



Boonton Public Schools

5 Year Strategic Plan

2016 - 2021

Vision:

The Boonton School District will graduate all students equipped with 21st century skills, knowledge, and adaptability to succeed in an ever-changing global environment. Our students will be the pride of the community and leaders for our future.

Mission:

The Boonton Public Schools will deliver an educational experience that inspires all students to reach their full academic and personal potential. This will be accomplished through a program delivered in a safe and secure environment which empowers and equips them to succeed. To achieve this our curriculum and programs will be rigorous, relevant and comprehensive, and will embrace diversity.

Commitments:

Our school district will:

- Assure a safe and secure environment
- Offer a rigorous program of academic and professional development for all students and staff
- Maintain effective and continued communication with all stakeholders
- Utilize available technology to its greatest advantage
- Practice fiscal responsibility

Boonton Public Schools Strategic Plan 2016-21

Safety and Security

GOALS	TIMEFRAME	ADDITIONAL INFORMATION	COST TO IMPLEMENT
Goal 1. Development of a security camera / proximity card/entry system to gain better surveillance and access control to all facilities.	Work to commence in 2016-17 with installation of necessary Wide Area Network (fiber) between the buildings and Local Area Network (copper) re-wiring @BHS. Additional drops (copper) will be necessary at JHS and SSS for cameras and access control. Projected timeframe to have camera and access controls in place is 2017-18. Main entrances to be initial focus for access control (~2 per building) and extending to other areas such as gymnasium, storage areas (BHS Athletics), etc.	eRate funding will be utilized. District has ~\$100K in Category 1 funding available. We will install our own fiber between BHS and JHS (eliminating the current monthly lease fees) and lease a fiber connection from BHS to SSS (essentially a financial wash with eliminating the existing one between BHS+JHS). LAN Rewiring of BHS will incorporate computer, wireless AP's, cameras and access control devices + Craig school occupied areas.	High
Goal 2. Implement an every-other year emergency management plan (EMP) revision process specific to each building and create uniformity with regard to specific responses/actions/codes used in emergency procedures.	Commencing in 2016-17 - ongoing	Building Principals will be responsible for updating their respective EMP with security committees in their buildings. Committees will include administrators, teachers, cafeteria/classroom aides and custodians.	Low
Goal 3. Increase the number of drills using outside law enforcement agencies and build a cohesive system	Articulation with local BPD, County Sheriff's Office and NJDOE has started as of January 2016 and be	Additional training will be provided to Administrators as offered by the county/NJDOE and recommended	Low

of response with local police and emergency management officials.	ongoing.	additional drills. There is sufficient opportunities provided professional organizations such as NJSBA, NJASA, etc. at little to no additional cost.	
Goal 4. Develop differentiated identification tags for all staff and students (initially with bar codes) to eventually use proximity card ID's for all staff. This will eliminate physical keys for building entry and enable automated logging of persons entering the facilities. (Cameras will provide visual record of persons exiting).	Bar codes will be printed on all staff/student ID's for the 2016-17 school year. Proximity card usage will be piloted once necessary access controls are installed (2017-18) and rolled out on a district-wide scale thereafter. Once implemented this will be standard operating procedure moving forward.	This will require a change in culture as well as procedure. It also supersedes all of the other costly technological security enhancements as it is cited by every law enforcement and security agency as a "must have" for school districts.	Med
Goal 5. Along with the above "hard" security enhancement, changing the culture of the staff, students and community to understand that certain longstanding practices (e.g.: propping open exterior doors) must change as the nature and multitude of threats school district's face have exponentially increased.	2016 - ongoing	In-district PD utilizing local & state PD and NJDOE Safety/Security resources. Also the Morris County Sheriff's office has resources which the district can utilize at little to no cost.	Low

Communication

GOALS	TIMEFRAME	ADDITIONAL INFORMATION	COST TO IMPLEMENT
Goal 1. Increase/improve communication between Staff/Admin, Admin/Community utilizing efficient and sustainable mediums.	<p>Realtime implementation - started April 2016 (includes Parent Portal)</p> <p>Communication and Parent Portal Training July 2016</p> <p>Website development - Ongoing.</p> <p>Social Media (Twitter, Facebook) - ongoing</p>	<p>New Student Information System (Realtime) will allow for phone call, text or e-mail communications to specific groups. Parent Portal will have grades, attendance, assignments, reminders and lunch/library balances (plus the ability to replenish said accounts). Printed materials mailed home will continue to decrease: included to be eliminated are report cards, progress reports and calendars. The district website will also be expanded to contain additional information/resources. Utilizing free social media outlets such as Twitter, Facebook, etc. will also help get the word out.</p>	Low
Goal 2. Use of surveys and other means of gathering staff, student, parent input into the planning/budgeting process for all schools.	<p>Started with School Climate Survey 2016 done via Google Apps for Education (GAFE). Continued use of online forms, surveys will be ongoing.</p>	<p>By increasing our use and proficiency of GAFE the district will utilize online data collection to gather more input on these processes.</p>	Low
Goal 3. Implementing a more directed and efficient means of contacting specific parents/guardians regarding school related matters.	<p>2016-17 - then ongoing</p>	<p>New Student Information System (Realtime) will allow for phone call, text or e-mail communications to specific groups. New SIS also has the ability to text message parents and</p>	Low

		students on an individual, class or grade level. Attendance/tardy notifications will be generated by the SIS and sent out in a more timely and efficient manner. Medical information /physicals can also be maintained in the new system.	
Goal 4. Increase parent/guardian and community collaboration in the educational process at all levels. Ultimately improving our Parent University model and providing learning opportunities as well as a means of communications for those parents/families who may be less likely to attend regularly scheduled events in the schools.	2016 - ongoing	A sustainable and accessible learning environment for parents will be established using in-house staff and occasional outside speakers to better help our staff understand adolescent norms/trends and provide support/encouragement for those who want to better understand the material their children are learning in schools. Consider a babysitting service perhaps staffed with BHS students for those parents who have very young children and may not be able to attend otherwise.	Med

Student Achievement

GOALS	TIMEFRAME	ADDITIONAL INFORMATION	COST TO IMPLEMENT
Goal 1. Achieve a higher level of differentiated programs/instruction to address the needs of all students.	<p>Modified FY16 NCLB application (approved Spring 2016); FY17 and subsequent NCLB monies will be targeted to at-risk students.</p> <p>2016-17 :Re-evaluation of Gateway Academy and AP courses to determine effectiveness for higher-achieving students.</p> <p>Ongoing implementation of professional development and updating of curriculum/texts to support this initiative.</p>	<p>The district will incorporate Response To Intervention (RTI) principles into its education program to achieve this goal.</p> <p>JHS specific academic goals are:</p> <p>In Grades 3-8, at least 90% of students will achieve a score of Approaching or better in Math and ELA.</p> <p>2. In Grades 3-8, at least 8% of students will move from Meeting on the 2016-2017 PARCC assessment to Exceeding in Math and ELA.</p> <p>We will invest in training to better use data analysis to support hypothesis' as well as dispel long-held beliefs about our district's potential for increased academic performance.</p> <p>Change to prerequisites for AP @BHS to insure adequate preparation to obtain a score (3) for college credit.</p> <p>Consider a SAT prep class specifically designed to teach both assessment strategies as well as deeper understanding of content.</p>	Med

Goal 2. Expand the sphere of instruction beyond the school day/facilities.	Ongoing	The district has utilized extended day learning via AP hours, Homework Club, etc. but both are building-based. The use of technology has been limited in extending both the physical classroom and the learning "day" and through implementing Google Classroom and other online resources we will expend the when and how our students have access to content, primary sources and ultimately their teachers.	Med
Goal 3. Enhance scheduling at the middle/high school grades to better place students in suitable levels and to increase articulation for staff.	Ongoing	In addition to a more robust scheduler in Realtime, the configuration of the school day in terms of staff utilization, course offerings and number of periods, possible rotation days, etc. collectively need to be reviewed to look for area we can improve upon. To enhance collaboration and instructional/curricular growth, all grade level teams will maximize established common planning times to the extent that current staffing levels and schedule(s) will permit..	Low (as new SIS is already in place) High (adding instructional staff)
Goal 4. Implement Professional Learning Communities (PLC) and increase articulation with Lincoln Park to effectively communicate educational priorities and initiatives while encouraging curriculum integration and overall articulation.	Ongoing	We will continue to articulate and share curriculum, assessment data and pedagogical approaches with Lincoln Park to better align the readiness of Boonton and LP 8th graders when they merge @BHS. We also will continue	Med

		sharing/comparing PARCC scores to better understand how each of our districts is preparing the students who come together in Grade 9.	
Goal 5. Fully incorporate major tenets of The Leader in Me into curriculum and instruction. After several years of additional expenditures for training the district will move towards a train-the-trainer model to keep the program in place while reducing costs. Research and implement a companion/continuation program emphasising leadership for BHS (e.g.: Emotional Intelligence)	Ongoing	Rutgers University has an Emotional Intelligence Consortium which provides resources which we can utilize.	Med
Goal 6. Improve student attendance rate and significantly reduce chronic absenteeism (defined as 10% or 18 unexcused absences in a school year). The correlation between student academic success and attendance is school is indisputable. Article of interest - here	2016-17 - ongoing	Implemented Residency/Tuancy officer in 2016 to follow-up on excessive absences/lateness as well as suspected non-residency. Better and more efficient utilization of parent contact information to utilize robust "robocall" system in Realtime to insure parents/guardians know when their child(ren) are not in school. Follow-up with local PD when absence thresholds are reached and hold parents accountable for those students under 18 years of age who have missed >10% of the school year.	Med

Technology

GOALS	TIMEFRAME	ADDITIONAL INFORMATION	COST TO IMPLEMENT
Goal 1. Increase capacity, reliability and redundancy of technological infrastructure to support greater learning potential and allow for vertically integrating security/access systems.	Ongoing	Implementing a secondary ISP circuit is critical to keeping the district connected to its web-based financial and student information systems. Additional UPS' (uninterruptible power supplies) and preliminary research into at least one generator (BHS) will increase our resiliency in the event of a power outage.	High
Goal 2. Create a robust wireless campus for each building which will support and expand the use of portable instructional and administrative devices.	Ongoing	Managed WiFi access points will provide both redundancy and increased control, allowing us to increase coverage as well as load balance as teaching & learning more fully transitions to a portable, wireless environment.	High
Goal 3. Develop a unified online content management system to provide unlimited access to instructional resources, course content and digital text for staff, students and parents.	Started early 2016 - Ongoing	We will consolidate the various data management systems into as few discreet products as possible to both reduce recurring costs and provide a concise method of obtaining information.	Med
Goal 4. Increase staff's use of technology through fluency and availability of resources both in and outside of the district. Continue providing staff with wireless devices with a ~ 3 year replacement timetable but migrate to Chromebooks.	2016 - 2017 - emphasis on Google Apps for Education (GAFE) training 2016 - onward - purchase of Chromebooks to replace PC laptops via lease/purchase		High

Goal 5: Fully incorporate Google Apps for Education (GAFE) and move off of the Microsoft Office platform	Ongoing	We will need to keep our Microsoft Office and related licensure up-to-date for a few more years while simultaneously providing PD on Google Apps for both administrative and pedagogical use in the classroom. Continue to expand the use of Google Docs for administrative, educational and collaborative purposes.	Med
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Finance

GOALS	TIMEFRAME	ADDITIONAL INFORMATION	COST TO IMPLEMENT
Goal 1. Maintain existing and develop new alternative revenue sources to assist with budgeting constraints and minimize the impact to local tax burden.	Ongoing	<p>We will update and adjust as deemed necessary the lease/rent rates charged to the Montessori & Craig Schools. We will more pro-actively seek out grant opportunities as well as explore Shared Services and other cost-saving measures. We will also follow through with those students and their families who do not legitimately reside in the town of Boonton.</p> <p>Educate staff annually on Policy 6161-Staff Grant Incentive Awards Program which provides an incentive to the staff to seek sources of outside grant funding to the district.</p> <p>http://www.straussesmay.com/seportal/Public/DistrictPolicy.aspx?policyid=6161&search=grant&id=f0e70506e17b4c6c8ac42615e382d8df</p>	Low
Goal 2. Develop and implement a long-term facility plan which insures the structural integrity of existing facilities, reduces overall maintenance/repair costs and readies them for educational program and facility upgrades.	2016 - ongoing	We will get an engineering report of both priority and cost of the various upgrades and maintenance which is needed to maintain our facilities and reduce repair and replacement of equipment and buildings.	High
Goal 3. Develop business partnerships with local entities as well as strengthen participation in Tri-town	2106 - ongoing	Superintendent has started attending Tri-town Chamber of Commerce meetings and will continue to do a	Low

Chamber of Commerce to better utilize potential financial as well as educational alliances.		minimum of 4 times a year to keep in contact with the local business community.	
Goal 4. Maintain a yearly budgetary line to upgrade/replace inefficient devices (e.g.: lighting, HVAC) to reduce unnecessary energy consumption.			High

