



# ROSELLE PARK BOARD OF EDUCATION

## STRATEGIC PLAN 2014 - 2017

*"Where Children Come First"*

ROSELLE PARK PUBLIC SCHOOLS

Pedro A. Garrido, Superintendent of Schools

*May 20, 2014*



# ROSELLE PARK BOARD OF EDUCATION

## STRATEGIC PLAN 2014 – 2017

### District Mission:

Roselle Park's mission is to provide a quality education through shared responsibility in a safe supportive environment for all students to meet the challenges of a global society.

### What is a Strategic Plan?

The strategic plan is a document used to communicate with the community the district's goals, the actions needed to achieve those goals, the methods that the district will use to measure the progress and effectiveness of those goals and all of the other critical elements developed during the district's planning.



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## MISSION STATEMENT

### THE FOUR GOALS ARE AS FOLLOWS:

#### **GOAL #1 - Teaching and Learning**

The Roselle Park School District is dedicated to the full educational, social, and emotional development of all students. Therefore, each student will be provided with access to a rigorous curriculum and an infrastructure that will lead to high academic achievement.

#### **GOAL #2 - Student Support**

The Roselle Park School District is committed in ensuring the success of every student; the Roselle Park School District is dedicated to providing a quality education through student support services.

#### **GOAL #3 - Professional Development:**

The Roselle Park School District is committed to improving student learning by providing the staff with effective and productive professional development opportunities and the resources necessary.

#### **GOAL #4 - Infrastructure Needs**

The Roselle Park School District is committed in ensuring a safe, secure and modern environment to foster learning and student growth.

## GOAL # 1 : **Teaching and Learning**

The Roselle Park School District is dedicated to the full educational, social, and emotional development of all students. Each student will be provided with access to a rigorous curriculum and an infrastructure that will lead to high academic achievement.

OBJECTIVE	ACTIVITY	STAFF RESPONSIBLE	BENCHMARK OR DATA POINT	STATUS
<p>To ensure the implementation of Full Day Kindergarten for all eligible children of Roselle Park.</p>	<ol style="list-style-type: none"> <li>1. Locate appropriate space in each elementary school to accommodate an adequate Full Day Kindergarten Program.</li> <li>2. Develop curriculum and obtain resources to satisfy a Full Day Kindergarten Program.</li> <li>3. To recruit and select the most qualified candidates for the 3 new positions and to train all kindergarten teachers for a Full Day Kindergarten Program.</li> </ol>	<ul style="list-style-type: none"> <li>• Superintendent of Schools</li> <li>• Business Administrator</li> <li>• Building Principals</li> <li>• Director of Buildings and Grounds</li> <li>• Director of Curriculum</li> <li>• Business Administrator</li> <li>• Building Principal</li> <li>• Building Principal</li> <li>• Director of Curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• March/June 2014</li> <li>• April 2014-June2015</li> <li>• May-September 2014</li> </ul>	



OBJECTIVE	ACTIVITY	STAFF RESPONSIBLE	BENCHMARK OR DATA POINT	STATUS
<p>To explore and expand the implementation of a STEM Program for high school and middle school students.</p>	<ol style="list-style-type: none"> <li>1. Visit school districts that are successfully implementing a Science, Technology, Engineering &amp; Math (STEM) Program.</li> <li>2. Partner with local colleges and universities with STEM Programs.</li> <li>3. Provide professional development for teachers to expand their knowledge of a STEM Program.</li> <li>4. Create a schedule that will allow time for students to explore areas of interest in the STEM Program.</li> <li>5. Budget for purchasing resources to successfully implement the STEM Program.</li> </ol>	<ul style="list-style-type: none"> <li>• Director of Curriculum</li> <li>• Teachers</li> <li>• Superintendent of Schools</li> <li>• Director of Curriculum</li> <li>• Building Principals</li> <li>• Director of Curriculum</li> <li>• Director of Curriculum</li> <li>• Building Principals</li> <li>• Business Administrator</li> <li>• Building Principals</li> </ul>	<ul style="list-style-type: none"> <li>• September - December 2014</li> <li>• May 2015</li> <li>• September 2015 - June 2016</li> <li>• September 2015 - June 2016</li> <li>• Spring 2015</li> </ul>	



OBJECTIVE	ACTIVITY	STAFF RESPONSIBLE	BENCHMARK OR DATA POINT	STATUS
<p>To incorporate interactive technology into daily instruction through the use of SMART Boards, laptops, Chrome books, etc...</p>	<ol style="list-style-type: none"> <li>1. Inventory current curriculum technology devices in district. (SMART Boards, laptops, e-reader devices, etc...)</li> <li>2. Evaluate the use of technology in classroom instruction.</li> <li>3. Assess the capacity to support current and future technology.</li> <li>4. Obtain technology that will support the Partnership of Assessment for Readiness for College and Careers (PARCC) assessment.</li> </ol>	<ul style="list-style-type: none"> <li>• Technology Department and Committee</li> <li>• Building Principals</li> <li>• Teachers</li> <li>• Technology Department</li> <li>• Business Administrator</li> <li>• Technology Department</li> </ul>	<ul style="list-style-type: none"> <li>• September - December 2014</li> <li>• September - December 2014</li> <li>• May 2014</li> <li>• September - June 2014/2015</li> </ul>	





OBJECTIVE	ACTIVITY	STAFF RESPONSIBLE	BENCHMARK OR DATA POINT	STATUS
<p>To update Pre-K-12 Language Arts Curriculum to reflect a deeper understanding of Common Core and PARCC Assessment expectations</p>	<ol style="list-style-type: none"> <li>1. Establish a Literacy Committee.</li> <li>2. Identify priority areas for updated curriculum.</li> <li>3. Formalize common assessments and teaching practices.</li> <li>4. Identify and obtain resources to implement updated curriculum for the 2014-2015 school year.</li> <li>5. Articulate changes and provide training to support implementation.</li> </ol>	<ul style="list-style-type: none"> <li>• Director of Curriculum</li> <li>• Director of Curriculum</li> <li>• Literacy Committee</li> <li>• Director of Curriculum</li> <li>• Literacy Committee</li> <li>• Director of Curriculum</li> <li>• Director of Curriculum</li> <li>• Building Principals</li> <li>• Literacy Committee</li> </ul>	<ul style="list-style-type: none"> <li>• January 2014</li> <li>• January - March 2014</li> <li>• April - June 2014</li> <li>• April - June 2014</li> <li>• May 2014 - June 2015</li> </ul>	



OBJECTIVE	ACTIVITY	STAFF RESPONSIBLE	BENCHMARK OR DATA POINT	STATUS
<p>To update current Arts program to increase student involvement.</p>	<ol style="list-style-type: none"> <li>1. Survey current students to determine areas of interest in the Arts.</li> <li>2. Explore scheduling options to integrate Arts into the regular school day.</li> <li>3. Explore local school districts Arts programs for programs and scheduling ideas.</li> <li>4. Explore grant opportunities for Arts to enhance programs.</li> <li>5. Implement updated courses.</li> </ol>	<ul style="list-style-type: none"> <li>• Technology Department</li> <li>• Teachers</li>   <li>• Director of Curriculum</li> <li>• Building Principals</li>   <li>• Director of Curriculum</li> <li>• Building Principals</li> <li>• Teachers</li>   <li>• Director of Curriculum</li> <li>• Building Principals</li>   <li>• Director of Curriculum</li> <li>• Building Principals</li> </ul>	<ul style="list-style-type: none"> <li>• June 2014</li>   <li>• September 2015 - June 2016</li>   <li>• September - December 2014</li>   <li>• September 2014 - June 2015</li>   <li>• September 2015 - June 2016</li> </ul>	



## GOAL # 2: **Student Support**

To ensure the success of every student, the Roselle Park School District is dedicated to providing a quality education through student support services.

OBJECTIVE	ACTIVITY	STAFF RESPONSIBLE	BENCHMARK OR DATA POINT	STATUS
To increase student performance on PSAT/SAT/PARCC through quality test preparation.	<ol style="list-style-type: none"> <li>1. Saturday classes</li> <li>2. Energize with Math.</li> <li>3. Test Prep as an elective.</li> </ol>	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Teacher to implement</li> </ul>	<ul style="list-style-type: none"> <li>• September 2014-June 2015</li> </ul>	
To ensure that at-risk students receive adequate response to intervention, resources, and services.	<ol style="list-style-type: none"> <li>1. Streamline/ improve Intervention &amp; Referral Services &amp; (I&amp;RS) process.</li> <li>2. Increase available Response to Intervention (RTI) resources</li> <li>3. Increase dedicated support staff to RTI.</li> <li>4. Determine a concise plan of action for each individual student.</li> </ol>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• I&amp;RS Team</li> <li>• Guidance Dept.</li> <li>• Special Services</li> <li>• Classroom Teachers</li> <li>• Interventionists</li> </ul>	<ul style="list-style-type: none"> <li>• September-June 2014 - 2015</li> </ul>	



OBJECTIVE	ACTIVITY	STAFF RESPONSIBLE	BENCHMARK OR DATA POINT	STATUS
<p>To provide opportunities for students to participate in community outreach programs.</p> <p>To raise awareness of civic responsibility.</p> <p>To provide opportunities for students to volunteer in the school and community.</p>	<ol style="list-style-type: none"> <li>1. Identify local volunteer opportunities.</li> <li>2. Increased contact between National Honor Society and Elementary students.</li> <li>3. Searchable database of volunteer opportunities .</li> <li>4. Encourage volunteerism as a requirement for both high school and middle school graduations.</li> </ol>	<ul style="list-style-type: none"> <li>• School Stakeholders</li>   <li>• School Stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• September 2014 - June 2015</li>   <li>• September 2014 - June 2017</li> </ul>	
<p>To create least restrictive environments that are supportive so students of all abilities can learn and collaborate together.</p>	<ol style="list-style-type: none"> <li>1. Review current models.</li> <li>2. Streamline/determine what programs/strategies will be used district wide.</li> <li>3. Establish a set procedure for Co-Teaching across the district.</li> </ol>	<ul style="list-style-type: none"> <li>• All personnel</li> </ul>	<ul style="list-style-type: none"> <li>• May - June 2015</li> </ul>	



### GOAL # 3: Professional Development

The Roselle Park School District is committed to improving student learning by providing the staff with effective and productive professional development opportunities.

OBJECTIVE	ACTIVITY	STAFF RESPONSIBLE	BENCHMARK OR DATA POINT	STATUS
Technology Training	<ol style="list-style-type: none"> <li>1. Training as needed for upcoming technology</li> <li>2. Ask or survey teachers asking what their needs are for technology.</li> <li>3. Teacher webpage training for parent/teacher communication.</li> </ol>	<ul style="list-style-type: none"> <li>• Technology Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>• Survey at first staff meeting of the year (September 2014)</li> <li>• Web page and other tech training on first full professional development day September 2014- June 2015</li> </ul>	
Common Core and PARCC	<ol style="list-style-type: none"> <li>1. Inform parents where to find information about Common Core State Standards (CCSS) and PARCC. Give websites, etc.               <ul style="list-style-type: none"> <li>○ Videos on rpsd.org website</li> <li>○ Links for parents on school/teacher webpages</li> <li>○ Share with students on your teacher webpage so they can show parents.</li> </ul> </li> <li>2. Teacher Workshop Training for PARCC (or online virtual training) with knowledgeable presenters.</li> </ol>	<ul style="list-style-type: none"> <li>• Technology Coordinator, Administration</li> <li>• Principals</li> <li>• Technology Coordinator responsible for workshop training at all sites</li> </ul>	<ul style="list-style-type: none"> <li>• Link to be uploaded onto school website September 2014</li> <li>• By January 2015 - teacher training for PARCC</li> <li>• September 2014 - June 2017</li> </ul>	



OBJECTIVE	ACTIVITY	STAFF RESPONSIBLE	BENCHMARK OR DATA POINT	STATUS
<b>Teacher Modeling Program</b>	<ol style="list-style-type: none"> <li>1. Develop annual plan and procedures for lesson studies.</li> <li>2. Technology and devices to share new trends for the use of communicating effectively.</li> </ol>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Administration</li> </ul>	<ul style="list-style-type: none"> <li>• September 2014 - June 2017</li> <li>• September 2014 - June 2015</li> </ul>	



**GOAL #4 : To Ensure A Safe, Secure And Modern Environment To Foster Learning And Student Growth.**

The Roselle Park School District is committed in ensuring a safe, secure and modern environment to foster learning and student growth.

OBJECTIVE	ACTIVITY	STAFF RESPONSIBLE	BENCHMARK OR DATA POINT	STATUS
Infrastructure Needs	<ol style="list-style-type: none"> <li>1. Space for Full Day Kindergarten</li> <li>2. High School Auditorium Renovation</li> <li>3. Automation of Human Resources System</li> <li>4. Maintenance and proactive improvements of district infrastructure</li> </ol>	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Administration</li> <li>• Business Office • Technology Department</li> <li>• Director of Plant Operation • Business Administrator</li> </ul>	<ul style="list-style-type: none"> <li>• Feasibility/Impact Study</li> <li>• Structural Study/Improvement Plan March 2014</li> <li>• Feasibility Study</li> <li>• Structural/ Improvement Plan May/June 2014</li> <li>• Utilize job posting portal</li> <li>• Develop resume intake site</li> <li>• Implement filtering software/site to sort results</li> <li>• Evaluate existing systems to identify potential enhancement September 2015-June 2016</li> <li>• Assessment of current district building status to develop a baseline.</li> <li>• Assessment of district vehicles</li> <li>• Assessment of Core Technology (Network, Server, HVAC.)</li> <li>• Assessment of security (fire, burg, surveillance).</li> <li>• Assessment of grounds (fields, walkways, lots, etc. 2014-2015</li> </ul>	



OBJECTIVE	ACTIVITY	STAFF RESPONSIBLE	BENCHMARK OR DATA POINT	STATUS
Improvement of Food Services	<ol style="list-style-type: none"> <li>Automation of Point Of Service Systems</li> <li>Solicitation of Community Input into food quality and selection.</li> <li>Explore recycling opportunities</li> </ol>	<ul style="list-style-type: none"> <li>Technology Business Administrator</li> <li>Business Administrator</li> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>Determine software vendor</li> <li>Acquire hardware to implement and integrate into the Student Information System and Alert Systems. September 2014-June 2016</li> <li>Hold series of meetings to gain school community input; Students, Parents and Staff.</li> <li>Summarize the findings and potentially include in the bid. June 2014</li> <li>Inclusion of additional opportunities within the food services bid.</li> <li>Reinforce and expand recycling knowledge. September 2014-June 2015</li> </ul>	
To improve Communication with the Community	<ol style="list-style-type: none"> <li>Redesign/Improvement of the district website</li> <li>Greater access and easy understanding of the areas addressed within the accountability and compliance section of our survey.</li> <li>Increased parental involvement through regular communication</li> </ol>	<ul style="list-style-type: none"> <li>Administration</li> <li>Board office staff</li> <li>Board office</li> <li>Principals</li> </ul>	<ul style="list-style-type: none"> <li>July 2015</li> <li>2014-2015</li> <li>2014-2017</li> </ul>	

