

# 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 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 2019-20**

**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	RESPONSIBLE LEADERS	TIMELINE(S)	EVALUATION/METRICS
1. Implement the District Curriculum Renewal Plan (Literacy)	*Support the implementation of new Reading/Writing Workshop curricula in grades 6-8. *Continue to strengthen students' reading achievement through guided reading and literacy workshop instruction. * Rethink the Senior English experience: English 12 vs. semester classes. * Implement FUNDATIONS (Phonics) in Kindergarten.	Dr. Axelrod Dana Ahmuty Mary Kane Elementary/Middle School Principals	June 2020	Ongoing observation of participating teachers' lessons, articulation meetings with Literacy Coaches  Running Record data  Course Bulletin 2020-21  Training schedules
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. (AP Psychology?)  *Recommend a Scope and Sequence for K-12 Social Studies instruction with a realigned 5th - 8th grade sequence.  *Plan for Summer 2020 Curriculum Writing.	Juan Cruz Dr. Axelrod Elementary/Middle School Principals	June 2020	New AP course(s) will be included in the 2020-21 Course Bulletin.  Social Studies Curriculum Committee agenda will be shared.

<p>3. Explore online/borderless learning opportunities for high school students.</p>	<p>*Support students enrolled in first cohort of VHS online coursework. (“Launch Night” or other events)</p> <p>*Schedule students to present a summary of their experiences at a BOE meeting.</p> <p>*Advertise to promote additional student enrollment for the 2020-21 school year.</p>	<p>High school administrators, counselors, Dr. Axelrod.</p>	<p>May 2020</p>	<p>Board minutes will reflect a presentation to the Board.</p> <p>Assistant Superintendent will maintain registration notes.</p>
<p>4. Implement Genius Hour in selected HS classes.</p>	<p>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.</p>	<p>Dr. Axelrod High school principals Relevant supervisors</p>	<p>May 2020</p>	<p>Classroom observations of students at work, student presentations (perhaps at BOE meeting), showcase of student work during lunchtime assemblies.</p>
<p>5. Explore a 1:1 device initiative at the middle schools.</p>	<p>*Research cost-effective practices for this objective.</p> <p>*Consider the implementation schedule (what grade level(s) at what time?)</p> <p>*Plan professional development for middle school teachers in advance of implementation.</p> <p>*Provide technical assistance necessary to support devices.</p>	<p>Dr. Gigante Dr. Axelrod Supervisors Middle school principals Elementary school principals</p>	<p>Included in budget for 2020-21 school year.</p>	<p>Finance committee agenda/minutes Inservice Day schedule Technology Purchase plan</p>
<p>6. Increase STEM opportunities at all grade levels.</p>	<p>*Monitor new Robotics and Coding classes for student enrollment and instructional innovations.</p> <p>*Support elementary school teachers as they implement the appropriate STEM/engineering units in the FOSS program.</p> <p>*Investigate Cyber Security course and certification program for students.</p> <p>*Consider other certificate possibilities for high school students.</p> <p>*Explore opportunities for students to visit lower grade levels for teaching and showcasing of STEM products/activities.</p> <p>* Begin committee work to implement STEM Pathway endorsement opportunities for high school students for the 2020-21 school year.</p>	<p>Dr. Axelrod Annamarie Altomonte Rachel Villanova Kelly Curtiss School principals</p>	<p>May 2020</p>	<p>Course Bulletin 2020-21</p> <p>Schedule/principal notes of students who visit across schools for STEM lessons.</p> <p>Teaching and Learning Committee minutes reflecting discussion of new course proposals and STEM Pathway.</p>

<p>7. Explore the feasibility of offering a 4th World Language at the middle or high school level.</p>	<ul style="list-style-type: none"> <li>*Review 2018-19 survey results for world language preferences.</li> <li>*Research language options in area high schools.</li> <li>*Determine teacher/resource costs and potential student interest.</li> <li>*Discuss with principals and senior administrators during new course proposals about how to proceed.</li> </ul>	<p>Dr. Axelrod Vicky Santana Middle and high school principals</p>	<p>February 2020</p>	<p>Course Program Booklet for 2020-21</p> <p>Appropriate budget documents reflecting additional teaching staff.</p> <p>Survey results.</p>
<p>8. Enrich opportunities in music education for students.</p>	<ul style="list-style-type: none"> <li>*Continue to support the new Grade 3 Strings Program and expand this to include grades 3-4 for the 2020-21 school year.</li> <li>*Consider staffing needs to accommodate additional musicians.</li> <li>*Plan for additional curriculum to support novice/non-beginner Strings students.</li> </ul>	<p>Dana Ahmuty Dr. Axelrod Dr. Sargent Elementary school principals</p>	<p>June 2020</p>	<p>Concert performances</p> <p>Budget documents reflecting additional teaching staff for strings.</p> <p>Minutes and agenda from Finance, TLC, and Visual and Performing Arts District Committee.</p>
<p>9. Implement the District Curriculum Renewal Plan (Mathematics).</p>	<ul style="list-style-type: none"> <li>*Support the implementation of new K-5 Math curriculum.</li> <li>*Monitor and support the new Advanced 5th Grade Math program; plan for a continued advanced pathway in grades 6-8.</li> <li>*Review the intervention programs in place at elementary and middle schools and make recommendations to best support students.</li> <li>* Investigate placement, access, and equity through a research lens.</li> </ul>	<p>Annamarie Altomonte Kelly Curtiss Dr. Axelrod Elementary and middle school principals</p>	<p>June 2020</p>	
<p>10. Explore dual enrollment with the County College of Morris, NJIT, and other schools to expand our students' exposure to college-level instruction.</p>	<ul style="list-style-type: none"> <li>*Meet with CCM and other 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>Dr. Axelrod Dr. Sargent Relevant supervisors</p>	<p>April 2020</p>	<p>Records of meetings with CCM. Reference to dual enrollment in Course Selection Bulletin. Documents communicating dual enrollment program to families.</p>

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**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
<p>1. Initiate a comprehensive review of SEL and mental health programs for a middle and high school population with the goal of making recommendations that will guide the direction of critical services in this area.</p>	<p>Convene a committee to complete this assessment and explore recommendations.</p> <p>Maintain a focus on student leadership development, supporting student organizations, and community service.</p> <p>Review counseling and wellness practices in the schools and establish best practices for these areas.</p> <p>Support Wellness Spaces in the school environment.</p>	<p>Michael DiSanto Cory Wegesa Dr. Axelrod Middle and high school principals</p>	<p>June 2020</p>	<p>*Committee minutes. *Formal recommendations to the Superintendent and BOE.</p>
<p>2. Support full implementation of <i>Sanford Harmony</i> SEL program at the elementary schools.</p>	<p>Schedule training in November for remaining elementary teachers to be training in the program.</p> <p>Principals will provide faculty meeting time for articulation.</p>	<p>Elementary Principals Michael DiSanto Dr. Axelrod</p>	<p>Throughout 2019-20 school year</p>	<p>Training rosters for November 2019 Principals' meeting agenda for 2019-20</p>
<p>3. Develop leadership and student voice opportunities at all schools.</p>	<p>Elementary: Student Council, School Climate Team representation, Peer Mentoring/Tutoring, Peer led recess "in days", Student-Led Parent Nights</p> <p>Middle: Student Council, School Climate Team representation, Student Advisory Peers, One Book-One School Research, Student-Led Parent Nights</p>	<p>Principals Counselors</p>	<p>Throughout 2019-20 school year</p>	<p>Schedule of Parent Evenings Notes from principals' meetings Superintendent minutes: Student Advisory Panel</p>

	<p>High: Student Council, Student-Superintendent Advisory, Cross-Town Retreat, Freshman Orientation, Technology Helpers</p> <p>Utilize students at “Back to School Night” to serve as helpers and to staff a table for parents on “Advice from smart teenagers on cell phone use” - or something similar.</p>			
4. Provide learning opportunities for staff members to develop and appreciate SEL skills in their own practice.	Provide workshop opportunities both in and out of district, schedule book study groups, and create an online forum for sharing ideas and best practices.	District PD Committee Dr. Axelrod Relevant principals and supervisors	May 2019	<ul style="list-style-type: none"> <li>*Schedule of workshops</li> <li>*Evidence of online forum (screenshot)</li> <li>*District Staff Newsletter</li> </ul>
5. Evaluate and revitalize transition programs for PreK through College.	<p>Implement a “Career Exploration” program for our ELL students.</p> <p>Explore opportunities to include more ELL students in the <i>Target Teach</i> program.</p> <p>Explore opportunities to include more students in conferences with parents/teachers at elementary, middle, and high school.</p> <p>Consider 8th grade participation in HS Service Night.</p> <p>Expand “Brooklawn Bridge” and “Central Connections” programs.</p> <p>Utilize Unit Lunch at the high schools to foster conversations about college life, invite alumnae back to discuss combining athletics with college academics, etc.</p>	Principals Counselors Relevant Supervisors	Ongoing through June 2020	*Schedules, agenda, other evidence of completion
6. Establish opportunities to assist parents and families in supporting their children’s social-emotional well-being.	<p>Create a “Parent University”: resources provided on district website, provide workshops to parents, invite parents for book study groups.</p> <p>Partner with PTA to promote resources and information about SEL.</p> <p>Craft a quarterly article for parents on mindfulness that all principals can incorporate into their own school Parent Newsletter.</p>	<p>Michael DiSanto Principals Counselors</p> <p>Principals, Michael DiSanto, Dr. Sargent</p> <p>Michael DiSanto, Dr. Sargent</p>	Ongoing	<ul style="list-style-type: none"> <li>*Screenshots of websites</li> <li>*Schedules of workshops, book studies</li> <li>*Copies of parent newsletters</li> </ul>

<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 2020 for inclusion in Summer Reading Packet.</p>	<p>*Board approval of Summer Assignment</p>
<p>8. Guide all students to be independent learners.</p>	<p>*Monitor the number of Resource Room student placements as baseline data.          *Review the number of students who transition into a less restrictive environment.          *Monitor support services (such as tracking of supplemental supports and services) and personnel as baseline data.          *Evaluate the current ESS program at the middle and high school for appropriateness and sustainability.          *Monitor the use of School Behaviorists and Lead Behaviorist to inform future programming.</p>	<p>Pupil Services Supervisors          Dr. Sargent</p>	<p>Recommendation regarding ESS program ready for 2020-21 budget.           Other recommendations to be implemented for 2020-21 special education staffing and programming.</p>	<p>*Staffing lists for 2020-21          *CST Placement/Sections Data</p>

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**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>*Continue to develop the District Professional Development Committee as a forum for reviewing professional learning and teacher leadership opportunities.</li> <li>*Where appropriate, offer staff choice in professional learning opportunities.</li> <li>*Develop scaffolded sessions that allow for introductory through expert learning opportunities.</li> <li>*Literacy: LLI Training continues for Reading Specialists; K-5 Writing Workshop training; FOUNDATIONS training for Kindergarten.</li> <li>*Try an EdCamp Unconference.</li> <li>*Support high school teachers/staff as new school schedule is implemented.</li> </ul>	<p>Superintendent Dr. Axelrod 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>*Support co-teaching in a coaching capacity to promote masterful teaching, especially through Literacy classes at middle schools.</li> <li>*Continue to articulate with high school teachers on the new schedule and provide instruction in best instructional practices.</li> <li>*Support middle school Technology Coaches in their work with colleagues.</li> <li>*Survey staff to ascertain critical learning needs.</li> <li>*Argument Driven Inquiry training for HS Science teachers.</li> </ul>	<p>Dr. Axelrod School Principals Curriculum Supervisors</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>*Schedules of peer visits</li> <li>*Survey results</li> <li>*Feedback from Literacy and Technology Coaches on successes and future needs.</li> </ul>



<p>3. Align district goals/curriculum renewal schedule with relevant and engaging learning experiences.</p>	<p>*Support teachers with continued and scaffolded training in:</p> <ul style="list-style-type: none"> <li>★ Guided Reading</li> <li>★ Writing Workshop</li> <li>★ Reading workshop</li> <li>★ Book Clubs</li> <li>★ Guided Math</li> <li>★ DBQ</li> <li>★ FOSS Year 2</li> </ul> <p>*Develop resources to support this work.</p>	<p>Dr. Axelrod Curriculum Supervisors</p>	<p>Ongoing</p>	<p>*District Staff Newsletter *Schedules for Professional Inservice Days/workshops *Shared content or grade level folders for articles of interest</p>
<p>4. Continue to embrace and build teacher leadership.</p>	<p>*Encourage educators to present in-district workshops/book studies. *Support educators in the submission of proposals to state and national conferences. *Support educators in the development and submission of articles to professional journals. *Support Technology Teacher Coaches in their work with colleagues. *Support teachers being trained as Orton-Gillingham trainers in turnkeying skills with colleagues.</p>	<p>Superintendent Dr. Axelrod Curriculum Supervisors Principals</p>	<p>Ongoing</p>	<p>*Schedules for Professional Inservice Days/workshops *Administrative notes on educators submitting articles, proposals. *District Staff Newsletter *Promotion of Administrative Intern opportunities</p>
<p>5. Implement District Technology Plan.</p>	<p>* Continue the Chromebook Pilot with faculty members.</p>	<p>Dr. Nancy Gigante Dr. Axelrod Superintendent</p>	<p>Ongoing</p>	