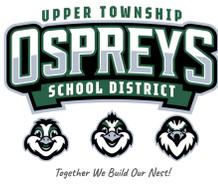


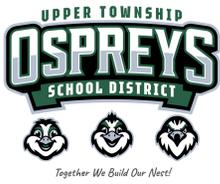
# Upper Township School District 2024 – 2029 STRATEGIC PLANNING ACTION PLAN



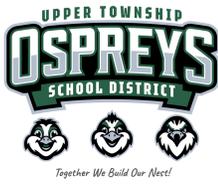
**STRATEGIC PLANNING GOAL #1:** Public Relationships- To create or further develop resources that will foster increased reciprocal communication between all district stakeholders.

**OBJECTIVE #1:** Create more family and community engagement opportunities.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Survey school community for desired engagement opportunities	Administration	Survey implementation and development	Fall 2024	<ul style="list-style-type: none"> <li>Survey Results</li> </ul>
Host Community engagement events	Administration/ Principals/ Teachers/IT Staff	Locations Funding	2024-2029	<ul style="list-style-type: none"> <li>Attendance sheets</li> <li>Usage reports</li> </ul>
Host Parent Academies	Administration/ Principals	Locations Funding	2024-2029	<ul style="list-style-type: none"> <li>Attendance sheets</li> </ul>
Increase positive communication <ul style="list-style-type: none"> <li>Positive attendance letters</li> <li>Positive parent phone calls</li> <li>“You Are Awesome” postcards</li> </ul>	Administration/ Principals/ Teachers	Email Mailings PD for staff in communication	Ongoing	<ul style="list-style-type: none"> <li>Attendance</li> <li>Office Referrals</li> <li>Improved Parent Relationships</li> </ul>



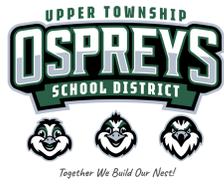
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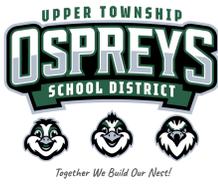
**STRATEGIC PLANNING GOAL #1:** Public Relationships- To create or further develop resources that will foster increased reciprocal communication between all district stakeholders.

**OBJECTIVE #2:** Continually evaluate the effectiveness of district communication to the community.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Survey school community annually for preferred communication methods and information	Administration	Survey implementation and development	2024-2029	<ul style="list-style-type: none"> <li>• Survey results</li> </ul>
Regular analytical review of communication data	Administration/ IT Staff	School District App Genesis	2024-2029	<ul style="list-style-type: none"> <li>• Review of parent Genesis login</li> <li>• Blackboard parent link and report data</li> </ul>



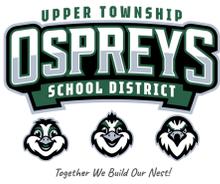
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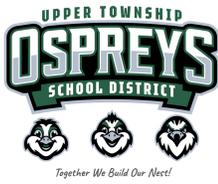
**STRATEGIC PLANNING GOAL #1:** Public Relationships- To create or further develop resources that will foster increased reciprocal communication between all district stakeholders.

**OBJECTIVE #3:** Create an environment that harnesses the power of the community by encouraging members to share their knowledge and resources.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Reestablishment of Education Foundation	Community/ Board/Admin/ Staff	Volunteers for foundation	2024-2029	<ul style="list-style-type: none"> <li>● Membership list</li> <li>● Meeting minutes</li> <li>● Hosted event</li> </ul>
Upper Township Business Association collaboration <ul style="list-style-type: none"> <li>● membership in association</li> <li>● partnership for student recognition</li> <li>● career day reestablishment</li> <li>● mentorship program</li> </ul>	Administration	Business Association meetings	2024-2029	<ul style="list-style-type: none"> <li>● Meeting attendance</li> <li>● Donations</li> <li>● Career Day</li> </ul>
Increase knowledge of culture/diversity	Administration/ Staff	Community Partners/Groups  Professional Development opportunities	2024-2029	<ul style="list-style-type: none"> <li>● Share district resources in multiple languages (English/Spanish)</li> <li>● Host Multi-Cultural event</li> <li>● Website-multiple languages and visual contrast</li> </ul>



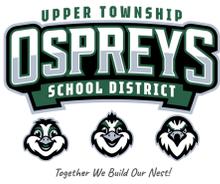
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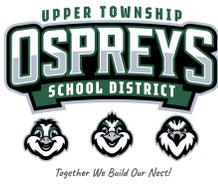
**STRATEGIC PLANNING GOAL #2:** Student Experiences/School Culture and Climate- To foster a thriving school community where all staff and students feel valued, welcomed and appreciated, which will create a student-centered learning environment that empowers students, maximizes teacher effectiveness, and leads to the highest level of student achievement.

**OBJECTIVE #1:** To cultivate a culture of professional growth for educators by providing dedicated time and resources for personalized learning, collaboration and reflection, ultimately enhancing their effectiveness and student achievement.

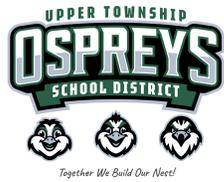
Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Personalized Learning Activities <ul style="list-style-type: none"> <li>● Refocus PDP plans and hours</li> <li>● Flex time/ professional development activities/menus</li> <li>● Targeted/directed needs based PD (inside or outside)</li> <li>● Badging system/Lanyard Flair (badges/flair indicate PD staff have delivered or attended)</li> </ul>	Supervisor of Curriculum and Instruction, PLC Teams, Administration	Funding for PD and materials  Time to plan  Substitutes	Ongoing	<ul style="list-style-type: none"> <li>● student achievement data</li> <li>● percentage of PD hours dedicated to personalized PD goal</li> <li>● PD day schedules</li> </ul>
Collaboration and Reflection <ul style="list-style-type: none"> <li>● Restructure PLC Meetings with a focus on SMART goals</li> <li>● Peer observations</li> <li>● Collaboration space</li> <li>● School Improvement Panel (ScIP) meetings</li> <li>● Summative evaluation meetings</li> </ul>	Supervisor of Curriculum and Instruction, PLC Teams, Administration	PLC meeting template  Peer observation training  Substitutes	Ongoing	<ul style="list-style-type: none"> <li>● student achievement data</li> <li>● teacher observation data</li> <li>● PLC minutes</li> <li>● Peer observation schedules</li> <li>● ScIP meeting minutes</li> </ul>



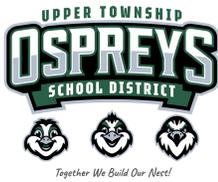
# Upper Township School District 2024 – 2029 STRATEGIC PLANNING ACTION PLAN



<p>Data Analysis:</p> <ul style="list-style-type: none"><li>• Teacher Observation Data</li><li>• Student Achievement Data</li><li>• Focus Groups</li></ul>	<p>Supervisor of Curriculum and Instruction, PLC Teams, Administration</p>		<p>Ongoing</p>	<ul style="list-style-type: none"><li>• student achievement data identifying areas of strength and focus areas</li><li>• teacher observation data identifying areas of strength and focus areas</li></ul>
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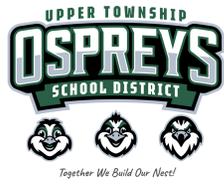
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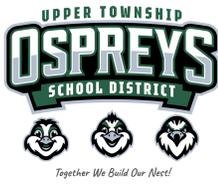
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**OBJECTIVE #2:** Create programs and initiatives to increase feelings of connections and belonging among staff and students.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Students: <ul style="list-style-type: none"> <li>● Responsive Classroom Morning Meeting</li> <li>● Middle School House System</li> <li>● Buddy Program Expansion</li> </ul>	Teachers, Staff, Administration	Ongoing Responsive classroom training	2024-2025 School Year	<ul style="list-style-type: none"> <li>● surveys/feedback from staff</li> <li>● classroom walkthroughs</li> <li>● anecdotal data from informal student interviews</li> </ul>
Staff: <ul style="list-style-type: none"> <li>● Staff “collaboration &amp; engagement” activities</li> <li>● Promote staff accomplishments</li> <li>● Building connections among staff</li> <li>● Staff shout outs/positive acknowledgement</li> </ul>	Teachers, Staff, Administration	Time, money	2024-2029	<ul style="list-style-type: none"> <li>● surveys/feedback from staff</li> <li>● observation of activities</li> </ul>



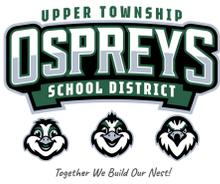
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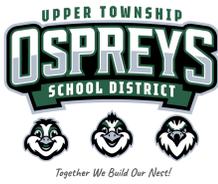
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**OBJECTIVE #3:** To create student-centered learning environments where students take ownership of their learning.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
<b>Effective Teaching Strategies:</b> Ready Math Data Chats Student-Led Conferences (Middle School)	Administrators Teaching Staff	Training on data chats Training on student led conferences	Fall 2025- 2029	<ul style="list-style-type: none"> <li>● Increased math assessment performance</li> <li>● Survey data regarding student self-efficacy</li> <li>● Successful student-led conferences</li> </ul>
<b>Instructional Approach:</b> Inclusive learning environments Reinforcement and enrichment groups based on data Students set learning goals and track own progress	Administrators Teaching Staff	Training on effective Tier 1 instruction Resources for students to track data Training on using data to drive instruction	Ongoing	<ul style="list-style-type: none"> <li>● Observation data showing increased student engagement</li> <li>● Assessment data showing increased academic performance</li> <li>● Evidence of students setting, meeting and celebrating achieving goals</li> </ul>



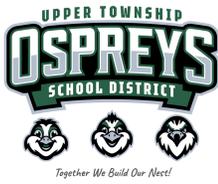
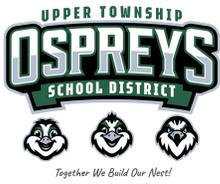
## Upper Township School District 2024 – 2029 STRATEGIC PLANNING ACTION PLAN



**STRATEGIC PLANNING GOAL #3:** Health and Wellness- To foster an environment that supports social and emotional health and well-being.

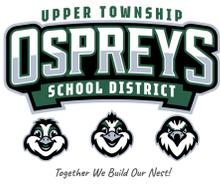
**OBJECTIVE #1:** Increase opportunities for students to strengthen their competence in self-awareness, self-management, social awareness, relationships skills and responsible decision making.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Update schedules to build in time for morning meeting and SEL activities in all schools.	Principals	Time to update schedules	Summer 2024	<ul style="list-style-type: none"> <li>Updated schedules allowing for morning meeting/SEL time across all classrooms.</li> </ul>
Implement Morning Meetings in Primary and Elementary Schools; Middle School (houses/homerooms)	Teachers	Responsive Classroom Training and Implementation	Fall 2024	<ul style="list-style-type: none"> <li>Schedules</li> <li>Observations of Morning Meeting/House activities</li> </ul>
Identify students in need of Tier 2 and Tier 3 supports to determine required supports.	Teachers/ Guidance Counselors/ I & RS Teams	Acenda Counselors  School counselor small group time	Ongoing	<ul style="list-style-type: none"> <li>Identification criteria</li> <li>Acenda counselor schedule</li> <li>Individual student plans</li> </ul>
Continue/update schoolwide PBIS programs to target SEL competencies.	Principals Teachers Students	Time to meet	Ongoing as needed	<ul style="list-style-type: none"> <li>Meeting minutes</li> <li>Building-level PBIS criteria/rewards</li> </ul>

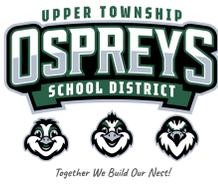


## Upper Township School District 2024 – 2029 STRATEGIC PLANNING ACTION PLAN

<p>Integrate social-emotional learning (SEL) into the regular curriculum across subjects. Embedding SEL principles in lessons helps students apply these skills in various contexts.</p>	<p>Curriculum Principals Teachers</p>	<p>Time for curriculum updates and revisions</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>● Completed Curriculum</li> <li>● Observations of lessons incorporating SEL competencies</li> </ul>
<p>Teacher Training and Support: Provide professional development for teachers on SEL competencies so they can model these skills and effectively teach them to students.</p>	<p>Administrators</p>	<p>Funding for PD on SEL</p>	<p>Ongoing as needed</p>	<ul style="list-style-type: none"> <li>● Observations</li> <li>● Completed PD</li> </ul>
<p>Provide assemblies based on specific themes related to social-emotional learning (SEL), such as empathy, conflict resolution, stress management, or leadership. Each assembly can focus on a particular skill or topic, providing students with targeted information and strategies.</p> <p>Peer leadership- videos on SEL for younger students</p>	<p>Building Principals Guidance Counselors</p>	<p>Opportunities for creative scheduling</p> <p>Time</p> <p>Funding (PTO?)</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>● Assembly schedule</li> <li>● Peer leadership videos</li> </ul>



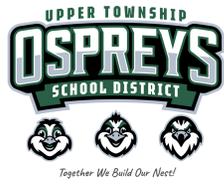
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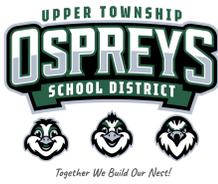
**STRATEGIC PLANNING GOAL #3:** Health and Wellness- To foster an environment that supports social and emotional health and well-being.

**OBJECTIVE #2:** Address the social and emotional needs of our staff.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Conduct staff needs assessment to identify social and emotional needs.	Administrators	Needs assessment	Beginning of every school year	<ul style="list-style-type: none"> <li>Completed needs assessment</li> <li>Plan to address needs</li> </ul>
Plan to use a PD day for staff wellness.	Administrators	Funds People to provide activities Time to create schedule	2024-2029	<ul style="list-style-type: none"> <li>PD day schedule</li> <li>Feedback from staff</li> </ul>
Explore opportunities for ongoing staff mental health activities such as before/after school wellness events.	Administrators Staff PD Committee	Planning Time Needs assessment results	2024-2029	<ul style="list-style-type: none"> <li>Schedule of events/activities offered</li> </ul>
Explore periodic opportunities to give staff more planning time during the school day/year.	Administrators Teacher committee	Time Sample Schedules Substitute budget	2024-2029	<ul style="list-style-type: none"> <li>Schedules showing additional planning time</li> <li>PLC minutes</li> </ul>



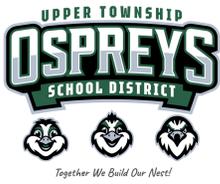
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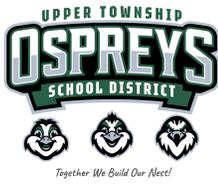
**STRATEGIC PLANNING GOAL #3:** Health and Wellness- To foster an environment that supports social and emotional health and well-being.

**OBJECTIVE #3:** Create space for students for emotional regulation.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Identify possible spaces in buildings for use as emotional regulation/ de-escalation rooms/ create schedule of available spaces throughout the day	Administrators	None	Ongoing	<ul style="list-style-type: none"> <li>Schedules showing available spaces and/or dedicated de-escalation rooms identified</li> </ul>
Identify materials needed in de-escalation rooms.	Administrators Staff committee	Meeting/planning time Budget	Ongoing	<ul style="list-style-type: none"> <li>Fully furnished de-escalation spaces</li> </ul>
Train staff in de-escalation strategies.	Administrators	Funding for training	Ongoing	<ul style="list-style-type: none"> <li>Successful training</li> <li>Effective use of de-escalation strategies</li> </ul>



## Upper Township School District 2024 – 2029 STRATEGIC PLANNING ACTION PLAN



**STRATEGIC PLANNING GOAL #3:** Health and Wellness- To foster an environment that supports social and emotional health and well-being.

**OBJECTIVE #4:** Provide services to families and the community to assist in the support of overall health and well-being.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Conduct community needs assessment to identify supports needed by families and community	Board members Administrators	Time to develop and deploy community needs assessment	2024-25 school year	<ul style="list-style-type: none"> <li>Needs assessment data presented at BOE meeting</li> <li>Action plan created to address results of needs assessment</li> </ul>
Explore opportunities to expand usage of NJ4S services and other community resources to address needs of parents and community	Administration	Results of needs assessment	2025-2029	<ul style="list-style-type: none"> <li>NJ4S events during and after school</li> <li>Documented communication with community groups/resources</li> </ul>
Create a library of resources for families accessible on district website	Administration	Results of needs assessment  List of available community resources	2024-2029	<ul style="list-style-type: none"> <li>Library of resources posted on website</li> </ul>