# Sayreville Strategic Plan 2017-2022

**Created: September 2017** 

# **Introduction**

In an effort to plan for future growth and further enhance the educational programs offered to the students of the Sayreville Public Schools, educational community stakeholders participated in a strategic planning effort to organize district efforts to best meet our students' needs. This was a voluntary and collaborative effort, where participants selected areas of interest in the five domains of Facilities, Technology, Finance, Student Achievement and Culture and using district data created goals in those areas over two days this past September. The product of this endeavor is contained within.

# **SAYREVILLE PUBLIC SCHOOLS**

# Strategic Plan 2017-2022

Created: September 2017

#### **FACILITIES:**

Goal #1: To resurface the high school turf athletic field by August 1, 2018

Action Step	Person(s)/Group(s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status
1. Board of Education approves project to go out for bid in November 2017	Superintendent, Assistant Superintendent, Business Administrator and Board of Education	Fall 2017	Financing- exact amount to be determined and time for appropriate personnel to create bid proposal	Turf field replacement included in 2018- 2019 school budget	
2. Advertise for bids to be sent out by December 2017	Superintendent, Assistant Superintendent, Business Administrator and Board of Education	Fall 2017	Financing- exact amount to be determined and time for appropriate personnel to create advertisement	Bid advertised by December 2017	
3. Board of Education awards bid by February 2018	Superintendent, Assistant Superintendent, Business Administrator and Board of Education	Fall 2017 – Spring 2018	N/A	Board Minutes indicating bid award	

4. Field installation	Superintendent,	Spring 2018-	Contractor supports to	New Turf Field	
completed by	Assistant	Installation	be determined	installed by August	
August 1, 2018	Superintendent,	commencing		1, 2018, ready for	
	Business	day after 2018		use during Fall	
	Administrator and	graduation in		2018 sports' season	
	Facilities Supervisor	June			

## **FACILITIES:**

Goal #2: To replace and/or upgrade the HVAC, including air conditioning capability, and building envelopes district-wide by September 2021

Action Step	Person(s)/Group(s) Responsible	Timeline for Completion	Resources Needed	Indicators of  Success	Status
1. Board of	Superintendent,	Fall 2017	Time, research and	Decision made on	
Education approves	Assistant		collaboration	whether or not to	
exploring	Superintendent,		among all	proceed with	
referendum	Business	A 1 4	stakeholders	attempting to	
feasibility and	Administrator,	$\Delta = 11$		secure a	
prepares	Facilities			referendum	
preliminary	Supervisor and				
documents by	Board of Education		1 24/	7.6	
November 2017	111			Z1	
2. Board appoints	Superintendent,	Fall 2017-January	Time, research and	Board of Education	
architect/engineer	Assistant	2018	collaboration	minutes reflecting	
by January 2018	Superintendent,		among all	approval	
	Business	// 8.7	stakeholders		
	Administrator,	// [1]			
	Facilities	//			
	Supervisor and	1			
	Board of Education				

3. Engage key stakeholders in communication for referendum need	Superintendent, Board of Education and all district administrators	Spring 2018	Time and collaboration with all stakeholders and appropriate funding	Record of meetings and shared information
4. Conduct referendum June 2018	Superintendent, Business Administrator and Board of Education	June 2018	Time and collaboration with all stakeholders and appropriate fundingAlso, working with County Board of Elections to set up vote	Referendum Vote occurs

## **FACILITIES:**

Goal #3: Investigate solutions to renovate the multi-sport area adjacent to the War Memorial Stadium and adopt a recommendation by June 2018

Action Step	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion		Success	
1. Work with the	Superintendent,	Fall 2017	Time and	Board of Education	
district engineer to	Assistant	11/	collaboration with	approval to conduct	
launch study by	Superintendent,		all stakeholders	study	
November 2017	Business	// 1.1	and appropriate	-	
	Administrator and	- // T	funding		
	Facilities	//	- //		
	Supervisor	<ol> <li>→EA</li> </ol>			
2. Engineer to	Superintendent,	Fall 2017-Spring	Time and	Submitted	
provide three	Assistant	2018	collaboration with	proposals	

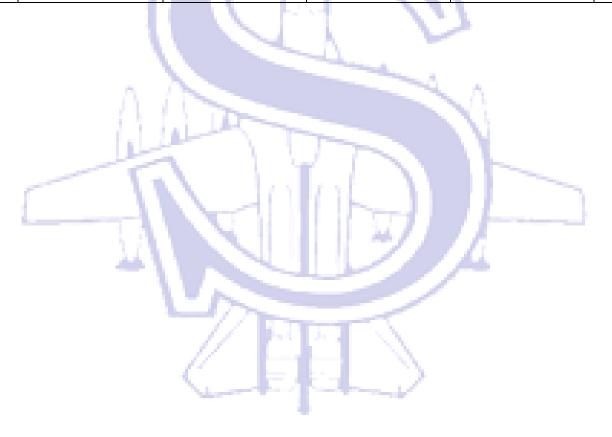
proposals by March	Superintendent,		all stakeholders		
2018, including	Business		and appropriate		
drainage mitigation.	Administrator, High		funding		
(Full Complex-	School				
Baseball Turf-	Administration and				
Baseball	Facilities				
Reseeding)	Supervisor	14			
3. Board of	Superintendent,	Spring 2018	Time and	Board of Education	
Education to select	Assistant		collaboration with	adoption of a	
proposal and	Superintendent,	6 3 <sup>A</sup>	all stakeholders and	proposal	
determine funding	Business	1 1 12	appropriate funding	1	
source by June	Administrator and				
2018	Board of Education	7			

## **FACILITIES:**

Goal #4: Identify and quantify the five and ten year enrollment projections and develop a plan by December 2018 to accommodate the projected growth

Action Step	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion		Success	
1. Administration	Superintendent,	Fall 2017	Time and	Recommendation	
in consultation with	Assistant		collaboration with	presented to Board	
the Community	Superintendent		all stakeholders	of Education	
Blue Ribbon	Business		and appropriate		
Committee will	Administrator, Blue	11/	funding		
make a	Ribbon Committee				
recommendation to	and Board of	// 1.1			
the BOE by	Education	- // T	2.1		
December 2017		//	- N		
2. Board of	Superintendent,	Fall 2017-Spring	Time and	Board of Education	
Education hires a	Assistant	2018	collaboration with	accepts	
demographic	Superintendent	-	all stakeholders	_	

company to determine actual projected increases in enrollment	Business Administrator, and Board of Education		and appropriate funding	demographic study by April 2018
3. Board of	Superintendent,	Spring 2018	N/A	Board of Education
Education adopts	Assistant			approved plan for
plan of action by	Superintendent,	11		enrollment growth
2018	Business			
	Administrator and			
	Board of Education	4 12	4 X W	



Goal #1: Implement 1:1 student classroom devices by the end of the 2020-2021 budget cycle

<b>Action Step</b>	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion		Success	
1. Create a	Superintendent,	Spring 2018 –	Financing- exact	Developed budget	
sustained 6 year	Assistant	Spring 2019	amount to be	for 2018-2019	
device lifestyle	Superintendent,		determined	school year	
starting in the	Technology		J 1		
2018-2019 budget	Supervisor and			<b>\</b>	
based on 1200 units	Business	1	A / /	3.	
per year purchase	Administrator		\ \		
			-11		
2. Implement	Superintendent,	Fall 2018-Spring	Financing- exact	Devices distributed	
grades 1-3 1:1	Assistant	2019	amount to be	to students in	
classroom devices	Superintendent,		determined	grades 1-3	
by end of 2018-	Technology	The same		i. Vi	
2019 budget cycle	Supervisor and	1		h I	
	Business	. \ \			
	Administrator	N 1731	I A TOTAL		
	1 1 1	<b>\</b>			
3. Implement grade	Superintendent,	Fall 2019 –	Financing- exact	Devices distributed	
K 1:1 classroom	Assistant	Spring 2020	amount to be	to all kindergarten	
devices by the end	Superintendent,		determined	students	
of 2019-2020	Technology	A			
budget cycle	Supervisor and				
	Business		The same of the sa		
	Administrator	_// B-11	3-1		
4. Implement	Superintendent,	Fall 2020-Spring	Financing- exact	District-Wide 1:1	
grades 4-12 1:1	Assistant	2021	amount to be	devices in use	
classroom devices	Superintendent,	Marin Pro	determined	grades K-12	
by the end of 2020-	Technology	4			
2021 budget cycle	Supervisor and				

Business		
Administrator		

Goal #2: Develop and maintain a comprehensive horizontal and vertical software integration, management and training infrastructure for all district software solutions to support the curricular and business operations of the district by the end of the 2020-2021 budget cycle

<b>Action Step</b>	Person(s)/Group(s)	Timeline for	<b>Resources Needed</b>	Indicators of	Status
	Responsible	Completion		Success	
1. Implement a	Superintendent,	Spring 2018	Time, research and	Completed	
stakeholder driven	Assistant		collaboration	evaluation of	
annual evaluation,	Superintendent,		among all	software systems	
review and	Technology		stakeholders	A	
approval process of	Supervisor and			N	
software systems	Business	a Liberton		(A)	
used in the district	Administrator	1		L V	
by the end of the	and the same of	1 1 4			
2017-2018 school		$\Delta = 11$	7 A 1		
year					
2. Deploy single	Assistant	Fall 2018-Spring	Time and tech	System Operational	
sign on solutions to	Superintendent and	2019	personnel support	by Spring 2019	
all compatible	Technology			A.L	
software packages	Supervisor				
by the end of the		11/			
2018-2019 school					
year		// 8.73			
3. Evaluate,	Superintendent,	Fall 2018	Time and	Implementation	
purchase, and	Assistant	//	collaboration with	Fall 2018	
deploy a new	Superintendent and	Variable 1	all stakeholders		
Student	Technology		and appropriate		
Information System	Supervisor		funding		

with at least 75% integration with existing student database driven systems by the start of 2018-2019 school year			7		
4. Replace or	Assistant	Fall 2020-Spring	Time and	Installation during	
retrofit existing	Superintendent and	2021	collaboration with	2020-2021 school	
software solutions	Technology		all stakeholders	year	
to meet district	Supervisor	- N P	and appropriate	1	
compatibility goals	1		funding		
by the end of 2020-	\ \				
2021school year			The same of the sa		

Goal #3: Create, implement, and sustain a district wide infrastructure lifecycle management plan for 100% of network, security, and operations hardware starting in the 17-18 school year and fully implemented by the 2020-2021 school year

<b>Action Step</b>	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion		Success	
1. Upgrade Virtual	Assistant	Spring 2019	Time and	New Virtual Server	
Server	Superintendent and		collaboration with	operational by June	
Infrastructure by	Technology		all stakeholders	2019	
the end of the 2018-	Supervisor	11	and appropriate		
2019 school year			funding		
		// 1.1			
2. Upgrade the	Assistant	Fall 2020-Spring	Time and	Implementation of	
wireless access	Superintendent and	2021	collaboration with	new wireless	
points and switch	Technology	\E_I	all stakeholders	system	
infrastructure in	Supervisor	1000	and appropriate	-	
stages by the end of		-	funding		

the 2020-2021 school year					
3. Install interactive board devices in all classroom environments by the end of the 2020-2021 school year and providing document display devices in needed locations	Superintendent, Assistant Superintendent, Business Administrator and Technology Supervisor	Fall 2020 – Spring 2021	Financing- exact amount to be determined	Devices installed in all district classrooms and other specific locations	
4. Increase unified	Superintendent,	Fall 2020-Spring	Financing- exact	Installation of	
security camera	Assistant	2021	amount to be	unified security	
coverage to all	Superintendent, and	~~	determined	cameras	
exterior walls,	Business	1		N/I	
interior hallways,	Administrator,	. 1		(A)	
and stairwells in	Technology and		The same of the sa	l. V	
school buildings	Facilities	A 1 4			
and district owned	Supervisors	A 1	L. I A		
busses by the end	I \				
of 2020-2021school					
year	1.1			7.4	

Goal #4: Structure and utilize a focused, targeted, and annually updated training program for 100% of district staff for the district technology landscape

<b>Action Step</b>	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion		Success	
1. Train and certify	Superintendent,	Fall 2019 – Spring	Time and	Training certificates	
district technology		2020	collaboration with		

staff to support operational and educational	Assistant Superintendent and Technology		all stakeholders and appropriate funding	
software systems	Supervisor			
by 2019-2020		and the same of th		
school year		7 11 4 6 1 6 7 1		
2. Train and certify	Superintendent,	Fall 2019-Spring	Time and	Training certificates
district media	Assistant	2020	collaboration with	for all specialists
specialists and web	Superintendent,		all stakeholders	and web assistants
assistants on	Technology		and appropriate	
operational and	Supervisor, Director		funding	X .
educational	of Curriculum and		A L	
software systems	Principals		-11	
by 2019-2020	-	1 1	The state of the s	
school year		7.11.0000	-	
3. Provide district	Superintendent,	Fall 2020 –	Financing- exact	Operational
staff with access to	Assistant	Spring 2021	amount to be	technology help
a staffed	Superintendent,	1	determined and	desk
technology district	Technology	1 1 4	staff training	
helpdesk by 2020-	Supervisor and	A 153	Total A.M.	
2021 school year to	Business			<b>#</b> / 1
provide immediate	Administrator			
support or routing	3.70		#/ /	7 A
of support	0 1 1	E 11 2020 C		70 1 1
4. Increase	Superintendent,	Fall 2020-Spring	Financing- exact	Technology
dedicated	Assistant	2021	amount to be	Coaches in place in
technology coach	Superintendent,		determined	each building and included in 2020-
positions to one per	Human Resources	// N-11	7.1	
building by 2020-	Director and	//	- //	2021 School
2021 school year	Business	(' L	F-1 - 77	Budget
using certificated	Administrator	\	The same of the sa	
teaching staff				

5. Develop and	Superintendent,	Fall 2019-Spring	Time and	Professional	$\neg$
implemented <u>a</u>	Assistant	2020	collaboration with	Development	
Train the Trainer	Superintendent,	2020	all stakeholders and	session conducted	
	-				
program for	Technology		appropriate funding	and participation	
technology systems	Supervisor and			records	
based out of the	Curriculum				
Professional	Director	14			
Development					
Department by	1				
2019-2020 School	- 1	( )°			
Year			II = II		
6. Form a unified	Superintendent,	Fall 2018-Spring	Time and	Training committee	
technology,	Assistant	2019	collaboration with	in place	
professional	Superintendent,		all stakeholders		
development,	Technology	7.		A	
curriculum,	Supervisor,	The same of		W/ 1	
operations and	Facilities			<b>N</b>	
facilities	Supervisor and			A.V	
technology training	Curriculum	e 1 1.		N.L.	
committee by 2018-	Director	\ \ \ \ \ \			
2019 school year		KX 17.11	1/ \L		
7. Increase targeted	Superintendent,	Ongoing	Time and	Training schedule	
technology training	Assistant	-1-8-1-8	collaboration with	for each school year	
programs aligned to	Superintendent,		all stakeholders and	101 0000 000001 ) 000	
district initiatives	Technology		appropriate funding	A SA	
within Sayreville	Supervisor and	W. **	appropriate randing		
University starting	Curriculum				
in 2017-2018	Director		The same of the sa		
school year and	Director	// B-41	2.1		
continuing through		//	- //		
2020-2021		[ (′ ⊨ ]	F-1 )		
2020-2021					

## **FINANCE:**

Goal #1: Increase Catering Revenue in Food Services by 4% in year 1, 6% in year 2, 8% in year 3 and 10% in year 4

Action Step	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion		Success	
1. Increase	Business	Fall 2017-Spring	Time, research and	Increase of 4% in	
marketing of food	Administrator and	2018	collaboration	Food Service	
service offerings	Food Services		among all	revenue	
and survey	Supervisor		stakeholders		
stakeholders about					
menu options			4 /1	1	
2. Mandate use of	Superintendent,	Fall 2018-Spring	N/A	Increase of 6% in	
Food Service	Business	2019	-0	Food Service	
Catering for all	Administrator and	1	Street, St.	revenue	
district events	Food Services	1	The same of the sa	Λ	
	Supervisor			N I	
		a Later		A)	
3. Offer district	Superintendent,	Fall 2019-Spring	N/A	Increases of 8% in	
catering for district	Business	2021		Food Service	
and community	Administrator and	A 1		revenue for 2019-	
events	Food Services	N		2020 and 10% for	
	Supervisor			2020-2021 school	
			#/ <b> </b>	years	

## **FINANCE:**

Goal #2: Secure funding for 1:1 technology devices

Action Step	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion	. N	Success	
1. Offer parents	Superintendent,	Beginning Fall	N/A	Devices	
option to purchase	Assistant	2018 and then		implemented in	
	Superintendent,	ongoing		classrooms in	

devices through the	Business			accordance with	
school district	Administrator and			Technology Plan	
	Technology				
	Supervisor				
2. Explore grant	Business	Ongoing	N/A	Board of Education	
options to fund 1:1	Administrator			minutes reflecting	
devices		1		grant approvals	

## **FINANCE:**

Goal #3: Reduce out-of-district contractor costs

Action Step	Person(s)/Group(s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status
1. Add one bus and driver each year of the Strategic Plan	Superintendent, Assistant Superintendent, Business Administrator and Transportation Supervisor	Fall 2017-Spring 2022	Appropriate funding for annual school bus purchase and associated driver costs	Annual reduction in the number of bus routes provided by outside vendors for duration of Strategic Plan	
2. Solicit school bus advertising	School Business Administrator and Transportation Supervisor	Ongoing	N/A	Increased revenue from school bus advertising	

## **FINANCE:**

Goal #4: Add funds to Reserve Accounts Annually

<b>Action Step</b>	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion		Success	
1. Increase capital	Superintendent,	Ongoing	N/A	Increase in annual	
reserve account	Finance Committee	11		amount added to	
funds by rotating	and School			capital reserve	
capital projects in	Business			account funds	
accordance with	Administrator			<b>\</b>	
Long Range				1	
Facility Plan			\ \		
2. Increase	Superintendent,	Ongoing	N/A	Increase in	
maintenance	Finance Committee,	1 1		maintenance	
reserve account	and School		1	reserve account	
funds	Business			funds	
	Administrator	A LAKE TO		. Ni	
3. Increase	Superintendent,	Ongoing	N/A	Increase in	
emergency reserve	Finance Committee	N 1 4		emergency reserve	
to \$250,000	and School	(A) 1731	Level A. M.	account funds	
maximum	Business			1 1	
	Administrator				

Goal #1: By the end of 2021, students in Pre-K through tenth grade will show improvement in their overall literacy skills as demonstrated by local and state assessments

<b>Action Step</b>	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion	1.	Success	
1. 62% of the	Superintendent,	Fall 2017 – Spring	Dedicate	Improvement in	
students in grade	Assistant	2021	professional	ELA-PARCC	
three will meet or	Superintendent,		development and	assessment data,	
exceed expectations	Principals,		instructional	2018, 2019, 2020,	
as measured by the	Supervisors,		strategies	& 2021	
ELA PARCC	Curriculum		instruction		
assessment. (2016-	Director and		determined by		
2017 baseline is	Teachers	1.4	assessment data		
54%)	Λ			Α.	
2. 66% of the	Superintendent,	Fall 2017 – Spring	Dedicate	Improvement in	
students in grade	Assistant	2021	professional	ELA-PARCC	
five will meet or	Superintendent,	11	development and	assessment data,	
exceed expectations	Principals,	N 1 4	instructional	2018, 2019, 2020,	
as measured by the	Supervisors,	A 1731	strategies	& 2021	
ELA PARCC	Curriculum		instruction	1 1	
assessment (2016-	Director and		determined by		
2017 baseline is	Teachers		assessment data	<i>r n</i> :	
62%)	24.1			AL.	
3. 72% of the	Superintendent,	Fall 2017 – Spring	Dedicate	Improvement in	
students in grade	Assistant	2021	professional	ELA-PARCC	
eight will meet or	Superintendent,	- / The	development and	assessment data,	
exceed expectations	Principals,	- // N-II	instructional	2018, 2019, 2020,	
as measured by the	Supervisors,	//	strategies	& 2021	
ELA PARCC	Director of	(' L	instruction		
assessment (2016-	Curriculum and	Annual Control	determined by		
2017 baseline is	Teachers		assessment data		
62%)					

4. 80% of the	Superintendent,	Fall 2017 – Spring	Dedicate	Improvement in
students in grade	Assistant	2021	professional	ELA-PARCC
ten will meet or	Superintendent,		development and	Assessment data,
exceed expectations	Principals,		instructional	2018, 2019, 2020,
as measured by the	Supervisors,		strategies	& 2021
ELA PARCC	Director of	10	instruction	
assessment (2016-	Curriculum and		determined by	
2017 baseline is	Teachers		assessment data	
38%)		A 15	4 / 1	
,		- L	A = XX	1

Goal #2: By the end of 2021, students in Pre-K to nine grade will show improvement in their overall mathematic skills as demonstrated by local and state assessments

Action Step	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion		Success	
1. 62% of the	Superintendent,	Fall 2017 – Spring	Dedicate	Improvement in	
students in grade	Assistant	2021	professional	Math-PARCC	
three will meet or	Superintendent,	ALC: N	development and	Assessment data,	
exceed expectations	Principals,		instructional	2018, 2019, 2020,	
as measured by the	Supervisors,		strategies	& 2021	
Math PARCC	Director of		instruction	_	
assessment (2016-	Curriculum and	11/	determined by		
2017 baseline is	Teachers		assessment data		
55%)		// 4.7			
2. 56% of the	Superintendent,	Fall 2017 – Spring	Dedicate	Improvement in	
students in grade	Assistant	2021	professional	Math-PARCC	
five will meet or	Superintendent,	\E/	development and	Assessment data,	
exceed expectations	Principals,	1000	instructional	2018, 2019, 2020,	
as measured by the	Supervisors,		strategies	& 2021	

Math PARCC assessment. (2016- 2017 baseline is 51%)	Director of Curriculum and Teachers		instruction determined by assessment data	
3. 75% of the grade 8 Algebra 1 students will meet or exceed expectations as measured by the Algebra 1 PARCC assessment (2016- 2017 baseline is	Superintendent, Assistant Superintendent, Principals, Supervisors, Director of Curriculum and Teachers	Fall 2017 – Spring 2021	Dedicate professional development and instructional strategies instruction determined by assessment data	Improvement in Math-PARCC Assessment data, 2018, 2019, 2020, & 2021
60%)	, 1		1	A

Goal #3: By the end of 2021, increase academic achievement of the following sub groups: students with disabilities, economically disadvantaged and English Language Learners as demonstrated by local and state assessments

<b>Action Step</b>	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion	W/	Success	
1. Increase in the	Superintendent,	Fall 2017 – Spring	Dedicate	Improvement in	
percentage of ELL	Assistant	2021	professional	WIDA- Assessment	
students meeting or	Superintendent,	11/	development and	data, 2018, 2019,	
exceeding	Principals,		instructional	2020, & 2021	
standards on WIDA	Supervisors,	// 1.71	strategies		
Access 2.0 as	Curriculum	- // m	instruction		
measured by the	Director and	//	determined by		
overall composite	Teachers	\E/	assessment data		
score		400			

2. 40% of students with disabilities in grades 3-5 will meet or exceed expectations as measured by the ELA PARCC assessment (2016-2017 baseline is 30%)	Superintendent, Assistant Superintendent, Principals, Curriculum Director, Director of Special Services, Supervisors and Teachers	Fall 2017 – Spring 2021	Dedicate professional development and instructional strategies instruction determined by assessment data	Improvement ELA-PARCC-Assessment data for classified students, 2018, 2019, 2020, & 2021	
3. 37% of students with disabilities in grades 3-5 will meet or exceed expectations as measured by the Math PARCC assessment (2016-2017 baseline is 27%)	Superintendent, Assistant Superintendent, Principals, Supervisors, Curriculum Director, Special Services Director and Teachers	Fall 2017 – Spring 2021	Dedicate professional development and instructional strategies instruction determined by assessment data	Improvement in Math-PARCC-Assessment data for classified students, 2018, 2019, 2020, & 2021	
4. 57% of economically disadvantaged students in grades 3-5 will met or exceed expectations as measured by the ELA PARCC assessment (2016-2017 baseline is 47%)	Superintendent, Assistant Superintendent, Assistant Superintendent, Principals, Supervisors, Curriculum Director, and Teachers	Fall 2017 – Spring 2021	Dedicate professional development and instructional strategies instruction determined by assessment data	Improvement in ELA-PARCC-Assessment data for specified subgroups, 2018, 2019, 2020, & 2021	

5. 48% of	Superintendent,	Fall 2017 – Spring	Dedicate	Improvement in
economically	Assistant	2021	professional	Math-PARCC-
disadvantaged	Superintendent,		development and	Assessment data for
students in grades	Principals,		instructional	specified
3-5 will met or	Curriculum		strategies	subgroups, 2018,
exceed expectations	Director,		instruction	2019, 2020, & 2021
as measured by the	Supervisors, and		determined by	
Math PARCC	Teachers		assessment data	
assessment (2016-	1	( )^	4 1	
2017 baseline is			4 //	1
38%)				-

<u>Goal #4:</u> By the end of 2021, increase the academic achievement of all students through effective instruction, a challenging rigorous curriculum and multiple pathways for students to meet their individual needs

Action Step	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion		Success	
1. Update K-grade	Curriculum	Spring 2018-June	Time and	Board of Education	
2 ELA curricula by	Director,	2019	collaboration with	approved K-2 ELA	
June 2019, to	Supervisors,		all stakeholders	Curricula	
enhance the current	Principals and		and appropriate	ZI.	
balanced literacy	Teachers		funding	_	
program					
2. Develop	Director of	Ongoing	Time and	Defined curricula	
curriculum maps to	Curriculum,	// 1.73	collaboration with	maps established	
enhance the district	Supervisors,	- // [**]	all stakeholders		
science, social	Principals and	//	and appropriate		
studies, English and	Teachers	Ville I	funding		
math curriculum		100			
guides to ensure					

vertical and horizontal alignment					
3. Increase opportunities for Pre K – 12 teachers to engage in professional development and training sessions related to best practices in literacy and mathematics. Literacy and math coaches will provide ongoing, consistent support and model effective instructional strategies	Director of Curriculum, Supervisors, Principals and Teachers	Fall 2017 – Spring 2022	Time and collaboration with all stakeholders and appropriate funding	Staff professional development records and documented evidence of professional development offerings, including staff PDPs	
4. Strengthen the Academic Support Program by hiring additional literacy and mathematics teachers to expand tier one and tier two Response to Intervention (RTI) services to meet the individual needs of students	Superintendent, Assistant Superintendent, Curriculum Director, Human Resources Director, and Business Administrator	Spring 2019	Budgeted funds for additional staffing	Board approved hiring of additional staff members	

5. Improve college	Assistant	Fall 2019-Spring	Time and	Creation of
and career	Superintendent,	2020	collaboration with	additional programs
readiness of	Supervisors,		all stakeholders and	meeting these
students by	Curriculum		appropriate funding	specified needs and
exploring and	Director, Director			included in
implementing	of Guidance,			published Program
alternative	Counselors and	10	- A \	of Studies
programs, including	Secondary			
establishing career	Principals			
academies at the		A 10	4 \ <b>1</b>	
high school and		- A - E-	A = XX	1
implementing	1		L	
diverse electives at	1			
the middle school			The same of the sa	
that align with the	A.			A
high school		1		N/A
program				

- <u>Goal #1:</u> Annually from 2017 through 2022, all parents, guardians and community members in the district will feel respected as a stakeholder and as a valued partner in the education of our students as measured by:
  - Reduction in complaints at SBOE meetings as well as correspondence
  - Increase in positive comments and feedback at SBOE meetings as well as correspondence
  - Increase in participation and representation from diverse groups in parent organizations
  - Increased attendance and representation from diverse groups at district/school related family functions and activities
  - Increase in the percentage of parents and community members that participate in our schools.

Action Step	Person(s)/Group(s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status
1. Employ	Assistant	Spring 2018	N/A	Website updated to	
language	Superintendent,	7.3		include translation	
translation options	School Business			options	
on website	Administrator,			. Ni	
	Technology	1		L Y	
	Supervisor and	1 1 4			
	Technicians	A 153	Total All		
2. Google Docs	Assistant	Fall 2018-Spring	Cost of professional	Professional	
translation training	Superintendent,	2019	development and	Development	
for staff to improve	School Business		training for staff	trainings offered	
communicate with	Administrator,			and participation	
parents	Technology				
	Supervisor and				
	Curriculum	- 77 M-11	7.1		
	Director	//			
3. Provide free	Assistant	Ongoing	Cost of instructors	Parent ELL classes	
Parent ELL Classes	Superintendent,	Lumber	for classes	offered and	
with Immigrant	School Business			attended	
Funding	Administrator, and				

	Curriculum Director				
4. Creation of Family Nights and offer Unified Sports to engage communities members and students in collaborative activities	Superintendent, Assistant Superintendent, Secondary Administration, Curriculum and Guidance Directors	Fall 2020-Spring 2021	Time and collaboration with all stakeholders and appropriate funding	Scheduled Family Night events and establishment of Unified Sports Programs	

Goal #2: Annually from 2017 through 2022, all staff in the district will feel physically and emotionally safe and accepted as a stakeholder by other staff members and administration as evident by:

- Increase in average daily attendance from year to year
- Increase in performance as measured by performance reviews and ratings
- Decrease in OSHA complaints
- Decrease in number of incidents requiring emergency service response

Action Step	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion		Success	
1. Afford	Superintendent,	Fall 2018-Spring	Time, research and	Teacher generated	
teachers/staff	Assistant	2019	collaboration	professional	
choices in selecting	Superintendent,	_//	among all	development	
training options for	Principals and	(' ⊨	stakeholders	options offered	
Professional	Director of	American I	The same of the sa	during in-service	
Development in-	Curriculum	4			
service, in addition					

to stress reduction offerings					
2. Self-Directed Teacher Evaluation process offered for tenured staff	Superintendent, District Administrators, and Sayreville Education Association President	Fall 2018-Spring 2019	Time and administrator/staff training	Self-Directed Teacher Evaluation option in place for staff evaluations	
3. Provide opportunities for staff to develop Professional Learning Communities (PLCs)	Assistant Superintendent, Curriculum Director and Principals	Ongoing	Time and collaboration with all stakeholders and appropriate funding, where needed	Establishment of PLCs by 2018-2019 school year	
4. Employ a school video surveillance system in schools	Superintendent, Assistant Superintendent, School Business Administrator, Technology and Facilities Supervisors	Fall 2018-Spring 2019	Budgeted funding for camera systems	Installation of video surveillance system	

Goal #3: Annually from 2017 through 2022, all students in the district will feel physically and emotionally safe and accepted as a stakeholder by other students and staff as evident by:

• Increase in participation of extra- curricular activities and school community

- Reduction in occurrences of HIB incidents
- Increase in average daily attendance from year to year
  Decrease in crisis intervention incidents
- Decrease in behavioral infractions

Action Step	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
_	Responsible	Completion	14	Success	
1. Establish Anti-	Assistant	Fall 2018-Spring	Time and	Implementation of	
<b>Bullying Programs</b>	Superintendent,	2022	collaboration with	programs,	
(LEAD), other	Curriculum	6 P	all stakeholders	assemblies and	
assemblies K-12	Director, Guidance	1 1 12	and appropriate	lessons	
and incorporate	Director and		funding	-	
social skills lessons	Teachers				
on character			- American		
education into	A.			A	
curriculum	/1			N/I	
				A	
2. Conduct a new	Secondary	Fall 2019 –	N/A	Analysis report	
sports analysis	Administrators and	Spring 2020		presented to	
(LAX, Hockey,	Athletic Director	A 11	1. I N	Superintendent	
Volleyball) to	1 11				
determine students'					
interests	1.0		#/ <b> </b>	7 A	
		T 11 2020 G			
3. Create Career	Superintendent,	Fall 2020-Spring	Time and	Implementation of	
Academies in	Assistant	2021	collaboration with	career academies at	
grades 9-12	Superintendent,		all stakeholders	high school level	
	Secondary	// B.TI	and appropriate		
	Administration,	// [1]	funding		
	Curriculum and	//	. N		
	Guidance Directors	NEA			

Goal #4: Annually from 2017 through 2022, all staff in the district will feel respected, loved and valued as a stakeholder by other staff and administration as evident by:

- Increased average daily attendance
- Decrease in grievances
- Increase in voluntary involvement in district activities
- Decrease in affirmative action incidents
- Increased employer retention rate as measured by HR exit interview data
- Increased morale as measured by response averages as well as responses to annual surveys
- Increased leadership capacity as measured by participation in district leadership activities and initiatives as well as professional organizations and associations
- Increased career advancement opportunities as measured by interest in internal leadership positions and promotions

<b>Action Step</b>	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion	The same of the sa	Success	
1. Create	Assistant	Ongoing	N/A	Follow up emails	
department	Superintendent,	\ I		occurring after	
meeting: pulse	School	KX 17 H	1/ \L \\	department	
check	Administrators and		Trend I	meetings	
follow-up emails	Department Chairs				
from committee	3.7%				
chairs	-44.1			<i>/</i> ~~	
2. Train staff on	Assistant	Ongoing	Time and	Professional	
strategies for stress	Superintendent,		collaboration with	development	
reduction as part of	Curriculum	- // P**	all stakeholders	offerings and	
professional	Director and	//	and appropriate	schedules	
development	Principals	K. JE J	funding		
offerings		Alexander Control	The second secon		
_		•			

3. Conduct exit	Superintendent,	Ongoing	N/A	Implementation of	
interviews for all	Assistant			Exit Interviews and	
employees to	Superintendent, and			summary of	
determine reasons	Human Resources			findings	
for departure	Director			_	

<u>Goal #5:</u> Annually from 2017 through 2022, all students in the district will feel respected, loved and valued as a stakeholder by other students and staff as evident by:

- Increase in class participation as reported by staff
- Increased participation in decision making, leadership, committees, student council, etc.
- Increase in attendance at school functions such as dances, extra curricular activities
- Decrease in HIB/Hazing as well as behavioral infractions
- Increase in random acts of kindness or positive peer to peer interactions as measured staff and student surveys as well as participation in programs such as pennant program, peer mediation, etc

<b>Action Step</b>	Person(s)/Group(s)	Timeline for	Resources Needed	Indicators of	Status
	Responsible	Completion		Success	
1. Create new 21 <sup>st</sup>	Assistant	Ongoing	Time and	Implementation of	
Century electives to	Superintendent,		collaboration with	elective course	
meet students'	Curriculum		all stakeholders	offerings included	
interests and	Director, Guidance		and appropriate	in Program of	
current trends for	Director and	1 1	funding	Studies	
future vocations	Teachers		The same of the sa		
		// P-11	2.1		
2. Create Career	Superintendent,	Fall 2020-Spring	Time and	Implementation of	
Academies in	Assistant	2021	collaboration with	career academies at	
grades 9-12	Superintendent,	Annual Property	all stakeholders	high school level	
	Secondary		and appropriate		
	Administration,		funding		

	Curriculum and Guidance Directors				
3. Create	Assistant	Fall 2018-Spring	Time and	Establishment of	
additional clubs	Superintendent,	2021	collaboration with	new clubs for	
related to students'	Secondary		all stakeholders	students	
interests	Administration,		and appropriate		
	Guidance Director		funding		
	and Teachers		1		

## **Conclusion**

While this Strategic Plan and these goals represent a tremendous effort from a great many people, it is only the beginning. The implementation and adjustment of these goals to best serve the needs of the children of Sayreville and meet the ever-changing political and financial landscapes are the critical facets for success. This document is only as good as its implementation and use in planning for future educational programing. Should it remain on the website or in a file, never to be seen again until the next time, a great disservice will be perpetuated on those who created the plan. The document is only the beginning, for true strategic planning is a recursive and ongoing process.