

STRATEGIC PLAN YEAR ONE UPDATE

JULY 22, 2019



We Value:

- Challenges that foster curiosity, growth, and confidence
- Integrity in person, action, and process
- Safe, inspirational communities
- Respectful, supportive, resourceful, and independent citizens
- Persistent, collaborative, open communicators



Mission Statement:

The mission of the Nutley Public Schools is to challenge, inspire, and empower students to become creative, confident, passionate, self-directed citizens who actively and purposefully contribute in our global society.



Vision Statement:

The Nutley Public School district is a sustainable, integrated, efficient, and innovative school district which serves as the unifying and driving force in the community's effort to affect measurable growth as students develop into confident, responsible, productive, self-directed citizens who pursue excellence through personal, research-based, rigorous learning toward district established standards that fosters an ongoing pursuit of excellence.



Strategic Plan Action Teams

- Configuration and Infrastructure
 - Curriculum and Programs
 - Health and Wellness
 - Safety and Security



Configuration/Infrastructure

Five-Year Goal

By June 2023, the district will review, research and evaluate best practices by instructional grade span. These findings, in conjunction with the district's physical, financial, and instructional realities, will drive the continued transformation of the district's structure.

Year One Goal

By June 2019, the district will research best practices by elementary, middle school and high school. These findings, in conjunction with the district's physical, financial, and instructional realities, will drive the continued transformation of the district's structure.

Configuration and Infrastructure Team Members

Mrs. Helen Doyle-Marino

Ms. Tracy Egan

Ms. Leann Martin

Mr. Joseph Materia

Mrs. Lorraine Restel

Communications Liaison: Ms. Karen Greco

Board Reps: Mr. Daniel Carnicella, Mr. Ken Reilly



Year One Actions

- Expansion of Pilot- Subject Departmentalization in Grade 6
- Leverage of Time for Student Remediation and Support- NHS



Year Two Goal

By June 2020, the district will continue to research best practices by elementary, middle school and high school. These findings, in conjunction with the district's physical, financial, and instructional realities, will drive the continued transformation of the district's structure.

Year Two Plans

- Continued movement towards Full Implementation of Subject Departmentalization in Grade 6 - all five elementary schools
- Continue to explore Structured Study Halls, Lunch and After School Support Programs

Curriculum/Programming

Five-Year Goal

By June 2023, the Nutley Public Schools will evaluate the district's existing programmatic offerings, the process of curriculum development, implementation of instructional best practices, creation and delivery of assessments, and analysis of student performance to ensure a relevant learning experience for all students.

Year One Goal

By June 2019, the curricular/program committee will measure the efficacy of and review the process for the review of programs, including both curricular and co-curricular academic, as well as non-academic programming.

Curriculum and Programming Team Members

Mrs. Brooke Benavides

Mr. Joe Dwyer

Mr. Joe Piro

Dr. James Riley

Dr. Jessica Shoja

Mr. Michael Sullivan

Mr. Denis Williams

Communications Liaison: Mr. Mike Kearney

Board Rep: Mrs. Lisa Danchak-Martin

Year One Action Steps/Progress

1. Formulated five-year goal, which was shared at August 2018 Board meeting
2. Worked collaboratively with various stakeholders to draft internal and external surveys to gather data on curriculum and programming
3. Published and reviewed survey results



Year Two Goal

By June 2020, the curriculum/programming committee will establish a process for measuring the efficacy of district programming and communicating curricular updates consistently.



Year Two Actions/Plans

Programming

- Establish a process for measuring the efficacy of district programming
 - Analyze current process for curricular review
 - Determine which components could be utilized to evaluate programming
 - Identify additional components, if necessary, that should be included in the process

Curriculum

- Communicate curricular updates consistently
 - Evaluate current curriculum documents in various content areas
 - Determine if current curriculum process requires revision
 - Establish consistent expectations for sharing curriculum with the community via the new website

Health/Wellness

Five-Year Goal: By June 2023, the district will create, establish, and annually evaluate programs and policies that support the health and well-being of our students and staff. There is a need to increase how we, as a district, address student and staff health and wellness issues, with a focus on mental health.

Year-One Goal: Research district health/wellness and social/emotional programming already in place at each of the seven schools.



Health and Wellness Team Members

Mrs. Jacquelyn Devore

Mrs. Meredith Gerckens

Mrs. Carly Johnson

Mrs. Laurie LaGuardia

Mrs. April Vitiello

Communications Liaison: Ms. Karen Greco

Board Rep: Ms. Teri Quirk



Student Wellness in Action

Nutley Public Schools

Elementary Level

- Character Education Lessons
- Mindfulness Lessons
- Individual Counseling
- Yoga Days
- Random Acts of Kindness Program
- Advisory (Grade 6)
- Anti-Bullying Assemblies
- No Name Calling Week
- New Student Tea (Grades 4-6)
- Give Kids a Smile
- Nutrition Lessons
- Dental Lessons through Rutgers Allied Health Course
- Walking Clubs

Secondary Level
(Middle School & High School)

- Color Me Stress Free, Kindness Rocks, Mindfulness Meditation, Yoga, Therapy Dogs
- Parent Programs (Digitally Distracted, Emotional Wellness)
- Week of Respect Activities, Project Pride, Crash Course in Reality, Classroom School Counseling Lessons
- CORE Ambassador Program (NHS)
- Advisory Program (JHWMS)
- STAND Club (JHWMS)
- GLSEN Day of Silence
- Individual Counseling for Students
- Real Raider Club (JHWMS)
- Raider Recognition
- Every Day Counts Campaign(NHS)



Staff Wellness in Action

- Team Building Activities
- Discussions and planning for Self-Care
- Celebration of Events
- Wellness Breaks
- Start Department Meetings with Good News
- Mindfulness Practices at Department/Faculty Meetings
- Flu Shots for Staff
- Staff Appreciation Breakfast and Lunches
- Walking Club
- Yoga Day
- Wellness Lunch
- Mindfulness Library Created for Resources
- Letters of Recommendation and Thanks in Personnel File
- Cards for sympathy and milestones

Trainings:

- Suicide Prevention
- HIB Training
- Nurtured Heart Approach
- Handle with Care



Year One Action Steps/Progress

1. Met with teachers, parents and community members to discuss five-year goal
2. Surveyed principals, building leaders and coordinators to identify effective programming already taking place
3. Discussed benefits and effectiveness with administrative team to foster collaboration
4. Based on data, formulated year two goal and progressive plan

Year Two Goal

Analyze data and establish a framework for healthy students and staff



Year Two Actions/Plans

1. Collect additional data in best practices in Social Emotional Learning
2. Begin analysis of data to identify needs across the district
3. Begin to establish a list of competencies and ideas to meet the health and wellness needs of students and staff



Safety/Security

Five-Year Goal

The district will ensure that all schools are safe and secure, providing an appropriate environment for students, staff, and community members, by implementing best practices to create a safe learning community. Evaluation of the goal will be based on specific criteria which includes impact on students, evaluation of facility improvements, community feedback, and ongoing review by government safety and educational agencies.

Safety and Security Team Members

Mr. Natty Ferrara

Mr. Frank Francia

Dr. Julie Glazer

Mr. Douglas Jones

Mr. John Marmora

Mrs. Karen Yeamans

Communications Liaison: Mr. Ian Viemeister

Board Reps: Mr. Daniel Carnicella, Mr. Fred Scalera, Ms. Erica Zarro

Year One Action Steps/Progress

1. All schools evaluated by DHS, local law enforcement agencies, and DOE; and implemented most of the recommendations.
2. The district has explored funding sources to improve the security of our schools.
3. All buildings have a secured/camera monitored entrance, and secure item drop-off areas.
4. Appointments required for school visitors.
5. Secured multi-stall student bathrooms with electronic locks.
6. Safe Schools Officers at NHS and JHWMS as well as in-district monitors.
7. Review/revise drill protocols on an ongoing basis.
8. Ongoing review of facility layout and processes for security, with recommendations for changes and needed investments.
9. Student education/awareness - include safety procedures in curriculum and signage throughout building/district.
10. Communicate progress and successes to the Nutley community.

Year One Action Steps/Progress

- 11. Safety and security remains a primary focus of the district
- 12. Implemented the permitted and non-permitted items protocol for public events at Nutley High School and John H. Walker Middle School
- 13. Upgraded the photo identification cards for staff and students
- 14. Numerous improvements that are not visible publicly, but continue to strengthen safety and security throughout the district

We continue to monitor/add to our protocols and procedures on an ongoing basis.

Ongoing Goal

The district will ensure that all schools are safe and secure, providing an appropriate environment for students, staff, and community members, by implementing best practices to create a safe learning community. Evaluation of the goal will be based on specific criteria which includes impact on students, evaluation of facility improvements, community feedback, and ongoing review by government safety and educational agencies.



Year Two Actions/Plans

1. The Nutley learning community will consistently and collaboratively work to address district safety and security, keeping in mind the philosophy of “see something, say something.”
2. Exterior ground improvements
3. Additional security requirements for outside rentals of buildings
4. Alyssa’s Law
5. Confidential priority list of 2019-2020 planned security improvements



District Goals 2019-2020

1. By June 2020, multiple data sources will be used to drive instruction and closely monitor curriculum, new programs, and district scheduling to foster professional growth and help improve student performance.
2. By June 2020, analyze data and design a comprehensive PreK – 12 approach to student/staff health and wellness, resulting in a positive culture and climate for all.
3. By June 2020, communications will be enhanced between all stakeholders and district partners.
4. By June 2020, the district will collaborate with local, state and national organizations as well as utilize internal resources to evaluate current procedures and identify new methods of security, while continuing to promote the philosophy of “see something, say something.”



Board Goals 2019-2020

1. By June 2020, BOE members will continue to address overcrowding, aging facilities and safety and security.
2. By June 2020, BOE members will ensure that the community understands the district's budget process and enhances two-way community engagement.
3. By June 2020, the BOE will help the Nutley community understand the key roles and responsibilities of the Board and its members.
4. By June 2020, the BOE will ensure proper policies, processes, and resources to achieve district goals, all through the lens of financial sustainability.

