

**Bayonne School District
Strategic Plan
2013 -2014**

**“Creating a Community of
Learners”**

Bayonne School District Strategic Plan 2013 -2014

“Creating a Community of Learners”

Goals of the Plan: To provide optimum learning opportunities for all students in a safe, secure, inclusive learning environment that fosters personal and interpersonal growth, lifelong learning and a strong sense of community. This can be accomplished when administrators, teachers, parents and the community collaborate as a team to accomplish its objectives.

Objectives:

- To set high standards and expectations for student achievement.
- To provide a safe environment conducive to learning.
- To meet the needs of our diverse multi-cultural school population.
- To provide a challenging curriculum by utilizing educational technologies that meet the needs of the 21st Century.
- To provide programs that foster successful home, school, and community partnerships.
- To provide teacher training and professional development.
- To effectively enhance technology usage.

<p align="center">PRIORITY AREA 1: STUDENT ACHIEVEMENT</p>	<p align="center">PRIORITY AREA 2: STAFF DEVELOPMENT</p>	<p align="center">PRIORITY AREA 3: TECHNOLOGY</p>	<p align="center">PRIORITY AREA 4: OPERATIONS</p>
<p><u>Strategies:</u></p> <p>1.1 <i>Assessment and Accountability for Student Performance</i></p> <ul style="list-style-type: none"> • Evaluate progress based on NJDOE NJ School Performance Reports relative to Academic Achievement, Student Growth, College & Career Readiness, Graduation and Post- Secondary. • Utilize a data-driven assessment system which focuses on desired learner outcomes and curricular improvements. • Continue to administer the quarterly interim assessments in Language Arts / Literacy, Mathematics and Science to determine if students are on track to succeed. • All other content areas will utilize district assessments (pre and post tests) at least two times per year to measure student growth. 	<p><u>Strategies:</u></p> <p>2.1 <i>Job Embedded Staff Development Program</i></p> <ul style="list-style-type: none"> • Commit to a teacher-training model of staff development and provide necessary that help resources to provide high quality, job-embedded, differentiated staff development for the teachers that is aligned directly to the district, school and department goals. <p>2.2 <i>Danielson Framework for Teaching Evaluation Instrument</i></p> <ul style="list-style-type: none"> • Promote instructional expertise among our teaching faculty by focusing on planning and preparation; improving the classroom environment; instruction; and, professional responsibilities. • Ensure there is a highly effective teacher in every classroom by strengthening the preparation and evaluation of effective teachers. 	<p><u>Strategies:</u></p> <p>3.1 <i>Technology Integration</i></p> <ul style="list-style-type: none"> • Integrate technology effectively into instructional practice, including clear expectations of how technology is to be used in the classroom. • Create a balanced and consistent implementation and infusion of technology that will enhance instruction, assessment, and mastery of curriculum. • Enhance instruction, assessment, and mastery of curriculum content through universal access to technology for all students and staff. • Enhance the use of technology within the facilities, build upon the skills and resources students need to know to be effective seekers, analyzers, and synthesizers of knowledge 	<p><u>Strategies:</u></p> <p>4.1 <i>Finance</i></p> <ul style="list-style-type: none"> • Maintain and improve the automated budget system procedures. • Explore revenue generating initiatives to alleviate local tax burden and allow the district to implement different initiatives. • Maintain the budget within 2% levy cap and still meet the educational needs of our students. • Take advantage of federal, state, and local grant opportunities. • Utilize savings from green initiatives to fund innovative practices within the district. <p>4.2 <i>Facilities</i></p> <ul style="list-style-type: none"> • Develop a comprehensive capital and maintenance plan. • Explore, plan and develop beautification projects. • Explore, implement, and administer green initiatives.

<ul style="list-style-type: none"> • Monitor student attendance at the classroom / school / district level to address chronic absenteeism. • Continue to monitor and reduce the achievement gap. <p>1.2 Data Analysis and Application</p> <ul style="list-style-type: none"> • Continue to develop and refine a systematic approach for collecting, analyzing, interpreting, reporting and utilizing achievement and non-achievement data at the district, school, and classroom level. • Maintain a data warehouse for the purpose of supporting informed decision-making at the student, grade, building, and district levels. <p>1.3 Student Assistance and Support</p> <ul style="list-style-type: none"> • Continue to strengthen and align curriculum, program and instructional strategies as interventions to targeted student populations. • Provide multiple opportunities for students to create, collaborate, and share various forms of digital content. • Implement differentiation of instruction in an environment responsive to the diversity of learners. • Prepare students to compete in an ever-changing global landscape. • Implement and staff a new Bilingual Arabic Program. 	<p>2.3 Kim Marshall Principal Evaluation</p> <ul style="list-style-type: none"> • Provide an in-depth understanding of the Marshall Rubric and process. • Collaboratively identify any context specific modifications necessary to the process. • Ensure there is a highly effective administrator in every building by strengthening the preparation and evaluation of effective administrators. <p>2.4 District/School/Classroom Planning</p> <ul style="list-style-type: none"> • Develop goals that are specific, measurable, attainable, results-oriented, and timely (SMART) which clearly addresses the needs of our students. • Ensure highly effective teachers and administrators deliver strong curriculum, instruction, and assessment. • Provide professional development for teachers and administrators that is more focused on delivering quality instruction and aligned to the learning need of each child. • Develop and distribute standards-based grade-level curriculum, pacing guides, and lesson plans. Establish a process for helping teachers make use of these tools. • Customize professional development activities to meet the needs of the staff based on the performance of their students. 		<ul style="list-style-type: none"> • Renovate classrooms, labs, and entrance/exit as specified in the proposed Academy for Fine Arts and Academics Wing Floor Plan to create a unique and attractive learning space that will nurture creativity and focused learning.
--	--	--	---

<ul style="list-style-type: none"> • Distribute aligned and high-quality curriculum materials to all principals, vice principals, directors, supervisors and teachers. • Continue to monitor students experiencing academic difficulties and implement a Student Learning Plan Contract. • Pilot a full day pre-kindergarten program. • Continue Credit Recovery program as well as before, during, and after school tutoring. • Afford ample opportunities for students demonstrating that they are ready for Algebra I coursework prior to high school by offering a zero period Algebra I class taught by a certified math content knowledge teacher in the Grade 8 math classroom. • Offer an Honors Algebra I class for 8th graders at BHS. • Creation of the Academy for Fine Arts and Academics, a magnet school within a school, committed to honors level courses in all subjects as well as the fine and performing arts. • Implement standards-based report cards for grades K-3. 	<p>2.5 <i>Life-Long Learning Environment for Staff</i></p> <ul style="list-style-type: none"> • Build a professional development culture and cultivate a staff of skilled communicators. • Provide on-going training support, and resources for all district staff that allow staff to understand and successfully implement programs and initiatives, increase their expertise, and improve communication and collaboration. • Utilize Professional Learning Communities (PLC) as a venue to engage in collegial discussions involving evidence of student learning and maintain /develop common assessments across grade levels and content areas. 		
---	--	--	--

- Continue to build and utilize a strong I&RS team to serve as a core problem solving team at the school level. The team will assist in providing targeted interventions for those students experiencing academic difficulty.
- Verify the fidelity of the interventions by conducting fidelity focused observations and consulting with those delivering the interventions. Special education may be an outcome, but it is not an automatic solution.

1.4 Curriculum Development

- Review and evaluate current academic programs to ensure alignment with the NJCCCS and the Common Core State Standards, best practices research, and 21st century skills readiness.
- Continue to strengthen and align the curriculum using a UBD format with rigorous standards in all content areas ensuring that it is engaging, challenging, and consistently implemented.
- Conduct inventory of current curriculum materials -- including curriculum frameworks, pacing guides, lesson plans -- to ensure they are aligned with state standards, engaging and relevant.

--

--

--

- Work with teams of effective teachers to develop new materials. These materials will include "curriculum maps" that ensure curriculum alignment from grade to grade.
- Develop a multicultural curriculum.
- Enhance instruction, assessment and mastery of curriculum content through the universal access to technology for all students and staff.
- Employ curricula relevant to and competitive in a global 21st century world.

Time Line:

Sept. 2013 - June 2014

Lead Person(s):

Central Office Administration, Principals, Vice Principals, Directors, Assessment Office, Guidance, Data Teams, Curriculum Teams, Lead Teachers, I&RS Teams, Child Study Teams, Attendance Office, School Improvement Panel, District Evaluation Pilot Advisory Committee (DEPAC), Consultants

Time Line:

Sept. 2013 - June 2014

Lead Person(s):

Central Office Administration, Principals, Vice Principals, Directors, Assessment Office, Guidance, Data Teams, Curriculum Teams, Lead Teachers, I&RS Teams, Child Study Teams, Attendance Office, School Improvement Panel, District Evaluation Advisory Committee (DEAC), Mentors, Consultants

Time Line:

Sept. 2013 - June 2014

Lead Person(s):

Central Office Administration, Technology Department, Principals, Vice Principals, Directors, Curriculum Teams, Lead Teachers

Time Line:

Sept. 2013 - June 2014

Lead Person(s):

Central Office Administration, Business Office, Administrators

<p><u>Resources Needed:</u></p> <ul style="list-style-type: none"> • NJCCCS • CCSS • Assessment Data • Attendance Data • Software • Curriculum Maps <p><u>Documentation:</u></p> <ul style="list-style-type: none"> • Assessment Data • Performance Reports • Agendas from Staff Development Days, Faculty, Focus, Principal and Directors' Meetings • Attendance Sheets • Curriculum / Faculty Monthly Meeting Schedules 	<p><u>Resources Needed:</u></p> <ul style="list-style-type: none"> • NJCCCS & CCSS • Pacing Guides/Curriculum/On Course • Danielson Framework for Teaching Evaluation Instrument & Marshall Rubric • Professional Journals & Literature • PLC's • Teachscape Software • WIKIS, Webinars and Blogs <p><u>Documentation:</u></p> <ul style="list-style-type: none"> • Contracts • Workshop Registrations • Agendas from Staff Development Days, Faculty, Focus, Principal and Directors' Meetings • Attendance Sheets • Curriculum/Faculty Monthly Meeting Schedules • In-service Workshops • Out of District Workshops and meetings • Observations, Walkthroughs, Annual Evaluations • Professional Growth Plan 	<p><u>Resources Needed:</u></p> <ul style="list-style-type: none"> • Infrastructure • Hardware • Software • Consultants <p><u>Documentation:</u></p> <ul style="list-style-type: none"> • Contracts • Lesson Plans • In-service Workshops • Out of District Workshops • Projects • On Course • Agendas from Staff Development Days, Faculty, Focus, Principal and Directors' Meetings 	<p><u>Resources Needed:</u></p> <ul style="list-style-type: none"> • Grant Alerts <p><u>Documentation:</u></p> <ul style="list-style-type: none"> • Approved grants • Capital and Maintenance Plan • Completion of Green Initiative Projects • Completion of Beautification Projects • Completion of the renovations for the Academy of Fine Arts
--	--	--	---