

# **PARSIPPANY-TROY HILLS TOWNSHIP SCHOOLS**



## **2018-2019 DISTRICT GOALS**

**BOARD OF EDUCATION MEETING  
THURSDAY, SEPTEMBER 27, 2018**

**DR. BARBARA SARGENT, SUPERINTENDENT**

# PARSIPPANY-TROY HILLS TOWNSHIP SCHOOLS STRATEGIC PLAN



## **Mission Statement**

The mission of the Parsippany-Troy Hills Township School District, in partnership with families and the greater community, is to challenge and nurture all students academically and to develop confident learners who are compassionate, generous, appreciative, and invested in their diverse world. This will be accomplished through innovative opportunities that inspire life-long learning, critical thinking and problem solving, creative exploration, and the democratic collaboration among students and staff.

## **Strategic Goals**

We will serve *all* of our students by focusing on the following goals within a comprehensive and coherent PK-12 framework:

- Our district will create an innovative and rigorous educational experience in a borderless learning community that produces creative students who are problem solvers and self-directed individuals.
- All students will receive social and emotional support to become adaptable, confident citizens who embody self-awareness and strong interpersonal skills, capable of responsible decision-making and managing their emotions and behaviors.
- Our community of adult learners will be fully engaged in professional growth experiences which enable them to continuously hone their craft and maximize student achievement.

**PARSIPPANY-TROY HILLS TOWNSHIP SCHOOLS  
DISTRICT GOALS TEMPLATE 2018-19**

**GOAL #1**

*Our district will create an innovative and rigorous educational experience in a borderless learning community that produces creative students who are problem solvers and self-directed individuals.*

STRATEGIES	ACTIVITIES	PERSON(S) RESPONSIBLE	TIMELINE(S)	EVALUATION/METRICS
1. Implement the District Curriculum Renewal Plan (Literacy)	Pilot Reading/Writing Workshop Units of Study in selected classrooms at Grades 6, 7, and 8	Supervisor of 6-12 ELA, Middle School Principals, Literacy Coaches, Participating Teachers	June 2019 completion of pilot	Ongoing observation of participating teachers' lessons, articulation meetings with Literacy Coaches
2. Implement the District Curriculum Renewal Plan (Social Studies)	*Recommend and gain approval for at least one new Advanced Placement class for September 2020 implementation.  *Recommend a Scope and Sequence for K-12 Social Studies instruction.  *Plan for Summer 2020 Curriculum Writing.	Supervisors of Social Studies K-12, High School Principals, Lead Teachers, Elementary Teachers	March - August 2019	New AP course(s) will be included in the 2019-20 Course Bulletin.  Social Studies Curriculum Committee agenda will be shared.
3. Explore online/borderless learning opportunities for high school students.	*Meet with representatives from VHS Consortium and other companies. *Develop a proposal for BOE Consideration. *Consider opportunities for students to partner with peers in other schools on academic/community projects	Superintendent, Assistant Superintendent for C/I, High School Principals, Supervisors	May 2019	Board minutes will reflect a presentation to the Board. Student information will be shared with parents and school counselors.

4. Implement Genius Hour in selected HS classes.	Aimed primarily at Advanced Placement classes, but open to others, students will have the opportunity to explore areas of interest in the weeks following the AP examinations.	High School Principals, Supervisors, Teachers of AP classes	Ready for implementation in May 2019	Classroom observations of students at work, student presentations (perhaps at BOE meeting), showcase of student work during lunchtime assemblies.
5. Expand the 1:1 device initiative to the middle school setting.	*Research cost-effective practices for this objective. *Plan professional development for middle school teachers in advance of implementation. *Provide technical assistance necessary to support devices. *Continue to expand device access to PreK-5 classrooms.	Business Administrator Assistant Superintendent for Curriculum/Instruction Middle School Principals Director of Technology Elementary Principals	Included in budget for 2019-20 school year.	Finance committee agenda/minutes Inservice Day schedule Technology Purchase plan
6. Increase STEM opportunities at all grade levels.	*Monitor new Robotics and Coding classes for student enrollment and instructional innovations. *Monitor the 2nd year of the GRO-STEM initiative at the elementary schools and make recommendations for next steps. *Investigate <i>Global Challenger</i> program for middle school implementation. *Explore opportunities for students to visit lower grade levels for teaching and showcasing of STEM products/activities.	Elementary, middle, and high school principals Assistant Superintendent for Curriculum/Instruction Curriculum Supervisors Relevant STEM and classroom teachers	Ongoing	Pilot of <i>Global Challenger</i> in one team or grade level at middle school. Schedule recommendation for expanded GRO-STEM elementary lessons. Schedule/principal notes of students who visit across schools for STEM lessons. Teaching and Learning Committee minutes reflecting discussion of new course proposals.
7. Expand elective offerings at the middle school.	*Survey students about areas of interest. *Survey teachers as to areas of expertise. *Evaluate existing electives for growth and relevance. *Prepare a list of new electives for implementation in September 2019.	Middle School Principals Curriculum Supervisors Assistant Superintendent for Curriculum/Instruction	June 2019	Course Program Booklet for 2019-20 Relevant Middle School Guidance Forms and Communications Survey results

8. Enrich K-8 world language experience.	<ul style="list-style-type: none"> <li>* Develop curriculum for full-year 6th grade Spanish and French.</li> <li>* Budget for staff.</li> <li>* Research best practices for elementary language instruction and present a plan/timeline for implementation.</li> <li>*Provide/expand opportunities for students to engage with students internationally.</li> </ul>	<p>Assistant Superintendent for Curriculum/Instruction  Supervisor of World Languages  Elementary and Middle School Principals  World Languages Teachers</p>	June 2019	<p>Course Program Booklet for 2019-20  Committee minutes for Finance and HR  Proposal for Elementary Language Program  Appropriate budget documents reflecting additional teaching staff.  Supervisor's notes on expanded instructional practices and connections.</p>
9. Enrich opportunities in music education for students.	<ul style="list-style-type: none"> <li>*Develop curriculum for new elementary strings program.</li> <li>* Rewrite vocal music curriculum.</li> <li>* Budget for an elementary string teacher(s) and program.</li> </ul>	<p>Assistant Superintendent for Curriculum/Instruction  Supervisor(s) of Visual and Performing Arts</p>	June 2019	<p>Appropriate budget documents reflecting additional teaching staff for strings.  Minutes and agenda from Finance, TLC, and Visual and Performing Arts District Committee.  Communication to school families about a new strings program.</p>
10. Implement the District Curriculum Renewal Plan (Mathematics).	<ul style="list-style-type: none"> <li>*Complete a thorough evaluation of the district's mathematics program and recommend necessary modifications.</li> <li>*Pilot <i>Reflex Math</i> in elementary grades for increasing fact fluency.</li> <li>*Plan for Summer 2020 Curriculum Writing.</li> </ul>	<p>Assistant Superintendent for Curriculum/Instruction  Supervisor(s) of Mathematics  Elementary Principals</p>	June 2019	<p>Mathematics Curriculum Committee agenda will be shared.  Summer curriculum writing opportunities will be posted.  A report of the effectiveness of <i>Reflex Math</i> will be provided for review.</p>
11. Explore dual enrollment with the County College of Morris to expand our students' exposure to college-level instruction.	<ul style="list-style-type: none"> <li>*Meet with CCM leadership to discuss dual enrollment.</li> <li>*Develop parameters for dual enrollment, including cost to families, courses permitted, faculty connections, etc.</li> <li>*Develop communication for teachers and families about a dual enrollment program.</li> </ul>	<p>Superintendent  Assistant Superintendent for Curriculum/Instruction  Appropriate Supervisors  High School Principals  Guidance Counselors</p>	April 2019	<p>Records of meetings with CCM.  Reference to dual enrollment in Course Selection Bulletin.  Documents communicating dual enrollment program to families.</p>

**PARSIPPANY-TROY HILLS TOWNSHIP SCHOOLS  
DISTRICT GOALS TEMPLATE 2018-19**

**GOAL #2**

*All students will receive social and emotional support to become adaptable, confident citizens who embody self-awareness and strong interpersonal skills, capable of responsible decision-making and managing their emotions and behaviors.*

STRATEGIES	ACTIVITIES	PERSON(S) RESPONSIBLE	TIMELINE(S)	EVALUATION/METRICS
1. Adopt CASEL Framework and research-based practice (see Additional Info) as guiding principles.	Review CASEL Framework during SEL Committee meetings and reference with regards to decision-making.	Strategic Goal Committee members	Completed: June 2018	
2. Research and select a highly effective SEL program.	Research program options. Invite representatives in for presentations/visit other districts to research how they use current program. Schedule visits to other districts (e.g. Paradise Knoll Elementary School)	Principals, counselors, Goal Committee leadership	K-8 or K-5 Program selection will be made by November 2018 for “soft” implementation in 2018-19.	*Committee notes on program offerings. *Formal recommendation to BOE on final selection.
3. Establish a position to coordinate Mindfulness/Character Programs in the district.	Research job description and propose to Superintendent in advance of budget season.	Superintendent Assistant Superintendent for HR	Proposal to be made by February 2019.	*Budget notes *Minutes from Finance and Personnel Committees
4. Make necessary changes to the master schedules at elementary, middle and high schools for the meaningful and efficient delivery of SEL.	High School Unit Lunch: Facilitate informational sessions for students/ parents/staff and “dry-runs” of schedule.  Plan and facilitate teacher PD.  Middle Schools: Research scheduling options and conduct school visits in exploration of SEL programs for 2019-20 implementation	Schedule Committee Principals Assistant Superintendent for Curriculum/Instruction Superintendent Counselors	Master schedules at high schools to be determined by January 2019.  Recommendation for middle school program by May 2019	*Committee notes on meetings, schedule notes, calendar. *Agenda for professional development sessions. *Formal recommendation for middle school program by building principals.

<p>5. Provide learning opportunities for staff members to develop and appreciate SEL skills in their own practice.</p>	<p>Provide workshop opportunities both in and out of district, schedule book study groups, and create an online forum for sharing ideas and best practices.</p>	<p>District PD Committee Assistant Superintendent for Curriculum/Instruction Curriculum and Pupil Services Supervisors</p>	<p>May 2019</p>	<p>*Schedule of workshops *Evidence of online forum (screenshot) *District Staff Newsletter</p>
<p>6. Evaluate and revitalize transition programs for PreK through College.</p>	<p>Create a chart of current programs and review for consistency across schools and district.  Explore opportunities to enrich transitions for students.  Explore opportunities to include students in conferences with parents/teachers at elementary, middle, and high school.  Consider 8th grade participation in HS Service Night.  Implement 5th grade “departmentalized” instruction.</p>	<p>Principals Counselors Curriculum and Pupil Services Supervisors</p>	<p>Ongoing through June 2019</p>	<p>*Grade 5 Instructional Schedule *Schedules, agenda, other evidence of completion</p>
<p>7. Establish opportunities to assist parents and families in supporting their children’s social-emotional well-being.</p>	<p>Create a “Parent University”: resources provided on district website, provide workshops to parents, invite parents for book study groups.  Partner with PTA to promote resources and information about SEL.</p>	<p>Superintendent Principals Counselors</p>	<p>Ongoing</p>	<p>*Screenshots of websites *Schedules of workshops, book studies *</p>
<p>7. Explore a “One Book, One School” initiative.</p>	<p>Review book choices and read to determine appropriate selection.  Incorporate into Summer Reading Assignment.</p>	<p>Principals Teachers Supervisors Assistant Superintendent for Curriculum/Instruction Superintendent</p>	<p>Recommendation(s) named by March 2019 for inclusion in Summer Reading Packet.</p>	<p>*Board approval of Summer Assignment</p>
<p>8. Consider how to assess the district’s achievement in this area.</p>	<p>Conduct a pre-assessment survey of students and staff with the goal of re-assessing in two years.</p>	<p>Principals Superintendent Pupil Services Supervisors</p>	<p>January 2019</p>	<p>*Discipline/attendance records *Non-confidential guidance records</p>

**PARSIPPANY-TROY HILLS TOWNSHIP SCHOOLS  
DISTRICT GOALS TEMPLATE 2018-19**

**GOAL #3**

*Our community of adult learners will be fully engaged in professional growth experiences which enable them to continuously hone their craft and maximize student achievement.*

STRATEGIES	ACTIVITIES	PERSON(S) RESPONSIBLE	TIMELINE(S)	EVALUATION/METRICS
<p>1. Develop a professional learning framework to provide learning opportunities for continued improvement and growth.</p>	<ul style="list-style-type: none"> <li>*Offer staff choice in professional learning opportunities.</li> <li>*Develop scaffolded sessions that allow for introductory through expert learning opportunities.</li> <li>*Create flexibility in allocation of mandatory after-school meeting times.</li> <li>*Expand micro-credential programs as a means of personalizing learning opportunities.</li> <li>*Explore Flex PD</li> <li>* Develop a District Professional Development Committee to lead this work.</li> </ul>	<p>Superintendent Assistant Superintendent for Curriculum/Instruction Curriculum Supervisors</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>*Schedules for Professional Inservice Days</li> <li>*Schedules for professional “after hours” workshops</li> <li>*Agendas for District Professional Development Committee meetings</li> <li>*District faculty/department meeting schedule</li> </ul>
<p>2. Build capacity of adult learners to align instructional and assessment practices through collaborative and job-embedded professional learning.</p>	<ul style="list-style-type: none"> <li>*Develop opportunities for peer visits and walkthroughs to highlight best practices.</li> <li>*Parlay a portion of the current PDP/PIP requirement into personalized goal-setting.</li> <li>*Support co-teaching in a coaching capacity to promote masterful teaching.</li> </ul>	<p>Assistant Superintendent for Curriculum/Instruction School Principals Curriculum Supervisors</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>*Schedules of peer visits</li> <li>*Notes from Middle School Literacy Coaches re: co-teaching opportunities</li> </ul>



<p>3. Align district goals with relevant and engaging learning experiences.</p>	<ul style="list-style-type: none"> <li>*Connect workshops to Curriculum Renewal Plan.</li> <li>*Survey staff to ascertain critical learning needs.</li> <li>*Develop resources to support this work.</li> </ul>	<p>Assistant Superintendent for Curriculum/Instruction Curriculum Supervisors</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>*District Staff Newsletter</li> <li>*Survey results</li> <li>*Schedules for Professional Inservice Days/workshops</li> <li>*Shared content or grade level folders for articles of interest</li> </ul>
<p>4. Continue to embrace and build teacher leadership.</p>	<ul style="list-style-type: none"> <li>*Encourage educators to present in-district workshops/book studies.</li> <li>*Support educators in the development and submission of proposals to state and national conferences.</li> <li>*Support educators in the development and submission of articles to professional journals.</li> </ul>	<p>Superintendent Assistant Superintendent for Curriculum/Instruction Curriculum Supervisors Principals</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>*Schedules for Professional Inservice Days/workshops</li> <li>*Administrative notes on educators submitting articles, proposals.</li> <li>*District Staff Newsletter</li> <li>*Promotion of Administrative Intern opportunities</li> </ul>