

## Little Silver School District Goals and Objectives ACTION PLAN

### GOALAREA: Student Achievement

### GOAL: To promote student growth and achievement through enhanced teaching and learning practices

### OBJECTIVE #1: To provide technological resources to promote 21<sup>st</sup> Century Learning

| Major Activities  | Staff   | Resources  | Constraints  | Timelines  | Indicators of Success                             |
|---|---|--|--|--|---|
| <b>Research</b> <ul style="list-style-type: none"> <li>Explore current technological resources in terms of capabilities and cost that would enable teachers to address the Common Core standards in a variety of ways</li> </ul>  | Admin   | Other districts<br>Prof. Literature<br>Internet                    | Time   | June 2014 &<br>on-going                                  | Report  |
| <b>Development</b> <ul style="list-style-type: none"> <li>Enhance the existing technology infrastructure to further support teaching and learning</li> <li>Use technology across the content areas (where it aligns to the Common Core) to foster global awareness</li> <li>Provide professional development opportunities for teachers so they have the knowledge to employ the constantly changing technological resources</li> </ul> | Tech Committee<br>Tech Department<br>Admin<br>Teachers                    | NJDOE<br>Tech Committee<br>TECHSPO conf.<br>Tech Plan<br>Inventory | Budget<br>Admin<br>Capacity<br>Infrastructure<br>Time for PD | June 2016<br><br>June 2014 &<br>on-going<br><br>Annually | Assessment of Infrastructure<br>PD offerings      |
| <b>Assessment</b> <ul style="list-style-type: none"> <li>Increased student access to technology</li> <li>Increased PD opportunities that teach teachers how to use various technological applications</li> </ul>  | Tech Budget indicating purchases<br>Professional Dev. Institute Offerings | Software used for curricular support<br>Tech needs assessment      | Budget<br>Personnel to deliver PD                            | Annually   | Workshop Eval forms<br>PD survey<br>Budget & EFLS |

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## GOALAREA: Student Achievement

## GOAL: To promote student growth and achievement through enhanced teaching and learning practices

## OBJECTIVE #2: To cultivate the social and emotional development of the students of Little Silver

| Major Activities   | Staff                                  | Resources  | Constraints  | Timelines  | Indicators of Success  |
|--|--|--|--|--|--|
| <p><b>Research</b></p> <ul style="list-style-type: none"> <li>Investigate the possibility of creating multi-age peer groups – “communities” – to provide peer support and strengthen the overall school community in each respective school</li> <li>Explore ways to balance the improvement of student achievement with stress management for students and teachers</li> </ul>  | Admin.<br>Teachers<br>Outside speakers | The Center for Early Education, Los Angeles, CA<br>Professional Literature<br>Internet<br>School Schedules<br>NJPSA<br>NJASA | School Schedules<br>Budget<br>Time                 | Dec. 2015<br><br><br>May 2014                                | Report highlighting the pros/cons of multi-age peer group “communities”<br><br><br>List of recommendations from staff/students                             |
| <p><b>Development</b></p> <ul style="list-style-type: none"> <li>Provide opportunities for students to learn coping strategies to deal with their responsibilities</li> <li>Create grade level calendars (at MP) to help coordinate assignments</li> <li>Pursue opportunities for interactions between the districts that send to RBR</li> <li>Assess where our students face challenges in high school and develop a plan to remediate those areas</li> </ul> | LS Teachers/ Staff<br>RBR Staff        | Google Docs<br>Articulation Mtg.<br>Responsive classroom sessions<br>DDMS sessions<br>Cultural Arts Program                  | Time Availability<br>Scheduling of other districts | June 2015<br><br>Nov. 2014<br><br>Feb. 2014<br><br>Jan. 2016 | List of opportunities provided via Cultural Arts, Guidance Programs, CPR, Morning Meetings, etc.<br><br>Calendars<br>Sending district events<br><br>Survey |

|   |                           |               |                          |  |               |
|---|---------------------------|---------------|--------------------------|--|---------------|
| <p><b>Assessment</b></p> <ul style="list-style-type: none"> <li>• Create a schedule that would allow for the implementation of “peer groups”</li> <li>• Peer group implementation</li> <li>• Create a report summarizing/reflecting the challenges LS students face entering RBR</li> </ul> | <p>Admin<br/>Teachers</p> | <p>Survey</p> | <p>Time availability</p> | <p>June 2016<br/>Sept. 2016<br/>April 2016</p> | <p>Report</p> |
|---|---------------------------|---------------|--------------------------|--|---------------|

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**GOALAREA: Student Achievement**

**GOAL: To promote student growth and achievement through enhanced teaching and learning practices**

**OBJECTIVE #3: To evaluate program delivery including different staffing options to meet the learning needs of all Little Silver students**

| Major Activities   | Staff                               | Resources  | Constraints         | Timelines                   | Indicators of Success                 |
|--|-------------------------------------|--|---------------------|-----------------------------|---------------------------------------|
| <b>Research</b> <ul style="list-style-type: none"> <li>• Explore ways to compare student achievement in non-tested subjects with other districts</li> <li>• Investigate the offering of “support programs” as well as “enrichment or extension programs” in other districts</li> </ul>   | Admin                               | Survey of RBR teachers<br><br>AP courses   | Lack of survey data | March 2016<br><br>Nov. 2013 | Survey results                        |
| <b>Development</b> <ul style="list-style-type: none"> <li>• Develop a cost/benefit analysis of various staffing options:               <ul style="list-style-type: none"> <li>➤ Reading Specialists</li> <li>➤ Non-Supervisory Coaches</li> <li>➤ Department Supervisors</li> <li>➤ Behaviorist</li> </ul> </li> <li>• Create a five year budgetary projection to determine the feasibility of adding any new positions</li> </ul> | Admin<br><br>Business Administrator | Budget projections<br><br>Financial reports & salary information from other districts offering these positions |                     | Dec. 2013<br><br>Dec. 2013  | Five-year budgetary projection report |
| <b>Assessment</b> <ul style="list-style-type: none"> <li>• Restructuring of staff to meet needs</li> </ul>   | Admin                               | Budget   | Budget              | Sept. 2014                  | Restructured staffing                 |

# Little Silver School District Goals and Objectives ACTION PLAN

## GOAL AREA: Student Achievement

## GOAL: To promote student growth and achievement through enhanced teaching and learning practices

## OBJECTIVE #4: To deliver and support “highly effective” instruction

| Major Activities  | Staff   | Resources   | Constraints              | Timelines   | Indicators of Success   |
|---|---|---|--------------------------|---|---|
| <b>Research</b> <ul style="list-style-type: none"> <li>Research “best practices” for delivering “highly effective” instruction</li> </ul>   | DEAC<br>SIP   | Reflect Live<br>Danielson book                            |                          | Oct. 2013 &<br>On-going   | List of best practices  |
| <b>Development</b> <ul style="list-style-type: none"> <li>Provide all new teachers with a copy of <i>Enhancing Professional Practice: A Framework for Teaching</i> by Charlotte Danielson</li> <li>Provide teachers with access to the critical attributes in each evaluative domain in order to move more teachers to the “highly effective” range</li> <li>Ensure that all curricula is aligned with the Common Core Standards</li> <li>Provide ongoing and diverse Professional Development opportunities for teachers that include but are not limited to:               <ul style="list-style-type: none"> <li>➤ Effective co-teaching strategies</li> <li>➤ Social/emotional health of students</li> <li>➤ Curricular initiatives</li> <li>➤ Differentiated Instruction</li> <li>➤ Technology Integration</li> <li>➤ Implementation of the Common Core</li> </ul> </li> </ul> | Admin<br><br>Admin<br><br>Director of C&I<br>Curriculum Committee<br>Teachers | PD training<br><br>Danielson Resources<br><br>PDI Agendas | Budget<br><br><br>Budget | Sept 2013 &<br>on-going<br><br>Sept 2013 &<br>on-going<br><br>Sept 2013 &<br>on-going<br><br>Sept 2013 &<br>on-going<br>“<br>“<br>“ | Purchase Orders<br><br>Copies of resources provided<br><br>Updates curricula on Rubicon Atlas<br><br>List of PD offerings |

|  |                   |   |                                  |   |  |
|--|-------------------|---|----------------------------------|---|--|
| <ul style="list-style-type: none"> <li>• Provide parents with information regarding curriculum and Common Core expectations</li> <li>• Provide opportunities for some staff members to become “Black Belt Certified” in the Common Core Standards</li> <li>• Identify successes and failures of programs based on teacher-student-parent-administrative communication and modify accordingly</li> <li>• Develop a comprehensive substitute teacher training program including but not limited to: <ul style="list-style-type: none"> <li>➤ School procedures</li> <li>➤ AESOP</li> <li>➤ Crisis Management</li> </ul> </li> </ul> <p><b>Assessment</b></p> <ul style="list-style-type: none"> <li>• Restructuring of staff to meet needs</li> <li>• Completion of comprehensive substitute teacher plan</li> <li>• Purchase of PD resources for teachers</li> <li>• Annual list of PD offerings and impact on student achievement</li> </ul> | Admin             | C&I website                                       |                                  | May 2014                                    | List of ways information was provided to parents             |
|  | Admin<br>Teachers |   | Budget                           | May 2014 & on-going                         | Completion of Black Belt certification by some staff members |
|  | Admin             | Survey  |                                  | April 2015                                  | Survey results   |
|  | Admin             | Staff knowledge                                   | Budget to pay subs<br>Admin time | Aug. 2014                                   | A new substitute training program                            |
|  | Admin             | Substitute teacher resources from other districts | Budget<br>Time availability      | Sept 2014 & on-going<br>Aug 2014            | New staff organization<br>A new substitute training program  |
|  |                   |   | Budget                           | Sept 2013 & on-going<br>May 2014 & on-going | Purchase orders<br>List of offerings and sign-in sheets      |
|  |                   |   |                                  |   |  |
|  |                   |   |                                  |   |  |

# Little Silver School District Goals and Objectives ACTION PLAN

## GOALAREA: Student Achievement

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## OBJECTIVE #5: To refine and communicate Little Silver's vision for the Gifted and Talented Program

| Major Activities   | Staff  | Resources   | Constraints  | Timelines   | Indicators of Success  |
|--|--|---|--|---|--|
| <b>Research</b> <ul style="list-style-type: none"> <li>• Examine G&amp;T program delivery structures in other districts               <ul style="list-style-type: none"> <li>➤ Content specific</li> <li>➤ Integrated models</li> </ul> </li> <li>• Research resources that may enhance educational opportunities for gifted primary students</li> </ul>   | Admin<br>G&T teachers<br>Admin<br>G&T teachers   | Other districts<br>Professional Literature  | Staff<br>Schedule<br>Community reaction  | Dec. 2014<br><br>Feb. 2014  | Summary report of program structures in other districts  |
| <b>Development</b> <ul style="list-style-type: none"> <li>• Administer a student interest survey to identified <i>gifted students</i> in order to inform instructional decisions</li> <li>• Increase <i>inquiry-based learning</i> in all content areas across the grade levels</li> <li>• Create opportunities for <i>gifted</i> students to participate in competitions</li> <li>• Offer more PD to teachers to enhance the delivery of differentiated instruction</li> <li>• Bring in experts to speak with G&amp;T students</li> <li>• Enhance communication with parents regarding G&amp;T program</li> </ul> | G&T teachers<br>Admin<br>Teachers<br>G&T teachers<br>Director of C&I<br>G&T teachers<br>Admin/G&T teachers | Student interest surveys<br>Technology<br>Shore Consortium for G&T students<br>Budget<br>Teacher presenters<br>District Website | Budget<br>Substitutes for PD release days<br>Schedules<br>Availability of presenters | Oct. 2013 and annually thereafter<br>Sept. 2013 & on-going<br>May 2014<br>“<br>“<br>“ | Survey results<br>Evidence of inquiry-based learning in lesson plans and observations<br>Increased opportunities for G&T students to participate in competitions<br>Increased PD offerings<br>List of presenters |
| <b>Assessment</b> <ul style="list-style-type: none"> <li>• Survey parents and students regarding G&amp;T program</li> </ul>  | Admin<br>Tech Dept   | Survey  |  | Annually  | Survey results   |