

Henry Hudson Regional School Five-Year Strategic Plan 2014-2019

Approved: 12/16/15

Updated: 11/28/16

ACTION PLAN 2014-2019

GOAL AREA: STUDENT ACHIEVEMENT

Objective #1: To provide learning opportunities for all students based on a varied and challenging curriculum that is supported by technology, professional development and data driven decisions.

Strategy #1: To promote student and staff performance in an organizational culture which supports diversity, growth, involvement, and to maximize performance in order to increase student admission to higher educational opportunities.

Strategy #2: To increase student performance on standardized assessments in all areas at a higher rate than that of our county wide peers.

Strategy #3: To increase student interest in STEM fields; to increase the graduation rate of students from STEM programs.

Strategy #4: To promote the use of data analysis on a regular basis by all stakeholders.

Action Step	Person(s)/Group(s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status
Support the DEAC and SCIP panels in order to enhance teaching practices.	Board of Education Administration Faculty	September 2014-ongoing	Meeting times Professional Development Professional materials	DEAC Meeting Agendas and sign-in sheets Retention of highly qualified staff	In Process
Promote professional learning communities and school-based professional development	Board of Education Administration Faculty	September 2014-Ongoing	Meeting times Professional Development Professional materials Technology Access	PLC Agendas Meeting Minutes SimpleK12 reports	In Process
Foster staff decision-making	Board of Education Administration Faculty	September 2014-ongoing	Meeting Time	SCIP Meeting Agendas Minutes FAC meeting-agendas/minutes	In Process

Provide a comprehensive mentoring program for staff with the creation of a Teacher Coordinator position	Board of Education Administration	September 2014 and ongoing	Salary for Teacher Coordinator Meeting Time	Mentor meeting agendas Department meeting agendas	Teacher Coordinator is hired and working daily.
Creation and implementation of small learning communities (academies)	Board of Education Administration	September 2015 and ongoing	New courses introduced in the STEM field Purchase of more sophisticated TV production equipment	Enrollment in STEM, Fine Arts and Television Broadcasting and Film Production Academies	In Process
Promote relationship with surrounding colleges and universities	Board of Education Administration Faculty	September 2015 and ongoing	Monmouth University Brookdale Community College	Meeting minutes College visitations Faculty exchanges Contract with Monmouth University	Completed.
Promote student and family exposure to post-secondary opportunities	Board of Education Administration Faculty Guidance	September 2014-ongoing	Time and facility use for college visitations College material College and Career Fair	List of college applications List of college acceptances List of college representatives Calendar of college visits	In Process
Increase the number of students accepted into upper tiered secondary schools	Board of Education Administration Faculty Guidance	September 2014 and ongoing	Individual junior conferences Naviance College and Career Software program Individual and group college application seminars	List of college applications List of college acceptances	Based upon the referral from the College & Career Readiness Task Force, this is no longer a priority but rather giving as many opportunities for college acceptance to students.
Provide opportunities for teacher analysis of student achievement results	Board of Education Administration Faculty	September 2014-ongoing	In-service Days Meeting periods Department Meetings	Increase in test scores Teacher Survey	In Process at all staff development and department meetings

Increase the number of students exceeding the minimum proficiency	Board of Education Administration Faculty	September 2014-ongoing	Develop identification process for students Develop list of interventions Time Professional Development	Increase in the number of students exceeding proficiency as identified on standardized tests	In Process
Meet goals for HHRS in terms of PARCC	Board of Education Administration Faculty	September 2014-ongoing	Develop identification process for students Develop list of interventions Time Professional Development	All goals met on performance targets from NJDOE	In Process
Raise the number of students achieving a 3 or higher beyond the state's average on the Advanced Placement Exams	Board of Education Administration Faculty	September 2014-ongoing	Increase opportunities to attend college board seminars Professional Development Practice tests administered	Results from AP scores in July, 2016	In Process
Provide benchmark assessments to improve student performance on PARCC assessments	Board of Education Administration Faculty	September 2014-ongoing	Utilize the MAP testing to provide benchmarks for mathematics and language arts literacy	Improved Lexile scores Improved math scores Proficiency on PARCC	In Process
Adopt a curriculum for STEM schools and programs, aligned with 21st Century Skills, to advance STEM skills for all students	Board of Education Administration Faculty	September 2014-June 2015	Integration of the weather bug system Professional Development Time College exchanges	Curriculum written and adopted	Completed.
Advance professional development for pre-service and in-service educators aligned with the integrated pedagogy and project-based learning methods of STEM teaching and learning.	Board of Education Administration Faculty	September 2015-ongoing	Summer Institutes Professional Development College exchanges	Attendance at competitions Greater number of students applying to Engineering and computer science fields	In Process

Increase the number of course offerings at the high school level to encourage students towards STEM fields	Board of Education Administration Faculty	September 2015 and ongoing	Professional Development Time	Course of Study Guide Curriculum adopted	In Process
Improve analysis of MAP test results to form an individualized Student learning Plan	Board of Education Administration Faculty	September 2014-ongoing	NWEA MAP Test data	Improved student achievement as evidenced by MAP and PARCC assessments	In Process
Compare analysis of state standardized test results with MAP results	Board of Education Administration Faculty	September 2014-ongoing	NWEA MAP Test data	Improved student achievement as evidenced by MAP and PARCC assessments	In Process
Compare analysis of testing scores at middle school levels with MAP results	Board of Education Administration Faculty	September 2014-ongoing	NWEA MAP Test data	Improved student achievement as evidenced by MAP and PARCC assessments	In Process
Analyze grade test data for student needs and skill building at regularly scheduled grade level meetings	Board of Education Administration Faculty	September 2014-ongoing	NWEA MAP Test data	Improved student achievement as evidenced by MAP and PARCC assessments	In Process during assigned Administrative Duty periods

<p>Initiate horizontal curriculum correlation to identify student needs and make instructional and/or curriculum revisions</p>	<p>Board of Education Administration Faculty</p>	<p>September 2014- Ongoing</p>	<p>NWEA MAP Test data</p>	<p>Improved student achievement as evidenced by MAP and PARCC assessments</p>	<p>In Process.</p>
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GOAL AREA:

COMMUNITY ENGAGEMENT

Objective #1: To make HHRS the school of choice for area students and to foster positive engagements with students and with the community.

Strategy #1: To build partnerships with community members and to improve public relations.

Strategy #2: To improve publicity about the school and its success.

Strategy #3: To nurture positive relationships between the community and the school

Action Step	Person(s)/Group(s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status
Fall Open House for Parents, Realtors and Community Members	Administration, Teachers, BOE, coaches, students	September 2015 and ongoing	Chamber of Commerce provide transportation Thank you notes	Exit Survey Contact List	Completed and will be an annual event.
Informational Sheet (to develop & distribute informational sheet with key data and facts about HHRS)	Administration, Teachers, BOE, coaches, students	Within one year and then updated annually	Chamber of Commerce NJ Monthly Ranking	Distribution of information sheets at all town events in Highlands and Atlantic Highlands	Completed.

To develop a plan for a Community Outreach/Public Relations position.	Administration, Teachers, BOE, coaches, students	Within one year	Funding Position posted Individual with writing and public relations background	Filled position Articles published regularly in local newspapers and websites	Completed.
Improved web presence and social media	Administration, Teachers, BOE, coaches, students	One year with ongoing updates	New website design Schedule for changes online	Linking of three websites (AHES; HES; HRS) Increased contacts through Facebook, App and E-newsletter	Completed and In Process.
Outdoor Signs (that scroll information on continuous basis)	Administration, Teachers, BOE, coaches, students	Within two years	Funding Corporate or Community sponsorship Donations from PTO	Installed working signs	In Process-have the design for the outside sign but need more donors for it.
PARCC- Parent Workshop	Administration, Teachers, BOE, coaches, students	January, 2015 and annually	PARCC website Provide transportation from sending districts	Attendance Sheet Exit survey	Completed.
Family Night (Ex: Bingo, Spring Fling, etc.)	Administration, Teachers, BOE, coaches, students	Within one year	Funding PTO Faculty Club Advisors	Attendance Sheet Exit Survey	In Process.
Career Day Workshop	Administration, Teachers, BOE, coaches, students	Within two years	Chamber of Commerce Local businesses Local colleges Guest speakers	Student Exit Survey Volunteer Exit Survey	In Process.

Student Internship/Co-Op Programs/Employment	Administration, Teachers, BOE, coaches, students	Within three years	Chamber of Commerce Guest speakers Community members	Feedback from students Feedback from businesses	In Process.
Increased Communication with the two town councils (distribute HHRS news to the town councils)	Administration, Teachers, BOE, coaches, students Guidance	Two times a year annually	Information from clubs and athletics School profile	Feedback from employer and/or business; feedback from students; increased internships and employment opportunities in the community for students	In Process.
Publicize all School Events	Administration, Teachers, BOE, coaches, students	Within five years	Electronic signs in two towns and HHRS	Student BOE Rep, NHS President and student-athletes, etc. to act as "Student Ambassadors" and present information at Town Council Meetings, as well as Principal & Superintendent	In Process through new websites, weekly updates, Facebook posts and Twitter feed.

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GOAL AREA: SCHOOL CLIMATE AND CULTURE

Objective #1: To foster positive relationships within the school and with the two communities of Henry Hudson Regional.

Strategy #1: To develop an effective plan of communication with parents.

Strategy #2: To develop positive role models in the middle school and high school, thereby reducing anxiety between transition years.

Action Step	Person(s)/Group(s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status
Evaluate the effectiveness of electronic communications between district and parents.	Administration Board of Ed. Staff	September 2014 and ongoing	Time Communication survey, Facebook Parent portal "Shout outs"-use of school messenger	Completed Communication survey Increase in parent portal use Increase in likes/shares on Facebook	In Process through weekly updates and website communications
Explore, create and educate students about opportunities that unite staff, students, and parents.	Administration Board of Ed. Class Advisors Coaches Faculty	September 2014 and ongoing	Calendar of events, newsletters, Facebook, and school website	Completed event calendar Extensive knowledge of events in both communities	In Process through weekly updates and website communications.
Implement online, web-based seminars/meetings with parent.	Administration Board of Ed. Staff	September 2014 and ongoing	Skype Google Chrome	Attendance sheets from seminars and meetings	In Process.

Develop and implement a Mentoring program with 10 th and 7 th graders for school climate.	Administration Staff Students	September 2015 and ongoing	Meeting time Training for mentors Policies/ protocol (manuals) Videos	Reduction in 7 th grade HIB incidents End of year survey Student made video about mentoring experience	In Process.
Develop and implement a Mentoring program with 9 th and 11 th /12 th graders for academic success.	Administration Staff Students	September 2016 and ongoing	Meeting time Training for mentors Policies/ protocol (manuals) Videos	Increase in 9 th grade academic success End of year survey Student made video about mentoring experience	In Process.
Implement academic "fun nights"	Administration Staff Community members Parents/Guardians	September 2014 and ongoing	Prizes Emcee Chaperones Games	Attendance at the events Feedback sheet Number of teams involved made up of parents, students and staff	In Process.
Form a Parent Advisory Committee	Principal Parents/Guardians Faculty	September 2014 and ongoing	Parents/Guardians Meeting Times Calendar of meetings Agendas	Attendance Minutes from meetings	Completed.

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GOAL AREA: FINANCE

Objective #1: To maintain a balanced budget that will provide financial support for school's short-and- long term operations.

Strategy #1: To study the feasibility of available grant programs: private, public and corporate.

Strategy #2: To study the feasibility of current service providers and contracts.

Strategy #3: To study the feasibility of retaining special education students in-district through expansion of special education programs.

Action Step	Person(s)/Group(s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status
Form a team to research grants offered by private organizations, public organizations and corporate sponsors	Administration Board of Education Teachers Community volunteers	September 2015-ongoing	Time Volunteers with good research and grant experience	Grant team formed.	This has not been completed. The team has not been formed as the Education Foundation has been providing grants to our teachers.
Research available grants	Grant writing team	October 2015-ongoing	Time Attendance at grant workshops Internet Access	List of grants applicable to schools	Several grants have been written by teachers and submitted to the Education Foundation for approval.
Identify projects and prioritize by need	Administration Board of Education Teachers Grant writing team	October 2015-ongoing	Meeting Time	Priority list of needs matching grants	A list of companies who will assist with the Disney trip for the band is being formed.
Write the grants	Grant writing team	Summer, 2016	Meeting Time Computer use	Completed Applications Board of Education	Grants have been written by teachers and submitted for

				Approval	approval.
List all service providers and their contracts	Business Administrator Board of Education	February 2015 and ongoing	Review of contracts	List of current providers	In process
Complete a cost analysis between other providers of the same services	Business Administrator Board of Education	February 2015 and ongoing	All contracts listed and compared to existing contracts in Excel spreadsheet Time Staff	Cost Analysis chart	In process
Vote on contracts through public bid process	Business Administrator Board of Education	February 2015 and ongoing	Public Bidding process	New Contracts written and signed	In process
Enter into a new contract agreement with a new service provider	Business Administrator Board of Education	February 2015 and ongoing	Contracts	Board of Education minutes	In process
Conduct an open forum discussing the idea of the implementation of an in-house special education program	Board of Education Administration Special Education Supervisor Special Education Teachers	Fall 2016	Special Education list of students and placements	List of students	In process
Complete a cost analysis based on the out of district costs and the needs of the current school and facility	Board of Education Administration Special Education Supervisor Special Education Teachers	Fall 2016	Meeting Time Financial Reports Area SE tuition rates SE codes	List of requirements with cost analysis	In process
Develop a list of requirements with cost for an in-house program	Board of Education Administration Special Education Supervisor Special Education Teachers	Fall 2016	Meeting Time Cost Analysis Feasibility of rooms	Cost analysis for program	In process
Construct a plan for an alternate program	Board of Education Administration Special Education Supervisor Special Education	Spring 2017	Meeting Time Curriculum for programs Staffing Funding	Curriculum written Facility use complete	Not started at this time

	Teachers				
Implement plan	Board of Education Administration Special Education Supervisor Special Education Teachers	September 2017	Meeting Time Curriculum for programs Staffing Funding	Students enrolled at HHRS	Not due at this time.

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GOAL AREA: FACILITIES

Objective #1: To develop a master plan for the future development of the campus facilities and grounds.

Strategy #1: To study the feasibility and cost associated with opening the school for community use after school hours.

Strategy #2: To study the feasibility of creating an outdoor patio and gardens.

Strategy #3: To study the feasibility and cost of constructing a state of the art weight room.

Strategy#4: To study the feasibility and cost for creating a radio station.

Action Step	Person(s)/Group(s) Responsible	Timeline for Completion	Resources Needed	Indicators of Success	Status
Study impact and requirements to having an open school to the public	Administration Board of Education Community at large	September 2015	Public Meeting Survey Time	Meeting minutes Results of survey	Completed.
Solicit the community in terms of use	Administration Board of Education Community at large	October 2015	Public Meeting Survey Time	Meeting minutes Results of survey	Completed.
Complete a cost analysis with regards to access to building	Business Administrator Board of Education Administration	November 2015	Budget Time	Excel spreadsheet with cost analysis	In Process

Investigate the cost of running a program in terms of technical support, supervision of the building and security	Business Administrator Board of Education Administration	December 2015- December 2016	Budget Funding Time	Excel spreadsheet with cost analysis	In Process
Investigate areas outside of building to be utilized	Business Administrator Board of Education Administration	May 2015-July 2015	Architect Engineers Plans for Building Funding	Report from architect and plans	Completed.
Complete a cost analysis for construction and supplies	Business Administrator Board of Education Administration	September 2015- November 2015	Budget Funding	Cost analysis report	Completed.
Schedule meeting with experts to create site plan	Business Administrator Board of Education Administration	January 2016	Meeting Time	Meeting minutes	Completed.
Create patio gardens	Business Administrator Board of Education Administration	February 2016- September 2017	Building supplies Construction company Volunteers	Completed patio	In Process.
Investigate the locations for a weight room	Business Administrator Board of Education Administration Coaches Student Athletes Parents	September 2016-June 2017	Building plans	List of possible locations	In Process.
Schedule experts and review potential spaces	Business Administrator Board of Education Administration	October 2016-June 2017	Meeting Time	Meeting minutes	In Process.

Analyze cost analysis for construction of weight room	Business Administrator Board of Education Administration	November 2016-June 2017	Cost analysis report Meeting Time	Completed report Meeting minutes	In Process.
Elicit sponsors for the construction of the weight room	Education Foundation	December 2016-September 2017	Volunteers Community Outreach	List of volunteers and donors for the project	In Process.
Develop construction plans for weight room	Business Administrator Board of Education Administration	Spring 2019	Architect Engineer Construction supplies Equipment Funding	Architect plans	In Process
Implement plan for the weight room	Business Administrator Board of Education Administration	Spring 2019	Architect Engineer Construction supplies Equipment Funding	Completed weight room	In Process.
Determine the feasibility of a radio station	Business Administrator Board of Education Administration TV Teacher	September 2017	Public Meeting Survey	Meeting minutes Results of survey	This is completed. It is not feasible to have a radio station. Students will have access to a radio station at Monmouth University through the partnership with the school.
Analyze the cost of creating a radio station	Business Administrator Board of Education Administration	October 2017	Budget Cost Analysis	Cost Analysis Report	This is completed. It is not feasible to have a radio station. Students will have access to a radio station at Monmouth University through the partnership with the

					school.
Retain experts to determine whether the radio station is possible	Business Administrator Board of Education Administration	November 2017	Budget Equipment Meeting Time	Meeting minutes	This is completed. It is not feasible to have a radio station. Students will have access to a radio station at Monmouth University through the partnership with the school.
Design radio station	Business Administrator Board of Education Administration Engineer Company	February 2018	Architect Engineer Funding Technology Assistance	Completed radio station.	This is completed. It is not feasible to have a radio station. Students will have access to a radio station at Monmouth University through the partnership with the school.

