

Livingston Public Schools DISTRICT GOALS/STRATEGIC PLAN 2025-2026

Presented at the September 30, 2025 Board of Education meeting



Livingston Public Schools

Empowering all to Learn, Create, Contribute & Grow



Why Align District Goals with the Strategic Plan?

- Goals are areas we have determined through the strategic planning process that we want to highlight, prioritize and develop.
- Consistency of goals provides for deeper impacts and clear direction.
- District and Strategic Plan Goals are not the only focus of the Board or the Administration. We have many areas of focus.



DISTRICT GOAL/STRATEGIC GOAL 1 - Teaching and Learning

Investigate and identify highly valued instructional elements for the development of an instructional framework around which to build common language of instruction, authentic learning experiences and assessment, and a real-world context to foster curriculum development and student and educator growth.



DISTRICT GOAL/STRATEGIC GOAL 1

Teaching and Learning

We believe that effective instruction is:

1. Cultivated in a safe, caring, and brave learning environment.
2. Rooted in clearly stated and understood objectives, expectations, and criteria.
3. Informed by student performance and targeted feedback.
4. Creating opportunities for students to actively engage in sense-making.
5. Interconnected.



ACTION STEPS - Teaching and Learning 2025-2026

- Develop “Interconnected” work through the District-wide celebration of America’s 250th Birthday, “What Unites Us.” (Focus 5)
- Research best practices with stakeholder committee for potential revision of elementary schedule. (Focus 1, 2, 5)
- Implement Universal Screener across K-6 for real-time assessment that supports teachers in making informed instructional decisions that best determine the academic outcomes of their students. (Focus 3)
- Form committee and create professional development plan for the revision of the LPS Secondary Grading and Reporting Handbook (2025-2027) (Focus 3)
- Launch District-wide Livingston Lens Repository with artifacts and strategies for classroom instruction based on the Livingston Lens (All Focuses)
- Engage in District PD and planning for furthering collaborative groups in exploring and resolving ongoing complex issues around student learning. (Focus 4)
- Build interconnection between buildings, departments, grade levels, and experiences to expand our toolkits and create a clearer balcony view of a student’s progression through LPS. (Focus 5)



DISTRICT GOAL/STRATEGIC GOAL 2 - Safety and Wellness

Ensure the emotional well-being and mental health of all our students through a strong feeling of connectedness, a sense of belonging to their school community, and an awareness of the resources and support available to students and families.

In an effort to thwart the negative impacts of stress and mental illness, and as the Strategic Plan 2022-2027 indicates “implementing the programming, resources, and opportunities to address the priority gaps to build the skills necessary to develop healthy habits for a well-balanced life.”



ACTION STEPS - Safety and Wellness

LPS Focus - 5 Cultivate a safe, caring, and brave learning environment.

Nested and Interconnected

- Continue to support a strong community connection through engaging presentations regarding safety and wellness for families through our SAC, School Counseling, and building level programming.
- Continue to utilize our resources in and out of the district to assess and respond to matters of safety and wellness
- Continue to provide effective educational opportunities to increase positive student-to-student and teacher-to-student interactions around culture and equity.
- Ensure community/advisory time in order to foster relationships between adults and students and strengthen relationships and build connections based on mutual respect, with teachers valuing the individuality of each student and students expressing the feeling of belonging and safety in their classrooms.



ACTION STEPS - Safety and Wellness

Parent/Community Connections Regarding Mental Health

- SAC and school-based parent events regarding managing student and parent stress were a specific focus for this year.
 - *Technology and Social Media*
 - *Drug Trends: Understanding the Ever-Changing Landscape*
 - *How to Address Perfectionism: Fostering High Standards Without Creating Anxiety*

Student Facing Opportunities

- Mental Health First Aid Training for Sophomores and New Staff
- LHS - New Freshman Orientation process
- LHS SAC Events
 - *You Don't Know Me Until You Know Me*
 - *Minding Your Mind's "Just Talk About It"*
 - *After the Fire*
 - *The Most Influential Case of My Entire Career*
- Middle School Advisory Lessons and Speakers:
 - *Natural High*
 - *Living Voices*

Topics (just a few examples): Neurodiversity, Intent vs. Impact, Empathy
- Elementary Morning Meetings and Caring Communities



DISTRICT GOAL/STRATEGIC GOAL 3

Leadership and Governance

Enlist staff leaders to contribute to the process of comprehensive self-evaluation and reflection, and work with administrators and content area supervisors to ensure the continuation of the alignment of district efforts to incorporate values-based practice.



ACTION STEPS - Leadership and Governance

Cultivate a safe, caring, and brave learning environment.

- Working with the new School Safety Specialist to identify areas of school security improvements worked on during the 2024/2025 for 2025/2026 implementation, in the areas of:
 - Improve conditions in the event of a prolonged school lockdown: crisis buckets in in each classroom and office. Delivered to classrooms and Offices in September 2025.
 - Update security drills based on new training of our School Safety Specialist. Train staff in new directives from NJDOE
 - Emergency communication protocols: Integrate emergency communication systems will be operational during the 2025-2026 school year.
 - Updating Critical Infrastructure Maps
 - Integrating panic buttons system and update system



ACTION STEPS - Leadership and Governance

- Introduction of a visitor management system in each school
- “Live” Police training in our schools
- Updating and adding to the MOA
- Unification plan development and training
- Exterior strobe light at schools for emergencies
- Continue to work with LPD concerning traffic and safety around schools
- Technology safety protocols and training for staff.



DISTRICT GOAL/STRATEGIC GOAL 4

Community and Culture

Engaging all stakeholders, especially students and their families and guardians, in educational programs is essential to creating a community of equity in our school district. Ensure just outcomes for each student, raise marginalized voices, and challenge imbalances of power and privilege.



ACTION STEPS - Community and Culture

Rooted in clearly stated and understood objectives, expectations, and criteria.

Implement recommendations from the LPS Equity Response Committee and US2

- Establish the LPS Equity Response Committee to review equity audit and establish vision in the area of equity and inclusion;
- Re-establish the Equity Leadership Team to set the goals and strategies for 2025-2026 school year and expand committee to include building equity coaches, building student equity advisors, building anti-bullying specialists, and building principals;
- Implement strategies & goals as defined by the LPS Equity Response Committee and US2;
- Maintain forward movement with the district work related to implementation of professional development, 100%’s, and student voice in our school buildings.
- Assess progress towards these expectations mid-year and end of year



ACTION STEPS - Community and Culture

LPS- Focus 2

Rooted in clearly stated and understood objectives, expectations, and criteria.

To continue the work of addressing the goals established by the District Equity Leadership Team for the 2025-2026 school year.

- To continue to develop grade level lessons connected to themes in equity and inclusion.
- To continue to develop a universal glossary of terms to assist all constituents in communicating clearly and in being understood.
- To establish a protocol for restorative practices in our schools and to provide training to the District Equity Leadership Team in these practices.
- To continue to support the work of the building level equity teams.



DISTRICT GOAL/STRATEGIC GOAL 5

Finance and Facilities

Take inventory of the District's facilities to determine current strengths, deficiencies, uses, and needs. Coordinate with town officials and management to gain an understanding of future District needs through regular Liaison Committee meetings, ensuring that our facilities meet the diverse needs of our student population. This should include school facilities and athletic fields and courts. From that investigation, devise a long-range facilities plan. Evaluate current investment in flexible classroom spaces throughout the District.



ACTION STEPS - Finance and Facilities 2024-2025

We did not meet the goal to present a plan to the community in spring 2025.

We have accomplished the following:

- District Administration and Facility Manager met with principals and supervisors to go over 2023/2024 LRFP Community Committee options and discuss any additional needs since that LRFP work was completed (Winter 2025).
- Shared preliminary facility options with Facility/Finance Committee of the LBOE (Winter 2025).
- The Superintendent and LBOE Facility Committee members have met with the Town's Livingston Mall development consultant and planners. (February 2025).
- Engaged district architect to develop preliminary schematic drawings and budgeting of options (April 2025).
- Engaged demographer to complete study. This is challenging due to town development that is planned and occurring (April 2025).



ACTION STEPS: Finance and Facilities 2025-2026

- Share Facility Options and cost analysis with LBOE Facility/Finance Committee (Summer/Fall 2025).
- Share Demographic Study Data with LBOE and Architect to focus needs based on enrollment.
- Share preliminary architect cost analysis with financial advisor to determine preliminary text impact and possible wrapping cost into current obligations.
- Share Facility Options to LBOE and invite former LFRP Committee to hear facility options and administration facility recommendation (Fall/Winter 2025).
- LBOE votes on administration facility recommendation (Winter/Spring 2026).
- District Architect submits documentation to the NJDOE for approval and for possible funding/debt service (Spring/ 2026).
- Choose referendum date during 2026/2027 school year.



Questions?

