

Township of Ocean School District
2022 – 2025/27 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL 1 (Student Success): To ensure that all students have an opportunity to succeed.

OBJECTIVE: 1. Create student-centered learning environments where all students are supported.

2. Build supportive relationships with all parents / guardians through enhanced communication and involvement.

3. Evaluate and enhance current program offerings to ensure that all students have opportunities for success.

4. Continue to work toward a ‘whole-child’ approach through SEL (Social-Emotional Learning).

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1 Implement the District’s Multi-Tiered System of Supports for academics as well as social/emotional competencies.	Teaching & Learning Staff, Mental Health/Wellness Staff	I & RS Teams Curricula	September 2022 - Ongoing	I & RS Action Plans Data Analysis
2. Expand Career & Technical Education (CTE) offerings (Spartan Schools) with OTHS and provide more CTE opportunities and TOIS.	Supervisor and Coordinator of Spartan Schools	Staff, Curricula, Facilities	September 2023 - Ongoing	New Approved CTE programs at OTHS. New CTE-Related Coursework at TOIS.
3. Maintain standards-based instruction to ensure students master standards that will translate to success on local and state assessments.	Teaching and Learning Staff	Curriculum Guides Lesson Plans	September 2023 - Ongoing	Linkit Assessments NJSLA Assessments NJGPA Assessments
4. Promote enhanced technology integration in classrooms that promote student engagement.	Teaching & Learning Staff, IT Staff	Ed Tech Specialists, Various Technology	September 2023	Lesson Plans Developed Projects

5. Reduce and/or eliminate opportunity and achievement gaps based on socio-economic factors.	Superintendent Teaching & Learning Staff Principals Counselors	Professional Development Data Analysis	September - Ongoing	Course Enrollment Data District Assessment Data
6. Expand universal pre-school.	Superintendent Teaching & Learning Staff Special Services Staff	Facilities PEA Grant	September 2023 - Ongoing	Increased Preschool Enrollment Reaching Preschool Universe
7. Expand opportunities for all students to engage in advanced coursework so that these programs are demographically reflective of the student population.	Superintendent Teaching and Learning Staff Principals	Review of enrollment criteria PD on cultural responsiveness	September 2022 - Ongoing	Increased Enrollment in Advanced Courses and Programs
8. Provide professional development opportunities in culturally responsive teaching and social/emotional learning.	Teaching & Learning Staff	District Budget, CJCEE, Other PD Opportunities	September 2022 - Ongoing	PD Presentations Revised Curricula Turnkey Presentations
9. Promote environments that are more inclusive for special education and ELL students in the general education setting.	Teaching & Learning Staff Special Services Staff	Professional Development on Effective Co-Teaching and inclusion Practices	September 2022- Ongoing	Completed Trainings Increase in Inclusive Environments Decrease in Pull-Out Environments
10. Offer summer bridge and after-school programs to appropriate students to the greatest extent possible.	Teaching & Learning Staff Principals Counselors	District Budget, Grants Participating Staff Curriculum Transportation	July 2022- Ongoing	Established Programs Program Enrollment Figures Program Curricula
11. Investigate elementary grading and consider redesigning grading terms and expectations.	Teaching & Learning Staff Principals	Committee formation	January 2023 - Ongoing	Committee Meeting Agendas & Minutes Committee Recommendations on Grading Redesign and Expectations

12. Investigate the feasibility of creating an E-sports program along with other innovative programs at all grade levels.	Teaching & Learning Staff Business Admin	District Budget Facilities Mentors	September 2022 - Ongoing	Initiated E-Sports Program
13. Use student data to individualize student instruction.	Teaching & Learning Staff	LinkIt NJDOE Assessments	July 2022- Ongoing	Individual Student Progress Monitoring Lesson Plans
14. Develop programming that will enable students to stay in-district or return from out-of-district placements, if appropriate.	Special Services Staff	Budget Staffing Facilities	Spring 2023 - Ongoing	Developed Programming Review of Out-of-District Placements
15. Ensure a high school graduation rate of at least 95% each year.	OTHS Admin Counselors CST Teachers	Early Interventions for Students Who Need Credit Recovery, Summer Programs	September 2022 - Ongoing	Documented Increase in Graduation Rates, Student Intervention Plans
16. Strive to have all students achieving at grade level in math and ELA by the end of 3 rd grade.	Teaching & Learning Staff Elementary Admin Teachers	Wonders Reading Program Envision Math Program	September 2022 - Ongoing	LinkIt Assessments Dibels Assessments
17. Initiate classroom practices that promote a greater academic culture and ensure maximum student engagement.	Teaching & Learning Staff Principals Teachers	Professional Development	September 2022 – Ongoing	Yearly Climate Survey Results

Township of Ocean School District
2022 – 2025/27 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL 2 (Community Outreach and Engagement): Maximize existing areas of engagement in order to develop, expand, and nurture opportunities of engagement within our community.

OBJECTIVE: 1. Investigate parent mentorship programs.

2. Conduct senior surveys.

3. Expand partnerships with existing resources.

5. Ensure cohesiveness amongst all the schools so that they are working toward the same goals.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Seek greater and more diverse parent and community participation on District and school-based committees.	Superintendent Principals	PTAs Community Groups	September 2022 - Ongoing	Increased Participation
2. Investigate the development of a Parent Learning Academy that will engage parents, caregivers, and other interested community leaders in district programs.	Superintendent Central Office Admin	Community Needs Assessment	Spring 2023 - Ongoing	Completed Community Needs Assessment Scheduled Events
3. Increase community partnerships in order to provide students with more authentic learning experiences.	Superintendent Central Office Admin Principals	Local Community Organizations	September 2022 - Ongoing	Documented Increased in Number of Partnerships, Internships, etc.
4. Investigate the development of parent/community-led Education Foundation to help support academic initiatives.	Superintendent Business Admin Principals	District Attorney 501c3 Guidance Community Participants	Spring 2023 - Ongoing	Established Foundation

5. Expand the role of the district's Community Information Officer.	Superintendent	Budget	July 2023 - Ongoing	CIO Quarterly Reports
6. Initiate a parent mentoring program at the secondary level to support students in career exploration.	Principals	Community volunteers	Spring 2023- Ongoing	Established Program
7. Work more closely with the municipality to expand shared-service opportunities.	Board of Education Superintendent		September 2022- Ongoing	Meeting Agendas Meeting Minutes Revised Shared-Service Agreements
8. Provide more opportunities to allow for student voice and perspective to be considered in each school.	Principals	Student Focus Groups Surveys	September 2022 - Ongoing	Completed Surveys Meeting Minutes

Township of Ocean School District
2022 – 2025/2027 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL 3 (Facilities & Finance): To enhance student experience at school through fiscally responsible budgeting decisions and maximizing the use of existing facilities and infrastructure.

OBJECTIVE: 1. Ensure a safe learning environment for all students by increasing the presence of security personnel.

2. Ensure same through use of innovative security technologies.

3. Shift grant-funded positions (e.g. interventionists / coaches) into the main district budget to reflect their central role in our district’s instructional vision.

4. Ensure our facilities can accommodate expanding preschool population in district.

5. Expand Spartan Schools down to TOIS (Twp of Ocean Intermediate School) /Elementaries and broaden their options at OTHS (Ocean Twp High School).

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1 Investigate additional strategies to enhance school security.	Superintendent Business Admin Principals Security Staff	District Budget Grants OT OEM NJDOE	September 2022 - Ongoing	Increased Personnel and Resources
2. As preschool expands in the district, investigate the current structure of the elementary schools to determine if a move to grade-level schools is better for the long-term use of facilities.	Superintendent Business Admin Principals	District Committee Transportation Analysis	July 2023	Committee Report and Recommendations
3. Examine future use of the Board of Education property.	Board of Education Superintendent Business Admin	Appraisal Report	September 2022 - Ongoing	BOE Agendas and Minutes

4. Seek additional grant funding and other alternative funding sources to offset the long-term loss of state aid. This includes working with local and state elected officials.	Central Office Admin	Grant Opportunities	September 2022 - Ongoing	Awarded Grants
5. Expand efforts to increase the number of tuition students to the district.	Superintendent Supervisor of Spartan Schools	Promotional materials	September 2022 - Ongoing	Increased Enrollment
6. Evaluate operations in transportation such as routing, alternative fuel sources, green buses, red light cameras, motion sensors, etc. in order to improve efficiency and safety.	Business Admin Supervisor of Transportation	Transportation audit	September 2022- Ongoing	Report Findings and Recommendations
7. Increase the number of solar panels and other sustainable practices in order to become a more “green” district.	Business Admin Director of Facilities	Budget Personnel Materials	Spring 2023- Ongoing	Completed Expansion of New Solar Panels Increased Revenue
8. Evaluate the current cost structure for use of district facilities.	Board of Education Business Admin	Committee Meetings	September 2022 - Ongoing	Revised Policy
9. Strive to formulate budgets that promote program growth while falling within the state-mandated tax levy cap.	Board of Education Superintendent Business Admin	Administrative Budget Requests, State Aid, Local Tax Levy	September 2022- Ongoing	Approved Budgets Falling Within State Mandated Caps
10. Improve District technology infrastructure.	Network Admin	District Budget Technology Staff Technology Audit	September 2022 - Ongoing	Documented 3-Year Technology Plan

Township of Ocean School District
2022 – 2025/27 STRATEGIC PLANNING GOALS ACTION PLAN

STRATEGIC PLANNING GOAL 4 (School Climate and Culture): To create a positive, open, safe, connected environment that promotes lifelong learning through universal acceptance.

OBJECTIVE: 1. Foster a safe environment and acceptance for all!

2. Create more opportunities for staff, students, and parents to become more culturally aware.

3. Promote student and staff highlights via social media.

4. Develop cultural events and programs to enhance and promote inclusion and acceptance

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. In conjunction with our partnership with Rutgers University, conduct a climate survey for students, staff, and parents on a yearly basis.	Superintendent Principals	NJDOE School Climate Survey	Spring of Each Year	Completed Surveys Presented Data to BOE, Parents, & Staff
2. Post-pandemic, investigate and implement strategies to reduce serious disciplinary infractions in all schools with particular attention paid to OTHS and TOIS.	Superintendent Principals Asst. Principals Building Staff	Budget Professional Development	September 2022 -Ongoing	Decreases in Disciplinary Data
3. Enhance efforts to implement restorative practices in all schools to ensure equitable practices for students.	Principals Asst. Principals Building Staff	Budget Professional Development	September 2022 - Ongoing	Implemented Practices
4. Assist students in building strategies to promote better self-regulation and social-emotional coping skills.	Special Services Staff Teaching Staff Counselors	Budget Professional Development Wellness/Equity Committee	September 2022 - Ongoing	Workshops for Students

5. Increase cultural celebrations within the schools to promote a better sense of cultural awareness in inclusion for all students and staff.	Principals Supervisors Teaching Staff	Community Members Staff	September 2022 - Ongoing	Increased Cultural Events Revised Curricula
6. Review practices and provide staff training to ensure that student referrals are more demographically reflective of the student population.	Principals Asst. Principals Teaching Staff Counselors	Budget Professional Development	September 2022 - Ongoing	Student Discipline Data
7. Encourage activities that will promote school pride throughout the district.	Principals Teaching Staff Counselors	Review of Other District Practices, Meetings with Student Council & PTAs	September 2022 - Ongoing	Increased School Pride/Spirit Events
8. Implement recruitment practices and strategies to promote more diversity within the staff.	Superintendent Principals Human Resources	Professional Development Additional Outlets for Job Postings	September 2022 - Ongoing	Increased Diversity Among Staff
9. Review all safety and security protocols and procedures to ensure student and staff safety. Conduct a safety audit in each school on a yearly basis.	Superintendent Principals Security Staff Business Admin	NJDOE TEMS Self-Assessment Tool	July 2022 - Ongoing	Completed Safety and Security Audit
10. Investigate and implement ways to increase mental health support services. Provide for a Student Assistance Counselor at the elementary level.	Special Services Staff	Budget Wellness/Equity Committee	September 2022 - Ongoing	Elementary SAC Hired Expanded Services
11. Foster teacher and student leaders and empower them to support transformation within the district.	Superintendent Teaching & Learning Staff Principals	PLC Groups Meetings with Students Shared Leadership Practices	September 2022- Ongoing	More Staff and Students Taking Leadership Roles Both In and Out of the District Staff and Student Presentations Increased Staff and Student Participation on District Committees

12. Promote a progressive environment for staff and students where they feel safe to take academic risks.	Superintendent Teaching & Learning Staff Principals	PLC Groups Shared Best Practices	September 2022 - Ongoing	Updated Curricula Lesson Plans
13. The Board of Education will maintain their role as a policy-making body and strive to work in a cohesive manner to support initiatives that are in the best interest of District students and staff.	Board of Education	Board of Education Self- Evaluation School Board Ethics Training	July 2022 - Ongoing	Completed BOE Self-Evaluations
14. Utilize social media to highlight the positive work of students and staff.	Superintendent Community Information Officer	Social Media Platforms	September 2022 - Ongoing	CIO Quarterly Reports
15. Evaluate extra-curricular and athletic programs to ensure equitable offerings and participation.	Athletic Director	Budget Promotional Materials for Students	September 2022- Ongoing	Program Offerings Participant Analysis