



North Plainfield School District Strategic Plan 2026-27 Action Steps

Goal 1 Academic Excellence



Increase academic rigor and student achievement by strengthening literacy and numeracy skills, ensuring students meet or exceed grade-level expectations.

OBJECTIVE 1

Reduce the percentage of grades 4-8 students performing below grade level in reading and math by 5% annually, as measured by NJ standardized assessments.

2026-27 Action Steps

- Implement and analyze standards-aligned common assessments quarterly across all grades and subjects.
- Integrate NJSLA-style practice into common assessments and WIN sessions year-round.
- Track growth and guide interventions through seasonal i-Ready Data Days.

OBJECTIVE 2

Expand high school enrollment in Advanced Placement, Honors, and Dual Enrollment courses by 15%, with a specific focus on increasing participation among underrepresented student populations.

2026-27 Action Steps

- Identify 2027-28 advanced program students using data, teacher recommendations, and surveys, while actively boosting underrepresented enrollment.
- Host standardized advanced coursework info sessions for students, staff, and families.
- Train middle and high school teachers in AP, Dual Enrollment, and Honors to foster inclusive collaboration.

OBJECTIVE 3

Standardize counselor/family outreach to ensure that 100% of students in grades 9-12 participate in at least two annual counselor-led college/career activities focused on post-graduation planning, application steps and deadlines, and financial aid support.

2026-27 Action Steps

- Implement unit lunch counseling groups with a dedicated focus on college/career planning, application steps, and post-graduation options, while integrating academic and social-emotional support as needed.
- Standardize college/career communications across multiple channels (email, website, flyers, announcements) to clearly highlight application steps, deadlines, and financial aid opportunities (FAFSA, scholarships, and fee waivers).
- Engage college admissions and financial aid specialists to provide expert guidance on the application process.

Goal 2 Facilities & Technology



Modernize facilities and digital infrastructure to ensure safe, accessible environments and enhance instructional technology.

OBJECTIVE 1

Complete the construction of referendum projects by June 2029 and the middle school addition by July 2028.

2026-27 Action Steps

- Bid, award, and begin construction on the middle school expansion.
- Finalize renovations for the high school auditorium, main office, and elementary vestibules before the 2026-27 school year ends.
- Update stakeholders via quarterly reports, a project website, and regular finance and facilities committee briefings.

OBJECTIVE 2

Conduct annual assessments of school infrastructure needs and develop a prioritized action plan for improvements.

2026-27 Action Steps

- Form a facilities committee to define the audit scope and create a standardized, district-wide evaluation matrix.
- Combine data from administrator walk-throughs, maintenance logs, and staff surveys to identify all operational and deferred facility needs.
- Prioritize infrastructure needs, estimate costs, and draft a Capital Improvement Plan for Board review.

OBJECTIVE 3

Conduct an evaluation of classroom technology use and identify adjustments to reduce technology where appropriate.

2026-27 Action Steps

- Communicate and implement the NJDOE-required internet-enabled device ban policy for all schools.
- Form a team to assess current classroom technology use and develop a guide for usage in classrooms.
- Assess the current technology infrastructure to have network filters block non-educational content, reducing non-educational usage.

Goal 3 Support Every Learner



Enhance support for diverse learners and special education through improved services, equitable resource access, evidence-based instruction, and stronger general-special education collaboration.

OBJECTIVE 1

Increase the percentage of grades K-3 students performing at or above grade level by 5% annually, as measured by the iReady assessment.

2026-27 Action Steps

- Use Data Days to monitor i-Ready growth and refine student interventions.
- Offer training and coaching for core program fidelity (Into Reading, Arriba, Fundations, Heggerty) and targeted small-group support.
- Create and implement rigorous, standards-aligned quarterly assessments for all applicable grades and subjects.

OBJECTIVE 2

Implement targeted, evidence-based intervention programs for grades K-8 multilingual learners and special education students to close achievement gaps by 15% over the next three years.

2026-27 Action Steps

- Examine special education referral trends among multilingual learners to analyze patterns and ensure equitable, data-driven placement and support.
- Leverage assessment data to drive targeted small-group instruction, close learning gaps and accelerate grade-level proficiency.
- Implement a scheduled ESL program using assessment data and student needs to guide instruction.

OBJECTIVE 3

Reduce chronic absenteeism by 0.5% each year through targeted outreach.

2026-27 Action Steps

- Create a district attendance committee to improve communication, ensure compliance, and initiate early outreach for chronically absent families.
- Form school-wide attendance teams to meet weekly, analyze data trends, and identify students at risk of chronic absenteeism.
- Launch visible, school-wide attendance campaigns using positive reinforcement to encourage classrooms to beat their monthly rates.

Goal 4 Community Engagement & Development



Strengthen community engagement and staff support by fostering strong communication and investing in teacher and staff development.

OBJECTIVE 1

Launch a district-wide mentorship program that pairs 100% of new teachers within 30 days, provide monthly ongoing support and achieve an 85% satisfaction rating by year-end.

2026-27 Action Steps

- Create a district mentorship handbook meeting NJDOE standards and pair new teachers with trained mentors within 30 days.
- Update New Staff Orientation and offer sessions on instruction, management, and district standards.
- Continue mentor training, partnership work with Kean University, and retention monitoring to strengthen new teacher support and retention.

OBJECTIVE 2

Increase parent newsletter open rates to 75% and achieve at least a 90% newsletter satisfaction rate on annual parent survey.

2026-27 Action Steps

- Standardize the newsletter template across schools using a consistent layout with shorter text and more visuals.
- Prioritize high-interest content by focusing updates on student achievements, upcoming calendar events, and direct opportunities for parent involvement.
- Maximize open rates by testing send times and incentivizing engagement with hidden rewards to boost parent responses.

OBJECTIVE 3

Conduct bi-annual surveys to assess teacher morale, with a goal of increasing overall satisfaction scores within three years.

2026-27 Action Steps

- Administer the NJSCI staff climate survey in the fall and spring to monitor staff morale trends and measure growth over time.
- Utilize a mid-year ThoughtExchange pulse check to gather staff feedback on morale, communication, and workplace climate.
- Review survey data with administrators and develop building-level action plans aligned to staff feedback and identified needs.
- Increase overall staff satisfaction ratings by 5% during the strategic planning cycle.