

Strategic Plan 2026-2031



Harmony
Township
School District

Goal Area

Operations, Systems, and Security

Goal Statement

To create a safe and sustainable learning environment by proactively addressing potential safety concerns.

Objective

1. To install/update an alert system to warn staff of a threat without alerting an intruder.
2. To ensure window blinds can be closed properly.
3. To ensure walkie-talkies work consistently or employ a system to ensure efficient charging.
4. To research non-public stations for walkie-talkie communication.

Key Initiatives & Timeline

Action Items/Strategies:	Owner(s):	Resources Needed:	Timeline:	Indicators of Success:
Research, purchase and train staff on a wearable alert system for all staff members.	CSA, Technology Staff	Compatible technology and financial support	By June 2027	Wearable alert system in place and use ongoing
Check, repair or replace as needed classroom window & door blinds.	Maintenance staff	Maintenance plan and financial support	Within five years	All rooms fully functioning blinds on windows and doors
Train staff on how to properly charge walkie-talkies. Quarterly checks for battery power loss & repair/replace as needed.	CSA Maintenance staff	Faculty meeting	Ongoing	Initial training completed during back to school PD. Quarterly check w/records
Main Office walkie talkies stored in utility closet. K-5 teacher walkie talkies stored in classrooms (away from student access).	CSA, Maintenance staff, teachers	Quarterly check by CSA and Maintenance staff	Ongoing	Quarterly check w/records

Strategic Plan 2026-2031



Harmony
Township
School District

Goal Area

Student Achievement and Staff Success

Goal Statement

Improve student achievement and overall student success by fostering a collaborative culture of continuous staff development, data-driven instruction, and rigorous teaching practices so that all students receive high quality instruction, individualized support, and meaningful opportunities for academic and personal growth.

Objective

1. To continuously strengthen instructional practices through professional development and collaboration.
2. To support student engagement and success through a variety of content areas and extra-curricular opportunities.
3. To continuously monitor efficacy of practices through developing measurable instructional goals and staff self-reflection.
4. To support staff in implementing culturally responsive and student-centered instructional practices.

Key Initiatives & Timeline

Action Items/Strategies:	Owner(s):	Resources Needed:	Timeline:	Indicators of Success:
Common planning time for co-teaching. Provide staff with a variety of opportunities for continued professional growth.	CSA, Teachers	Scheduling, monthly PD reflection	Ongoing	Scheduling results, teacher feedback
Develop & institute new academic programs to engage student learning while meeting the NJ state standards.	CSA, Teachers	Review of NJ Student Learning Standards, scheduling	Ongoing	Incorporation of new programs
Develop & institute new extra-curricular programs to engage students while addressing their interests.	CSA, Teachers, Community	Student focus groups, teacher feedback, informal discussions with students	Ongoing	Increase in extra curricular programs
Develop, monitor & assess individual teacher S.M.A.R.T goals S pecific, M easurable, A chievable, R elevant, T ime-Bound	CSA, Teachers	Development of S.M.A.R.T. goals template, monthly PD reflection	Ongoing	Achievement of SMART goals
Provide staff with professional development opportunities incorporating culturally responsive, student centered teaching practices	CSA, Teachers	Cultivating Genius curriculum, PD opportunities	Ongoing	Modification in teaching practices

Strategic Plan 2026-2031



Harmony
Township
School District

Goal Area

Community Engagement and Communication

Goal Statement

To strengthen community engagement and communication by encouraging and supporting events and gatherings throughout Harmony Township that fosters meaningful connections, promote collaboration, and build positive relationships between the school district and community.

Objective

1. To disseminate community newsletter twice per year through social media platforms.
2. To include retirees, homeschool community, new parents of young children and babies in communication efforts.
3. To invite Harmony veterans from families and the community on Veterans Day for a special event.
4. To plan various events involving retired community members at the school or Harmony recreational fields.
5. To plan letter writing campaign between retirees and students.

Key Initiatives & Timeline

Action Items/Strategies:	Owner(s):	Resources Needed:	Timeline:	Indicators of Success:
Develop newsletter format & implement twice yearly using a variety of media platforms to share with the community	CSA, Teachers and other staff members	Time for planning & development, media platforms, staff with knowledge of software	2x/year over five years	Increased communication and attendance at school events by underrepresented community groups
Develop and implement outreach, information sharing and school events with underrepresented community groups through a variety of media platforms. (Retirees, Homeschoolers, New Parents/non-school age children)	CSA, Teachers, established community groups (Fire Dept. PTA, HTAA, American Legion)	Access to local community members, data to contact the specified demographics	Ongoing	Increased communication and attendance at school events by underrepresented community groups
Develop a letter writing campaign between students and retired community	CSA, Teachers, Community	Access to local retirement community, class/grade willing to volunteer to participate	1 month/year	Letters written and recieved