Strategic Plan 2025-2030

A Community Update

"State of the District"

Byram Township School District



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No to the status quo.

MISSION

To prepare students to be life-long learners with high self-esteem, strong interpersonal skills, and social values in an environment that encourages them to reach their full potential.

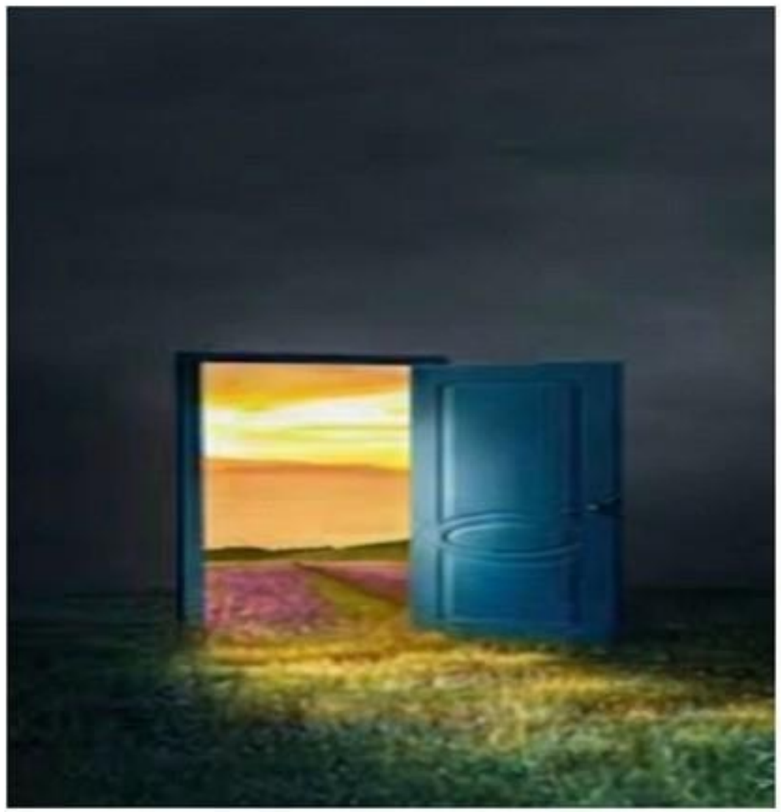
VISION

Moving beyond "good"

Identify Priorities & Get it Done!

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Built By The Community



- Met with each department & grade level
- 1 on 1 with BOE and Admin
- Community Meet & Greet
- Coffee Hours
- Stakeholder Meetings

The Result: A plan rooted in shared reality, not assumptions.

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DATA-DRIVEN ANALYSIS



Community Survey Responses



Education Summit Volunteers



AI Analysis: Identifying unbiased patterns and trends.

We moved from raw feedback to thematic categories to ensure **every voice** was counted.

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Three Focus Areas



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The Data – District Accomplishments to Date

TURQUOISE= ACCOMPLISHED

YELLOW= ACCOMPLSIHED AND CONTINUING

Byram Township School District								
5-Year Strategic Plan								
Focus Area 1: **District Operational Procedures**								
Design and implement streamlined district operational procedures to enhance organizational efficiency, consistency, alignment, and effectiveness.								
Goal # 1	**Activity**	2025 2026	2026 2027	2027 2028	2028 2029	2029 2030	Responsibility: (Persons responsible for coordinating)	Indicators of Success: (Metrics that can be used to measure progress)
Action Step 1	Complete an internal human resources department audit and implement new human resources procedures.	X	X	X	X	X	Superintendent	- Restructure district procedures so that all human resources operations are managed through the Superintendent's Office - Address and remediate individual provisional & teacher certification issues to align with New Jersey requirements - Create an online staff folder where districtwide human resources forms can be accessed - Revise district course graduate approval forms - Revise district professional development and travel forms - Update the position control roster and implement enhanced systems to ensure alignment and coordination between human resources department and business office - Create observation handbook - Creation of one universal district-wide employee handbook to provide clarity on procedures and protocols - Clean up and sync databases between schools, district, and business office

Focus

1 Operational Procedures

Goal: Design and implement streamlined district operational procedures to enhance organizational efficiency, consistency, alignment, and effectiveness.

The Why: A great district needs a solid operational foundation to function.



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Operations: Action Steps



HR Audit

Restructuring for **accountability;centralizing operations** in the **Superintendent's** Office; updating position control rosters.



Policy & Compliance

Comprehensive review of the job description manual and BOE policy/regulation updates.



Facilities & Safety

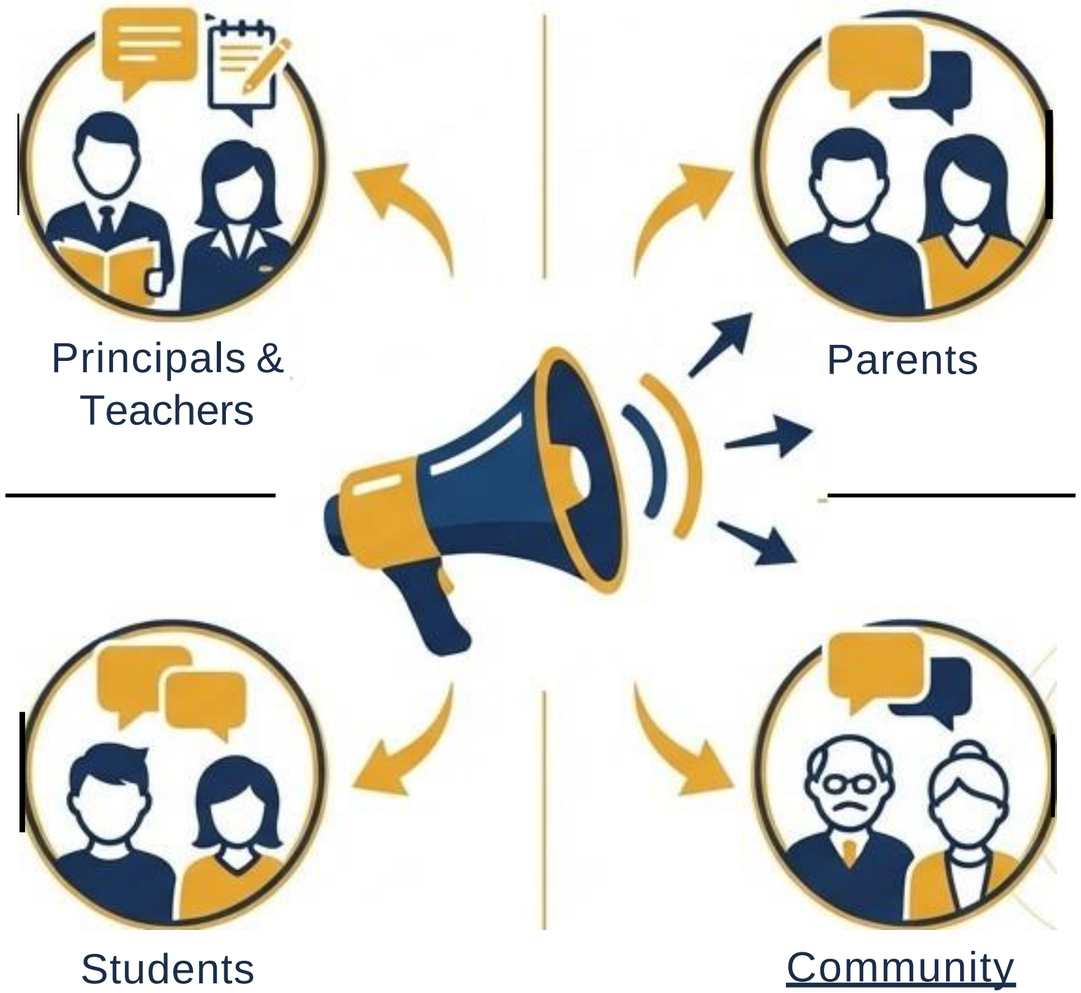
Implementing camera/sensor upgrades (completed by end of 25/26), boiler replacement at BIS, and conducting a regionalization feasibility study.

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Focus Area 2: Communications

Goal: Develop a formal districtwide communications plan that enhances clarity, builds trust, and ensures consistent and transparent communication.

The Why: Promoting meaningful connections with all stakeholders—staff, parents, and residents.

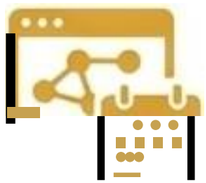


Communications: Action Steps



Define Protocols

Creating formal Board Norms and District Communication Protocols to ensure consistency.



Digital Hubs

Enhancing the district website, syncing calendars, and launching a District YouTube channel.

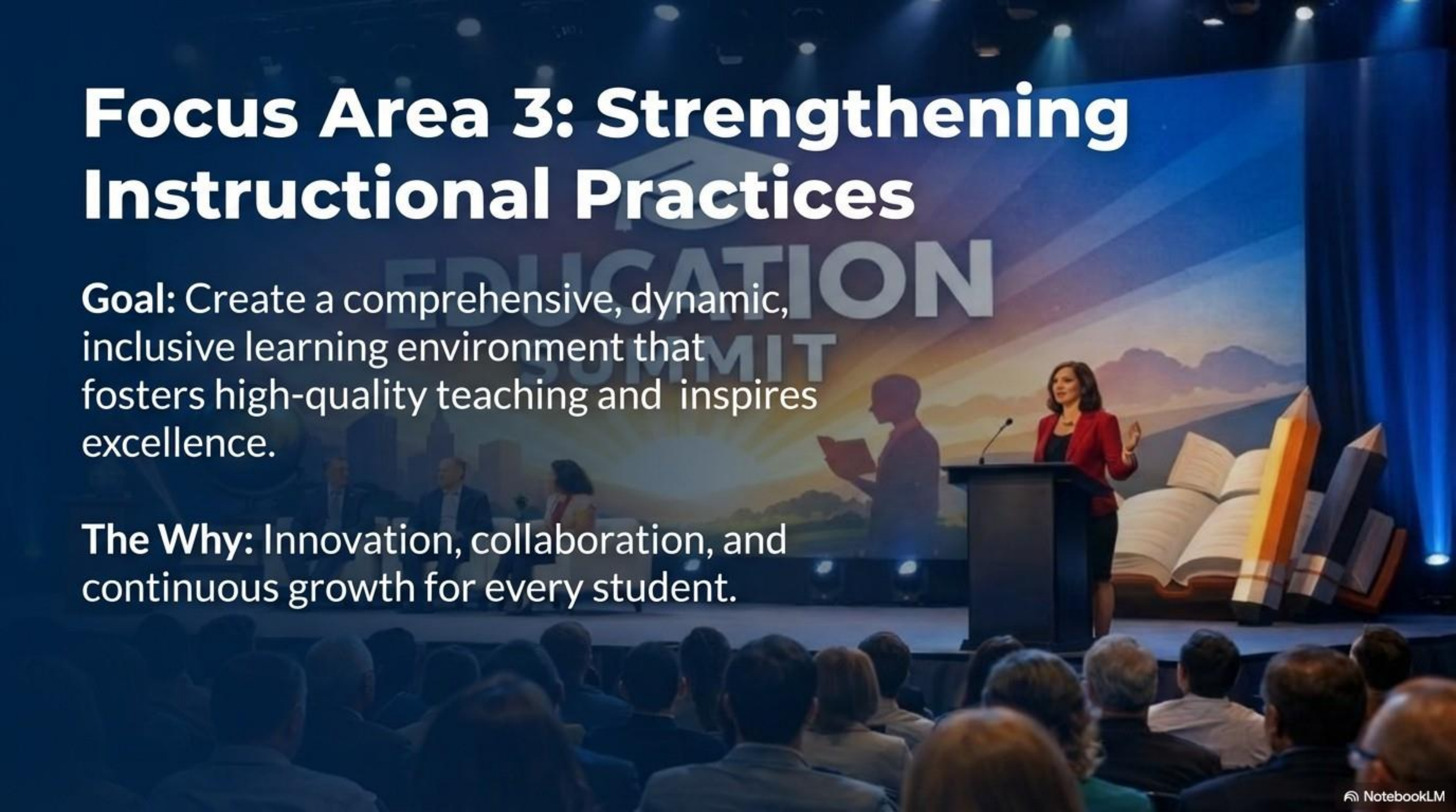


Face-to-Face

Hosting "*Coffee* Hours," Stakeholder Committee meetings, and ensuring visible leadership at community events.

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Focus Area 3: Strengthening Instructional Practices



Goal: Create a comprehensive, dynamic, inclusive learning environment that fosters high-quality teaching and inspires excellence.

The Why: Innovation, collaboration, and continuous growth for every student.

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Instruction: Rigor & Curriculum

Data-Driven Instruction

Analyzing NJSLA, ACCESS, and DLM data to identify trends; implementing interim assessments (ELA, Math, Science).



Curriculum Audit

5-year review cycle; auditing instructional time to allocate more time to language arts.



Program Expansion

Special Education & Support

ERI (Emotional Regulation Impairment Program) – Middle School

Autism Program – 27/28



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Instruction: Support & Innovation



Updating infrastructure; replacing old projectors with interactive flat-panel displays; new Chromebook cycles.



Developing comprehensive strategies for emotional and social support systems; addressing equity to ensure all students achieve.



Expanding staff training via Vector Solutions, EdCamps, and creating a “PD Hub.”

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The 5-Year Roadmap



2025-2026

Foundation setting, audits, and protocol creation.

2026-2030

Implementation, monitoring, and continuous improvement cycles.

This is a marathon, not a sprint.

Measuring Our Progress

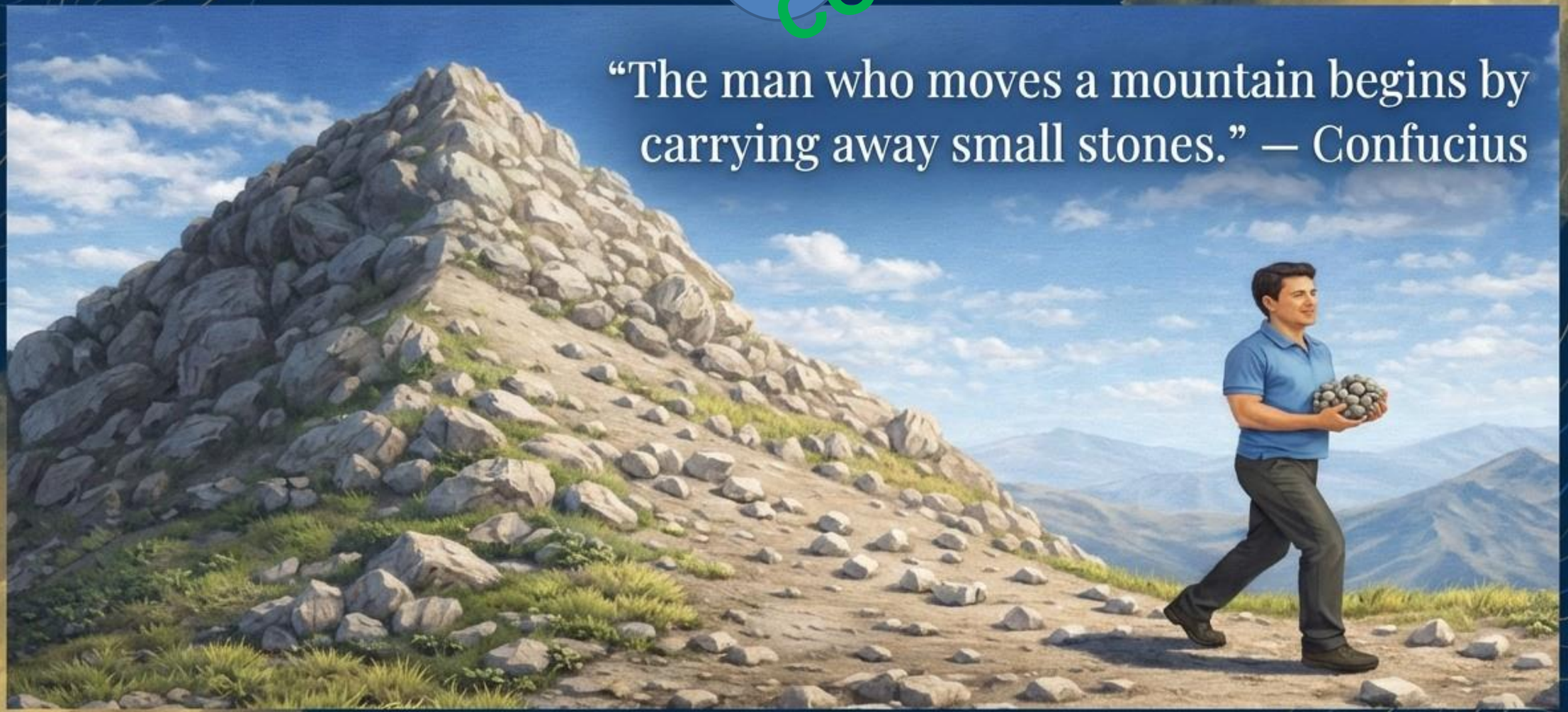


- State of the District Reviews
- Continuous Board Updates on Action Steps
- Dynamic Planning & Revision

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The Journey Begins

CONTINUES



Byram Township School District. Strategic Plan 2025-2030.

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