

**Netcong School Strategic Action Plan**  
**2014-2019**

<b><u>Goal</u></b>	<b><u>Category</u></b>	<b><u>Description</u></b>	<b><u>Objective</u></b>
1	Technology	Develop technology infrastructure to meet the needs of the students and staff.	Identify the district's current technology's alignment with 21st Century standards.
2	Student Achievement	Identify needs and implement strategies to maximize student achievement	1. Assess strengths and weakness that impact student achievement. 2. Identify program needs in order to implement strategies that maximize student achievement in all curricular and extracurricular areas provided by the district
3	School & Community	Foster better alignment between school and community organizations	External Factors
4	School & Community	Foster better alignment between school and community organizations	Internal Factors
5	School & Community	Foster Increase effective methods of communication within the school and community	To improve the flow of information and increase staff to better serve our students.
6	School & Community	To maximize our plant and facility usage through assessment, maintenance, upgrades and improvements	Conduct an audit of the school facilities to include: safety; security; space; sustainability; technology; and equipment/furnishings
7	Finance & Facilities	To explore and maximize all financial resources possible	Conduct a budget review for financial gains and savings
8	Finance & Facilities	To explore and maximize all financial resources possible	Explore and obtain grant funding: local; state; federal; international; corporation
9	Finance & Facilities	To explore and maximize all financial resources possible	Explore and enter into shared agreements for resources, staffing, and services

## Netcong Student Achievement & Technology Action Plan

### Goal 1

➤ Develop technology **infrastructure** to meet the needs of the students and staff.

#### Objective:

1. Identify the district's current technology's **alignment with 21<sup>st</sup> Century standards.**

Action Items	Staff	Resources	Timelines	Indicators of Success
1. Review current technology curriculum.	IT, Coord. Teachers, Experts	Hardware/software records, Current Curriculum on Rubicon	2014	PARCC and Common Core Ready
2. Survey staff about technology used versus technology in the building.	IT, Coord. Teachers, Experts	SchoolWires/Survey Monkey Online survey, Teacher Focus Group	Spring 2014 & Fall 2014	Teachers as leaders of technology use for pedagogy and student learning
3. Survey parents about their home technological capabilities.	IT, Coord. Teachers, Experts, Parents	SchoolWires/Survey Monkey Online survey, Parent Focus Group	Spring 2014 & Fall 2014	Fuller awareness of population's technology access and ability to align the district
4. Develop district vision and policy for teacher professional development and use of school mobile, Chromebook, Google apps for teacher teaching and student learning.	IT, Coord. Teachers, Experts, Administration	SchoolWires/Survey Monkey Online survey, Teacher & administration Committee	Spring 2014 & Fall 2014	Develop an operations manual at the teacher level and the student level to guide best practices with technology.
5. Create an implementation timeline and process that involves administration and teachers for developing the teacher use and student use of the technology inside and outside the classroom grouped by grade level and/or subject area.	IT, Coord. Teachers, Experts	Grade level Focus Groups, administration Implementation team	Spring 2014 & Fall 2014	Develop an operations manual at the teacher level and the student level to guide best practices with technology.
6. Survey students about their uses and knowledge of technology applied to the social, character, and academic educational environment.	IT, Coord. Teachers, Experts	SchoolWires/Survey Monkey Online survey, Student Focus Group	Spring 2014 & Fall 2014	Coordinate a character education committee that consists of students, parents, teachers, and board members to review essential curricular and extracurricular infusions of student character development.
7. Survey the board of education for their vision, goals, and aspiration for the use of technology.	IT, Coord. Teachers, Experts	SchoolWires/Survey Monkey Online survey, Board of Ed Focus Group	Spring 2014 & Fall 2014	Prepare a written plans and goals report to share with all stakeholders

**Goal 2:**

- Identify needs and implement strategies to maximize student achievement.

**Objectives:**

1. Assess strengths and weakness that impact student achievement.
2. Identify program needs in order to implement strategies that maximize student achievement in all curricular and extracurricular areas provided by the district.

Action Items	Staff	Resources	Timelines	Indicators of Success
1. Research data informed methods for measuring student academic achievement.	Coord Principals, VP's Teachers	Online resources, Intra/ inter district Professional Development,	Fall 2014	PARCC and Common Core Ready
2. Review all current PreK-8 textbooks to assure they align with CCSS.	Coord. Teachers, Administration	Assess table of contents for all texts currently used for content alignment with state CCSS	Spring 2014	Establish a timeline for the replacement of all subject area texts, with both "paper" books and online texts, as well as Google Chrome apps
3. Review a cross-section of NJASK writing samples from students over the past three years 3-8.	Coord Principals, VP's Teachers	NJASK student writings, HSPA and PARCC Rubrics	Spring 2014 & Fall 2014	Fuller awareness of population's shared or common writing issues to target teacher planning that results in 10% growth in Proficient and Advanced Proficient students.
4. Survey students about their perception of all programs of studies.	IT, Coord. Teachers, Administration	SchoolWires/Survey Monkey Online survey, Teacher & administration Committee to review responses	Spring 2014 & Fall 2014	Develop a detailed report of student perceptions to best support their social and cognitive growth.
5. Survey teachers about their perception of all programs of studies.	IT, Coord. Teachers, Experts	SchoolWires/Survey Monkey Online survey, Teacher & administration Committee to review responses	Spring 2014 & Fall 2014	Develop a detailed report of teacher perceptions to best support teachers' pedagogical development as well as the social and cognitive growth of students.
6. Survey the board of education for their vision, goals, and aspirations for the academic, character, and extracurricular programs.	IT, Coord. Teachers, Experts	SchoolWires/Survey Monkey Online survey, Board of Ed Focus Group	Spring 2014 & Fall 2014	Develop a detailed report of the Board's perceptions to best support teachers' pedagogical development as well as the social and cognitive growth of students.

# Netcong School & Community Action Plan

**Goal 3:** Foster better alignment between school and community organizations  
**Objective:** External Factors

Major Activities/Strategies	Staff	Resources	Timelines	Indicators of Success
1. Create a community center	School Administration, BoE; Town Council	Netcong Library; Funding to run the center	20152017	Shared use agreement between the town and the BoE; facility hours; resolution passed; opening of community center.
2. Board of Education Meetings held at Boro Hall.	Town Council; BoE; CSA	Town Hall meeting center.	2014	Shared use agreement; resolution passed; meetings held at town hall.
3. Joint re-organization meeting between BoE and Town Council	BoE; Town Council; CSA	BoE members; Town Council members; CSA; town hall	Begin 2015	Resolution passed by both Town Council and BoE; Joint re-organization meetings held.
4. Liaisons between town council and BoE	BoE and Town Council members	Liaisons from each group.	20142015	Liaisons are at meetings and provide information to each group as to what is going on at the schools and in town.
5. Create a Community Advisory Committee with BoE	CSA, BoE, Administration, Town Council	Members of various committee groups in town and on BoE.	2015	Committee formed; meetings held; information reported back to BoE.

# Netcong School & Community Action Plan

**Goal 4:** Foster better alignment between school and community organizations

**Objective:** Internal Factors

Major Activities/Strategies	Staff	Resources	Timelines	Indicators of Success
1. Create a School Advisory Committee to align strategies, funding, and resources for student needs.	BoE, Administration, PTA, NEF, NTA, NCP, SADD, Student Council	Meeting space, scheduled meeting time.	2014-2015	Meetings are scheduled and held; information is shared with members of the BoE at monthly meetings; action is taken to pool resources and implement strategies suggested.
2. Improve and expand faculty and administration liaison committee.	Administration and Faculty	Meeting space, scheduled meeting time	2014-2015	Meetings are scheduled and held; information is disseminated to appropriate personnel in a timely fashion.
3. Develop specified roles and expectations for school stakeholders (BoE members, Business Office, Administration, Parents, Staff, Students)	School Administration	BoE Policy; Best Practices; Research other schools' policies.	2014-2015	Develop clear roles and responsibilities for all stakeholders and distribute to all; boundaries are respected.

## Netcong School & Community Action Plan

**Goal 5:** Foster Increase effective methods of communication within the school and community.  
**Objective:** To improve the flow of information and increase staff to better serve our students.

Major Activities/Strategies	Staff	Resources	Timelines	Indicators of Success
1. Develop RTI Coordinator Position	BoE, CSA	Budget for salary; shared services	2015-2015	Staffing of positions; sharing services
2. Develop Guidance Counselor Position	BoE, CSA	Budget for salary; shared services	2015-2015	Staffing of positions; sharing services
3. Develop School Social Worker Position	BoE, CSA	Budget for salary; shared services	2014-2015	Staffing of positions; sharing services
4. Development of ELL Outreach Program	CSA, BoE, Social Worker	Facilities	2016-2017	Bilingual social worker hired. Program implemented.
5. Creation of Parent Speaker Series	Administration, PTA, NEF, BoE, NTA	Funding for programs; facility use; child care.	2015-2016	Program is formalized an implemented.
6. Create opportunities for teacher's to have common planning time	Administration	Time built into schedules	2014-2015	Common planning time is scheduled and teachers use the time for articulation.
7. Implement a formal school wide character education program	School Culture and Climate Committee; United Way	United Way Representatives; Teachers; Students; Internet	2016-2017	Formal character education program is implemented.
8. Improve emergency and non-emergency communication with the town alert system.	CSA, BoE, Town Council	Coordinate with the town council and use the NIXEL system.	2015-2016	NIXEL system is used to communicate with member of the town.
9. Improve timeliness of school communication	Administration, BoE	No reply system; e-mail; Alert Now; website	On-going	Link back to advisory committees; information is more readily available
10. Increase public relations for the town	Administration, Secretaries, Teachers	E-mail, NIXEL	On-going	Netcong news shared with members of the town informing community members of what is happening in our school.
11. Improve public relations with parents	Administration, Secretaries, Teachers	Facebook, Twitter, School App, Alert Now, Website, E-mail	On-going	Parents will receive a monthly "What's Coming Up" Newsletter; Chief's News.

**NETCONG FINANCE and FACILITIES ACTION PLAN**

**Goal 6:** To maximize our plant and facility usage through assessment, maintenance, upgrades and improvements  
**Strategy:** Conduct an audit of the school facilities to include: safety; security; space; sustainability; technology; and equipment/furnishings

Major Activities/Strategies	Staff	Resources	Timelines	Indicators Of Success
1. Update the Long Range Facilities Plan (LRFP)	Administration Staff Experts	Previous LRFP	Spring 2014	Board approved LRFP
2. Conduct a safety and security audit	Administration Staff Experts	Surveys, walkthroughs,	Spring 2014	Audit recommendations presented to BOE
3. Conduct a space audit	Administration Staff Experts	Surveys, walkthroughs,	Summer 2014	Audit recommendations presented to BOE
4. Conduct an equipment / furnishings inventory	Administration Staff Experts	Inventories, checklists,	Summer 2014	New form utilized Feedback from parents and staff
5. Develop a sustainability plan	Administration Staff Experts	Utilities review, energy checklist, research	Winter 2014	Sustainability plan approved by BOE Recommendations inform Budget development
6. Assess technology: current capabilities, capacity, needs	Administration Staff Experts	Technology Plan, surveys, inventories, research	Fall 2014	Technology Plan informs Budget development

**NETCONG FINANCE and FACILITIES ACTION PLAN**

**Goal 7:** To explore and maximize all financial resources possible

**Strategy:** a) Conduct a budget review for financial gains and savings

Major Activities/Strategies	Staff	Resources	Timelines	Indicators Of Success
1. Review past budgets	Administration Experts	Budgets, audits	2014-2019	Budget developed by Finance Committee
2. Perform zero-based budget process	Administration Teachers Experts	Checklists, inventories, budgets, audits	2014-2019	Budget developed by Finance Committee
3. Develop budget prep documents	Administration Teachers Experts	Portfolio, checklist, parent survey.	2014-2019	Budget developed by Finance Committee



NETCONG FINANCE and FACILITIES ACTION PLAN

**Goal 8:** To explore and maximize all financial resources possible  
**Strategy:** b) Explore and obtain grant funding: local; state; federal; international; corporation

Major Activities/Strategies	Staff	Resources	Timelines	Indicators Of Success
1. Create grant committee	Administration Teachers Experts	Research, networking,	2014-2019	Grants awarded
2. Investigate fundraising opportunities	Administration Teachers Experts	Research, networking,	2014-2019	Money raised
3. Partner with corporations	Administration Teachers Experts	Research, networking,	2014-2019	BOE approved partnerships

**NETCONG FINANCE and FACILITIES ACTION PLAN**

**Goal 9:** To explore and maximize all financial resources possible

**Strategy:** c) Explore and enter into shared agreements for resources, staffing, and services

Major Activities/Strategies	Staff	Resources	Timelines	Indicators Of Success
1. Research possible local shared service agreements	Administration Teachers Experts	Research, networking,	2014-2019	BOE approved shared service agreements
2. Research possible regional shared service agreements	Administration Teachers Experts	Research, networking,	2014-2019	BOE approved shared service agreements
3. Research possible county shared service agreements	Administration Teachers Experts	Research, networking,	2014-2019	BOE approved shared service agreements
4. Research possible corporate shared service agreements	Administration Teachers Experts	Research, networking,	2014-2019	BOE approved shared service agreements