

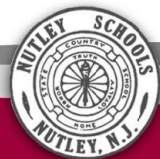
STRATEGIC PLAN 2018- 2023 UPDATE

October 18, 2021



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 Four Goal

By June 2022, the district will support students and staff as they transition back to traditional in-person elementary, middle school and high school schedules and explore internal support systems.



Configuration and Infrastructure Team Members

Mrs. Helen Doyle-Marino

Ms. Tracy Egan

Ms. Leann Martin

Mr. Joseph Matera

Mrs. Lorraine Restel

Communications Liaison: Ms. Karen Greco

Board Reps: Mr. Daniel Carnicella, Frank De Maio and
Mr. Salvatore Ferraro

Configuration and Infrastructure

Year One (2018-2019) Actions

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

Year Two (2019-2020) Actions

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

Year Three (2020-2021) Actions

- Development of PK-12 Fully Virtual and Hybrid Schedules
 - Creation of protocols and procedures.
 - Development of transition plans
- Transition to In-Person Instruction



Configuration and Infrastructure

Year Four Goal

By June 2022, the district will support students and staff as they transition back to in-person elementary, middle school and high school schedules and explore internal support systems.

Year 4 (2021-2022) Plans:

- Prepare for transitions to full traditional schedules
- Explore internal remediation and support systems
 - How can we leverage the current schedule?
- Partner with the Long Range Facilities Committee of the BOE to explore remediation of ongoing infrastructure concerns including instructional space



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 Three Goal

A goal was not established formally this year due to the emergent needs of the pandemic. In order to meet the needs of staff and students, the curriculum team increased academic support offerings and streamlined learning objectives while trying to maintain the fidelity of the existing curriculum.

Curriculum and Programming Team Members

Mrs. Brooke Benavides

Mr. Joe Dwyer

Mr. Joe Piro

Dr. James Riley

Dr. Jessica Shoja

Mr. Denis Williams

Communications Liaison: Mr. Mike Kearney

Board Rep: Mrs. Teri Quirk

Mr. Sal Balsamo



Year Three Action Steps/Progress

Expanded on year 2 goal with a pivot/focus on remote/hybrid learning

1. **Internally reviewed the Curriculum Review Survey** - determined that curriculum review process/cycle should be maintained with enhanced transparency and communication (posted curriculum documents to website, etc.)
2. Increased **technology and online programming/services** (Schoology, Google Meet, IXL, etc.) and **academic support programming** (After Hours: Foundations and LLI; summer strategies programs, K-8; expanding newcomer academy for ELL)
3. **Streamlined curriculum** with a focus on priority standards/content/skills and instructional strategies to engage students in virtual/hybrid learning environments
4. **Infused 2020 Diversity & Inclusion mandate into** curriculum review process and professional learning



Year Four Goal

By June 2022, the curricular/program committee will holistically assess student readiness (social, emotional, academic) with the long-term goal of leveraging data to better identify student needs and provide students with appropriate learning experiences within and beyond the classroom.



Year Four Actions/Plans

Programming

- Provide assessment of student learning and faculty instructional needs .
 - Provide supplemental academic support offerings.
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Curriculum

- Provide curricular and instructional resources to meet student academic and social emotional needs.
- Continue to streamline curriculum with a focus on priority standards/content/skills and instructional strategies to engage students in re-entry into school.
- Understand and focus on student strengths while providing strategies and services to address developmental and learning gaps.
- Identify culturally responsive teaching practices that support student learning and promote diversity, equity and inclusion.

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-Three Goal: By June 2021, the district will pilot the roll-out of the *Competent Kids, Caring Communities* Social Emotional Learning Framework in grades K-5, as well as continue to research and implement programs and services focusing on wellness for students, families and staff.

Health and Wellness Team Members

Mrs. Jacquelyn Devore

Mrs. Meredith Gerckens

Mrs. Carly Johnson

Mrs. Laurie LaGuardia

Mrs. Julie Mitschow

Mrs. April Vitiello

Communications Liaison: Ms. Karen Greco

Board Reps: Mr. Charles Kucinski, Mr. Kenneth J. Reilly, Ms.

Erica Zarro, Ms. Lisa Denchak-Martin



Year Three Action Steps/Progress

Competent Kids Caring Communities (CKCC) rollout in grades K-5:

- CKCC Building Leaders & Administrator training
- K-5 teacher CKCC training
- Scope & Sequence adapted based on pilot year expectations
- Distributed materials for lessons via shared drives
- Implementation of weekly lessons by K-5 teachers
- Implementation of extension activities by clinical staff (tier 2 small groups based on identified needs)
- Coaching sessions with CKCC staff by grade level



Year Three Action Steps/Progress

Secondary

Research evidenced-based secondary SEL curriculum

Meeting with RULER (of Yale University), other SEL programs (all CASEL endorsed)

Met with internal and external representation regarding programs before making decision

Internal presentation for initial research

Discussion of grade six connection and support – advisory vs. SEL programming

Year Three Action Steps/Progress

Clinical Staff received:

Grief Specialist training from Imagine

Multicultural Counseling from ASCA (American School Counselor Association)

Intervention Procedures including Crisis, referral process, and providing support/resources to families

District PD for all Staff:

Supporting students in Grief & Loss (Connie Palmer, Imagine: A Center for Coping with Loss)

Assisting students in transition back to school (Lisa Athan, Grief Speaks)



Year Three Action Steps/Progress

Summer Small Group Counseling from clinical staff (ES, MS, HS)

Summer check-ins from clinical staff for identified students

Collaboration with NFSB:

-Small Group Counseling offered twice (Fall ES, MS - Spring, ES)

-NFSB Presentation for Bilingual Parent Advisory Committee to share information on available services

Behaviorist presentation for mask wearing, hygiene protocols

SEL Day - March 26th, 2021 (Activities to spread awareness about importance and impact of SEL, Proclamation)

Monthly Support Groups - Grief Speaks

Staff

Students & Families

The above programs are in addition to the programs and services provided by the K-12 School Counseling Department & offerings from Special Services

Year Four Goal/Plans

Year-Four Goal: By June 2022, the district will further integrate and support the Competent Kids, Caring Communities Social Emotional Learning Curriculum in grades PK-5, introduce RULER at the secondary level, beginning with training staff, and continue to design and facilitate wellness programming for students, staff and community.

Year-Four Next Steps/Action Items:

- Implement Health & Wellness Teams at each ES building to monitor CKCC delivery, plan school-wide initiatives, and provide feedback to Strategic Planning Team on wellness programming that would benefit all stakeholder groups
- Utilize feedback from June 2021 CKCC staff survey
- Embed CKCC Curriculum into the Elementary Health Curriculum K-5
- Introduce CKCC to identified preschool populations
- Ruler application accepted for HS and MS; initial trainings begin December 2021
- Monthly Wellness Academy Programming for all community members 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.

Year Four Goals

- **Completing the Yantacaw secure entrance**
- **Installation of Halo sensors at NHS and pilot at JHWMS**
- **Updating phone system**
- **Oval Lights**



Safety and Security Team Members

Mrs. Jean Boyle

Mr. David DiPisa

Mr. Natty Ferrara

Mr. Frank Francia

Dr. Julie Glazer

Mr. Douglas Jones

Mr. Michael Parigi

Communications Liaison: Mr. Ian Viemeister

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



Year Three Action Steps/Progress

- **No visitors in buildings--drop boxes at each school**
- **Implemented Alyssa's law including silent alarms, and access to the buildings for Police/Fire during emergency situations**
- **Door window shades updated throughout the district**
- **External lighting upgrades at all buildings**
- **All new school busses have cameras on-board**
- **Camera outside NHS locker rooms with perimeter view**
- **Met with Homeland Security monthly (even during Pandemic)**
- **CPR training—certified 14 instructors**
- **Updated "Knox box" at each building with keys for police and fire entry to buildings**



Year Three Action Steps/Progress

- Daily health screening tool
- Covid-19 testing of staff and students and protocols for health and safety
- Cleaning and sanitizing protocols including fogging of athletic and instructional spaces, and buses after every trip
- Signage for one way stairwells, hallways, handwashing protocols, mask distribution, social distancing
- Hand-sanitizers outside every classroom
- Contact tracing training (Johns Hopkins)



Year Three Action Steps/Progress

- On-line registration for all programs was implemented
- Cameras and microphones on in homes and resulting issues (need to respond)
- Access to Google Meet and controls related to network and cyber safety
- In partnership with Police: Handle With Care
- Continued with fFre/Security drills modified for Pandemic Guidelines



Year Four Action Steps/Progress

To Date:

- Airpurifiers in each space
- Exhaust fans upgraded or repaired
- Upgraded fire panels in Spring Garden School
- Upgrades to each building communications to central fire station
- Communication drills with staff and parents
- Inventory of active emails and deactivation of inactive accounts
- Addition of swipe cards at fieldhouse, trailers, business office, and MS
- Tents for safety/social distancing at each elementary school. Cameras for tents, purchase of additional radios, fire extinguishers, signage, police checks, additional security personnel, security radio training and radio checks
- Replaced and repaired fencing throughout the district including at Washington School by parking lot and trailers
- Security officer posted for MS morning drop off



Year Four Action Steps/Progress To Date

- Fencing in Oval,
- Enhancement of safety and security at BOE meetings
- Door alarms added at Radcliffe and Spring Garden
- Replaced old signage, and updated new signage
- Sidewalk replacement at Yantacaw, Spring Garden, and front entrance of NHS
- Trim trees and shrubs at every facility (first time in 20 years)
- Went to bid on Yantacaw secure entrance

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



District Goals 2021-2022

1. By June 2022, the district will support the whole child (academically, socially, emotionally) by providing pathways for growth and learning while building stamina through the return to in-person instruction.
2. By June 2022, maintain a comprehensive PreK – 12 approach to student/staff safety, health and wellness, especially during the re-entry to school period.
3. By June 2022, the district will take intentional and ongoing action to increase equitable and inclusive opportunities for all while expanding the diversity of our entire educational system.
4. By June 2022, the district will continue to 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 2021-2022

1. By June 2022, the BOE will ensure proper policies, processes and resources to achieve district goals, all through the lens of financial sustainability.
2. By June 2022, BOE members will seek input and develop a plan to address overcrowding, aging facilities and safety and security and prioritize the discussion of this topic with the Township and community stakeholders.
3. By June 2022, BOE members will ensure that the community understands the district's budget process and maximizes engagement from the Board as a whole.
4. By June 2022, the BOE will maximize funding opportunities and potential grants at the local, state and federal levels.

