all students reach their full potential and have access to pathways for future personalized success.

GOAL #1, OBJECTIVE #3: Support for students and parents during the college prep and career readiness process.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Expand PreK – 12 college and career readiness framework: a. Career exploration in K – 5 b. Pathway planning in grades 7 – 12 (Academies, IB, PLTW)	MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2030	• Percentage of students with individual success plans • Parent participation in readiness events • Increase in post–secondary acceptances and FAFSA completions
2. Portfolio building and financial aid sessions in grades 9–12	MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2030	• Percentage of students with individual success plans • Parent participation in readiness events • Increase in post–secondary acceptances and FAFSA completions

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

GOAL #2, OBJECTIVE #3 (continued)				
3. Host annual College Career Readiness Fair for grades 5–12.	MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2030	• Percentage of students with individual success plans • Parent participation in readiness events • Increase in post–secondary acceptances and FAFSA completions
4. Develop a parent webinar on high school planning, scholarships, and college applications.	MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2030	• Percentage of students with individual success plans • Parent participation in readiness events • Increase in post–secondary acceptances and FAFSA completions

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #2 (continued): To foster a supportive, inclusive, and engaging learning environment that promotes continuous academic, social, and emotional growth, ensuring all students reach their full potential and have access to pathways for future personalized success.

GOAL #1, OBJECTIVE #4: Provide opportunities for more social engagements to bring the student body together.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Launch district–wide social event series (e.g., STEM nights, family reading days, cultural celebrations)	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2030	• Number of events with student participation
2. Establish student wellness teams in each building to coordinate SEL activities and school–wide events	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2030	• Participation in SEL programming

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #2 (continued): To foster a supportive, inclusive, and engaging learning environment that promotes continuous academic, social, and emotional growth, ensuring all students reach their full potential and have access to pathways for future personalized success.

GOAL #2, OBJECTIVE #5: Analyze multiple data points to understand areas of commendation and recommendation.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Improve access for relevant staff to available student achievement data including: a. iReady Reading and iReady Mathematics growth metrics; b. DIBELS benchmark data (K – 3); c. NJSLA (Grades 3 – 8); d. NJGPA (Grade 11); e. AP Exams (Grade 9-12); f. IB Diploma Candidates (Grade 12); g. Discipline, attendance, SEL screeners, and student survey data	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2030	• Increase in the percentage of students meeting or exceeding typical/target growth. • Reduction in subgroup gaps over time. • Increase in data–informed instructional decisions reported by staff.
2. Implement regular data review protocols in building–level MTSS/PLC teams in each building.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2030	• Increase in the percentage of students meeting or exceeding typical/target growth. • Reduction in subgroup gaps over time. • Increase in data–informed instructional decisions reported by staff.

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

GOAL #2, OBJECTIVE #5 (continued)				
3. Monitor progress toward graduation and secondary/post-secondary readiness indicators.	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2030	• Increase in the percentage of students meeting or exceeding typical/target growth. • Reduction in subgroup gaps over time. • Increase in data–informed instructional decisions reported by staff.
4. Identify and celebrate pockets of success; spotlight schools or teachers showing growth in underperforming subgroups	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2030	• Increase in the percentage of students meeting or exceeding typical/target growth. • Reduction in subgroup gaps over time. • Increase in data–informed instructional decisions reported by staff.
5. Use data to revise Tier 1 supports for curriculum and interventions based on trend analysis (K – 8)	MES/MHS	Directors, Supervisors, Principals, Administrative Support Staff	June 2030	• Increase in the percentage of students meeting or exceeding typical/target growth. • Reduction in subgroup gaps over time. • Increase in data–informed instructional decisions reported by staff.

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #2 (continued): To foster a supportive, inclusive, and engaging learning environment that promotes continuous academic, social, and emotional growth, ensuring all students reach their full potential and have access to pathways for future personalized success.

GOAL #2, OBJECTIVE #6: Use knowledge of the Blue Ribbon Schools identification process and eligibility criteria to move Manasquan Elementary School toward Blue Ribbon status.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Review of NJSLA data from the 2024-2025 administration to determine relative strengths and areas of focus in both literacy and math across grades 3-8	MES Administration & Staff	PLC time, NJSLA scores and released data reports	25-26 SY; then ongoing	• NJSLA data presentation to board of education • PLC agendas and materials documenting data review
2. Data presentations to teaching staff at relevant grade levels to identify "focus students" on cusp of proficiency for additional instructional support plans	MES Administration & Staff	PLC time, NJSLA scores and released data reports	25-26 SY; the ongoing	• Lists of "focus students" and responsible teachers/admin at each grade level 3-8
3. Departmental data review to determine curricular needs of lower-performing standards and instructional action plans to better address these standards.	MES Administration & Staff	PLC time, NJSLA scores and released data reports	25-26 SY; then ongoing	• Departmental/grade level data reflections
4. Administrative support and coaching for teachers, including regular review of "focus student" progress.	MES Administration & Staff	PLC time, NJSLA scores and released data reports	25-26 SY; then ongoing	• Lists of "focus students" and responsible teachers/admin at each grade level 3-8
5. Establishment of a Blue Ribbon Schools committee to begin application process once proficiency reaches desired level.	MES Administration & Staff	PLC time and meeting time.	25-26 SY; then ongoing	• Committee members, roles, agendas, minutes

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #3: To foster an innovative and responsive learning environment equipped to prepare students for college, careers, and life in the 21st century.

GOAL #3, OBJECTIVE #1: Develop flexible policies and PD designed to use A.I. efficiently while maintaining academic and instructional integrity.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Adopt AI and Academic Integrity policies by reviewing recommendations from District AI committee.	BOE; Superintendent; Assistant Superintendent	BOE Policy Development	Summer 2025	• Adoption of policies.
2. Develop, approve, and distribute AI plan as authorized by BOE AI Policy.	Superintendent; Assistant Superintendent	Central Office Staff	September 2025	• Publication of finalized AI Plan.
3. Offer year-long AI professional development course as part of the District's professional development academy lead by teacher-trainers.	Director of C&I; Teacher-Trainers	Funding for Teacher-Trainer Salaries	Beginning in 25-26 SY; ongoing thereafter.	• Post-PD teacher surveys reflect increased confidence in using AI tools.
4. Evaluate the AI PD offering run during the 2025-26 SY for possible expansion and enhancement in future school years.	Director of C&I	None	Summer 2026; ongoing thereafter.	• Post-PD teacher surveys reflect increased confidence in using AI tools.

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #3 (continued): To foster an innovative and responsive learning environment equipped to prepare students for college, careers, and life in the 21st century.

GOAL #3, OBJECTIVE #2: Evaluate the efficiency of personal and classroom devices to meet the evolving technological needs of the district.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Maintain accurate inventory all student, staff, and classroom devices (including age, operating systems, capabilities).	Technology Coordinator	Inventory Management System	2025-26 SY; ongoing thereafter.	• 100% of devices and classroom tech logged in a central system.
2. Compare device specs, student-to-device ratios, and classroom tech setup with national/state benchmarks through consultation with peer districts and edtech partners.	Technology Coordinator	N/A	2026-27 SY	• Report produced comparing district readiness to peer districts and best practices.
3. Develop a tiered replacement/upgrade plan for devices and classroom technology.	Technology Coordinator	N/A	End of SY 2026-27	• Priority list / device refresh cycle created with budget estimate.

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #3 (continued): To foster an innovative and responsive learning environment equipped to prepare students for college, careers, and life in the 21st century.

GOAL #3, OBJECTIVE #3: Evaluate the efficiency of personal and classroom devices to meet the evolving technological needs of the district.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Identify current research on technology-enhanced instruction (e.g., blended learning, flipped classrooms, digital literacy).	Director of Curriculum & Instruction; Technology Coordinator	Research Time	2025-26 SY; ongoing thereafter.	• Research summary developed.
2. Curate resources and best practices for intentional technology use across grade levels and subject areas.	Director of Curriculum & Instruction; Technology Coach	Online Portal for Technology Resources	2025-26 SY; ongoing thereafter.	• Digital repository of resources and best practices accessible to all staff.
3. Offer regular PD workshops and coaching sessions on integrating tech tools for specific instructional outcomes (e.g., formative assessment, collaboration, creativity).	Director of Curriculum & Instruction; Technology Coach	Salary for PD Teacher-Trainers	2025-26 SY; ongoing thereafter.	• Post-PD feedback reflects improved confidence and clarity in integrating technology.

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #4: To maximize efficiency and explore growth opportunities to improve our school community and the student experience.

GOAL #4, OBJECTIVE #1: Research and explore most efficient routes for arrival and dismissal traffic flow for MES & MHS.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Observe and report on current traffic patterns and potentially hazardous conditions during high traffic times at both schools	Security coordinator, principals, members of the Manasquan PD	Observations of traffic patterns, surveys of parents and students	2025-2026	• Identification of dangerous or inefficient traffic patterns
2. Amend current drop-off/pick-up procedures and times to address all possible inefficient or dangerous conditions identified in initial traffic study	Superintendent, security coordinator, principals, members of the Manasquan PD	Observations of traffic patterns, surveys of parents and students	2026-2027	• Revised drop-off/pick-up procedures that address issues identified in the initial traffic study to the extent that they comply with local and county traffic laws and are approved by the appropriate authorities
3. Monitor all new drop-off/pick-up procedures that were implemented and amend when necessary	Superintendent, security coordinator, principals, members of the Manasquan Police Department	Progress monitoring reports	2027-2030	• Annual review of traffic safety protocol and implementation of amendments when appropriate and necessary.

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #4 (continued): To maximize efficiency and explore growth opportunities to improve our school community and the student experience.

GOAL #4, OBJECTIVE #2: Develop a comprehensive maintenance plan to upkeep recently replaced mechanical systems/utilities as well as replace aging/out of date equipment.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Investigate subscription based annual maintenance plan for all boilers, rooftop and other HVAC equipment	School Business Administrator, Custodial Supervisor	Long-range facilities plan, equipment inventory, consultant reports	2025-2030	• Obtained proposals for annual maintenance contract for consideration for implementation by the Board of Education
2. Create a new long-range facilities plan pursuant to the five-year requirement as required by P.L. 2007, c. 137, detailing all facilities needs for the District over the subsequent five years.	Superintendent, School Business Administrator, Superintendent, Architect and design professionals	Long-range facilities plan, enrollment projections	2026-2027	• Approved long-range facilities plan covering 2026-2031
3. Complete replacement of rooftop units, boilers and HVAC equipment associated with the 2023 referendum and Energy Savings Improvement Program	Superintendent, School Business Administrator, Architects, Construction Managers	Long-range facilities plan, referendum plan	2025-2026	• Completion and closeout of construction projects related to the referendum and Energy Savings Improvement Program

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #4 (continued): To maximize efficiency and explore growth opportunities to improve our school community and the student experience.

GOAL #4, OBJECTIVE #3: Investigate opportunities to maximize access and safety for student athletes specifically funding to meet this end.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Explore opportunities to secure funding for improvements to athletic fields including, but not necessarily limited to shared services agreements, debt service through county improvement authorities, capital lease purchases, or sales of existing assets.	School Business Administrator, Superintendent, Bond Counsel, Financial Advisors	Budget estimates for athletic facilities renovation projects	2025-2030	• Plan for funding athletic facility renovations
2. Develop budget estimates and preliminary site plans for athletic field renovations.	Superintendent, School Business Administrator, Superintendent, Architect and design professionals	Funding for design work	2026-2030	• Cost estimates and preliminary plans for approval by NJDOE

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

GOAL #4, OBJECTIVE #3 (continued) : Investigate opportunities to maximize access and safety for student athletes specifically funding to meet this end.				
3. Formalize a plan as to how/if adequate funding can be secured to complete athletic field renovations. If funding can be secured, administrate the procurement and construction associated with the renovations.	Superintendent, Board of Education, Bond Counsel, Financial Advisors, Construction Management Team, Architects, Engineers, Contractors	Funding for design, construction and management	2027-2030	• A formal plan as to how/if the District will move forward with the field renovation project, including how funding will be secured. Substantial completion of the construction project if it is undertaken.

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #4 (continued): To maximize efficiency and explore growth opportunities to improve our school community and the student experience.

GOAL #4, OBJECTIVE #4: Create and implement a plan to staff and house programs (including Pre-Kindergarten expansion) considering enrollment changes and projected trends.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Conduct a demographic study to identify enrollment trends and projections for the future student body.	School Business Administrator, Superintendent, Demographer	Funding for demographic study	2025-2027	• Completed demographic study of District enrollment and projections
2. Create a plan to house and staff expanded pre-kindergarten program.	Pre-K – 8 Administration, School Business Administrator, Superintendent	Demographic study, building room inventory, staffing and certifications	2025-2027	• A comprehensive plan identifying the classrooms and staff members who will accommodate an expanded pre-kindergarten program in light of declining enrollment at all other grade levels

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

GOAL #4, OBJECTIVE #4 (continued): Create and implement a plan to staff and house programs (including Pre-Kindergarten expansion) considering enrollment changes and projected trends.				
3. Create a 5-year K-12 staffing plan, taking into account the results of the demographic study, identifying each teaching staff position and establishing a priority if a vacancy were to occur including replacement in-kind, replacement with an alternative, or non-replacement.	Pre-K-12 Administration, School Business Administrator, Superintendent, Assistant Superintendent, Director of Special Services and Director of Counseling	Demographic study, class sizes, room assignments, staffing inventory with certifications	2025-2028	• Creation of a plan identifying all current teaching staff positions establishing priorities in the event of a vacancy.
4. Continue to expand pre-kindergarten program with the long-term goal of accommodating all eligible and interested resident 3- and 4-year olds.	Pre-K – 8 Administration, School Business Administrator, Superintendent	Certificated staff, paraprofessional staff,	2025-2030	• Creation and phase-in of a plan to transition classrooms and staff to accommodate expanding pre-kindergarten.

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #5: To maximize efficiency and explore growth opportunities to improve our school community and the student experience.

GOAL #5, OBJECTIVE #1: Increase public relations with all stakeholders.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Regular communication including newsletters and press releases.	Principals	School Messenger, Social Media	2025-2026 school year	• Stakeholder feedback
2. Celebrate student/ staff/ community achievements publicly.	Administrative team	Board of Education meetings, School Messenger, Social Media	2025-2026 school year	• Increased number of recognitions
3. Develop partnerships with local organizations, media, and alumni.	Administrative team	Contacts, marketing plan	2026-2027 school year	• Increased partnerships and alumni involvement

GOAL #5, OBJECTIVE #2: Create an open-door sense of community and belonging for families of all sending districts.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Host welcoming events for sending district families	Administrative team, School Counselors	Scheduling	2025-2026 school year	• Participant numbers and feedback

MANASQUAN SCHOOL DISTRICT

2025 – 2030 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL #5 (continued): To maximize efficiency and explore growth opportunities to improve our school community and the student experience.

GOAL #5, OBJECTIVE #3: Provide opportunities to engage community members that don't have the benefit of a student connection to the district.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Host welcoming events for sending district families	Administrative team, School Counselors	Scheduling	2025-2026 school year	• Participant numbers and feedback
2. Provide multilingual communication and translation services across all platforms	Administrative team, Bilingual counselor	Scheduling, Personnel	2025-2026 school year	• Increased engagement from multi-lingual families
3. Invite community members to serve on advisory councils, task forces, or as guest speakers	Administrative team	Recognition plan	2026-2027 school year	• Diverse community representation
4. Continue outreach to the broader school community to support our out-of-classroom experiences, including fine and performing arts and athletics.	Administrative Team	Contacts, marketing plan	2026-2027 school year	• Community representation at out-of-classroom experiences.

MANASQUAN/SENDING DISTRICTS

Professional Days

Date	Name	Destination	Purpose	Sub	Cost
September 19, 2025 October 17, 2025 November 14, 2025 December 5, 2025 January 16, 2026 February 20, 2026 March 20, 2026 April 24, 2026 May 15, 2026	Peter Crawley	Various Locations	MCASBO 2025-2026 Meetings	No	Mileage – Max $25.00 per trip
September 19, 2025 October 17, 2025 November 21, 2025 December 12, 2025 January 16, 2026 February 20, 2026 March 20, 2026 April 17, 2026 May 15, 2026	Leigh Busco	Monmouth County	Monmouth County SAC Monthly Meetings	No	Total Mileage - $120.75
September 23, 2025	Jaclyn Puleio	Princeton	NJSLA and NJGPA Adaptive Training	No	None
December 4, 2025	Alison McGovern	Monroe Township	FLENJ Professional Development Workshop	Yes	Mileage - $15.18 Registration - $199.00
October 7, 2025	Jennifer Makaro	Belmar Elementary School	ESL Articulation	Yes	Mileage - $1.65

Costs per traveler unless otherwise noted.

MANASQUAN/SENDING DISTRICTS

Student Action
Field Trips

Date	Chaperone(s)*	Subject	Destination	Purpose	Sub	Other Board Costs	Other Funds
June 2, 2026	James Fagen Jason Bryant	Public Safety Academy	Rutgers University	Project Citizen Competition	Yes – 2	Bus - $93.00 per hour	None
October 2, 2025	Maria Eldridge Lorraine Koenig Kris Buss Alexander Dingwall	Student Council	Camp Sacajawea	Student Team Building & Leadership Training	Yes – 2	Bus - $93.00 per hour	None
October 24, 2025	Chryseis McHugh Eric Wasnesky	Grades 10-12	Bell Labs	Team Building & Problem Solving	Yes – 2	Bus - $93.00 per hour	None
November 21, 2025 December 19, 2025	Kim Murin Elizabeth Walling Kristen Minutoli Kelly Balon Kim Sulat Colin Henley Kristen Wilsea Kim Sanders Lisa Frye Melissa Hernandez Kelly Cosgrove Jackie Wheeler John McLaughlin	CLI/ABA	Fulfill Foodbank	AFLS Skills	No	District Bus - $55.00 per hour	None
October 10, 2025	Kim Murin Elizabeth Walling Kristen Minutoli Kelly Balon Kim Sulat Colin Henley Kristen Wilsea Kim Sanders Lisa Frye Melissa Hernandez Kelly Cosgrove Jackie Wheeler John McLaughlin	CLI/ABA	Wish Upon a Jar	AFLS Skills	No	District Bus - $55.00 per hour	None
October 3, 2025 November 14, 2025 December 5, 2025	Kim Murin Elizabeth Walling Kristen Minutoli Kelly Balon Kim Sulat Colin Henley Kristen Wilsea Kim Sanders Lisa Frye Melissa Hernandez Kelly Cosgrove Jackie Wheeler John McLaughlin	CLI/ABA	Brielle Library	AFLS Skills	No	District Bus - $55.00 per hour	None

October 24, 2025	Kim Murin Elizabeth Walling Kristen Minutoli Kelly Balon Kim Sulat Colin Henley Kristen Wilsea Kim Sanders Lisa Frye Melissa Hernandez Kelly Cosgrove Jackie Wheeler John McLaughlin	CLI/ABA	Allaire Community Farm	AFLS Skills	No	District Bus - $55.00 per hour	None
October 13, 27, 2025 November 10, 24 2025 December 1, 15, 2025	Kim Murin Elizabeth Walling Kristen Minutoli Kelly Balon Kim Sulat Colin Henley Kristen Wilsea Kim Sanders Lisa Frye Melissa Hernandez Kelly Cosgrove Jackie Wheeler John McLaughlin	CLI/ABA	Liberty Haven Farm and Belmar Shoprite	AFLS Skills	No	District Bus - $55.00 per hour	None
October 6, 20, 2025 November 3, 17, 2025 December 8, 22, 2025	Kim Murin Elizabeth Walling Kristen Minutoli Kelly Balon Kim Sulat Colin Henley Kristen Wilsea Kim Sanders Lisa Frye Melissa Hernandez Kelly Cosgrove Jackie Wheeler John McLaughlin	CLI/ABA	Liberty Haven Farm and Wall Shoprite	AFLS Skills	No	District Bus - $55.00 per hour	None
September 19, 20025	Kim Murin Elizabeth Walling Kristen Minutoli Kelly Balon Kim Sulat Colin Henley Kristen Wilsea Kim Sanders Lisa Frye Melissa Hernandez Kelly Cosgrove Jackie Wheeler John McLaughlin	CLI/ABA	Manasquan Reservoir	AFLS Skills	No	District Bus - $55.00 per hour	None
September 17, 24, 2025 October 1, 8, 15, 22, 29, 2025 November 5, 12, 19, 26, 2025	Kim Murin Elizabeth Walling Kristen Minutoli Kelly Balon Kim Sulat Colin Henley Kristen Wilsea	CLI/ABA	Kindness Cafe	AFLS Skills	No	District Bus - $55.00 per hour	None

December 3, 10, 17, 2025	Kim Sanders Lisa Frye Melissa Hernandez Kelly Cosgrove Jackie Wheeler John McLaughlin						
December 19, 2025	Kim Murin Elizabeth Walling Kristen Minutoli Kelly Balon Kim Sulat Colin Henley Kristen Wilsea Kim Sanders Lisa Frye Melissa Hernandez Kelly Cosgrove Jackie Wheeler John McLaughlin	CLI/ABA	Freehold Mall	AFLS Skills	No	District Bus - $55.00 per hour	None
October 2025 November 2025 December 2025 (Tuesdays, Thursdays, Fridays)	Kim Murin Elizabeth Walling Kelly Balon Kim Sulat Colin Henley Lisa Frye Melissa Hernandez	CLI/ABA	Planet Fitness	Option 2 PE Skills	No	District Bus - $55.00 per hour	None
September 2025 October 2025 November 2025 December 2025 (Tuesdays, Thursdays, Fridays)	Kim Murin Elizabeth Walling Kelly Balon Kim Sulat Colin Henley Lisa Frye Melissa Hernandez	CLI/ABA	Planet Fitness	Option 2 PE Skills	No	District Bus - $55.00 per hour	None
October 21, 2025	John Driscoll Linda Hoeler Robert Waldeyer Nurse - TBD	Academy of Finance - Grade 12	Wall St. – NYC	Historical Tour of Wall Street	Yes – 5	None	Bus – Academy of Finance Funded
September 23, 2025 October 16, 30, 2025	John Driscoll Linda Hoeler Robert Waldeyer Nurse - TBD	Academy of Finance - Grade 10	Monmouth University	Financial Literacy Program	Yes – 3	Bus - $300.00 each trip	None
October 15, 2025	Madison Schille	Choir	Rowan University	Choir Performance	Yes – 1	District Bus - $55.00 per hour Registration - $90.00	None
February 18, 2026	Chryseis McHugh Eric Wasnesky Claire Kozic	Grades 10-12 Biomed Classes	Neptune HS	Live Stream Robotic Surgery	Yes – 3	Bus - $93.00 per hour	None
December 9, 2025	Chryseis McHugh	Grade 11-12 Science Class	Neptune HS	Live Stream – Kidney Transplant Surgery	Yes – 1	Bus - $93.00 per hour	None
October 15, 2025	James Fagen Jason Bryant	Academy of Public Safety	Philadelphia	History of American Prison System	Yes - 2	Bus - $93.00	None
December 10, 2025	James Fagen Jason Bryant	History/Law Classes	Monmouth County Jail and	Tour of Jail and Prosecutor's Office	Yes – 2	Bus - $93.00	None

			Prosecutor's Office				
January 28, 2026	James Fagen Jason Bryant	Academy of Public Safety	Rutger's University	Participation in We the People Competition	Yes – 2	Bus - $93.00	None
June 2, 2026	James Fagen Jason Bryant	Academy of Public Safety	Rutger's University	Participation in Project Citizen Competition	Yes – 2	Bus - $93.00	None

* Chaperones may be substituted by other district employees based on availability.