Goal Area: Global Learning / Academ	nics			Year 2 2023-2	024									
Goal 1: To continue using a differenti	al approa	ch in all	academi	c areas.										
Objectives:														
1. Increase staff capacity for the use	of instruct	tional pr	actices tl	nat address the	e needs of a	II learners,	through the	provision of mean	ningful professiona	l development				
2. Expand the use of data analysis an	d data-ba	sed deci	ision-mal	king to inform	instruction									
3. Improve academic outcomes for al	ll students	s includi:	ng increa	sing local, stat	e and other	formal ass	essment sco	res						
4. Continue to review and revise and	impleme	nt curric	ulum to	ensure rigor ar	ıd alignmen	t to state a	nd national s	standards						
5. Encourage opportunities to increase	se student	t self-cor	nfidence,	thirst for know	wledge, and	self-worth								
									Human and					
Strategic Plan Action Items									Fiscal	Outcomes as Indicators of				
Year 2 2023-2024	Explore	Plan	Create	Implement	Monitor	Analyze	Evaluate	Lead on Task	Resources	Success	Current Status			
1.1.A Instructional Professional Development & Program - Mathematics														
Widelicinaties														
1.1.A.1 Continue to provide the professional development to enhance implementation of best practice pedegogy and delivery of instruction in the area of Mathematics K-5					x			Director of Education, K-5 Principals	Elementary & Secondary School Emergency Relief Fund (ESSER)	1. Walkthrough Data 2. Staff attendance data from Conquer Math sessions in Gr. K, 2, 5 yr 1 and 3, 4 in yr 2 3. Observations for Year 2 Implementers	Ongoing			
1.1.A.1a Adopt and implement Eureka Math Squared K-5				X				Director of Education, K-5 Principals	Elementary & Secondary School Emergency Relief Fund (ESSER)	Walkthrough data including "look fors" during instruction	Ongoing			
1.1.A.1b Implement iReady diagnostic assessments and My Path, to support the design of targeted instruction and support in Mathematics				x				Director of Education, K-5 Principals	Elementary & Secondary School Emergency Relief Fund (ESSER)	Walkthrough data including "look fors" during instruction Ready data reports and My Path instructional recommendations	Ongoing			
1.1.A.2 Provide professional development to enhance implementation of best practice pedegogy and delivery of instruction in the area of Mathematics 6-12				X				Director of Education 6-12 Principals	Elementary & Secondary School Emergency Relief Fund (ESSER)	Walkthrough Data Staff attendance data from Conquer Math sessions	Ongoing			
1.1.B Instructional Professional														
Development & Program - ELA 1.1.B.1 District Literacy Committee Plans for the provision of														
professional development to enhance implementation of best practice pedegogy and delivery of instruction in the area of Language								Director of Education, K-5	Local and ESSER Grant funds for the providsion of professional	Student independent reading (Fountas & Pinnell Benchmark Reading Assessmenmt) data Writing rubris in propugnent	Ongoing			
Arts (Reading and Writing) K-5 1.1.B.2 Evaluate and select new materials for Language Arts K-5	X						X	Principals Director of Education, K-5 Principals, District Literacy Committee	Local funds Possible Stabalization Aid funds	Writing rubric improvement Meeting minutes from District Uteracy Committee meetings New ELA program selected and approved for purchase	Ongoing			
1.1.B.2a Implement iReady diagnostic assessments and My Path, to support the design of targeted instruction and support in Language Arts				x				Director of Education, K-5 Principals	Elementary & Secondary School Emergency Relief Fund (ESSER)	Walkthrough data including "look fors" during instruction Ready data reports and My Path instructional recommendations	Ongoing			

11/27/2023

1.2.A Data to Inform Instruction												
1.2.A.1 Conitiue to utilize student performance data to identify areas in need of growth, and develop standards-based individual action plans for students			X			Director of Education, Principals	Grant funds for the provision of professional	Walkthrough date Teacher created action plans Inceased achievement on targeted standards Records of data meetings to inform instruction	Ongoing			
1.2.A.2 Analyze diagnostic and formative assessment data and hold data meetings with grade level teams					Х	Director of Education, Principals	Student data reports	Meeting schedules Data-based decisions influencing lesson plans Improved student progress after delivery of targeted instruction	Ongoing			
1.2.B I&RS 1.2.B.1 Improve Intrvention and Referral Services (I&RS) and develop capacity to deliver Tier 1 instruction that meets the needs of all students 6-8			X			Principal. Assistant Principal, Guidance Department	Training Resources	Improved Student Outcomes in Academics, Behavior and Attendance	Ongoing			
1.2.B.2 Increase staff capacity to focus on the delivery of targeted intervention strategies 6-8 1.3.A Assessment Scores			Х			Principal. Assistant Principal, Guidance Department	Training Resources	Improved Student Outcomes in Academics, Behabior and Attendance	Ongoing			
1.3.A Assessment Scores						Principal,						
1.3.A.1 Increase standardized assessment scores on the NJSLA				x		Assistant Principal, STEM Supervisor, Supervisor of Humanities	Online resources, technology hardware & software	Improved scores in NJSLA in Mathematics Impoved scores in NJSLA in ELA Improved outcomes for Linklt! Assessments in ELA & Math	Ongoing			
1.3.A.2 Increase standardized test scores including but not limited to NJGPA, AP, and college board assessments such as SAT or ACT				x		Director of Education, Director of Special Services, Principals, Asst. Principals, Supervisors	Professional Development and Department Meetings	Improved assessment scores	Ongoing			
1.3.B Academic Improvements						Discolaring						
1.3.B.1 Continue to improve the transition of students from 5th to 6th grade				х		Director of Education, Principals, Counselors	Professional Development Days	1, Feedback data from students, staff and parents	Ongoing			
1.3.B.2a Investigate the value of our current assessment practices and explore other methodologies such as common assessments within departments 6-12	Х					Director of Education, Director of Special Services, Principals, Asst. Principals, Supervisors	Professional Development Days, Department Meetings	Discussion at administrative council and department meetings Data collection regarding current practices Hiring process including multi-	Ongoing			
1.3.B.3 Conduct interview process and hire a Supervisor of STEM 6-12 1.4.A Academic Rigor			Х			Superintendent Director of Education	Budget HR process	step screening and interviewing of applicants 2. DOE Personnel Committee agenda 3. BOE approval of successful candidate	Complete October 2023			
•												

1.4.A.1 Analyse current WMHS course of ferings for appropriate level of rigor and alignment to the NJSL X Supervisors X Supervis		,												
Course offerings for appropriate level of figur and alignment to the NSIS X Superviors X Meeting Agendas & Minutes Department Committee X Meeting, Agendas & Minutes Department Mathematics and extension Advisor Agendas & Minutes Department Advisor Agendas & Minutes Department Mathematics Agendas & Minutes Nongoing N									Department					
level of rigor and alignment to the NSISS X Supervisors Superintendent Committee									meetings,					
NSIS	course offerings for appropriate							Director of	Professional					
J.A. A. Ja Reconvene Academic Success Committee and review data related to school ranking 9-12 X X Principal Director of Education, Principal Director of Education and Consultation and Consulta	level of rigor and alignment to the							Education,	Development					
Success Committee and review date related to school craiking 9-12 X X HS Principal Superintendent HS Principal Professional development of the committee of the program of	NJSLS						X	Supervisors	Days	1. Meeting Agendas & Minutes	Ongoing			
A A 2 Analyse tudent achievement outcomes for students in the advanced tracts for mathematics and recommend next steps for the program X Principal Development Director of Education, Principal Development Director of Education Development Department Director of Education Director	1.4.A.1a Reconvene Academic													
1.4.A.2 Analyze student achievement outcomes for students in the advanced track for mathematics and recommend next steps for the program 1.4.A.3 Continue to provide professional development to teachers of Mathematics to ensure consistency of Algebra 18, Geometry instruction across schools 1.5.A.2 Explores opportunities for students to student collaboration within the classroom, school, district and beyond 1.5.A.3 Principals 1. Meeting Agendas & Minutes 1. Director of Education, Department meetings, Pb Collaboration and Consultation 1.5.A.1 Explore opportunities for students to engage in metric meetings, PD Director of Education, and intrinsic motivation in order to discover more about themselves as learners 1.5.A.2 Follopine opportunities for students to engage in meeting activities 2. A.2 Director of Education, Principals 3. Director of Education, Principals 4. Director of Education, Principals 5. Director of Education, Principals 6. Department meetings, PD Sessions 7. Department meetings, PD Sessions 8. Department meetings, PD Sessions 9. Department meetings, PD Sessions 1. Meeting agendas 9. Director of Education, Department meetings, PD Sessions 1. Meeting agendas 9. Department meeting, PD Sessions 1. Meeting a	Success Committee and review data							Superintendent	Committee	1. Committee meeting agendas				
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community X Principals outreach agendas Ongoing									•					
	community	Х						Principals	outreach	agendas	Ongoing			

Goal Area: Hometown Pride				Year 2 2023-2	024										
Goal 2: To increase a sense of pride a	nd unity a	cross al	schools	in the district.											
Objectives:															
1. Develop consistent branding across	all schoo	ls													
2. Upgrade technology to create great	ter aware	ness of t	township	events using	a variety of	technology	apps and to	ols.							
3. Empower individuals to impact the	ir commu	nity thr	ough vol	unteerism / m	entorships										
4. Increase student interaction with a	lumni to f	facilitate	transitio	on from schoo	l to commu	nity / work	force.								
5. Continue the process for recognition	n as a Dis	trict of	Characte	r											
Strategic Plan Action Items Year 1 2022-2023	Explore	Plan	Create	Implement	Monitor	Analyze	Evaluate	Lead on Task	Human and Fiscal Resources	Outcomes as Indicators of Success	Current Status				
2.1.A District Branding															
2.1.A.1a Create branding strategy for the District in preparation for future work						x		Superintendent Directors, Supervisors, Principals	Administrative Council Superintendent's Roundtable	Attendance at workshops and research best practices District Colors across all schools and in all communications District branding and communication plan District quarterly newsletter	District Newsletter Issue 1 - November 2023 Plan Winter- Spring 2024				
2.2.A Technology															
2.2.A.1 Implement purposeful use of social media and the integration of technology				X				Superintendent Directors Supervisor of Technology	Administrative Council	1. Formalized plan	Winter-Spring 2024				
2.2.A.2a Continue to upgade the Distirct website				X				Superintendent Directors Supervisor of Technology	Funding for upgrades	New website and redesign	Ongoing				
2.5.A District of Character															
2.5.A.1 Implement and monitor status as a District of Character				X				Director of Education Principals Supervisor of Guidance	District Character Committee,	District schools who are up for re-certification start the process	Ongoing				
2.5.A.2 Implement and monitor each schools status as a School of Character				X				Director of Education Principals Supervisor of Guidance	School-based Character Committees	District schools who are up for re-certification start the process	Ongoing				
2.5.A.3 Continue to implement Digital Citizenship Night				X				Director of Education Principals	Educational Technology Committee, Manage Title IV Funding	Documented date and attendance to Digital Citzenship Night	Ongoing				
2.5.A.4 Continue to engage in Community Service projects				х				Director of Education Principals Supervisors	Principals	Documented dates, informational materials, and attendance for community service initiatives such as food drives, community service, peer tutoring, volunteerism etc.	Ongoing		1		

Goal Area: Facilities & Operations				Year 2 2023-2	.024									
Goal 3: To maintain and update distr	ict facilitie	s, foster	ring a saf	e and secure le	earning env	ronment ir	and out of	the classroom.						
Objectives:														
1. Provide multi-level / use turf field	for schoo	and co	mmunity	use.										
2. Upgrade and maintain district tech														
3. Provide modern, safe, secure and				tios										
4. Continue investigating modernizat														
4. Continue investigating modernizat	ion or bui	luings ic	i iuture.						Human and					
Strategic Plan Action Items									Fiscal	Outcomes as Indicators of				
Year 1 2022-2023	Explore	Plan	Create	Implement	Monitor	Analyze	Evaluate	Lead on Task	Resources	Success	Current Status			
3.1.A Turf Field														
3.1.A.1a Evaluate the feasibility of installing an artificial turf field to be used by the schools and the community.							x	Superintendent, School Business Administrator Supervisor of Buildings & Grounds Township Council Rep	Consultation with experts Funding source	Decision regarding feasibility & funding Award of contract to conduct the feasibility study Completed feasibility study	Ongoing			
3.1.A.2 Plan for the implementation of installation of turf field.		×					^	Superintendent, School Business Administrator Supervisor of Buildings & Grounds Township	Vendor list	Decision to move the project				
		^						Council Rep	Funding source	forward	Ongoing			
3.2.A Technology Upgrades														
3.2.A.1a Implement standardized technology requirements by grade level and subject				X				Supervisor of Technology Director of Education	Local budget Grant funding	Grade level technology requirements by subject Purchased equipment to support the plan	Ongoing			
3.2.A.2a Maintain and monitor the District's 1-to-1 Chromebook program for all students in grades K- 12				X				Supervisor of Technology Director of Education Principals	Local Budget E-Rate funding	I. Inventory and upkeep of all Chromebooks Plan for recycling and replacing Chromebooks	Ongoing			
3.2.A.3a Maintain and monitor the District's instructional staff laptop program				X				Supervisor of Technology Director of Education Principals	Local Budget E-Rate funding	1. Inventory and upkeep of all staff laptops 2. Plan for recycling and replacing laptops	Ongoing			
3.2.A.4a Maintain and monitor a sustainable annual budget for technology using local, grant and E- Rate funds				х				School Business Administrator Supervisor of Technology	Local Budget, Grant funding, E-Rate funding	Dedicated budget lines identified	Ongoing			
3.2.A.5 Create 3-5 year District Technology Plan			x					Superintendent, School Business Administrator Supervisor of Technology	Local Budget Technology inventory	1. District Technology Plan	Ongoing			
3.3.A HVAC Upgrades														
3.3.A.1 Install air conditioners and improved ventilation in large common areas at Marchall Hill, Maple Road schools and at Macopin Middle School				x				School Business Administrator Supervisor of Buildings & Grounds	Local Budget, Grant funding Long Range Facilities Plan	Project status updates and completion reports Completed installation	Complete			
3.3.A.2 Replace rooftop exhaust units at WMHS, Macopin Middle School and various elementary schools				X				School Business Administrator Supervisor of Buildings & Grounds	Local Budget, Grant funding Long Range Facilities Plan	Project status updates and completion reports	Ongoing			

3.3.B Facilities Upgrades										
				School Business						
				Administrator	Local Budget,					
3.3.B.1 Continue				Supervisor of	Grant funding					
removal/abatement/replacement of				Buildings &	Long Range	1. Project status updates and				
asbestos floor tiles		x		Grounds		completion reports	Ongoing			
				School Business						
				Administrator	Local Budget,					
				Supervisor of	Grant funding					
3.3.B.2 Evaluate needs for additional				Buildings &	Long Range	1. Project status updates and				
school security measures		x		Grounds		completion reports	Ongoing			
,				School Business			" "			
				Administrator	Local Budget,					
				Supervisor of	Grant funding					
3.3.B.3 Continue to rehabilitate and				Buildings &	Long Range	1. Project status updates and				
renovate athletic facilities		l x		Grounds		completion reports	Ongoing			
Terrovace acritecto racinicies				School Business	r demeres r idir	completion reports	o ngo ng			
				Administrator	Local Budget,					
3.3.B.4 Continue to rehabilitate and				Supervisor of	Grant funding					
renovate fine & performing arts				Buildings &	Long Range	Project status updates and				
facilities		×		Grounds		completion reports	Ongoing			
Identices				Grounds	Local Budget,	completion reports	o iigo iiig			
				School Business	Grant funding,					
3.3.B.5 Complete items on LRFP					Stabalization Aid					
(UGL window project, etc.) and				Supervisor of	funding,					
explore alernate funding for these				Buildings &	Long Range					
projects.		×		Grounds		Status of prioritized projects	Ongoing			
' '				Grounds	racincies rian	1. Status of prioritized projects	Ongoing			
3.4.A Hillcrest Property										
				School Business						
				Administrator						
				Supervisor of						
				Buildings &						
				Grounds						
				Township/Board						
3.4.A.2 Complete feasibility study of						1. Agreement to engage in RFP	Contract awarded			
the Hillcrest property		Х		Committee	meetings	process	November 2023			

Goal Area: Well-being				Year 2 2023-2	2024								
Goal 4: To create a positive, inclusive	and conn	ected so	chool env	rironment that	promotes	lifelong hea	Ith and well	being.					
Objectives:													
1. Increase opportunities for extra-cu	ırricular a	ctivities	K-12 tha	t address stud	ent needs a	nd interest	s.						
2. Foster individuality to create a cul	ture of ac	ceptance	e in all sc	hools									
3. Promote mental and physical well													
4. Strengthen peer-to-peer relations					order to bu	ild a more	supportive s	chool environment					
The state of the s	1								Human and				
Strategic Plan Action Items									Fiscal	Outcomes as Indicators of			
Year 1 2022-2023	Explore	Plan	Create	Implement	Monitor	Analyze	Evaluate	Lead on Task	Resources	Success	Current Status		
4.1.A Co-curricular Activities													
4.1.A CO CUITICUIUI ACTIVICES								Director of					
								Special Services					
4.1.A.1 Create opportunities for all								Supervisor of	Budget				
schools to offer clubs that emphasize								Guidance	Standardized fee	1. Plan for clubs			
acceptance and incluciveness.			Х					Principals	structure	2. Approval of club advisor(s)	Ongoing		
								MS Principal					
								Supervisor of	Budget				
4.1.A.2 Develop middle school		١.,						Physical		1. Plan for intramural program			
intramural athletics program.		Х						Education/Health	structure	2. Approval of team coach(es)	Ongoing		
4.3.A Mental & Physical Wellness			-										
								Superintendent	Dudest				
4.3.A.1a Create opportunities to								Director of Speicial Services	Budget, Professional				
build and develop social and								Director of	Development	1. Wellness PD sessions scheduled			
emotional wellness for staff.				l x				Education	Committees	for February 2024	Planning stage		
								Superintendent		,			
								Director of	Budget,				
								Speicial Services	Professional				
4.3.A.2a Support professional								Director of	Development	1. Wellness PD sessions scheduled			
development opportunities for staff.					Х			Education	Committees	for February 2024	Planning stage		
4.4.A Supportive School													
Environment								Discrete s of					
4.4.A.1 Foster programs and								Director of					
practices that support students who are dealing with peer conflict, family								Special Services Supervisor of	Budget				
changes, social-emotional								Guidance		1. Record of programs and			
challenges, etc.					x			Principals	structure	participation	Ongoing		
3.27, 2.2								Director of			ŭ		
								Special Services					
4.4.A.2 Continue to create								Supervisor of	Budget				
opportunities to host therapy								Guidance	Standardized fee	List of activities and their			
animals in our schools			X					Principals	structure	locations	Ongoing		
								Director of					
4.4.A.3 Explore after school mental								Special Services	Dudast				
and physical wellness opportunities								Supervisor of	Budget	1 Mosting agendes			
for students and staff (i.e. yoga, meditation, etc.)	×							Guidance Principals	Standardized fee structure	Meeting agendas List of possible opportunities	Ongoing		
medication, etc.)	^							Fillicipals	Structure	2. List of possible opportunities	Oligonia		

Goal Area: Financial Stability				Year 2 2023-2	2024									
Goal 5: To achieve financial stability	in light of	State aid	d cuts un	der S2.										
Objectives:														
1. To stabilize District finances in an a	ttempt to	recover	and rebu	ild capacity to	support the	effective a	nd efficient c	perations						
2. To pursue and manage alternate fu	nding soui	rces												
3. To prioitize and reallocate funds in	response t	o S2												
									Human and					
Strategic Plan Action Items									Fiscal	Outcomes as Indicators of				
Year 1 2022-2023	Explore	Plan	Create	Implement	Monitor	Analyze	Evaluate	Lead on Task	Resources	Success	Current Status			
5.1.A District Finances														
								Superintendent						
5.1.A.1 Limit spending in the current budget year				x				School Business Administrator	Local Budget Grant funding	Messaging to administrators and staff				
budget year				_^				Superintendent	HR &	and stan				
5.1.A.2 Analyze enrollment and								School Business	Administrative		Monthly analysis			
staffing with an eye on effeciency				Х				Administrator	Team	1. Enrollment and staffing reports	reports			
5.2.A Alternative Funding														
								Superintendent			Application			
F 2 A 1 A make for the believe in a sid								School Business	Chaha Aid Sianna	1. Application and award	submitted			
5.2.A.1 Apply for stabalization aid				X				Administrator Director of	State Aid figures	notification	October 2023 Reporting			
								Education		1. Successfully submitted grants,	submitted on time			
									Federal and State		as of November			
5.2.A.2 Manage ESSER Grants				Х				Administrator	Grand funds	requests.	2023			
								Superintendent						
								School Business Administrator			A 1:			
								Director of			Application approved for FY			
								Education		Successfully submitted grants,	24			
								Director of	Federal grant	reports, and reimbursement	Grant activities on			
5.2.A.3 Manage entitlement grants				Х				Special Services	funds	requests.	track			
								School Business						
5.2.A.4 Return completed Capital								Administrator Supervisor of						
projects to their original funding								Buildings &	Audit	1. Successfully completed projects				
sources				Х				Grounds	LRFP	under budget.	Ongoing			
5.3.A S2														
								Superintendent		1. Successfully balanced and				
								School Business		approved budget.				
								Administrator Director of		2. Successful Mid-Year Budget Review				
5.3.A.1 Conduct a needs assessment								Education		3. Budget planning and				
to identify efficiencies and reduce								Director of		preparation for FY25				
redundancies				X				Special Services	Local Budget	4. Successful Audit report for FY23	Ongoing			