

South Brunswick School District

Strategic Plan Board Update

Monday, March 2, 2020



STRATEGIC PLAN | Vision and Mission

Our vision allows us to imagine what can and will be in South Brunswick.
Our mission is what we aspire to achieve with every student every day.

OUR VISION

All students come into our district with personal stories, unique talents, and vast potential.

They are supported by a community that values their voice, prioritizes their well-being and prepares them to graduate inspired and ready to succeed.

OUR MISSION

Ignite your passion.
Nurture your potential.
Embrace your future.

STRATEGIC PLAN | Core Values

Our Core Values are a firm stance/beliefs that guide our decisions, actions and choices to meet the needs of our students and maintain excellence across our system.

OUR VALUES



EQUITY

We stand unequivocally to eliminate academic achievement gaps, allocate resources appropriately, and honor unique diverse contributions that will ensure equitable access to every student in every classroom, every day.



PARTNERSHIPS

We cultivate a vibrant community that brings together resources to support the varied needs of our students.



INNOVATION

We solve persistent problems together through creativity, elevating voices within our community, and utilizing transformative technology to open doors and imagine solutions for all.

GOAL #1 - SP Implementation

During the 2019-2020 School Year, SBSD will implement the strategic plan objectives at the rate of expectation as outlined in the “Initiative Timeline”.*

Initiative Timeline

		SY 2019-2020 (July - December)	SY 2019-2020 (January - June)	SY 2020-2021	SY 2021-2022
Wellness	Staff Self-Care + Wellness				
	Before + After School Safety				
	Monitoring Unstructured Areas				
	Counseling & Student Supports				
Academic Programs	Culturally Relevant + Responsive Practices				
	SEL				
	Personalized Learning / Student Choice				
	Device Initiative				
Student Supports	Career Academies				
	Universal Screening				
	Targeted Supports for Underserved Students				
	Communications				
Community	Family University				
	Ambassadors				
	Talent Development for Staff				
	Diverse Candidate Hiring				
Growth	Redistricting + Reconfiguring Grade Levels				
	Technology Infrastructure Planning				

5

Research/Discovery
Transition Period
Implementing

***Times can shift, but will be communicated visibly and clearly**

STRATEGIC PLAN | Initiative

Timeline

JAN-FEB 2020

Student
Supports

Community

Growth

Academic
Programs

Wellness

	SY 2019-2020 (July - December)	SY 2019-2020 (January - June)	SY 2020-2021	SY 2021-2022
Staff Self-Care + Wellness				
MERGED INITIATIVES:				
Before + After School Safety + Monitoring Unstructured Areas-				
Counseling & Student Supports-				
Culturally Relevant + Responsive Practices				
SEL				
Personalized Learning / Student Choice				
Device Initiative				
Career Academies				
Universal Screening				
Targeted Supports for Underserved Students				
Communications				
Family University				
Ambassadors				
Talent Development for Staff				
Diverse Candidate Hiring				
Redistricting + Reconfiguring Grade Levels				
Technology Infrastructure Planning				

Research

Discovery



























Implementing

5


MONITORING INITIATIVE STATUS



	EMERGING	DEVELOPING	ADVANCING	SUSTAINING
TIMELINE	Initiative schedule has not yet begun or is behind schedule	Initiative schedule has begun	Initiative is on schedule to meet defined goals	Initiative is on schedule to meet defined goals, and is setting new goals
PROJECT MANAGEMENT	Project Lead has not yet been identified; regular cadence of work has not yet begun	Project lead is established and a team has been identified. There is a plan for a regular cadence of work	Project team meets regularly and work progresses asynchronously based on division of roles and accountabilities	Project team meets regularly, and pivots according to district updates, timeline changes, etc.
INPUT	Initiative has not yet developed strategies for collecting data and/or progress monitoring	Initiative has a plan to or taken initial steps to analyze one data source at a time to inform decision-making	Initiative frequently compares various data sources to inform decision-making	Initiative consistently compares various data sources to inform decision-making
ENGAGEMENT	There is not yet a plan for engaging stakeholders outside	Initiative team takes initial step to engage stakeholders to and solicit feedback.	Initiative team creates opportunities for stakeholders to suggest new ideas or solutions	Stakeholders are consistently taking on leadership roles in the initiative and suggesting new ideas or solutions

INITIATIVE NAME		LEVEL OF SUPPORT 19-20	STATUS	Next Steps 2020-2021
Wellness	Staff Self-Care + Wellness	Implementing		 Maintaining
	Before + After School Safety- Monitoring Unstructured Areas-	Discovery		 Continue Progress
	Social Emotional Learning	Discovery		 Continue Progress
Academic Programs	Personalized Learning / Student Choice <ul style="list-style-type: none"> Device Initiative Technology Infrastructure Planning 	Discovery		 Continue Progress
	<ul style="list-style-type: none"> Culturally Relevant + Responsive Practices 	Discovery		 Continue Progress
	<ul style="list-style-type: none"> Career Academies 	Research		 Continue Progress
Student Supports	Targeted Supports for Underserved Students <ul style="list-style-type: none"> Universal Screening Counseling & Student Supports 	Discovery		 Continue Progress
	<ul style="list-style-type: none"> Ambassadors 	Discovery		 Continue Progress
	Communications	Discovery		 Continue Progress
Community	Family University	Discovery		 Continue Progress
Growth	Talent Development for Staff	Discovery		 Continue Progress
	Diverse Candidate Hiring	Discovery		 Maintaining
	Redistricting + Reconfiguring Grade Levels	Discovery		 On Pause

Next Steps Key








Continue Progress


On Pause


Sunset


Maintaining

Wellness

INITIATIVE NAME	LEVEL OF SUPPORT 19-20	STATUS	Next Steps 2020-2021
<i>Staff Self-Care + Wellness</i>	Implementing		 Maintaining
<i>Before + After School Safety- Monitoring Unstructured Areas-</i>	Discovery		 Continue Progress
<i>Social Emotional Learning</i>	Discovery		 Continue Progress

- Virgin Pulse: Step Challenge
- Personnel: Three security officers
- Build Capacity SEL Competencies

Academic Programs

INITIATIVE NAME	LEVEL OF SUPPORT 19-20	STATUS	Next Steps 2020-2021
<i>Personalized Learning / Student Choice</i> <ul style="list-style-type: none"> • <i>Device Initiative</i> • <i>Technology Infrastructure Planning</i> 	Discovery		 Continue Progress
<ul style="list-style-type: none"> • <i>Culturally Relevant + Responsive Practices</i> 	Discovery		 Continue Progress
<ul style="list-style-type: none"> • <i>Career Academies</i> 	Research		 Continue Progress

- Technology as a tool to personalize learning
- Culturally Relevant and Responsive Practices:
 - National Conference
 - Supervisor Book Study
- Career Academies:
 - Site Visits and Providing Pathways for Students

Student Supports

INITIATIVE NAME	LEVEL OF SUPPORT 19-20	STATUS	Next Steps 2020-2021
<i>Targeted Supports for Underserved Students</i> <ul style="list-style-type: none"> Universal Screening Counseling & Student Supports 	Discovery		 Continue Progress
<ul style="list-style-type: none"> Ambassadors 	Discovery		 Continue Progress


- Universal Screening: Research, Repurpose
- Counseling & Student Supports:
 - Vaping Policy
 - Middle School Counselor Model
- Ambassadors:
 - Mentorship Models (Sorority and High School)

Community

INITIATIVE NAME	LEVEL OF SUPPORT 19-20	STATUS	Next Steps 2020-2021
<i>Communications</i>	Discovery		 Continue Progress
<i>Family University</i>	Discovery		 Continue Progress

- Communications:
 - Translation of websites/documents
 - VOYCE
- Family University:
 - One Stop Parent Curriculum Guides
 - Parent Academy 2.0 “Live Streams”

Growth

INITIATIVE NAME	LEVEL OF SUPPORT 19-20	STATUS	Next Steps 2020-2021
<i>Talent Development for Staff</i>	Discovery		 Continue Progress
<i>Diverse Candidate Hiring</i>	Discovery		 Maintaining
<i>Redistricting + Reconfiguring Grade Levels</i>	Discovery		II On Pause

- Talent Development
 - Leadership Academy
 - Special Education Staff Induction Model
- Diverse Candidate Hiring
 - CJ Pride Recruitment
 - Administrator Hiring Protocols



WELLNESS

We will prioritize **social, emotional and physical well-being** to ensure every student and staff member is self-aware and resilient.

We will ensure our schools are **safe and secure** to allow students to focus on their learning and prioritize their personal growth.

We will honor our staff by **recognizing their contributions** and investing in opportunities for them to grow professionally, emotionally, and creatively.



ACADEMIC PROGRAMS

We will tap into student interests and passions through **academic and career pathways**.

We will foster a culture of learning that provides **voice, choice and agency** for students throughout their school day and beyond.

We will respect and affirm student identities and backgrounds through **curriculum, content, and experiential learning**.

We will expand **access to technology** and tools for all staff and students in order to create and leverage new approaches to teaching and learning.



COMMUNITY

We will **establish strong and positive ongoing relationships** with all families so that we are able to support students' individual goals.

We will **equip our families** to navigate our school system as students' needs evolve over the course of their educational journey.



STUDENT SUPPORTS

We will **personalize support** for any student in need with a specific attention on historically underserved populations that build on students' strengths, and targets their areas of need to ensure their success.

We will empower all students to determine their personal vision for **achievement and success**.

We will **expand access to digital tools** to promote instructional flexibility and connection beyond the school day.



GROWTH

We will **expand and diversify our team** to build a highly-skilled workforce that more closely represents the population we serve.

We will build new and repurpose current **physical spaces** to ensure flexible learning facilities for all students.

We will plan for the necessary **technological infrastructure** in order to support growth in all buildings in the district.