

September 28, 2021
Planning Session #1



Strategic Planning 2022-2025

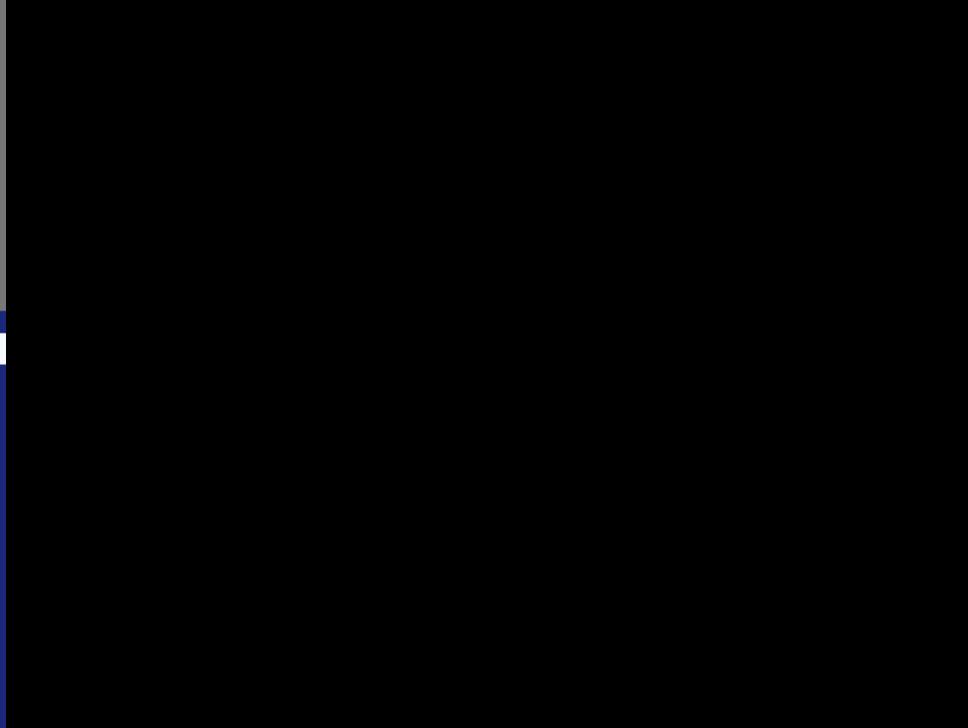
STRATEGIC PLANNING 2022-25



Welcome to the Scotch Plains-Fanwood Public Schools

Dr. Joan Mast, Superintendent of Schools
Dr. Karen Kulikowski, President of the SPF BOE

SPF Alma Mater



Park Middle School Jazz Ensemble, April 2020

SPF Alma Mater



Close beside the Watchung Mountains,
Stand our schools so dear.
All our precious years of childhood,
We have spent them here.



Chorus: Forward, ever be our watchword,
Conquer and Prevail.
Hail to thee our Alma Mater
Scotch Plains-Fanwood, all hail.

When across the world we wander,
This will be our song,
Honor, love and true devotion
All to here belong.



Chorus.....Scotch Plains-Fanwood, all hail!

AGENDA

“Reflect, Reimagine, Recalibrate”



SPF

- 7:00 – 7:05 **Welcome and Introductions -**
Dr. Karen Kulikowski, President of SPF BOE
- 7:05- 7:55 **State of the School District Report**
Dr. Joan Mast, Superintendent
- 8:00 - 8:25 **Small Group Activity /Brainstorming**
Strengths/Accomplishments and
Challenges/Opportunities of the SPF Schools
- Facilitated by Gwen H. Thornton**
NJSBA Field Service Representative
- 8:30-8:40 **Sharing our Thoughts**

STRATEGIC PLANNING 2022-25



Student Voice

“What do you value most about school?”



District Mission Statement



The Mission of the Scotch Plains - Fanwood Public Schools is to educate every student to become a confident and caring life-long learner who can communicate and contribute positively to the rapidly changing world.

The district, in cooperation with the community, will provide an academic environment which values excellence, initiative and diversity.

Visit the district website www.spfk12.org

9/28/21

STRATEGIC PLAN GOALS 2017-2021



SPF

Goal #1: Health and Wellness

- Dedicated Student Assistant Specialists/Counselors in each elementary school
- Social Emotional Learning (SEL) Programs for students, staff and parents
- Partnership with Rutgers Behavioral Health and Effective School Solutions for mental health support for students and staff
- Professional Development-
 - Staff collaboration around various topics related to diversity, equity and inclusion
 - Mindful Schools Professional Development
 - PD within the Arts for staff wellness, expression and creativity

STRATEGIC PLAN GOALS 2017-2021



SPF

Goal #1: Health and Wellness

- Creation of Student Assistant Specialist for Diversity and Equity position
- Creation of a Board of Education Wellness and Equity Committee
Racial Equity Task Force - a student, staff and community members collaboration
- Creation of District Lead Nurse position
- Support of student and family challenges specific to the pandemic

STRATEGIC PLAN GOALS 2017-2021



SPF

Goal #2: Curriculum and Instruction

Real World Connections Across the Curriculum

- Integrating emerging technologies for idea generation, creation and communication
 - Expanded use of 1:1 device infrastructure and digital literacy
 - Google certified tech coaches
 - Digital citizenship Lessons/Experiences - STAR Program
 - Digital arts, coding, robotics
- Diversifying P-12 classroom libraries via Teachers College Reading and Writing Project Workshop Model and Diversifying collections in all school libraries/media centers
- Preparing students for life in a “rapidly changing world” while continuing to provide the community with a “Comprehensive” High School.
- Offering authentic experiences for K-12 students, inside and outside the walls of the school(s) such as Tomorrow’s Teachers “Internships” and 9th Grade Academy
- Innovative and Flexible Learning Spaces
- Created the Arts Integration Specialist position to cultivate and facilitate arts-infused learning across all grades and content areas.

STRATEGIC PLAN GOALS 2017-2021



SPF

Goal # 2 Curriculum and Instruction

Data Informed Teaching and Learning

- Cyclical Review for all Curriculum
- Block Scheduling and Later High School Start Time
- Standards-Based Report Cards
- Benchmarks/Measures of Academic Progress (MAP)
- Title I Literacy Coach
- Wilson Foundations for Kindergarten
- Pathways to Advancement in Mathematics through Algebra I

Meeting the needs of a diverse student population

- Expansion of ESL Program to meet the needs of a growing and more diversified linguistic community
- Special Education Services
- Professional development in diversity, equity and inclusion
- Elevating student voice
- Ensuring access to higher level courses
 - Algebra I for all
 - Pathways to Advancement in Mathematics through Algebra I
 - Advancement Placement courses

STRATEGIC PLAN GOALS 2017-2021



SPF

Goal #3: Professional Development

Teacher Leadership-Driven

- Staff members initiate and facilitate professional development opportunities that align with the district's professional development vision
- Summer PD Academy
- Flex PD Opportunities throughout the school year
- Technology Coaching
- Literacy Coach

Initiative-Driven

- Teachers College Reading and Writing Workshop implementation
- One to One Technology
- Block Scheduling
- Arts Integration

Technology-Driven

- Google Certified Educators
 - Technology Coaching program launched in 2020-2021

Mental Health and Wellness Focused

- On-going staff collaboration around various topics related to diversity, equity and inclusion
- Mindful Schools Professional Development

Partnerships with Higher Education and State and National Professional Organizations

STRATEGIC PLAN GOALS 2017-2021



SPF

Goal #4: Community/Parent Engagement

- Partnership with the district and school PTAs
- District participation in Shared Services and Partner Council with Townships to communicate community initiatives and share resources
- The Wellness and Equity BOE Committee has established a task force to be a hub of community Partnerships including student organizations, SJM, TRHT, and REAL Parents
- Refreshed Website (2018) template and identified district webmaster
- The BOE Community Relations initiated a tiered Communication Plan
- The Student Activities and Athletics BOE Committee reviews athletic schedules, team results and student-initiated projects through clubs

Communications



SPF

During the 2020 - 2021 school year, throughout the pandemic, the district engaged in a communication study where survey data and focus group data was collected:

- The overall satisfaction with our communication was rated on a scale of 1 to 4
- The results by the responding groups were:
 - Staff = 3.5
 - Parents = 3.8
 - Community = 3.4

The data shows there is room for improvement. We've already made strides based on the data such as:

- Communication flow chart
- Increased use of social media
- Effective platforms for regular newsletters and messages from the superintendent
- Information dissemination from Superintendent Liaison meetings, Board of Ed. committee meetings and Board of Ed. meetings
- The website refresh of www.spfk12.org allowed us to maintained timely communication regarding the COVID Dashboard, provide transparency in pandemic planning, and FAQ publishing.

Moving forward the district has partnered with Laura Bishop Communications as a partner to help guide how we provide timely information, district achievement and initiatives.

Safety &



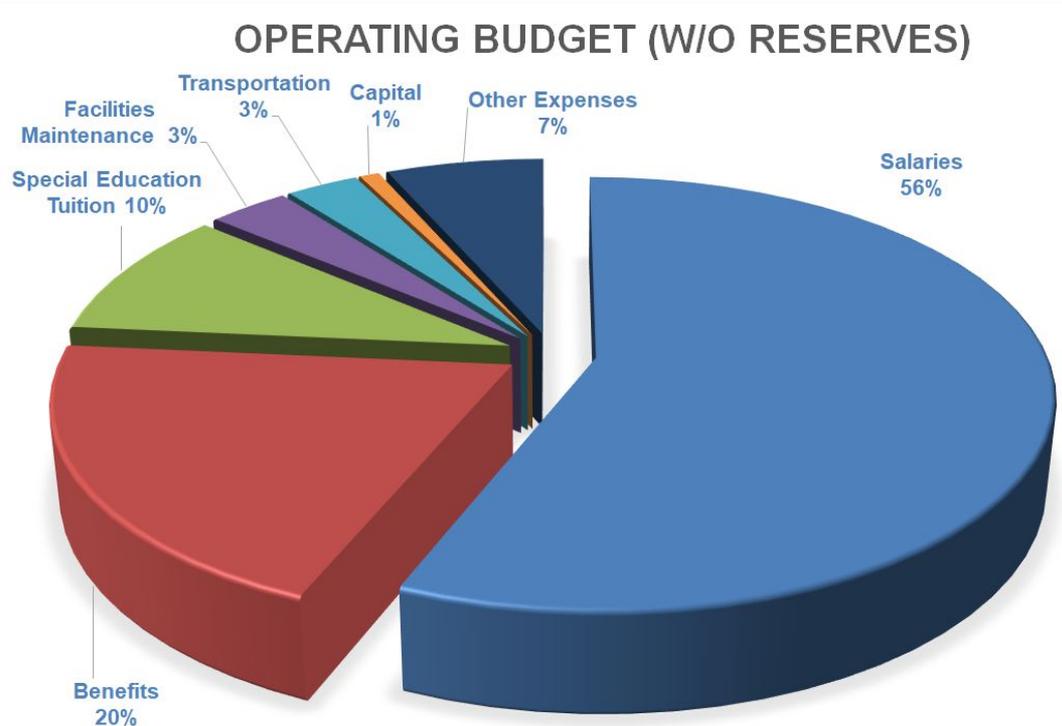
Security

- LENS Lockdown System and replacement of accompanying district phone system
- Ventilation systems maximized and monitored daily for Air Quality safety in all school buildings
- Quarterly Monitoring of Air Quality by 3rd Party Specialist
- Security Vestibules and police officers in each building
- Raptor System - access management software
- Fencing around athletic fields
- Creation of Director of Operations and Special Projects position
- Covid-19 health screening of staff and students
- Collaboration with local Health department to establish safe social distancing, mask wearing and hand hygiene protocols

Finances

SPF

- 2% property tax increase allowed
 - Capital Projects funded
 - from the General Fund
- \$100MM Budget
 - 76% Salaries and Benefits
- 2022 Referendum
- Adequate Reserves
- Clean Audits



Community



Investments

- Ventilation systems maximized for safety in all school buildings
 - Culinary Arts Kitchen at SPFHS
 - New turf athletic fields and track
 - Park MS and Terrill MS auditorium upgrades including sound systems
- HVAC Initiatives: MPR and auditoriums & gyms
 - all schools have some air conditioning;
 - 3 schools are fully air conditioned
 - Upgrades to LED Lighting throughout the district
 - Brunner Gym Floor Replacement
 - SPFHS updated and repaired the Gym Floor
- Replacement of SPFHS boiler
 - Replacement of 3 Buses
 - School One Playground Drainage Project
 - Restroom Renovations
 - Field Lights at Tyson and Wexler Fields

Technology



- Moved the district to a One to One model managing approximately 5600 devices
- Moved Server Infrastructure to the cloud
- Migrated many server workloads to solutions hosted by the provider (e.g. Powerschool, Systems3000 & Jamf)
- Increased district internet bandwidth from 1Gbit to 5Gbit
- Installed new Palo Alto Firewall to handle increased traffic
- Refreshed Meraki Wireless access points to increase coverage and improve performance
- Created replacement cycles for student and staff computers/devices, LCD projectors, and document cameras
- Installed Apple Caching servers to reduce the additional load on the internet connection for updating Apple operating systems and apps
- Maintained and expanded amplification systems in all classrooms
- New website design

Human



Resources

- Total Staff: 865
- Certificated Staff (Non-Administrative): 534 (62% of staff)
- % with Advanced Degrees (MA+): 74%
- Focused effort on increasing the diversity of our staff
- YTD Diverse New Hires 21/22: 26.6%
- Total Diverse New Hires 20/21: 31.5%
- Certificated Overall Staff Diversity: 11.13% (9/20) vs. 12.76% (9/21) (+1.63%)



Recruitment Process:

- College Recruitment- Approximately six per year including schools with more diverse student populations such as Kean University, William Paterson University, Montclair State University and Rutgers University
- Diversity in Education Job Fair
- NJSchoolJobs.com Job Fair
- Star-Ledger Advertisements
- Quarterly Ads in the National Minority Update and Equal Opportunity Employment and Education Journal.
- Employee Referrals

District Elementary Schools



Highlights: Elementary Schools



SPF

- ❖ **Curriculum & Instruction:** Provide authentic and hands-on learning experiences, opportunities for student choice and individualized instruction
 - Reading and Writing Workshop
 - Guided Reading
 - Everyday Mathematics
 - Full-Option Science System (FOSS)
 - Social Studies Alive
 - Full-day Kindergarten
 - Standards-Based Report Card

- ❖ **Technology:** Collaborate, Create & Connect
 - 1:1 Initiative with iPads and Chromebooks
 - Google Apps for Education (Classroom, Meets,
 - Connecting to experts and experiments

- ❖ **Social Emotional Learning:**

Supporting the whole child:

- Student Assistance Specialists in each school
- The Inner Well with a Virtual Calming Room
- Mindfulness
- Sandy Hook Promise
- Buddy Benches
- Sensory Supports
- Wellness Weeks with Walk to School Days

- ❖ **Diversity, Equity & Inclusion:** Honoring children as individuals

- Culturally Responsive Teaching and Training
- Connection with Community Groups, such as Social Justice Matters

District Middle Schools

SPF



Highlights: Middle Schools



SPF

- Whole school
 - Social Emotional Learning
 - 1:1 iPad Initiative
 - Expansion of mental health support (Rutgers and ESS)
 - Sandy Hook Promise
 - New Lunch Tables
 - SRO's
 - Expanded Club and Activity Offerings
 - Technology Coaches
 - Flex PD
- Middle School
 - Digital Arts Program (7th gr)
 - Enhanced STEAM in Math Explorations program
 - Arts Integration
- 5th Curriculum updates
 - Everyday Math
 - Teachers' College Writing Program
 - Full-Option Science System (FOSS) program

Current Co-Curricular Offerings- Middle Schools



SPF

Park Middle School Clubs

- * Homework Club
- * Yearbook Club
- * Jazz Band
- * Newspaper Club
- * Student Council
- * Peer & Leadership Support (P.A.L.S.) Club
- * Computer Club
- * Select Choir
- * Environmental Club
- * Musical Production
- * Choose Your Own Adventure Club
- * Science, Technology, Engineering, & Math (S.T.E.A.M.) Club
- * Students Against Violence Everywhere (S.A.V.E.) Promise Club

Terrill Middle School Clubs

- * Homework Club
- * Yearbook Club
- * Jazz Band
- * Newspaper Club
- * Student Council
- * Peer & Leadership Support (P.A.L.S.) Club
- * Computer (Robotics) Club
- * Fall Intramurals
- * Art Club
- * Musical Production
- * Debate/Model UN Club
- * TV Production & Broadcasting Club
- * History Day Club

District High School

SPF



Highlights: SPF High School



SPF

- Implementation of Block scheduling
- The No Place for Hate initiative through the anti-defamation league
- 1:1 Chromebooks, ipads and hotspots (as needed)
- Meeting the needs of remote and in-person students through creative and innovative approaches
- Creative solutions to provide students with junior and senior proms during the pandemic
- The Senior Project and Graduation Celebrations
- Redesigned Freshmen orientation
- Increased social activities for students
- PTA partnership
- Student outreach during hybrid learning
- Integrating SEL into teaching and learning
- Created a state-of-the-art Family & Consumer Science classroom



Graduation Statistics: (2017-2020)

94.5% of Scotch Plains-Fanwood graduates continue to higher and professional education (4-Year, 2-Year, Continuing Education)

National Merit Scholarships (2017-2020)

National Merit Finalists	2	National Merit Semi-Finalist.....	3
National Merit Commended.....	34		

College Board Recognition Programs (2017-2020)

National African-American Recognition.....	2	National Hispanic Recognition Program.....	2
National Indigenous Recognition.....	1		

Advanced Placement Exams (2017-2020)

74% of students who take AP exams achieve a score of “3” or higher.

On average, each year 365 students take 658 Advanced Placement (AP) Exams

SPFHS Current Co-Curricular Offerings



SPF

High School Interscholastic Teams

- * Baseball
- * Basketball
- * Bowling
- * Cheerleading
- * Cross Country
- * Ice Hockey
- * Field Hockey
- * Lacrosse
- * Football
- * Golf
- * Gymnastics
- * Soccer
- * Softball
- * Swimming
- * Tennis
- * Track
- * Volleyball
- * Wrestling

SPFHS Clubs

- * A/V Club
- * Black Student Union
- * Culmen (Yearbook)
- * Students Against Destructive Driving
- * Intramurals
- * Math League
- * Model United Nations
- * MUSE
- * NJ Science Leagues
- * Sexuality And Gender Acceptance
- * Students Concerned for the Needy
- * Student Leadership Conference
- * Winter Guard
- * World Language Clubs/Honor Societies
- * Las Cantadores
- * Men's Choir
- * Moonglowers
- * National Honor Society
- * Repertory Theater
- * Select Choir
- * SPF Jazz Band
- * Student Movement Against Cancer
- * Percussions-Rythmsense
- * DECA
- * Fancotian
- * FBLA
- * Junior Statesman Association
- * Student Government
- * Marching Band/Band Fronts
- * Robotics
- * Fall Play
- * Philosophy
- * Calligraphy
- * Chess
- * Girls Who Code
- * Go Green Initiative
- * Mindfulness Club
- * Interact
- * Quaran-team Tutors
- * Multicultural
- * Red Cross
- * Hunger Heroes
- * Student Union for the Neurodivergent
- * Inclusion
- * Need-2-Read

Moving Forward



- Planning for Growth - Additional Classroom Space
- Dual Enrollment for our High School Students
- Reorganize for Universal Pre-K - Early Childhood Center
- STEM/STEAM Centered Curriculum - Robotics and Arts Integration
- Diversifying our staff to provide teachers that reflect the diversity of our community
- Planning for our NEXT Bond Referendum
- Universal Air Conditioning
- Universal Transportation
- Transportation - Cost/Benefit Analysis of our own Fleet vs. contracting routes out
- Middle School Schedule
- Before-care/Aftercare Programming
- Continuing to meet the needs of our diverse learners in Special Education, Quest and ESL

Student Voice



“What do you wish for future generations of students to experience in SPF?”



Thank you to our contributors



SPF

- Park Middle School Jazz Ensemble of 2019-20 lead by Nick Ellis, Park Band Instructor
- Julian Martin, Student Videographer
- Student Interviewees
- Ray Moskal, SPFHS Video Production Teacher
- SPF Administration
- SPF Board of Education

Dates to



Remember

Next Strategic Planning Meetings for 2022-2025

- **October 19, 2021 at SPFHS at 7pm**
- **November 16, 2021 at Terrill Middle School at 7pm**