

## Delaware Township School 2022-2027 Strategic Plan

### Goal #1: Curriculum, Instruction & Innovation

#### Goal Statement:

To instill a growth mindset within all students by equipping them with tools and new learning opportunities that prepare them for success in the world ahead of them.

#### **Objectives:**

1. Expand authentic learning practices to support academic literacy
2. Actively use up-to-date technology in the fields of Digital Literacy to enhance and personalize educational experiences
3. Increase professional development in identified areas of need.
4. Provide equitable opportunities for all students to explore different career paths.
5. Incorporate STEAM best practices in all subjects/curricular areas

Action Steps	Staff Responsible	Resources	Timeline	Indicators of Success
1. Increase opportunities to individualize instruction and provide students with a personalized learning experience.	<ul style="list-style-type: none"><li>• Classroom Teachers</li><li>• Administration</li></ul>	<ul style="list-style-type: none"><li>• LinkIt Benchmark Data</li><li>• Online Platforms</li><li>• In-house technology</li></ul>	<ul style="list-style-type: none"><li>• Ongoing</li></ul>	<ul style="list-style-type: none"><li>• Student work</li><li>• Feedback</li></ul>
2. Survey parents, staff and students to determine current comfort levels of technology integration.	<ul style="list-style-type: none"><li>• Classroom Teachers</li><li>• Administration</li></ul>	<ul style="list-style-type: none"><li>• Needs Assessment Survey</li></ul>	<ul style="list-style-type: none"><li>• 2022-2023 School Year</li></ul>	<ul style="list-style-type: none"><li>• Data from Survey</li></ul>
3. Expand and redesign the technology and applied technology classrooms to foster collaboration and programming literacy.	<ul style="list-style-type: none"><li>• Technology teachers,</li><li>• Administration</li><li>• Board of Education</li></ul>	<ul style="list-style-type: none"><li>• Outside vendors specializing in technology room design</li></ul>	<ul style="list-style-type: none"><li>• Summer of 2023</li></ul>	<ul style="list-style-type: none"><li>• Completion of the remodel</li></ul>

## Delaware Township School 2022-2027 Strategic Plan

4. Establish more opportunities for continuous professional development for staff on current trends in education to motivate, challenge, and engage all students.	<ul style="list-style-type: none"> <li>Administration</li> <li>Faculty</li> <li>Board of Education</li> </ul>	<ul style="list-style-type: none"> <li>Online Resources</li> <li>Training webinars and workshops</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Data to support increase in professional development</li> <li>Student work</li> <li>Lesson plans</li> </ul>
5. Expand staffing/consultants to offer additional STEAM, coding and real world tech applications for students.	<ul style="list-style-type: none"> <li>Administration</li> <li>Board of Education</li> </ul>	<ul style="list-style-type: none"> <li>Certified staff expansion</li> </ul>	<ul style="list-style-type: none"> <li>Spring 2023</li> </ul>	<ul style="list-style-type: none"> <li>New STEAM instruction and choices</li> </ul>
6. Develop Career Exploration curriculum for all students in all grade levels, and provide 'elective' opportunities for middle school.	<ul style="list-style-type: none"> <li>School Counselor</li> <li>Classroom Teachers</li> <li>Supervisor of Curriculum</li> </ul>	<ul style="list-style-type: none"> <li>NJDOE resources for instruction in Career Readiness, Life Literacies and Key Skills standards</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Increased student awareness of their strengths, skills, opportunities and earning power</li> </ul>
7. Implement new "Flex time" course choices for Middle School students.	<ul style="list-style-type: none"> <li>Middle School Teachers</li> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>Online resources</li> <li>Training webinars and workshops</li> </ul>	<ul style="list-style-type: none"> <li>22-23 School Year</li> </ul>	<ul style="list-style-type: none"> <li>Completed list of course offerings</li> </ul>

## 2023-2024 Amendments

### Objectives:

- Enhance Math proficiency and Language Arts proficiency and literacy skills for all students by implementing research-based instructional strategies, fostering a love for reading and math, and promoting critical thinking, effective communication and effective problem-solving skills.

Action Steps	Staff Responsible	Resources	Timeline	Indicators of Success
1. Review current ELA/Math curriculum as part of the district's 3 year cycle review	<ul style="list-style-type: none"> <li>Classroom Teachers</li> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>Online curriculum guides</li> <li>Available resources</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Student work</li> <li>Feedback</li> </ul>

**Delaware Township School  
2022-2027 Strategic Plan**

to ensure newly adopted ELA/Math standards are properly aligned & reflected in our programs.				
2. Incorporate diverse and culturally relevant texts to ensure students have exposure to a wide range of perspectives & experiences	<ul style="list-style-type: none"> <li>Classroom Teachers</li> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>Online curriculum guides</li> <li>Available resources</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	3. Student work 4. Feedback
3. Formalize I&RS process and offer staff PD on Tier 1 strategies	<ul style="list-style-type: none"> <li>Interventionists</li> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>Online resources</li> </ul>	<ul style="list-style-type: none"> <li>23-24 school year</li> </ul>	<ul style="list-style-type: none"> <li>updated manual</li> <li>staff and student observations</li> </ul>
4. Establish school-wide reading culture through reading challenges, author visits, book clubs, math-focused clubs and/or recognizing math achievement	<ul style="list-style-type: none"> <li>Interventionists</li> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>Online resources</li> <li>Staff committees</li> </ul>	<ul style="list-style-type: none"> <li>on-going</li> </ul>	<ul style="list-style-type: none"> <li>List of events/programs</li> </ul>

## Delaware Township School 2022-2027 Strategic Plan

### Goal #2: Diversity, Equity, Inclusion and Respect

#### Goal Statement:

To increase the awareness and appreciation of diverse perspectives and beliefs so that our students are prepared to contribute to a diverse society and appreciate the value of societal differences as imperative to a life well-lived.

#### **Objectives:**

1. Global and cultural awareness is embedded in curriculum and daily practices to foster appreciation for diversity.
2. Provide exposure to different cultures, languages, customs and societal norms.
3. Provide an inclusive learning environment for students of all academic abilities and cultural backgrounds

Action Steps	Staff Responsible	Resources	Timeline	Indicators of Success
1. Increase literature and instructional resources available in the library and classrooms that reflect world diversity.	<ul style="list-style-type: none"> <li>Media Specialist</li> <li>Faculty</li> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>Approved literature vendors</li> <li>Media resources.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Increased circulation of materials</li> <li>Evidence in lesson plans and student satisfaction</li> </ul>
2. Celebrate culture and diversity with an annual day and/or nighttime celebration devoted to ethnicity and cultures around the world.	<ul style="list-style-type: none"> <li>World Language Teachers</li> <li>Middle School Teachers</li> <li>School Counselor</li> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>Community members, Outside performers, activities that highlight diverse cultures</li> <li>materials for hands-on learning</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> </ul>	<ul style="list-style-type: none"> <li>Student learning</li> <li>Feedback from event</li> </ul>
3. Encourage lessons, units, experiences and assemblies throughout the year that celebrate diversity for all grade levels.	<ul style="list-style-type: none"> <li>Curriculum Supervisor</li> <li>Teachers</li> <li>Administration</li> <li>Partners in Education (PiE).</li> </ul>	<ul style="list-style-type: none"> <li>Online resources</li> <li>Printed materials</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Lesson Plans</li> <li>Student Work</li> <li>List of assemblies</li> </ul>

## Delaware Township School 2022-2027 Strategic Plan

4. Conduct climate surveys for parents, staff and students to assess district needs related to providing an inclusive learning environment for all students.	<ul style="list-style-type: none"> <li>School Counselor</li> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>Participation in the multi-year Rutgers School Climate Transformation Project</li> </ul>	<ul style="list-style-type: none"> <li>Spring 2022</li> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>% of community that completes each survey</li> <li>Data from each survey</li> <li>Action plans</li> </ul>
5. Design community outreach to include resources for new families with diverse needs, including language translation.	<ul style="list-style-type: none"> <li>School Counselor</li> <li>Faculty/Staff</li> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>Community resources</li> <li>In-house resources</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Feedback from parents</li> <li>Resources sent to families</li> </ul>
6. Incorporate cultural differences & diversity into a school-wide character education program.	<ul style="list-style-type: none"> <li>Character Ed committee</li> <li>Administrators</li> <li>School Counselor</li> <li>Faculty</li> </ul>	<ul style="list-style-type: none"> <li>Outside resources to assist grade levels in presenting themes at student-led assemblies</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Reflection/feedback surveys after assemblies</li> </ul>
7. Ongoing Professional Development for teachers to learn about infusing cultural and diversity awareness into the curriculum.	<ul style="list-style-type: none"> <li>Administrators</li> </ul>	<ul style="list-style-type: none"> <li>Professional opportunities for individual or groups of teachers that expand knowledge of teaching diversity</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Lesson plans</li> <li>Feedback</li> </ul>
8. Conduct cost-benefit analysis for establishing a complete Child Study Team and district-employed service providers.	<ul style="list-style-type: none"> <li>Administration</li> <li>Board of Education</li> </ul>	<ul style="list-style-type: none"> <li>Data comparison</li> <li>Neighboring District Data</li> </ul>	<ul style="list-style-type: none"> <li>22-23 School Year</li> </ul>	<ul style="list-style-type: none"> <li>Results of data comparison</li> <li>Proposal of recommendations</li> </ul>

## Delaware Township School 2022-2027 Strategic Plan

### Goal #3: Health, Wellness and Social-Emotional Learning

#### Goal Statement:

To ensure the safety and wellness of our students by expanding mental health supports as needed and continuing to integrate social emotional learning opportunities across the curriculum to support all students.

#### **Objectives:**

1. To recognize and celebrate academic successes of all students as they work to reach their individual potential
2. Provide professional development to assist teachers in supporting students in their social emotional growth and academic achievement.
3. Explore the feasibility of adding additional counselors.
4. Encourage and support student agency and self-reflection.

Action Steps	Staff Responsible	Resources	Timeline	Indicators of Success
1. Provide professional development for faculty on recognizing and addressing mental health concerns.	<ul style="list-style-type: none"> <li>Teachers/Faculty</li> <li>Administration</li> <li>Outside Agencies</li> </ul>	<ul style="list-style-type: none"> <li>Mental Health Topics that will address the academic, social, and emotional well being of all students</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Professional Development handouts</li> <li>Agenda and meeting minutes</li> <li>Feedback</li> </ul>
2. Conduct Parent Universities that address Mental Health topics.	<ul style="list-style-type: none"> <li>School Counselor</li> <li>Child Study Team</li> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>Current online/print topics that address mental health and wellness</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Meeting Agendas</li> <li>Feedback</li> </ul>
3. Implement a student task force to address current issues related to HIB and Diversity.	<ul style="list-style-type: none"> <li>School Counselor</li> <li>Teachers</li> <li>Administrators</li> </ul>	<ul style="list-style-type: none"> <li>Board of Education Policies</li> <li>Programs that address bullying prevention</li> </ul>	<ul style="list-style-type: none"> <li>2022-2023</li> <li>School Year</li> </ul>	<ul style="list-style-type: none"> <li>Initiatives created by student committee</li> </ul>
4. Embed SEL activities into content areas throughout the year.	<ul style="list-style-type: none"> <li>School Counselor</li> <li>Teachers/Faculty</li> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>In-house resources</li> <li>Online resources</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Evidence in lesson plans and teacher observations</li> </ul>

## Delaware Township School 2022-2027 Strategic Plan

5. Conduct climate surveys for parents, staff and students to assess district needs related to wellness & mental health and create appropriate action plans.	<ul style="list-style-type: none"> <li>• School Counselor</li> <li>• Administration</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in the multi-year Rutgers School Climate Transformation Project</li> </ul>	<ul style="list-style-type: none"> <li>• Spring 2022</li> <li>• Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>• % of community that completes each survey</li> <li>• Data from each survey</li> <li>• Action Plans</li> </ul>
6. Institute school-wide character education program.	<ul style="list-style-type: none"> <li>• School Counselor</li> <li>• Teachers/Faculty</li> <li>• Administration</li> </ul>	<ul style="list-style-type: none"> <li>• Online Resources</li> <li>• Results from Climate surveys</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>• Detailed list of completed activities &amp; initiatives</li> </ul>
7. Explore opportunities for additional counselors and/or resources for students and staff.	<ul style="list-style-type: none"> <li>• School Board</li> <li>• Administration</li> </ul>	<ul style="list-style-type: none"> <li>• Results from Climate surveys</li> <li>• LEA data comparison</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>• Student caseload analysis</li> <li>• Tiered student support</li> </ul>

## Delaware Township School 2022-2027 Strategic Plan

### Goal #4: Civic Responsibility, Environmental Awareness and Continued Sustainability

#### Goal Statement:

To create a productive and engaged citizenry within our learners by encouraging an active participation in the improvement of our community while fostering respect and responsibility towards our planet's resources.

#### **Objectives:**

1. Focus on activities and learning that supports an engaged citizenship at school, in our town, country and world.
2. Encourage volunteerism, community engagement, civic awareness and involvement.
3. Encourage safe and responsible green practices to support sustainability and maintain environmental, social and economic awareness.
4. Implement school-wide modeling of civic processes, institutions and organizations.

Action Steps	Staff Responsible	Resources	Timeline	Indicators of Success
1. Expand all curriculum to include researching Global and community issues such as Climate Change and develop service learning opportunities to generate solutions.	<ul style="list-style-type: none"><li>• Teachers</li><li>• Curriculum Supervisor</li><li>• Administration</li></ul>	<ul style="list-style-type: none"><li>• NJDOE resources for "Climate Change" standards</li><li>• Local government</li></ul>	<ul style="list-style-type: none"><li>• Ongoing</li></ul>	<ul style="list-style-type: none"><li>• Identification of local issues that students have been involved in finding solutions</li></ul>
2. Reinstate middle school service learning requirements toward graduation & develop sustainable connections within the community to fulfill the required hours.	<ul style="list-style-type: none"><li>• Middle School Teachers</li><li>• School Counselor</li><li>• Administration</li></ul>	<ul style="list-style-type: none"><li>• Local agencies allowing for volunteering</li><li>• DTS-based service for students to participate with the younger grades</li></ul>	<ul style="list-style-type: none"><li>• Ongoing</li></ul>	<ul style="list-style-type: none"><li>• Records of students fulfilling the required hours</li><li>• Reports of student activities</li></ul>

## Delaware Township School 2022-2027 Strategic Plan

3. Expand student Government in participation of being “part of the solution”.	<ul style="list-style-type: none"> <li>• Student Council advisors</li> <li>• Middle School Teachers</li> <li>• Administration</li> </ul>	<ul style="list-style-type: none"> <li>• Local and schoolwide issues needing solutions</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>• Records of challenges undertaken by the Student Council</li> </ul>
4. Implement new “Flex time” course choices to middle school students that focus on Civic Responsibility.	<ul style="list-style-type: none"> <li>• Middle school teachers</li> <li>• Administration</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum based offerings developed by the teachers</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>• Student sign up sheets to verify participation</li> </ul>
5. Pursue/maintain Sustainability Certification through Green Team Initiatives.	<ul style="list-style-type: none"> <li>• Green Team</li> <li>• Faculty</li> <li>• Administration</li> </ul>	<ul style="list-style-type: none"> <li>• Community Resources</li> <li>• List of Action Items on Sustainable Jersey Website</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>• Continued certification for Sustainable Jersey Schools</li> </ul>
6. Incorporate Learning Garden/Outside Spaces for real world connections to sustainability.	<ul style="list-style-type: none"> <li>• Green Team</li> <li>• Faculty</li> <li>• Administration</li> </ul>	<ul style="list-style-type: none"> <li>• In-house resources for Learning Garden</li> <li>• Community Resources</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>• Lesson Plans</li> <li>• Student feedback</li> </ul>

## Delaware Township School 2022-2027 Strategic Plan

### Goal #5: Safe, Secure and Welcoming Learning Environment for all

#### Goal Statement:

To establish a safe and secure environment that fosters a culture of innovation and encourages a collaborative community partnership to support student success and professional growth.

#### **Objectives:**

1. Sustainability of facilities
2. Adopt operational practices that balance environmental, social and fiscal responsibility to protect and enhance the future quality of life.
3. Maintain a safe and secure learning environment for all students
4. Expand new family outreach.
5. Maximize opportunities for parents to take an active role in their child's education.

Action Steps	Staff Responsible	Resources	Timeline	Indicators of Success
1. Expand Broadcast capabilities with professional broadcast studio, where students can practice real world communication skills and present content to their peers.	<ul style="list-style-type: none"> <li>Participating teachers</li> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>Outside vendors specializing in broadcast capabilities</li> <li>Online resources</li> </ul>	<ul style="list-style-type: none"> <li>Summer 2022</li> </ul>	<ul style="list-style-type: none"> <li>Schoolwide and community-wide broadcasting</li> <li>Youtube Channel of Recorded content</li> </ul>
2. Utilize Sustainability Action Items as a roadmap to a greener school district.	<ul style="list-style-type: none"> <li>Green Team</li> <li>Faculty</li> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>Community Resources</li> <li>List of Action Items on Sustainable Jersey Website</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Continued certification for Sustainable Jersey Schools</li> </ul>
3. Update security infrastructure to maximize visibility and maintain an	<ul style="list-style-type: none"> <li>Administration</li> </ul>	<ul style="list-style-type: none"> <li>Delaware Township Police Department</li> <li>NJDOE Guidelines</li> </ul>	<ul style="list-style-type: none"> <li>23-24 School Year</li> </ul>	<ul style="list-style-type: none"> <li>Completed list of recommended changes and timelines for implementation</li> </ul>

## Delaware Township School 2022-2027 Strategic Plan

open line of communication with local authorities.				
4. Update district website to create a comprehensive, yet user-friendly informational hub for students, staff, parents, and community members.	<ul style="list-style-type: none"> <li>• Faculty/Staff</li> <li>• Administration</li> <li>• Board of Education</li> </ul>	<ul style="list-style-type: none"> <li>• Online resources</li> <li>• Alternative District websites</li> </ul>	<ul style="list-style-type: none"> <li>• 23-24 School Year</li> </ul>	<ul style="list-style-type: none"> <li>• New and improved district website</li> </ul>
5. Explore opportunities to maintain proper communication with families and community members by updating the district's phone system and notification system.	<ul style="list-style-type: none"> <li>• Faculty/Staff</li> <li>• Administration</li> <li>• Board of Education</li> </ul>	<ul style="list-style-type: none"> <li>• Outside vendors</li> <li>• In-district feedback</li> </ul>	<ul style="list-style-type: none"> <li>• 23-24 School Year</li> </ul>	<ul style="list-style-type: none"> <li>• Updated district phone system</li> </ul>
6. Establish new family orientations to inform and welcome parents into the district.	<ul style="list-style-type: none"> <li>• Participating teachers</li> <li>• School Counselor</li> <li>• Nurse</li> <li>• Administration</li> </ul>	<ul style="list-style-type: none"> <li>• Online resources</li> <li>• Local information</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>• Orientation agendas</li> <li>• Feedback from events</li> </ul>

\*updated June 20, 2023