

MAY 2021

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Strategic Plan 2021-2025

Completed and Adopted May 2021

ALLAMUCHY TWP SCHOOL DISTRICT
STRATEGIC PLAN EXECUTIVE SUMMARY

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ATSD STRATEGIC PLAN

2021-2025

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Allamuchy Board of Education

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Mary Renaud, Vice President

Stephen Bienko

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Giovanni Cusmano

Craig Green

Harriett Gaddy

Lisa Moyer

Venita Prudenti

Melissa Sabol, Superintendent

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Internal Coordinators

Jennifer Gallegly, ATS Principal

Louis Caruso, Interim Principal

New Jersey School Boards Association

Kathleen Helewa, Field Services Representative

Staff, Parents, Students and Community Members

We would like to thank all the staff, parents, students, and community members who took the time to work closely with the school district to develop our plan.

The input you provided made the development of our plan possible. The time and effort you devoted to the organization of ideas has allowed us to generate a 5-year detailed outline of the plan that has been shaped by the input of every participating member. Your comments, thoughts and ideas reflect the aspirations of the various stakeholders for our students and have allowed for the creation of a plan that we can support and strive to achieve.

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Strategic Planning Committee

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STRATEGIC PLANNING PROCESS

Executive Summary

A. Initiation of the Strategic Planning Process

In 2018 the Allamuchy Township Schools began the work of creating a strategic plan. The district administration served as the coordinators of this process. A team of 27 received training and began the work of evaluating the needs of the district. The input from multiple stakeholders was then added to the process.

B. Gathering of Voices

Forums were held with the K-8 faculty and staff, students, parents, community, administration, and Board of Education representatives to gather input on:

1. Where are we now?
2. Where do we want to go?
3. How do we get there?

C. Synthesizing the Information

The Committee, comprised of representatives of the above stakeholder groups:

1. Reviewed and analyzed all of the information gathered from the stakeholder groups.
2. Reviewed and analyzed the district's mission statement, and the core beliefs.
3. Determined priorities of the groups represented.
4. Projected possible Action Plans, Indicators of Success, and Resources for recommendation to the Board.
5. Using all of the above work and resources, proposed goal statements and accompanying objectives were recommended for each of the goal strands.
6. Full committee review of the work in each of the four goal strands took place.

D. Administrative and Board Review of Planning Committee's Work

Review of the Standing Committee's work included:

1. Support/reframe recommended Action Plans, Indicators of Success, Resources, and revisions to the Core Beliefs statements.
2. Board review resulted in a recommendation to have NJSBA assist in the completion of the strategic planning process.
3. Presentations were made to the Board of the progress. Formal adoption of the strategic goals is needed by the Board.

E. Outcomes of the Planning Committee's Work

1. Number of Goal Strands after prioritizing the needs are 4 in this plan.
2. Development of a proposed goal statement for each Goal Strand and supporting objectives for each of the 4 goal strands.
3. Identification of components, action steps, indicators of success and resources for each strand to be used when writing the action plans.

F. Developing the Action Plans

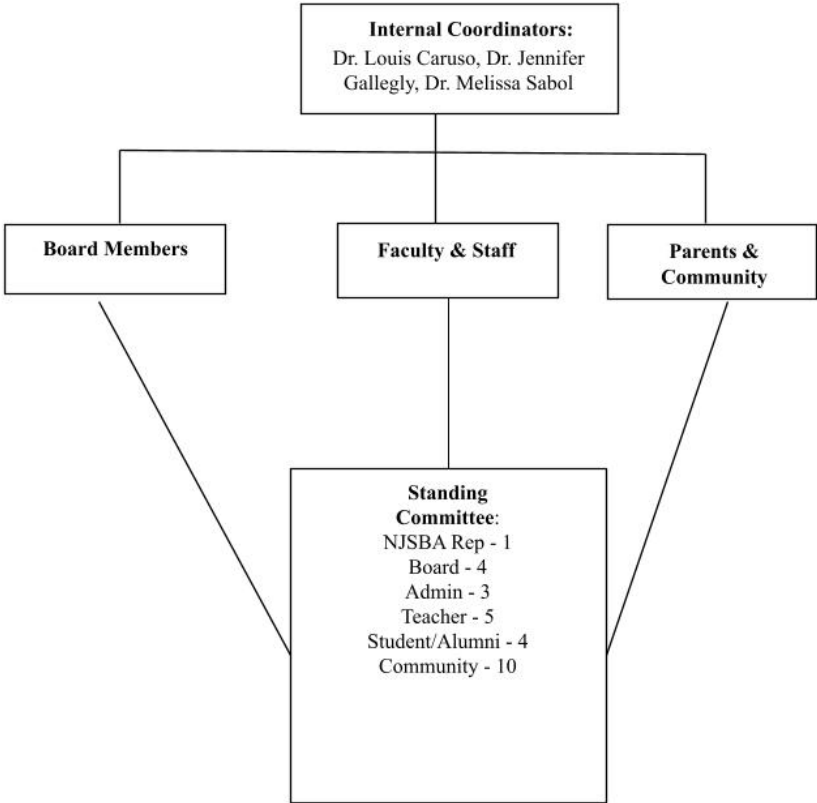
The administrative team will develop action plans to implement the strategic plan. The actions plans will include:

1. The actions needed to accomplish the goals/objectives
2. Select measures for accountability
3. Resources required
4. Timeline for implementation

G. Additional Resources

Additional resources not included in this report are the input from all of the various stakeholder groups, notes from the meetings, the synthesized information, and drafts of the work.

STRATEGIC PLAN PARTICIPANTS

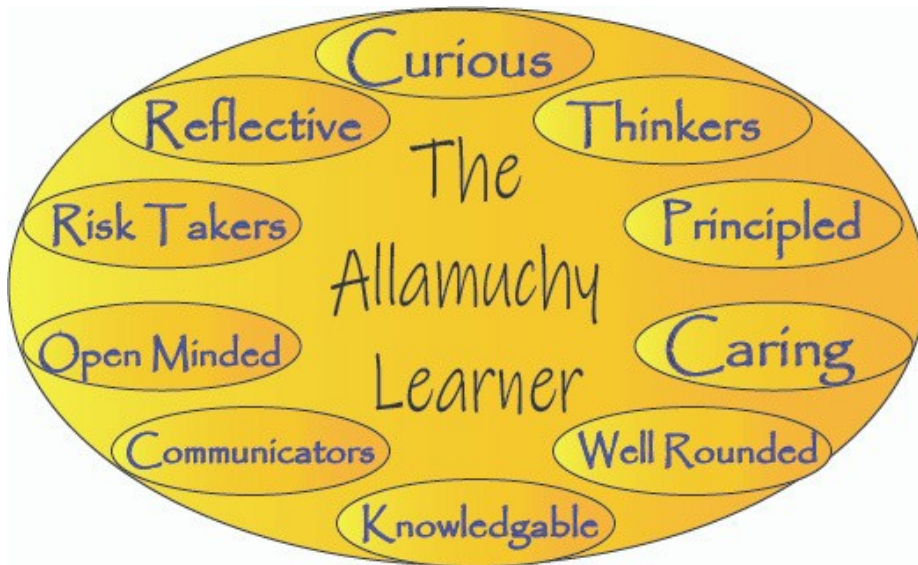


STRATEGIC PLAN TIMELINE

Targeted begin date	Responsible Parties	Actions
August 6, 2018	Allamuchy Board of Education	Goal Setting Workshop. How will a Strategic Plan still meet our needs? Changes that will guide us through the next 5 years.
February 28, 2019	Allamuchy Board of Education	Review core beliefs and strategic goals, determine relevance of 4 strands, who and how, role going forward, next steps. Changes to guide us through next 5 years.
January 2021	Acting Superintendent + 2 board members	Revision of previously developed goals, updates to strands
May 2021	BOE	Final approval of 2021-2025 Strategic Plan
Summer 2021	Staff	Participate in “action” meetings to evaluate current priorities at school level or department critical to be addressed in next 5 years
September 2021	Administration and Staff	Develop and implement action plans for the prioritized areas listed from “action” meetings.
October 2021	Administration and BOE	Reflection on mission, goals. New goals and priorities
November 2021	Administration and BOE	Reviewed initial draft of priorities in each strand and discussed action plan process.
December 2021	Administration	Evaluations and updates made to strategic plan. Audit of goals and progress towards the goals.
January 2022	Administration	Presentation to Board at public meeting
January 2023	Administration	Evaluations and updates made to strategic plan. Audit of goals and progress towards the goals. Presentation to Board at public meeting
January 2024	Administration	Evaluations and updates made to strategic plan. Audit of goals and progress towards the goals. Presentation to Board at public meeting
January 2025	Administration	Evaluations and updates made to strategic plan. Audit of goals and progress towards the goals. Presentation to Board at public meeting

MISSION STATEMENT

Promoting The Allamuchy Learner



STRANDS

The four strands that emerged from the group work are:

01

CURRICULUM

03

COMMUNICATION

02

SAFETY AND
SECURITY

04

FACILITIES AND
TECHNOLOGY



GOAL STRANDS

The four goal strands that emerged from the group work are:

1. Curriculum
2. Safety and Security
3. Communication
4. Facilities and Technology

GOAL STRAND # 1

Curriculum

Goal Statement:

The district will: Optimize the Curriculum to promote [The Allamuchy Learner](#).

Objectives:

1. To develop a comprehensive character education curriculum to promote social and self-help skills.

Activities:

- 1.1.1 – Evaluate existing programming in place for social and self-help skills including Lunch Bunch and Friendship Groups and determine the effectiveness of them.
- 1.1.2 – Research best practices in the implementation of character education push in programs and curriculum for grades K-8.
- 1.1.3 – Conduct a district analysis to determine policies, procedures and curricula already in place that would establish an overarching theme.
- 1.1.4 – Research, develop and implement a “whole child” based character education program to reach all students through a fully-integrated schedule.
- 1.1.5 - Provide training to staff to successfully integrate all aspects of the Social Emotional Learning (SEL) curriculum.
- 1.1.6 – Determine the integration methodology of self-help skills and suicide prevention into the character education curriculum push in program by way of data analysis, best practices, and the academic, social and emotional variables of the students of the Allamuchy community.

2. To increase critical thinking through 21st century teaching strategies i.e.: project based learning, learner becomes teacher, collaborative activities.

Activities:

- 1.2.1 – Develop a comprehensive PD program that revolves around the 21st Century learner, cross-curricular skill sets, project based learning and flipped classroom models.
- 1.2.2 – Expand the use of our learning management systems to provide online professional development, blended learning opportunities and learning communities for all staff.
- 1.2.3 – To continue to support teacher student engagement that takes place in settings that look different than the traditional classroom, including classes with alternative seating, students with devices, technology as an integrated part of the classroom environment and collaborative learning through discussions and small groups.
- 1.2.4 – Optimize the use of turnkey professional learning opportunities as much as possible.
- 1.2.5 – Provide PD opportunities that involve the engagement of social media platforms such as Twitter to engage the staff in the culture of educational social media professional learning and sharing.
- 1.2.6 – Assess curricula at each grade level to identify opportunities for interdisciplinary connections.
- 1.2.7 - Conduct an audit of the current STEAM program to ensure alignment to the NJ 21st Century Student Learning Standards.
- 1.2.8 - Evaluate the use and impact of the Outdoor Classroom on 21st Century learning, continually providing ideas and thoughts for continued use.
- 1.2.9 - Expand on the Coding/programming opportunities offered through our science curriculum.

3. To revise and update curriculum to maintain Allamuchy’s status that is at the forefront of educational practices.

Activities:

- 1.3.1 – Engage in a review of current curricula across all disciplines, inclusive of the counseling curriculum, to ensure 21st Century skills are effectively addressed as well as the social emotional component that is vital to the success of every Allamuchy Learner are evident and implemented.
- 1.3.2 - Identify and analyze current benchmark assessments at each grade level and content area to determine reliability, alignment, intra/interdisciplinary connections and predictive value of those assessments.
- 1.3.3 - Develop a five year cycle for curriculum review to maintain alignment and continue to follow best practices.

GOAL STRAND # 2

Safety and Security

Goal Statement:

The district will: Foster a physically and emotionally safe and secure learning community where students can grow as learners and citizens while developing a sense of ownership within the community.

Objectives:

1. Create a physical environment to ensure student and staff safety.

Activities:

- 2.1.1 – Update security protocols regarding visitors
- 2.1.2 – Install panic buttons and silent/strobe alarm at both ATS and MVS schools (Alyssa’s Law)
- 2.1.3 - Create “mantrap” vestibules at both ATS and MVS schools
- 2.1.4 - Reconstruct MVS office to allow for better sight-lines
- 2.1.5 - Rekey rooms to increase safety and security and allow for updated procedures for incidents of lockdown
- 2.1.6 - Work closely with school SRO and local law enforcement to develop best practices for safety and security
- 2.1.7 - Install cameras and monitor footage to heighten security.
- 2.1.8 - Update/repair speakers attached to PSA equipment at ATS
- 2.1.9 - Install an all-call system at MVS that is functional from any phone.
- 2.1.10 - Maintain the MOA regarding our safety and security plan and update on a annual basis.
- 2.1.11 - Annually train staff on safety and security protocols
- 2.1.12 - Annually provide documentation regarding community responsibility towards safety and security.

2. Keep the students, parents, staff and community well informed of best practices in social and emotional development of the Allamuchy community.

Activities:

- 2.2.1 – Evaluate current programs for student safety. School safety programs will be offered to students, staff and/or parents including HIB, and Internet safety.
- 2.2.2 – Evaluate current alert system and look into options that may streamline communication with the student management system.
- 2.2.3 - Keep the website current with the monthly character education focus and have it easily accessible to the community.

3. Create an atmosphere of community by providing opportunities and events to socialize within the extended community.

Activities:

- 2.3.1 – Continue to cultivate relationships with local businesses as they support holding social events for our school that also engages the community as a whole.
- 2.3.2 – Explore and implement new opportunities to use Rutherford Hall for events that involve both the school and the extended community.

4. Create awareness of current communication tools utilized by the district to promote community involvement.

Activities:

- 2.4.1 – Provide opportunities for the community to engage with the district by sending alerts, promoting community involvement on the district website and social media platforms.
- 2.4.2 - Compile an extensive list of email addresses that are not limited to the school community but include the entire community. Reach out to the Town Council, the PVPOA, Rutherford Hall, etc. lists to compile a more comprehensive list that represents the Allamuchy community.
- 2.4.3 – Increase frequency of communications to the community
- 2.4.4 – Reach beyond the school community through a variety of venues to inform and connect with a larger population of the community.

GOAL STRAND # 3

Communication

Goal Statement:

The district will: Articulate District communications to all community stakeholders establishing ATSD as the “HUB”.

Objectives:

1. To streamline information so all stakeholders have a point of reference.

Activities:

- 3.1.1 – Develop and administer a needs assessment designed to gather feedback from appropriate stakeholders.
- 3.1.2 – Analyze the results of needs assessments to be used as a data tool for outgoing communications.
- 3.1.3 – Evaluate the current set up of lines of communication between the school district and Allamuchy Town Council, Allamuchy PTO, Rutherford Hall, and Panther Valley Property Owners Association and make modifications and improvements as necessary.

2. To explore current website structure and how parts are compatible which allows for effective teacher-family communication.

Activities:

- 3.2.1 – Research and implement an effective, updated, user-friendly website interface that allows for a smooth navigation and desirable communication between school and family.
- 3.2.2 – Collect data from stakeholders regarding the look and feel of the desired website
- 3.2.3 - Select a new template that structures information as indicated by the survey responses
- 3.2.4 - Transfer data and information to the new template
- 3.2.5 - Go live with the new website
- 3.2.6 - Continue to allow the new website to be a working document in which information and format are updated regularly to match the needs of the stakeholders

3. To explore and understand the needs of the community.

Activities:

- 3.3.1 – Survey the community to better understand the communication needs and methods to reach members of the community.
- 3.3.2 - Establish and implement protocols regarding the safety of the school community.

GOAL STRAND # 4

Facilities and Technology

Goal Statement:

The district will: Enhance and maintain facilities, technologies, and classrooms to facilitate the growing needs of the school population and community.

Objectives:

1. Maintain and enhance student and teacher access to technology to meet the needs of a 21st Century Learner.

Activities:

- 4.1.1 - Identify the needs of the individual content areas regarding technology integration within the classroom, K-12.
- 4.1.2 - Continue to support staff in the use of technology communication applications like SeeSaw and Remind.
- 4.1.3 - Provide a reliable, sustainable technology plan and framework to improve learning that instills our students with 21st century skills and strategies.
- 4.1.4 - Acquire and maintain devices to support the 1:1 initiative
- 4.1.5 - Provide staff with devices to support teaching and learning through a variety of formats
- 4.1.6 - Equip classrooms with effective and efficient display boards that enhance student learning

2. Keep current with best practices for classroom instruction utilizing the classroom spaces to enhance learning.

Activities:

- 4.2.1 - Explore and implement opportunities to utilize alternative seating options for all students in the classroom setting at various times during the school day.
- 4.2.2 - Continue to cultivate the outdoor classroom opportunities at Mountain Villa School and the Allamuchy Township School.
- 4.2.3 - Develop and implement new ways to expand the instruction in the outdoor classroom by way of overarching curriculum.
- 4.2.4 - Continue to foster the Professional Development School relationship with Centenary University.
- 4.2.5 - Maintain the internship model for pre-service teachers and further enhance the symbiotic relationship between veteran and novice teachers.

3. Maintain current facilities in a cost effective manner and improve areas when possible.

Activities:

- 4.3.1 - Ensure compliance with all reporting requirements are met within all buildings.
- 4.3.2 - Monitor capacity of current facilities for future enrollment increases or decreases based on new construction or declining enrollment trends.
- 4.3.3 - Develop, monitor, and implement a five-year maintenance/facilities improvement plan.

4. Broaden the learning experience through creative and collaborative use of facilities and schedule.

Activities:

- 4.4.1 - Implement the use of virtual classrooms when appropriate.
- 4.4.2 - Explore best practices for interactive learning spaces and open floor plans.
- 4.4.3 - Allow the classroom environment to reflect the learner centered approach.
- 4.4.4 - Involve Sustainability Committee in developing programs, communications and events for a service learning based approach to problem based learning.

5. Explore ideas for exploration for other school districts to use our facilities for their school trips.

Activities:

- 4.5.1 - Rutherford Hall Historical Sessions for young students. Focus on how the young children lived and the difference between the Rutherfurds and the working staff.
- 4.5.2 - Outdoor classroom exploration
- 4.5.3 - Introductory boating programs to include neighboring schools.
- 4.5.4 - Science and nature exploration. The following topics to be explored: bird beaks, adaptations, water sampling
- 4.5.5 - Develop and implement mini learning sessions on a variety of topics to be offered on a rotational basis (Ex: cooking, archery, astrology, tree tapping, dendrology, gardening, etc.)

Actionable Events to Embark Upon the Journey to Reach our Goals

Publication of the Strategic Plan

Communication Host Community Forums, publish podcasts, update website, etc.

Offer Staff Professional Development in self Care, mindfulness, balance and sense of calm

Establish a professional relationship with key stakeholders within the community.

Curriculum Writing and Selection of the new Language Arts Program for grades k-5.

Make progress towards completion of negotiated Union Contracts

Strengthen the relationship between the Board and the superintendent through individualized meetings.

Synchronize Decision making with the board office to ensure the financial stability of the district.

Establish programs at Rutherford Hall that meet the needs of the community while creating self sustainability

