R Robbinsville SCHOOL

Goal 1: Maintain a strong academic culture in Robbinsville.
"Foster a strong academic culture in Robbinsville where clearly articulated curriculum, expectations, and attitudes motivate students to high levels of academic success."

Objective	Outcomes	Evidence of progress
Objective #1: Align the district's grades K through 5 Science program with standards set by the Next Generation Science Standards (NGSS). In addition, develop standards for teaching practice and performance assessments by examining expectations of NGSS evidence statements and performance outcomes.	1. Grades K-5 Science Professional Learning Community (PLC), a representative group will evaluate NGSS standards and adjust programs accordingly. 2. Leverage the K-5 Science coach to strengthen student-centered instruction through ongoing, interactive PD experiences. 3. Articulate a strong science program from K-5.	a. Realigned curriculum documents for Science in grades K-5 b. Evidence of performance assessments in lesson design and teacher expectations
Objective #2: Use identified Robbinsville Ready skills (core college and career readiness skills) to implement the professional development plan for the 2017-2018 school year so that all PreK-12 staff begin emphasizing these core skills in their instruction and assessment	1. Meeting minutes of the Pre-K-12 Staff Committee to identify which skills they think are necessary for students to thrive in the 21st century and define what it means to be "Robbinsville Ready." 2. A copy of the professional development plan for the 2017-2018 school year that incorporates workshops on how to embed the core Robbinsville Ready skills into PreK-12 instruction and assessment. 3. Samples of Workshop sessions and lesson plans 4. Samples of teacher reflections	a. Committee agendas and notes b. Connection Forum agenda and notes c. Feedback to School Connection Forum Members d. 2017-2018 Professional Development Plan
Objective #3: Promote and support K-12 students' academic success through strengthening the students' executive function skills. These skills are: impulse control, emotional control, flexible thinking, working memory, self-monitoring, planning and prioritizing, and organization.	1. Expand professional development in Executive Functioning skills to include Academic Support and General Education teachers 2. Teachers will provide concrete data demonstrating progress or the lack of progress for all students through the use of SMARTS online curriculum	a. Agendas and resources from workshops b. Evaluate feedback provided by teachers and case managers c. Lesson plans, surveys, student assessment
Objective #4: Audit the current 6-8 curriculum to directly address the NJ Student Learning Standards and improve foundational math, critical thinking, and problem solving skills. Resources leveraged to specifically address Algebra I and mathematical mindset	1. Research best practices understanding the NCTM (National Council of Teachers of Mathematics) standards and the math program. 2. Expect and inspect teacher training at the 6-8 level in math. 3. Math Supervisor and math coaches will lead a series of math workshops designed to support rigorous mathematical practices and routines to create consistency in instruction. 4. Target a 3% increase in Grade 7 students who meet and exceed expectations on the 2018 Math PARCC Assessment (students receiving a 4 or 5) 5. Target a 3% increase in proficiency on the 2018 Math MAP (Measure of Assessment of Progress) for the students in Grade 8	a. End-of-year math assessments, open-ended responses, and state assessments b. Lesson plans, benchmark assessments, and monthly calendars c. Notes and agendas from parent sessions and focus group conversations d. Agendas and resources from workshops e. Math Coaching cycle schedules
Objective #5: Audit the current 6-12 Literacy curriculum to directly address the NJ Student Learning Standards and improve critical thinking, reading, and writing.	1. Hold informational parent meetings designed to equip community members with an understanding the NCTE (National Council of Teachers of English) standards and the Literacy program.	a. Open-ended responses, and state assessments b. Lesson plans, benchmark assessments, and monthly calendars

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	2. Expect and inspect teacher training at the 6-12 level in literacy 3. Literacy coaches will lead a series of workshops designed to support rigorous literacy practices and routines to create consistency in instruction	c. Notes and agendas from parent sessions and focus group conversations d. Agendas and resources from workshops e. Literacy Coaching cycle schedules

Goal 2: Effectively manage facilities and school security. "Ensure that district facilities are well managed, secured according to best practices, and maintained so that the learning environment for every student is optimal."		
Objective #1: Monitor and evaluate the future enrollment trends including examination of undeveloped farmland, potential township PILOT(s), and housing turnover.	Outcomes: 1. Evaluate current enrollment trends and facility capacity. 2. Evaluate open space in Robbinsville and potential impact of new housing projects. 3. Include a review of housing turnover and new demographic trends in Robbinsville 4. Research and evaluate a potential partnership with the township on PILOT (Payment in Lieu of Taxes)	Evidence of progress: a. Analysis of current enrollment and facility capacity and how to utilize the information for the capital plan. b. Analyze Long Range Plan and Space Utilization Study
Objective #2: Foster an active and comprehensive security drilling protocol so that an array of scenarios is routinely rehearsed with all district personnel, contractors, and students. Scenarios must include locking down students during high traffic times, recognizing and removing strangers from the buildings, and accounting for all students at all times.	Outcomes: 1. Train all staff, contractors, and students on drilling procedures 2. Implement "surprise" drilling schedule so that schools are prepared to drill at all times 3. Initiate scenario training where a variety of security scenarios are practiced with faculty and students 4. Engage local law enforcement to assist with refining drilling protocol 5. Revise School and District Security Plans	Evidence of progress: a. Evacuations Drills in all buildings will be conducted by October 31, 2017. b. Training logs, Ongoing c. Drilling logs (2017-2018) d. Table top exercises in conjunction with local law enforcement e. Host Office of Emergency Management Security Night for Parents, scheduled October 11, 2017.
Objective #3: Continue to strengthen security and safety measures on an ongoing basis.	Outcomes: 1. Review and update actionable items 2. Review safety and security policies and procedures 3. Prioritize need based upon assessment and cost. 4. Continue to schedule Security Committee meetings	Evidence of progress: a. Update technology and equipment as needed b. Newly revised and approved policies and regulations c. Communication plan through articles and email updates d. Security Committee will meet quarterly (agendas and minutes)
Objective #4: Continue to research energy savings in order to plan for capital projects	Outcomes: 1. Review the local government energy audit as we prepare for the second ESIP project 2. Determine the priority of projects utilizing Energy Conservation Measures (ECM) based upon the energy audit 3. Leverage Solar project as part of the ESIP 4. Leverage savings from SRECs	Evidence of progress: a. Energy Audit Document b. Successful award of ESIP project implementation of construction work c. School Kiosk data center to track SREC certificates

Objective #5 Continue to implement a plan for becoming a BRONZE status Sustainable Jersey for Schools program.	Outcomes: 1. Continue membership in the Sustainable Jersey for Schools 2. Expand Green Teams in all schools to include additional stakeholders 3. Complete Applications for Sustainability grants 4. Add Sustainable Jersey for Schools program as a standing item on FFT 5. Continue to strengthen partnership with township	Evidence of progress: a. Cenergistic Annual monthly report statistics b. Progress towards 150 points for certification c. Partner with the Environmental Commission

Goal 3: Maintain sound fiscal practices.
"Create an annual financial plan that advances important district goals yet continues to stabilize the community tax rate, and maintains adequate capital reserves".

Objective #1: Leverage, support, and promote a multi-year approach to budgeting that considers the long term impact of the 2% cap on property tax increases yet maintains forward momentum.	Outcomes: 1. Evaluate budget areas that are one-time expenses so that dollars can be reallocated in subsequent years for the instructional program 2. Leverage a multi-year strategy when adopting a budget 3. Avoid "quick" fixes or solutions that provide the appearance of fiscal prudence yet are short sighted in their scope	Evidence of progress: a. Engage specific BOE committee dialogue regarding the budget cycle and process b. Review allocations to determine one-time areas or areas that can be flexed in subsequent years c. Include opportunity for community engagement in the process through discussion at BOE meetings
Objective #2: Develop guiding principles for budget development that anchor in a review of district performance data so that financial allocations are tied to the areas of greatest need.	Outcomes: 1. Review performance data to identify academic strength and weaknesses 2. Allocate resources based upon BOE and administrative review 3. Integrate budget process with technology and curriculum reviews	Evidence of progress: a. Annual testing review (January 2018) b. Fund programs of greatest needs/academic impact (Budget cycle for 2018-2019)
Objective #3: Make recommendations to evaluate alternate revenue sources or reductions in appropriations and ways to reduce non-instructional costs.	Outcomes: 1. Evaluate new opportunities to generate additional revenue (solar PPA, cell tower, and advertising on school property) 2. Review cost avoidance strategies such as extending the impact of the Cenergistic program and use of clean energy 3. Reduce non-instructional costs – increase transportation efficiency and walking communities 4. Continue to promote Cenergistic Program for energy savings and celebrate reaching the $2,500,000.00 savings mark 5. Increase savings of Cost avoidance utilities by 30% or more since implementation. 6. Track energy savings through the 60kw Solar unit at Sharon School	Evidence of progress: a. Successful completion of Energy Audit and plan for a Solar PPA b. Analysis of potential revenue generation for advertising on school busses, billboard, cell phone tower c. Tuition-based Kindergarten d. Track quarterly payments and data from pulse meters
Objective #4: Develop a plan to leverage capital reserve dollars to replace and/or repair items included in the Long Range Facilities Plan.	Outcomes: 1. Develop a multi-year plan to prioritize Long Range Plan items. 2. Effectively allocate available district funds to build capital reserve and maintenance reserve accounts. 3. Create a comprehensive inventory catalog by evaluating district equipment.	Evidence of progress: a. Equipment inventory list with approximate replacement and/or repair costs b. Capital reserve and maintenance reserve account projections and analysis c. Actionable plan for the 2018-2019 school year budget

Goal 4: Foster community engagement.
"Promote community collaboration and information sharing so that all members of the Robbinsville community are valued as important contributors to the health of the school district."

Objective	Outcomes	Evidence of progress
Objective #1: Strengthen building level and department leadership communications to strengthen consistent practices so that parents feel included and aware of shifts, changes, and policies. Communication methods should be designed to match the need and not be limited to: phone calls, emails, newsletters, and Twitter feed.	1. Coordinate district communication methods with school-level communications so that a smooth and streamlined communication flow exists 2. Celebrate student successes through a consistent web presence and email communication with the community 3. Leverage School Messenger as a unified vehicle for providing real time information to parents 4. Create expectations and protocols for communication to strengthen consistent practices between and among buildings and departments. 5. Increase visibility and presence in classrooms and school and district-wide events.	a. Bi-weekly email newsletter (Ongoing) b. Regular dialogue with community members in response to email newsletters c. School Messenger leverage, but not overused, as a tool for ongoing real time communication d. Consistent methods and message across schools e. Communication Protocol that includes values and standards.
Objective #2: Continue the State of the Schools event as an annual vehicle for sharing district vision and mission while engaging the voices of key communicators in the community.	1. Hold annual state of the school event on Tuesday, November 14, 2017 during American Education Week. 2. Include a wide cross section of community members and leaders. 3. Feature students, school accomplishments, and plans for the future. 4. Open opportunity to listen to constituents	a. State of the Schools event, 11/14/17 b. Log of things we "heard" during the event c. Utilize feedback to refine and reflect the future State of the Schools events
Objective #3: Seek feedback from key communicators who may be leveraged as participatory voices on behalf of the school district.	1. Reinvent the School Connection Forums throughout the year to gather feedback and strengthen stakeholder participation 2. Open opportunities to listen to constituents through formal and informal means 3. Broaden participation of community and BOE members at school events and celebrations in order to find venue for improving listening	a. Calendar for Board Member attendance at school and community events b. Formal and informal connections with key community leaders c. Agendas and minutes from School Connection Forums
Objective #4: Promote celebrations of accomplishment by maintaining a diverse set of activities from all schools that are recognized and celebrated at monthly Board of Education meetings.	1. Ensure that students from all schools are celebrated and recognized at Board of Education meetings 2. Emphasize all aspects of school life (athletics, arts, academics, social emotional development, and achievement) at BOE celebrations 3. Open opportunity for BOE and community members to hear and experience the breadth of good work happening in the school district	a. Log of BOE celebrations b. BOE minutes c. Cross sectional participation in district celebrations and recognitions
Objective #5: Partner with the Robbinsville Education Foundation, district PTA and PTSA organizations, township officials and township organizations to maintain open lines of communication and advocacy for the school district.	1. Create meaningful connections with important community organizations 2. Liaison with PTA and PTSA on behalf of the Board of Education 3. Promote the work of the REF on behalf of the school district and Board of Education. 4. Engage with township officials on behalf of the school district by creating a township liaison to the board of education.	a. Community connections and collaborative events b. Event logs/attendance c. Informal and formal meetings d. Meeting minutes and action plans e. Press releases f. Work with John Nalbone to advertise school celebrations

Goal 5: Promote a healthy school culture. **"Create conditions where good citizenship and strength of character are an integral part of the school community's culture."**		
Objective #1: Broaden student voice and participation by engaging students in peer leadership programs, advisory committees, and interview experiences for key district personal where appropriate.	Outcomes: 1. Include students on committees and interview panels where appropriate 2. Listen to students about lunch and school programs through advisory panels 3. Talk to students of the month to find out what goes well and what needs improvement in our schools.	Evidence of progress: a. Foster student voice and participation in culture setting b. Improved adult and student connections c. Peer-to-peer leadership initiatives at each school
Objective #2: Promote a safe and inclusive culture for all students both within the school day and extra-curricular activities as they build the capacity for good citizenship.	Outcomes: 1. Workshop PowerPoints and agendas of staff training. 2. Meeting minutes with Guidance Counselors and School Safety Teams Provide in planning embedded experiences in understanding the use of Social Media. 3. Sample lessons from new revised PE/Health Curriculum 4. Artifacts and sample lessons from Campfire Kids 5. Track reported incidents of the misuse of Social Media	Evidence of progress: a. Track and provide follow up as needed on reported incidents of the misuse of Social Media b. Workshop agendas c. Calendar of school events, Safety Team minutes d. Revised Health curriculum e. Lessons from CampFire Kids
Objective #3: Design opportunities for RHS alumni to contribute to school culture.	Outcomes: 1. Continue to promote alumni and their accomplishments in the Alumni Spotlight. 2. Invite alumni to participate in focus groups. 3. Provide opportunities for alumni to speak to students about life after high school. 4. Develop mechanism to track / contact alumni after graduation from RHS.	Evidence of progress: a. Website (Alumni Spotlight) b. Focus group transcripts c. Alumni contact list