

Somerset Hills School District
 Strategic Plan Action Plan
 Year 2 As of June 2023

**Numerical Identifier = Goal. Objective. Indicator. Task*
Example: Goal 1. Objective 2. Indicator A. Task 1 (1.2.A.1)

GOAL 1: FACILITIES

Goal Statement: To develop an environment that optimizes student experiences and supports 21st Century programs

Objectives:

1. Continue updating standards to maintain safe and secure facilities
2. Redesign classrooms to meet technology-infused 21st Century learning programs
3. Revitalize existing space, evaluate all spaces, while repurposing under-utilized spaces to evolving curriculum and social/mental health needs
4. Upgrade sports facilities to meet all students' levels, maximize usage, and remain safe and competitive
5. Upgrade existing facilities to be more structurally modernized and sustainable

Strategic Plan Action Items Year 2 2022-2023	Explore	Plan	Create	Implement	Monitor	Analyze	Evaluate	Lead on Task	Project Dates	Current Status
1.2.A BMS Media Center/HVAC Upgrade										
1.2.A.2 Architect rendering			X					Business Administrator Principal Facilities Manager	January 2022 - December 2022	Completed December 2022
1.2.A.3 Bid Process				X				Business Administrator Facilities Manager	July 2022 - June 2023	Completed January 2023
1.2.A.4 Contract awarded				X				Business Administrator Facilities Manager	February - June 2023	Completed February 2023
1.2.C School Tech Spaces										
1.2.C.1 Consider current technology curriculum and offerings K-12							X	Superintendent Assistant Superintendent Supervisor of Technology	January 2022 - June 2023	Completed May 2023
1.2.C.2 Develop comprehensive plan for K-12 curricular enhancements, based on research of effective K-12 Tech programs and Tech/STEM lab designs		X						Superintendent Assistant Superintendent Supervisor of Technology	July 2022 - December 2023	In progress
1.2.C.2.a Develop a timeline for curriculum development			X					Superintendent Assistant Superintendent Director of Student Services Supervisor of Technology	January 2023 - December 2023	In progress
YL	X							Superintendent Assistant Superintendent Supervisor of Technology Principals	January 2023 - December 2024	In progress

1.2.C.4 Prioritize wish list to inform annual budget development		X						Superintendent Assistant Superintendent Supervisor of Technology	January 2023 - December 2024	In progress
1.4.B BHS Turf & Track										
1.4.B.1 Financing/budget for replacement of BHS turf (Bid Process)				X				Business Administrator Director of Facilities	January 2022 - December 2022	Completed December 2022
1.4.B.2 BHS Turf - work to be completed		X						Business Administrator	January 2023 - December 2023	In progress Anticipated completion Summer 2023
1.4.B.3 Financing/budget for replacement of BHS track		X						Business Administrator	January 2023 - December 2023	Completed April 2023
1.4.D BHS Lights										
1.4.D.1 BOE to research viability of improving lights on Olcott field	X							BOE Superintendent	July 2022 - June 2023	Completed June 2023
1.4.D.2 Community Forum - Information session including Q&A about improving lights on Olcott field		X						Superintendent Business Administrator	February 2023 - June 2023	Completed June 2023

GOAL 2: HEALTH AND WELLNESS/SOCIAL EMOTIONAL LEARNING

Goal Statement: To foster and increase self and social awareness throughout year for all K-12 students, and to create an educational community that embraces diversity and its inherent strengths to foster creativity and a sense of belonging.

Objectives:

1. Build relationships between schools; Continue "chain reaction throughout all levels"
2. Consistently integrate mental health instruction through curriculum
3. Comprehensive Diversity, Equity and Inclusion plan
4. More access to mental health services for ALL school community members
5. Appropriately incorporate technology
6. Reinstate MLK Day of Service
7. Guidance check in
8. Direct mental health instruction and conversation
9. COPE course

Strategic Plan Action Items Year 2 2022-2023	Explore	Plan	Create	Implement	Monitor	Analyze	Evaluate	Lead on Task	Project Dates	Current Status
2.1.A Solidify K-12 SEL Vision										
2.1.A.1 Work to further define K-12 vision, ensuring transition between grades/schools are purposefully planned/considered.				X				Assistant Superintendent Director of Guidance	July 2022 - June 2023	In progress
2.1.A.1a Work with Rutgers Behavioral Health to conduct needs assessment in the district to inform interventions				X				Assistant Superintendent Director of Guidance	January 2023- June 2023	Completed May 2023
2.1.A.2 Reach decision regarding whether to purchase additional curriculum and/or modify in-house		X						Assistant Superintendent Director of Guidance	January 2023 - December 2023	In progress
2.3.D Leverage Co-Curriculars to support student wellness										
2.3.D.1 Identify opportunities to recognize and promote safe spaces for all students (GSA, BerNERDS, Girl Up, Best Buddies, ESL Club)	X							Superintendent Assistant Superintendent Director of Guidance Principals	January 2022 - June 2023	In progress Meetings being planned to address budgetary needs
2.3.D.2 Budget for additional stipends to fully support these initiatives	X							Business Administrator Principals Director of Guidance	January 2022 - December 2024	In progress

2.3.D.3 Build outreach mechanisms across co-curriculars to encourage participation			X					Assistant Superintendent Principals Supervisors	July 2022 - June 2025	In progress
2.3.D.4 Build opportunities to celebrate among and across groups/buildings (e.g. Field Day for students with special needs, Unified Sports opportunities, events for students' transitions between schools)				X				Assistant Superintendent Director of Student Services Principals Supervisors	July 2022 - June 2025	In progress
2.4.C Ensure Mental Health spaces at each school / support students' needs										
2.4.C.1 Consider current spaces/needs at each school	X							Business Administrator Principals Facilities Manager	July 2022 - June 2023	Completed April 2023
2.4.C.2 Develop wish list for enhanced spaces in each building to support students' needs				X				Principals Director of Guidance	July 2022 - December 2024	In progress complete for BHS
2.4.C.3 Leverage each building's wish list to prioritize wants and informed annual budget development		X						Business Administrator Principals Director of Guidance	July 2022 - June 2025	In progress
2.7.B Identify Growth Opportunities										
2.7.B.1 Identify possible mechanisms to ensure all students K-12 are supported routinely (i.e. not just for scheduling or crisis)		X						Assistant Superintendent Director of Guidance Director of Student Services	January 2021 - December 2022	Completed December 2022
2.7.B.2 Evaluate alternatives from a cost-benefit standpoint (including, but not limited to, financial aspects of decision-making)							X	Assistant Superintendent Director of Guidance	July 2022 - December 2023	In progress
2.7.B.3 Budget for and implement recommendation		X						Business Administrator Director of Guidance	January 2021 - December 2024	In progress

GOAL 3: DIVERSE PATHWAYS TO STUDENT SUCCESS

Goal Statement: To enhance curricular offerings to expose and promote exploration and discovery

- 1. Create course connections and pathways toward identified careers (including vocational)**
- 2. Diverse course offerings and opportunities for deeper and further exploration into content**
- 3. Capitalize on external partnerships (college credits, internships, workshops)**
- 4. Develop curricular initiatives that provide career exploration opportunities (starting in elementary school)**
- 5. Celebrate individual student learning variations when designing, implementing and assessing curriculum**

Strategic Plan Action Items Year 2 2022-2023	Explore	Plan	Create	Implement	Monitor	Analyze	Evaluate	Lead on Task	Project Dates	Current Status
3.1.A Expand Career Exploration K-12										
3.1.A.1 Expand BMS co-curriculars/related arts offerings to provide opportunities to develop soft skills or entrepreneurship dispositions (e.g. TREP\$)		X						Principal	July 2022 - December 2023	In progress
3.1.A.2 Develop high school course sequences specific to post-secondary interests, to be included in Program of Studies			X					Superintendent Supervisors Principals Director of Student Services	July 2022 - December 2024	In progress
3.1.B Expand Access to Experiences Beyond MS/BHS										
3.1.B.1 Survey students, consult with internal stakeholders to confirm student interest in a variety of expanded experiences. Work with VoTech, and Director of Guidance, to promote an earlier, more in depth sustained understanding of their offerings for students and their parents				X				Principals Director of Guidance	July 2022 - December 2023	In progress complete for BHS
3.1.B.2 Explore opportunities for Dual Enrollment, and share possibilities with the Board/public in an ongoing manner		X						Superintendent Assistant Superintendent Director of Guidance	July 2022 - June 2025	In progress
3.1.B.3 Expand Virtual Academy opportunities at BMS to broaden access without compromising high standards				X				Assistant Superintendent Director of Guidance Principal	July 2022 - December 2024	In progress
3.1.B.4 Expand SLE (work study, internships) opportunities to general education population	X							Assistant Superintendent Director of Guidance Principal Supervisor	July 2022 - June 2025	In progress

3.2.A Diverse Course Offerings and Opportunities										
3.2.A.2 Solicit student input/feedback at BHS to ensure career focus considers their voices. Guidance counselors to use Naviance extension to survey students and to explore holding a Career Fair using Naviance data					X			Director of Guidance	July 2022 - December 2024	In progress
3.2.C Solidify Current Academic Pathways										
3.2.C.1 Modify accelerated math pathways at BMS to broaden access without compromising high standards	X							Supervisor of Mathematics	July 2022 - June 2023	In progress Discussions continue into Summer 2023
3.2.C.2 Develop BHS summer programming for advanced credit and remediation		X						Superintendent Assistant Superintendent Supervisors Principal	July 2022 - June 2024	In progress
3.2.C.3 Expand after-school and summer academic support at Bedwell and BMS using recent and existing standardized data					X			Superintendent Assistant Superintendent Supervisors	July 2022 - June 2024	In progress with expansion
3.2.C.4.d Focused K-12 PD to ensure all teachers at all levels are supported in meeting students' individual needs and goals; PD opportunities will be planned as a result of the staff survey where educators identified their own PD needs to support all learners						X		Superintendent Assistant Superintendent Supervisors	July 2022 - June 2025	Completed June 2023, and will continue annually
3.2.C.5 Improve Intervention & Referral services mechanisms K-12 to more tightly align with New Jersey Tiered System of Supports (MTSS)						X		Assistant Superintendent Director of Guidance	July 2022 - June 2024	In progress
3.2.C.9 Identify needs of English Language Learners based on local and state assessment data, program requirements, and the NJSLs, and create a plan to address those needs		X						Supervisor of ESL Principals	June 2023	Completed May 2023
3.2.C.10 Continue to expand Pre-K program			X					Director of Student Services Principal	June 2023	Completed May 2023
3.3.A Capitalize on External Partnerships										
3.3.A.1 Expand K-12 opportunities for community members to share professional expertise with students (Brown Bag Lunch) after assessing what programs are already in place and any perceived gaps					X			Superintendent Assistant Superintendent Principals Supervisors	July 2022 - December 2023	In progress

3.3.A.2 Develop a structure for staff to share their outside interests with students			X					Assistant Superintendent Principals	July 2022 - December 2023	In progress
3.3.A.3 Research local and virtual opportunities with individuals, groups, organizations and universities	X	X						Principals Supervisors	July 2022 - December 2023	In progress
3.3.A.4 Share and promote identified opportunities with students, faculty/staff, and parents/guardians					X			Principals Supervisors	July 2022 - December 2023	In progress
3.4.A Career Exploration Opportunities										
3.4.A.1.a Bedwell Administration and Supervisors to consider existing Related Arts K-4 curriculum to plan for career-focused updates			X					Principal Supervisors	July 2022 - December 2023	In progress
3.4.A.1.b Bedwell Administration and Related Arts teachers to determine plan of action that will support career readiness (the beginning of a K-12 continuity experience) and ensure that all stakeholders are included and informed			X					Principal Supervisors	July 2022 - December 2023	In progress
3.4.A.1.c Create opportunities in related Arts K-4 to explore the discipline through a career lens			X					Principal Supervisors	July 2022 - December 2023	In progress
3.4.A.2 Expand K-12 curriculum to provide virtual opportunities for professionals from across the world to share expertise with students			X					Assistant Superintendent Supervisors Assistant Principal	July 2022 - December 2024	In progress
3.4.A.3 Develop a K-12 lens for counselors to include career aspirations/interests/goal setting throughout the grades		X						Director of Guidance	July 2022 - June 2025	In progress

4.4.B.1 Develop options to current communication vehicles, K-12; outreach to parents to discover opportunities for improvement			X					Superintendent Assistant Superintendent Information Technology Manager	July 2022 - June 2023	Completed June 2023
4.4.B.1.a Bedwell to devise a plan to promote the elementary school on social media platforms, including a reimagined Twitter account			X					Principal	July 2022 - June 2023	Completed June 2023
4.4.B.1.b Student Services Dept to contribute to schools' Twitter accounts to communicate with stakeholders, as well as update their district website with pertinent information				X				Director of Student Services	July 2022 - June 2023	Completed June 2023
4.4.B.2 Search out opportunities K-12 for groups that are not currently looped in, working to ensure inclusivity for all stakeholders	X							Superintendent Assistant Superintendent Principals Supervisors	July 2022 - June 2024	In progress
4.4.B.2.a The Director of Student Services and the Supervisor of ESL to work collaboratively to ensure interpreting/translating needs are met and that non-English speaking families are engaged and informed				X				Director of Student Services Supervisor of ESL	July 2022 - June 2023	Completed June 2023
4.4.B.3 Develop a communication plan that can be operationalized, ensuring appropriate budget impact can be met			X					Superintendent Assistant Superintendent Business Administrator	January 2023 - June 2024	In progress
4.4.B.4 Standardize communication expectations K-12 across buildings and student experiences (e.g. sports)				X				Superintendent Assistant Superintendent Director of Information Technology	July 2022 - June 2025	In progress
4.4.B.4.a All SHSD Principals will work to formalize a consistent Principal's Message in the Friday Folder across the District, as well as to share/promote available opportunities				X				Principals	July 2022 - June 2025	In progress
4.4.B.5 Enact, plan, appropriately garnering feedback from all stakeholder groups				X				Superintendent	January 2023 - June 2025	In progress
4.4.C Leverage Co-Curriculars to Support Student Interests										
4.4.C.1 Identify opportunities K-12 to facilitate groups focused on common interests (e.. STEM), and creating applicable student surveys to elicit interests						X		Principals Supervisors	July 2022 - June 2024	In progress

4.4.C.1.a Creation of BMS/BHS co-curricular Google Calendars to improve communication between clubs, activities, and athletics, and to reduce scheduling conflicts				X				Principals Supervisors	July 2022 - June 2024	In progress
4.4.C.1.b BMS/BHS co-curricular advisors and interscholastic teams to utilize Twitter and/or other appropriate social media platforms				X				Principals Director of Athletics	July 2022 - June 2024	In progress
4.4.C.2 Budget for additional stipends to fully support these initiatives				X				Superintendent Business Administrator	July 2022 - June 2024	In progress
4.4.C.3 Build outreach mechanisms across co-curriculars to encourage participation and ensure contact beyond the walls of the school			X					Principals Supervisors	January 2023 - December 2024	In progress
4.4.C.3.a BMS/BHS co-curricular advisors to utilize Twitter				X				Principals Supervisors	January 2023 - December 2024	In progress
4.4.C.4 Create opportunities for students at all grade levels and community members to share common interests, fostering community support and cross generational relationships			X					Principals Supervisors	January 2023 - June 2025	In progress