




STRATEGIC PLAN 2018-2023 UPDATE

CRANFORD PUBLIC SCHOOLS

The background features a vibrant blue gradient with a subtle geometric pattern. In the upper right, a bright yellow sun is partially visible, and stylized white and blue clouds are scattered across the top. A large, dark blue, rounded rectangular banner is positioned diagonally across the center, containing the word "ENGAGEMENT" in white, bold, uppercase letters. Below this banner, a lighter blue, rounded rectangular banner contains the text "CRANFORD PUBLIC SCHOOLS" in white, uppercase letters.

ENGAGEMENT

CRANFORD PUBLIC SCHOOLS



Goal Statement No. 1: Increase meaningful stakeholder engagement to enhance practices, structures and, ultimately, student learning.


1:1.A Create an Engagement Plan to foster meaningful participation and enhance communication across all CPSD community stakeholders:

1: 1.B Foster stakeholder engagement and invite participation in process

1:1.C Formatively assess, evaluate and measure the effectiveness of the Engagement Plan to sustain continuous school improvement

1:1.D Provide ongoing opportunities to all community stakeholders so that they understand the philosophy behind engaging stakeholders in an ongoing process that is well-defined and results in educational equity for all students.

1:1.E Promote a shared vision that the Cranford School District has a responsibility to ensure their stakeholders are engaged in an ongoing process that is well-defined and results in educational equity for all student.



Goal Statement No. 1: Increase meaningful stakeholder engagement to enhance practices, structures and, ultimately, student learning.

- A community survey to measure the effectiveness of current engagement strategies is currently being developed and will be administered to help form the plan.
- A preliminary discussion on the formation of an engagement plan has been held with DEAC, the Board Communications Committee, and the PTC. Additional meetings are forthcoming.
- A proposal to enhance communication through the District website and social media outlets has been created and is being reviewed.
- Sample engagement plans have been reviewed.
- Although Reimagining is not part of the strategic plan, engaging the community in conversation and enlisting their participation in the decision-making process of developing and implementing potential local plans for improving outcomes for students is vital. To that end, the District continues to offer many opportunities for all stakeholders to shape the process and provide feedback on the Reimagining proposal.



DATA

CRANFORD PUBLIC SCHOOLS



Goal Statement No. 2: Improve access to, and the effective utilization of data to promote continuous improvement in support of District vision, goals and desired outcomes.

- Developing a Data Action Plan
- Scheduling to support data inquiry
- Data collection and storage
- Implementing NJTSS with fidelity
- Data professional development



Developing a Data Action Plan

- School Data Teams were formed at each building and met to conduct focus groups on the current state of data use - Fall 2018
- Each school sent members of the School Data Team to serve on the District Data Team - Winter 2018-2019
- Focus group feedback was synthesized and shared back with each group - Winter 2019
- District Data Team
 - Defined data priorities
 - Analyzed supporting and restraining forces
 - Set a Data focus for multiple topics over multiple years
 - Created a Draft District Data plan
- Plan was reviewed and finalized by the administrative team
- **Next Steps - From plan to implementation**



Scheduling to Support Data Inquiry

- Three parts of the “Scheduling” puzzle
 - Daily Schedules that allow for common staff meeting time
 - Cross district schedules that allow for district level consistency
 - District level meeting and PD scheduling to match with district wide assessments (DIBELS, CogAT, NJSLA, iReady, District Benchmarks, etc.)
- The administrative team will meet to discuss the possibilities for daily schedules that allows for common staff meeting time for 2019-20. Winter 2019
- 2018-19
 - Grade Level Group Meetings were dedicated to data
 - Data sessions included in each PD day



Data Collection and Storage

- LinkIt!
 - Data collected into LinkIt! software
 - Staff trained in data entry for LinkIt!
 - New assessments added this year
 - DIBELS
 - PAPL
 - iReady
 - CogAT for all grade 2 students
 - **Next Steps - “One Stop Shop” for all data**



Implementing NJTSS with Fidelity

- New Jersey Tiered System of Support (NJTSS)
 - Implemented through school Creative Problem Solving Teams (CPST) & with new Interventionist position
 - Formed district NJTSS team - goal - Connect all interventions
 - Curriculum writing for Achieve Summer 2019
- NJTSS Early Reading Grant implementation for grades K-2
 - Formed district NJTSS-ER “break-out” team
 - Attended training from NJ DOE and Rutgers University
 - All students completed DIBELS screener
 - Identified students completed PAPL assessment to identify specific skill deficiencies
 - Multiple observation cycles with Rutgers Coach
 - Developed NJTSS ER Action Plan
- Also meets Goal 3:1:l below



Data Professional Development

- K-5 Data Driven Instruction- Convocation, November PD
- Pull out NJTSS Training on DIBELS and PAPL data use - Fall 2018
- NJTSS team PD with NJDOE and Rutgers University
- District Data Team data introduction - November
- iReady data training during grade group meetings
- Teacher training on LinkIt! at each school
- New Teacher training - Data and Data driven decision making
- Meaningful Monday PLCs focused on Data use



PERSONALIZED LEARNING

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Goal Statement No. 3: Increase student access to, and engagement in personalized learning opportunities and standardize best practices.

- **Assessing personalized learning implementation**
- **Instructional resources to support personalized learning (2023)**
- **Competency-based mathematics plan**
- **Standards-based report card implementation**
- **Early literacy intervention**
- **Personalized learning professional development**
- **Scheduling to support personalized learning**



Assessing Personalized Learning Implementation

- Past Personalized Learning Cohorts met in Fall 2018
 - Reflection on past practices - implementations
 - Strategies for moving forward as a district
 - Development of District Personalized Learning Plan - Winter 2019
 - Vision and Mission Activity
 - Plan outline
 - Requirements for implementation
- Complete District Personalized Learning Plan in Spring of 2019



Competency-Based Mathematics Plan

- Competency-Based Math open workshop - October 2018
 - Grades K-5
 - Over 30 staff attended
- Math supervisor and coach conducted review of current practice - November 2018
 - Obstacles to current use
 - Needs assessment for a district wide implementation
- Site visits of current practitioners by interested staff lead by math coach - Winter 2018/19
- Feedback from Fall and Winter used to create plan
 - Training begins in Fall 2019 for grade 2
 - Site visits of peers using best practices with math coach



Standards-Based Report Card Implementation

- **Grade 4 in full implementation year**
 - Finalized standards wording - Fall 2018
 - Implemented final standards and scoring system in Power School
 - Trimester meetings to keep common grading expectations
- **Grade 5 in pilot year**
 - Final Draft implemented for 2018-19
 - Trimester meetings to suggest wording changes and scoring expectations




Scheduling, Resources and PD to Support Personalized Learning

- Feedback gathered from all cohorts
 - Need for correct resources in each grade level
 - Need to have technology in place to support PL
 - Flexibility in schedule (Time allotments, PLC time)
- PD to support PL in 2018-19
 - Competency-Based Math PD (as noted previously)
 - New Faculty Collaborative PL Introduction
 - Current Research review with PL Cohorts 1 and 2
- Technology - Using a LMS or not?

A stylized illustration of a bright yellow sun in the top right corner and several white, fluffy clouds in the top left corner, set against a blue background with a subtle grid pattern.

CULTURE, CLIMATE, SAFETY, and WELLNESS

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Goal Statement No. 4: Promote continuous improvement, awareness and a culture of student safety and wellness.



DID YOU KNOW?

- Kindness families
- School Culture and Climate yearly calendar
- CARES Ambassadors
- Valentine's Day Bandits
- Random Acts of Kindness
- Pillars of character education
- Choose Kind
- Project Warm Heart



District Coordinator for Culture and Climate

- Identify trends and set goals and objectives to improve culture and climate programming
- Collect data using school climate surveys
- Identify and prioritize needs through data analysis
- Research and implement best practices
- District-wide Anti-Bullying Specialist



Safety and Climate Committees

- Strategic plan
- ABS, parent, faculty, administrator, SRO
- Mission, expectations for student behavior, social emotional learning, programs and initiatives
- School action plan: overall goal, steps, timeline, people responsible, resources, formative assessments
- District Safety and Climate Committee



Start With Hello

- Week in September
- Organizers of Sandy Hook Promise
- Create awareness of social isolation
- Create culture of inclusion, kindness and connectedness
- Exs. morning announcements, read a mentor text



#CranForward

- To introduce each grade to a designated pillar of character education
- To teach and practice language associated with the pillar
- Make the language become part of daily class routine
- Teacher chooses books to read aloud
- Resource book list
- Choose an extension activity
- Pass the book on to the next teacher....



STOPit

- Anonymous reporting tool
- See something, say something
- Grades 4-12
- Student app
- Monitored by Coordinator of Culture and Climate, administrators, social workers and school counselors



Mental Health First Aid

- 8 hour professional development to identify, understand and respond to signs of mental illnesses and substance use disorders
- Takes fear and hesitation out of starting conversations
- District Coordinator for Culture and Climate trained -> Turnkey training to all teachers over



Classroom Lessons

- Conflict Resolution
- Bullying prevention
- Peer mediation
- Sensitivity training
- Character education
- Project Adventure
- Healthy U
- STAT: Students Taking Action Together
- Mindfulness



School Climate Transformation Project

- NJDOE/Rutgers grant program to assist schools in building a positive school climate inclusive of all students
- HAS and OAS: leadership teams set up at each school to address academic, social and emotional life
- Data collected from students, faculty, parents
- 3 year plan: Climate survey -> Analyze data -> identify areas of improvement -> create action plan
- District involvement over next 5 years (Strategic Plan)



Cranford Public Schools

Parent Academy

- Monthly workshops beginning in February
 - Bullying prevention and Character Education
 - Suicide awareness and prevention, anxiety and stress
 - Digital citizenship



2018-2019 Safety Upgrades and Enhancements

- Safety Vestibules - each school will have an electronic double door entry system;
- New visitor entry protocols - please carefully review the District's new protocols for visitors;
- Security Cameras - each school will be equipped with additional cameras;
- Perimeter door alarms - all perimeter doors in each school will be alarmed and monitored;
- StopIt - students will have the ability to report issues anonymously;
- District Coordinator of Culture and Climate - the District established a new position to assist in attending to the social-emotional needs of our students and help enhance the culture and climate throughout the District;
- New Strategic Planning Goal - a main focus of the newly created strategic plan is to, "Promote continuous improvement, awareness, and a culture of student safety and wellness."