

2018-2023 ACTION PLAN

Goal 1; Obj. 1: Increase meaningful stakeholder engagement to enhance practices, structures and, ultimately, student learning. Meaningful engagement means: representation of all stakeholder groups in the process of developing and implementing local plans for improving outcomes for students.

| Strategies | Who? Persons responsible for coordinating. | Resources | Timelines | Indicators of Success Metrics that can be used to measure progress. |
|--|--|-------------------------------|----------------------------------|---|
| <p>1:1.A Create an Engagement Plan to foster meaningful participation and enhance communication across all CPSD community stakeholders:</p> <ul style="list-style-type: none"> a. Educate all stakeholders in the definition, purpose and intended outcomes of engagement b. Build a vision for stakeholder engagement c. Establish internal leadership team d. Identify stakeholders e. Identify key issues/topics to promote meaningful engagement f. Create/improve online presence and effective utilization of web/social media | <p><i>Lead Facilitator:</i> Superintendent</p> <p>Strategic Planning Council Members, BOE Members, Administrative Team, PTC, CEA Leadership, Computer Systems Manager, Student Leaders</p> | <p>School District Budget</p> | <p>Plan created by June 2019</p> | <ul style="list-style-type: none"> ● CPSD Engagement Plan ● Stakeholder survey feedback/data ● Establishment and maintenance of partnerships ● Mid-year BOE progress report ● Mid-year Strategic Planning Council work session ● Attendance roster data |

Progress

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.

| | | | | |
|---|--|-------------------------------|---|---|
| <p>1: 1.B Foster stakeholder engagement and invite participation in process:</p> <ul style="list-style-type: none"> a. Gather information and conduct outreach to inform decision making | <p><i>Lead Facilitator:</i> Superintendent</p> | <p>School District Budget</p> | <p>Full implementation and achievement by June 2023</p> | <ul style="list-style-type: none"> ● Stakeholder survey feedback/data ● Attendance roster data ● Establishment and maintenance of partnerships |
|---|--|-------------------------------|---|---|

| | | | | |
|--|--|--|--|--|
| <ul style="list-style-type: none"> b. Listen to and acknowledge input before decisions are made c. Inform stakeholders d. Communicate early and often | Administrative Team, BOE Members, Computer Systems Manager | | | <ul style="list-style-type: none"> • Mid-/Year End BOE progress report • Mid-year Strategic Planning Council work session • Formal memoranda and related correspondence |
|--|--|--|--|--|

Progress

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. The webpage devoted to the Reimagining Proposal can be accessed here: <https://www.cranfordschools.org/domain/1414>

| | | | | |
|--|---|------------------------|--|---|
| 1:1.C Formatively assess, evaluate and measure the effectiveness of the Engagement Plan to sustain continuous school improvement <ul style="list-style-type: none"> a. Commit to ongoing engagement b. Evaluate strategy and improve over time | <i>Lead Facilitator:</i> Superintendent Assistant Superintendent, Administrative Team, BOE Members, Computer Systems Manager | School District Budget | Continual assessment, evaluation, and measured effectiveness through June 2023 | <ul style="list-style-type: none"> • CPSD Engagement Plan • Stakeholder survey feedback/data • Attendance roster data • Mid-/year end BOE progress report • Mid-year/annual Strategic Planning Council work session • BOE meeting agendas/minutes |
|--|---|------------------------|--|---|

Progress

Feedback and survey mechanisms to measure the effectiveness of the District engagement plan will be employed once the plan is created (by June 2019).

| | | | | |
|---|---|-------------------------------|--|---|
| <p>1:1.D Provide ongoing opportunities to all community stakeholders so that they understand the philosophy behind engaging stakeholders is an ongoing process that is well-defined and results in educational equity for all students.</p> | <p><i>Lead Facilitator:</i> Superintendent Assistant Superintendent, Administrative Team, BOE Members</p> | <p>School District Budget</p> | <p>Ongoing Opportunities through June 2023</p> | <ul style="list-style-type: none"> ● CPSD Engagement Plan ● BOE meeting agendas/minutes ● Faculty meeting agendas/minutes ● Admin. Team meeting agendas/minutes ● CPSD Professional Development Plan ● District/building calendars of events/activities ● Attendance rosters |
| <p>Progress</p> <p>Although Reimagining is not part of the strategic plan, the process that is being employed provides ongoing opportunities for all community stakeholders to engage in discussions that are focused on producing equitable educational opportunities for all students.</p> | | | | |
| <p>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 students.</p> | <p><i>Lead Facilitator:</i> Superintendent Assistant Superintendent, Administrative Team, BOE Members</p> | <p>School District Budget</p> | <p>Full implementation and achievement by 2023</p> | <ul style="list-style-type: none"> ● CPSD Engagement Plan ● BOE Meeting agendas/minutes ● Stakeholder survey feedback/data |
| <p>Progress</p> <p>Strategic Planning updates will be shared during meetings with DEAC, PTC, the Board of Education, as well as with the entire community through the District Website and through TV 35.</p> | | | | |

2018-2023 ACTION PLAN

Goal 2; Obj. 1: Improve access to, and the effective utilization of data to promote continuous improvement in support of the whole child.

| Strategies | Who? Persons responsible for coordinating. | Resources | Timelines | Indicators of Success Metrics that can be used to measure progress. |
|--|---|------------------------|---|--|
| 2:1.A Promote a culture of inquiry where data is valued and used to help inform decision making. | <i>Lead Facilitator:</i> Assistant Superintendent Superintendent, Director of Student Services, Administrative Team, Computer Systems Manager, Faculty, BOE Members | School District Budget | Full implementation and achievement by 2023 | <ul style="list-style-type: none"> ● CPSD Data Action Plan ● PLC meeting agendas/minutes ● Department meeting agenda/minutes ● Admin. Team meeting agendas/minutes ● Faculty meeting agendas/minutes ● BOE meeting agendas/minutes ● CPSD Professional Development Plan ● Attendance roster data |

Progress:

- [CPSD Data Action Plan](#)
- Admin. Team meetings
 October 10, 2019
 October 24, 2019
 December 12, 2019
 January 9, 2019
 February 6, 2019
- BOE meeting agendas/minutes
 October 22, 2018
- [CPSD Professional Development Plan](#)

| | | | | |
|--|--|-------------------------------|--|--|
| <p>2:1.B Facilitate an understanding of how data promotes access to trends in specific content areas and connection to other related areas.</p> | <p><i>Lead Facilitator:</i> Assistant Superintendent Superintendent, Director of Student Services, Administrative Team, Computer Systems Manager, BOE Members</p> | <p>School District Budget</p> | <p>Full implementation and achievement by 2023</p> | <ul style="list-style-type: none"> ● CPSD Data Action Plan ● PLC meeting agendas/minutes ● Department meeting agenda/minutes ● Admin. Team meeting agendas/minutes ● Faculty meeting agendas/minutes ● BOE meeting agendas/minutes ● CPSD Professional Development Plan ● Attendance roster data |
| <p>Progress</p> <ul style="list-style-type: none"> ● CPSD Data Action Plan ● Admin. Team meeting agendas/minutes October 10, 2019 October 24, 2019 December 12, 2019 January 9, 2019 February 6, 2019 ● BOE meeting agendas/minutes October 22, 2018 ● CPSD Professional Development Plan | | | | |
| <p>2:1.C Promote a shared vision and understanding of personalized learning and its foundational elements which include: student driven decision making, teacher facilitation, risk-taking, and deeper learning.</p> | <p><i>Lead Facilitator:</i> Assistant Superintendent Director of Student Services, Superintendent, Administrative Team, Faculty, BOE Members</p> | <p>School District Budget</p> | <p>Full implementation and achievement by 2023</p> | <ul style="list-style-type: none"> ● CPSD Data Action Plan ● PLC meeting agendas/minutes ● Department meeting agenda/minutes ● Admin. Team meeting agendas/minutes ● Faculty meeting agendas/minutes ● BOE meeting agendas/minutes ● CPSD Professional Development Plan ● Attendance roster data |

| | | | | |
|---|--|------------------------|-------------------|---|
| Progress <ul style="list-style-type: none"> ● CPSD Data Action Plan ● Admin. Team meeting agendas/minutes August 28, 2019 January 9, 2019 ● CPSD Professional Development Plan ● Personalize Learning Committee December Meeting | | | | |
| 2:1.D Develop the CPSD Data Action Plan | <i>Lead Facilitator:</i> Assistant Superintendent Superintendent, Administrative Team, Computer Systems Manager, CEA Leadership, BOE Members | School District Budget | By January 2019 | <ul style="list-style-type: none"> ● CPSD Data Action Plan ● Mid-/year end BOE progress report ● Mid-year/annual Strategic Planning Council work session ● BOE meeting agendas/minutes |
| Progress <ul style="list-style-type: none"> ● CPSD Data Action Plan ● BOE meeting agendas/minutes October 22, 2018 | | | | |
| 2:1.E Establish a regular fixed time for faculty to engage in data-based inquiry. | <i>Lead Facilitator:</i> Assistant Superintendent Director of Student Services, Administrative Team, Superintendent, Faculty | School District Budget | By September 2019 | <ul style="list-style-type: none"> ● CPSD Data Action Plan ● PLC meeting agendas/minutes ● Faculty meeting agendas/minutes ● CPSD Professional Development Plan ● Attendance roster data |
| Progress <ul style="list-style-type: none"> ● CPSD Data Action Plan ● CPSD Professional Development Plan | | | | |

| | | | | |
|--|---|--|--|--|
| 2:1.F Establish district- and school-based data teams. | <i>Lead Facilitator:</i> Assistant Superintendent Director of Student Services, Administrative Team, Superintendent, Faculty | School District Budget | By January 2019 | <ul style="list-style-type: none"> ● CPSD Data Action Plan ● PLC meeting agendas/minutes ● Faculty meeting agendas/minutes ● CPSD Professional Development Plan ● Attendance roster data |
| Progress <ul style="list-style-type: none"> ● CPSD Data Action Plan ● CPSD Professional Development Plan | | | | |
| 2:1.G Identify, implement and effectively utilize a data warehousing system (LinkIt) to enhance teaching and student learning. | <i>Lead Facilitator:</i> Assistant Superintendent Superintendent, Computer Systems Manager, Director of Student Services, Administrative Team, Faculty | School District Budget | Full Implementation and Achievement by June 2023 | <ul style="list-style-type: none"> ● CPSD Data Action Plan ● PLC meeting agendas/minutes ● Faculty meeting agendas/minutes ● CPSD Professional Development Plan ● Attendance roster data |
| Progress <ul style="list-style-type: none"> ● CPSD Data Action Plan ● CPSD Professional Development Plan | | | | |
| 2:1.H Establish a NJTSS (Tiered System of Support) | <i>Lead Facilitator:</i> Assistant Superintendent Director of Student Services, Administrative Team, Superintendent, Faculty | School District Budget NJTSS-ER Grant | Initial Implementation by September 2018 | <ul style="list-style-type: none"> ● CPSD Data Action Plan ● DEAC meeting agendas/minutes ● ScIP meeting agendas/minutes ● Problem Solving Committee meeting agendas/minutes ● SGO reflection |
| Progress <ul style="list-style-type: none"> ● CPSD Data Action Plan ● DEAC meeting agendas/minutes November 27, 2018 ● Board Meeting Agendas | | | | |

September 24, 2018

- **Problem Solving Committee meeting agendas/minutes**

- **HAS**

Faculty Meetings:

On Demand Meetings:

9/25, 10/4, 10/5, 10/17, 11/2, 11/14, 11/19, 1/4, 1/8, 1/15, 1/16, 2/14, 2/19

CPST Monthly Meetings:

10/31; 11/28; 12/20; 1/30

- **BAS**

Faculty Meetings

CPST Meetings:

9/27/18, 10/22/18, , 11/29/18, 12/17/18, 1/24/19

- **WAS**

Faculty Meetings

CPST Meetings:

9/26/18, 10/24/18, 11/28/18, 12/19/18, 1/23/19,

NJTSS Meetings:

9/4/18, 10/1/18

- **BPS**

Faculty Meetings

CPST Meetings:

9/28/18, 10/30/18, 11/27/18, 12/18/18, 1/31/19

- **OAS**

Faculty Meetings

CPST Meetings:

9/27, 10/4, 10/11, 10/18, 11/11, 11/15, 12/11 12/29, 1/10, 1/17, 1/31 2/7 2/21

On Demand Meetings:

10/9, 11/1, 11/29, 12/6, 1/25

- **LAS**

Faculty Meetings

CPST Meetings:

10/18/18, 11/15/18, 1/17/19

- **CHS**

CPST Meetings:

9/27, 10/4, 10/11, 10/17, 11/1, 11/15, 11/29, 12/6, 1/3, 1/10, 1/17, 1/24, 1/31, 2/14, 2/21

| | | | | |
|---|---|-------------------------------|---|--|
| <p>2:1.I Form a district-wide committee to examine assessment practices, including homework, to inform best practices.</p> | <p><i>Lead Facilitator:</i> Assistant Superintendent Director of Student Services, Administrative Team, Computer Systems Manager, Superintendent, Faculty, BOE Members</p> | <p>School District Budget</p> | <p>By June 2020</p> | <ul style="list-style-type: none"> ● CPSD Data Action Plan ● Memoranda and related correspondence ● District-wide assessment committee meetings/minutes and recommendations. |
| <p>Progress</p> <ul style="list-style-type: none"> ● CPSD Data Action Plan | | | | |
| <p>2:1.J Form a district-wide culture and climate committee to examine the use of data to inform best practices in the education of the whole child.</p> | <p><i>Lead Facilitator:</i> Assistant Superintendent Director of Student Services, Administrative Team, Computer Systems Manager, Superintendent, Faculty, BOE Members</p> | <p>School District Budget</p> | <p>By December 2018</p> | <ul style="list-style-type: none"> ● CPSD Data Action Plan ● District-wide culture and climate committee meeting minutes and recommendations |
| <p>Progress</p> <ul style="list-style-type: none"> ● CPSD Data Action Plan ● District-wide culture and climate committee meeting minutes and recommendations December 11, 2018, January 14, 2019 | | | | |
| <p>2:1.K Provide sustained job-embedded professional development opportunities for administrators and faculty members so that they understand the philosophy behind developing a culture of inquiry and how to implement/support it. How to use data to differentiate instruction, including:</p> <ul style="list-style-type: none"> ● how to make data meaningful; ● how to develop targeted instruction based on data; and ● how to select and use instructional materials to deliver targeted interventions | <p><i>Lead Facilitator:</i> Assistant Superintendent Director of Student Services, Administrative Team, Computer Systems Manager, Superintendent, Faculty</p> | <p>School District Budget</p> | <p>Ongoing implementation and achievement by 2023</p> | <ul style="list-style-type: none"> ● CPSD Data Action Plan ● CPSD Professional Development Plan ● Cranford Professional Development Calendar ● PLC/Department Roundtable meeting agendas/minutes ● Faculty meeting agendas/minutes ● Individual PDPs ● Individual SGO's ● Attendance roster data |

| | | | | |
|---|--|--|--|---|
| | | | | Additional data sources to include: <ul style="list-style-type: none"> ● PD and related Feedback forms ● Walkthroughs ● Administrator, Faculty and Student Surveys ● Rubrics ● Curricula ● Unit/Lesson Plans ● State/District/ Classroom assessment data |
| Progress <ul style="list-style-type: none"> ● CPSD Data Action Plan ● CPSD Professional Development Plan ● Cranford Professional Development Calendar ● Additional data sources to include: <ul style="list-style-type: none"> ● PD Survey Responses 2019 ● State/District/ Classroom assessment data Standardized Testing Report October 22, 2018 (Dr. Heineman) | | | | |

| 2018-2023 ACTION PLAN | | | | |
|---|--|------------------|------------------|--|
| Goal 3; Obj. 1: To provide all students with personalized learning opportunities that result in increased student satisfaction, deeper learning, and application of 21st century skills. The Cranford Public Schools recognizes personal learning as learning that is tailored to each learner’s strengths, needs, and interests, enabling student agency, voice and choice in what, how, when, and where to learn by providing flexibility and supports to ensure mastery of the highest standards possible. Personalized learning environments, in part, promote more authentic, competency-based practices. | | | | |
| Strategies | Who? Persons responsible for coordinating. | Resources | Timelines | Indicators of Success. Metrics that can be used to measure progress. |

| | | | | |
|---|---|-------------------------------|--|--|
| <p>3:1.A Educate/inform all stakeholders of the purpose and foundational elements of personalized learning (i.e., student driven decision making, teacher facilitation, risk-taking and deeper understanding/learning).</p> | <p><i>Lead Facilitator:</i> Assistant Superintendent Director of Student Services, Superintendent, Administrative Team, Faculty, BOE Members</p> | <p>School District Budget</p> | <p>Full implementation and achievement by 2023</p> | <ul style="list-style-type: none"> ● CPSD Data Action Plan ● PLC meeting agendas/minutes ● Department meeting agenda/minutes ● Admin. Team meeting agendas/minutes ● Faculty meeting agendas/minutes ● BOE meeting agendas/minutes ● CPSD Professional Development Plan ● Attendance roster data |
| <p>Progress</p> <ul style="list-style-type: none"> ● CPSD Data Action Plan ● Admin. Team meeting agendas/minutes August 28, 2019 January 9, 2019 | | | | |
| <p>3:1.B Assess/evaluate current status of personalized learning across the District.</p> | <p><i>Lead Facilitator:</i> Assistant Superintendent Superintendent, Administrative Team, BOE Members</p> | <p>School District Budget</p> | <p>By January 2019</p> | <ul style="list-style-type: none"> ● CPSD Data Action Plan ● Mid-/year end BOE progress report ● Mid-year/annual Strategic Planning Council work session ● BOE meeting agendas/minutes |
| <p>Progress</p> <ul style="list-style-type: none"> ● CPSD Data Action Plan ● Admin. Team meeting agendas/minutes August 28, 2019 January 9, 2019 | | | | |

| | | | | |
|---|---|-------------------------------|--|---|
| <p>3:1.C Formulate/implement formal District Personalized Learning Plan to further the expansion of personalized learning environments</p> | <p><i>Lead Facilitator:</i> Assistant Superintendent Superintendent, Administrative Team, Faculty Representatives, BOE Members</p> | <p>School District Budget</p> | <p>CPSD PL Plan to be developed by June 2019 Full implementation and achievement of CPSD PL Plan by June 2023</p> | <ul style="list-style-type: none"> ● CPSD Personalized Learning Plan ● CPSD Data Action Plan ● Mid-/year end BOE progress report ● Mid-year/annual Strategic Planning Council work session ● BOE meeting agendas/minutes ● Related planning meeting agendas/minutes |
| <p>Progress</p> <ul style="list-style-type: none"> ● CPSD Data Action Plan ● Admin. Team meeting agendas/minutes August 28, 2019 January 9, 2019 ● CPSD Professional Development Plan | | | | |
| <p>3:1.D Implement a Full-Day Kindergarten Program.</p> | <p><i>Lead Facilitator:</i> Superintendent Assistant Superintendent, Director of Student Services, Administrative Team, Faculty, BOE Members</p> | <p>School District Budget</p> | <p>By September 2020</p> | <ul style="list-style-type: none"> ● Full Day Kindergarten Program ● Mid-/year end BOE progress report ● Mid-year/annual Strategic Planning Council work session ● BOE meeting agendas/minutes |
| <p>Progress</p> <ul style="list-style-type: none"> ● The community is currently discussing the Reimagining Cranford proposals which include an opportunity for full-day kindergarten | | | | |
| <p>3:1.E Increase access to instructional and assessment resources, including technology, to support personalized learning.</p> | <p><i>Lead Facilitator:</i> Assistant Superintendent Superintendent, Administrative Team,</p> | <p>School District Budget</p> | <p>Full implementation and achievement by 2023</p> | <ul style="list-style-type: none"> ● CPSD Personalized Learning Plan ● Mid-/year end BOE progress report |

| | | | | |
|--|---|---|--|--|
| | Computer Systems Manager, BOE Members | | | <ul style="list-style-type: none"> • Mid-year/annual Strategic Planning Council work session • BOE meeting agendas/minutes |
| Progress <ul style="list-style-type: none"> • CPSD Personalized Learning Status | | | | |
| 3:1.F Develop a plan to establish CHS Career Academy pathways, including plans for articulation agreements with Post Secondary Institutions.. | <i>Lead Facilitator:</i> CHS Principal Superintendent, Assistant Superintendent, Supervisors, Director of School Counseling, Faculty Representatives | School District Budget Post Secondary Partnerships | Plan created by June 2019 Recruit students for 2020-2021 school year | <ul style="list-style-type: none"> • Career Academy pathway plan / program • Articulation Agreements • Mid-/year end BOE progress report • Mid-year/annual Strategic Planning Council work session • BOE meeting agendas/minutes |
| Progress Attended NJDOE training session on CTE programs as best practices in NJ education Reviewed current programming and enrollment at CHS | | | | |
| 3:1.G Develop/implement a Competency-Based Mathematics Plan | <i>Lead Facilitator:</i> Mathematics Supervisor Assistant Superintendent, Mathematics Coach, Director of School Services, Superintendent, Faculty Representative | School District Budget | Plan to be developed by January 2019 Initial implementation of plan by September 2019 | <ul style="list-style-type: none"> • CPSD Competency-Based Mathematics Plan • CPSD Personalized Learning Plan • Mid-/year end BOE progress report • Mid-year/annual Strategic Planning Council work session • BOE meeting agendas/minutes |

| | | | | |
|--|--|---|---|---|
| Progress <ul style="list-style-type: none"> • CPSD Competency-Based Mathematics Plan • CPSD Personalized Learning Status • BOE meeting agendas/minutes | | | | |
| 3:1.H Hire two (2) Literacy Interventionists. | <i>Lead Facilitator:</i> Superintendent Assistant Superintendent, ELA Supervisor, Director of Student Services, ELA Coach, BOE Members | School District Budget | By September 2018 | <ul style="list-style-type: none"> • Employment posting/contract • BOE meeting agendas/minutes |
| Progress <ul style="list-style-type: none"> • Employment posting/contract • BOE meeting agendas/minutes | | | | |
| 3:1.I Develop/implement an Early Literacy Intervention Plan. | <i>Lead Facilitator:</i> ELA Supervisor Assistant Superintendent, Superintendent, Director of Student Services, ELA Coach, Literacy Interventionists | School District Budget State Interventionist Coach | Plan to be developed by September 2018 Initial implementation of plan by June 2019 with guidance from State Literacy Coach | <ul style="list-style-type: none"> • CPSD Early Literacy Intervention Plan • CPSD Personalized Learning Plan • Mid-/year end BOE progress report • Mid-year/annual Strategic Planning Council work session • BOE meeting agendas/minutes |
| Progress <ul style="list-style-type: none"> • CPSD Personalized Learning Status | | | | |
| 3:1.J Continued Implementation of standards based report cards K-5 | <i>Lead Facilitator:</i> Assistant Superintendent Superintendent, Administrative Team, Faculty, Computer Systems Manager | School District Budget | 5 th grade pilot by September 2018 5 th grade implementation by September 2019 | <ul style="list-style-type: none"> • CPSD Data Action Plan • CPSD Personalized Learning Plan • Report Card/Reporting Periods • Mid-/year end BOE progress report • Mid-year/annual Strategic Planning Council work session |

| | | | | |
|--|--|--|---|---|
| | | | | <ul style="list-style-type: none"> • BOE meeting agendas/minutes |
| Progress <ul style="list-style-type: none"> • CPSD Personalized Learning Status • CPSD Data Action Plan | | | | |
| <p>3:1.K Provide sustained job-embedded professional development opportunities for administrators and faculty members so that they deepen understanding and competencies in personalized instructional applications. Professional development initiatives will include:</p> <ol style="list-style-type: none"> 1. Expansion of the Personalized Learning Cohort initiative 2. Partnership with Rutgers University and the NJDOE as part of the NJTSS-ER grant; receive training on how to implement an effective program | <p><i>Lead Facilitator:</i> Assistant Superintendent</p> <p>Superintendent, Administrative Team, Faculty</p> | <p>School District Budget NJTSS-ER Grant</p> | <p>Ongoing implementation and achievement by 2023</p> | <ul style="list-style-type: none"> • CPSD Professional Development Plan • CPSD Personalized Learning Plan • Cranford Professional Development Calendar • NJTSS-ER Grant and RU/NJDOE Partnership agreement(s) • Individual PDPs • Individual SGO's • Attendance roster data <p>Additional data sources to include:</p> <ul style="list-style-type: none"> • PD and related Feedback forms • Walkthroughs • Administrator, Faculty and Student Surveys • Rubrics • Curricula • Unit/Lesson Plans • State/District/ Classroom assessment data |

Progress

- [CPSD Personalized Learning Status](#)
 - [CPSD Data Action Plan](#)
 - Cranford Professional Development Calendar
 - Additional data sources to include:
 - **PD Survey Responses 2019**
 - State/District/ Classroom assessment data
- Standardized Testing Report October 22, 2018 (Dr. Heineman)

| | | | | |
|--|--|------------------------|--------------|---|
| 3.1.L Evaluate current middle school schedule and seek to optimize personalized learning opportunities for students. | <i>Lead Facilitator:</i> MS Principals Assistant Principals, Assistant Superintendent, Director of Student Services, Supervisors, Superintendent, Faculty Representatives | School District Budget | By June 2020 | <ul style="list-style-type: none"> ● Mid-/year end BOE progress report ● Mid-year/annual Strategic Planning Council work session ● Related meeting agendas/minutes |
|--|--|------------------------|--------------|---|

Progress

2018-2023 ACTION PLAN

Goal 3; Obj. 2: To provide targeted research-based interventions and enrichment opportunities in a timely and effective manner as evidenced by a downward trend in special education placements, Achieve (BSI) program placements, and an increasing trend in academic proficiency.

| Strategies | Who? Persons responsible for coordinating. | Resources | Timelines | Indicators of Success. Metrics that can be used to measure progress. |
|--|---|---|---|---|
| 3:2.A Promote a culture that embraces the NJTSS process and its foundational elements which include: growth mindset, least restrictive environment, empathy, and the pedagogical value of data analysis. | <i>Lead Facilitator:</i> Assistant Superintendent Director of Student Services, Coordinator of Achieve, Superintendent, Administrative Team, Interventionists, Faculty, BOE Members | School District Budget State Interventionist Coach | Full implementation and achievement by 2023 | <ul style="list-style-type: none"> ● CPSD Personalized Learning Plan ● CPSD Professional Development Plan ● CPSD Data Action Plan ● CPSD Competency-Based Mathematics Plan ● CPSD Early Literacy Intervention Plan ● Cranford Professional Development Calendar |

| | | | | |
|--|--|--|--|---|
| | | | | <ul style="list-style-type: none"> ● NJTSS-ER Grant and RU/NJDOE Partnership agreement(s) ● NJTSS Committee meeting agendas/minutes ● DEAC meeting agendas/minutes ● ScIP meeting agendas/minutes ● I/RS meeting agendas/minutes ● Individual PDPs ● Individual SGO's ● PLC meeting agendas/minutes ● Department meeting agenda/minutes ● Admin. Team meeting agendas/minutes ● Faculty meeting agendas/minutes ● BOE meeting agendas/minutes ● Attendance roster data |
|--|--|--|--|---|

| | | | | |
|--|--|--|--|--|
| <p>Progress</p> <ul style="list-style-type: none"> ● CPSD Personalized Learning Status ● CPSD Professional Development Plan ● CPSD Data Action Plan ● CPSD Competency-Based Mathematics Plan ● Cranford Professional Development Calendar ● DEAC meeting agendas/minutes November 27, 2018 ● Admin. Team meeting agendas/minutes October 24, 2018 February 6, 2019 ● Board Meeting Agendas September 24, 2018 ● NJTSS Committee meetings | | | | |
|--|--|--|--|--|

| | | | | |
|--|---|---|-------------------|---|
| 3:2.B Create and communicate a protocol for the NJTSS initiative. | <i>Lead Facilitator:</i> Assistant Superintendent Director of Student Services, Superintendent, NJTSS Committee Members | School District Budget State Interventionist Coach | By October 2018 | <ul style="list-style-type: none"> ● CPSD Personalized Learning Plan ● NJTSS Committee meeting agendas/minutes ● Mid-/year end BOE progress report ● Mid-year/annual Strategic Planning Council work session ● BOE meeting agendas/minutes |
| Progress <ul style="list-style-type: none"> ● CPSD Personalized Learning Status ● NJTSS Committee meeting agendas/minutes September 14, 2018 January 29, 2019 ● Board Meeting Agendas September 24, 2018 ● NJTSS Committee meetings | | | | |
| 3:2.C Develop a NJTSS Handbook. | <i>Lead Facilitator:</i> Assistant Superintendent Director of Student Service, Superintendent, NJTSS Committee Members | School District Budget State Interventionist Coach | By September 2018 | <ul style="list-style-type: none"> ● NJTSS Handbook ● NJTSS Committee meeting agendas/minutes ● Mid-/year end BOE progress report ● Mid-year/annual Strategic Planning Council work session ● BOE meeting agendas/minutes |
| Progress <ul style="list-style-type: none"> ● NJTSS Committee meeting agendas/minutes September 14, 2018 January 29, 2019 ● NJTSS Committee meetings ● Board Meeting Agendas September 24, 2018 | | | | |

| | | | | |
|--|--|---|----------------------------------|--|
| 3:2.D Finalize Tiered Forms. | <i>Lead Facilitator:</i> Assistant Superintendent Director of Student Service, Superintendent, NJTSS Committee Members | School District Budget State Interventionist Coach | By September 2018 | <ul style="list-style-type: none"> ● NJTSS Handbook ● NJTSS Tiered Forms ● NJTSS Committee meeting agendas/minutes ● Mid-/year end BOE progress report ● Mid-year/annual Strategic Planning Council work session ● BOE meeting agendas/minutes |
| Progress <ul style="list-style-type: none"> ● NJTSS Committee meeting agendas/minutes September 14, 2018 January 29, 2019 ● NJTSS Committee meetings ● Board Meeting Agendas September 24, 2018 | | | | |
| 3:2.E Formally implement District-wide Universal Screening. | <i>Lead Facilitator:</i> Assistant Superintendent Director of Student Service, Superintendent, NJTSS Committee Members, Administrative Team, Faculty Members | School District Budget I-Ready | In grades K-5 by October 2018 | <ul style="list-style-type: none"> ● CPSD Personalized Learning Plan ● NJTSS Committee meeting agendas/minutes ● Mid-/year end BOE progress report ● Mid-year/annual Strategic Planning Council work session ● BOE meeting agendas/minutes |
| Progress <ul style="list-style-type: none"> ● CPSD Personalized Learning Status ● NJTSS Committee meeting agendas/minutes September 14, 2018 January 29, 2019 ● NJTSS Committee meetings ● Board Meeting Agendas September 24, 2018 | | | | |

| | | | | |
|---|--|---|---|---|
| <p>3:2.F Complete inventory and ensure individual student access to necessary learning resources aligned interventions.</p> | <p><i>Lead Facilitator:</i> Assistant Superintendent Director of Student Service, Superintendent, NJTSS Committee Members</p> | <p>School District Budget</p> | <p>Inventory completed by June 2019. Access to necessary learning resource aligned interventions ongoing through 2023</p> | <ul style="list-style-type: none"> ● CPSD Personalized Learning Plan ● Inventory ● NJTSS Committee meeting agendas/minutes ● Mid-/year end BOE progress report ● Mid-year/annual Strategic Planning Council work session ● BOE meeting agendas/minutes |
| <p>Progress</p> <ul style="list-style-type: none"> ● CPSD Personalized Learning Status ● NJTSS Committee meeting agendas/minutes September 14, 2018 January 29, 2019 ● NJTSS Committee meetings ● Board Meeting Agendas September 24, 2018 | | | | |
| <p>3:2. G. Provide sustained job-embedded professional development opportunities for administrators and faculty members so that they understand the philosophy behind the NJTSS and how to implement/ support it.</p> | <p><i>Lead Facilitator:</i> Assistant Superintendent Superintendent, Administrative Team, Faculty</p> | <p>School District Budget State Interventionist Coach</p> | <p>Ongoing implementation and achievement by 2023</p> | <ul style="list-style-type: none"> ● CPSD Professional Development Plan ● Cranford Professional Development Calendar ● Cranford Professional Development Plan ● Partnership agreement(s) ● Mid-/year end BOE progress report ● Mid-year/annual Strategic Planning Council work session ● BOE meeting agendas/minutes ● Attendance rosters |
| <p>Progress</p> <ul style="list-style-type: none"> ● CPSD Professional Development Status ● Cranford Professional Development Calendar ● Board Meeting Agendas | | | | |

September 24, 2018

2018-2023 ACTION PLAN

Goal 4; Obj. 1: To promote awareness and a culture of student safety and wellness, as evidenced by increased: participation in wellness initiatives, utilization of conflict resolution skills, stakeholder satisfaction, engagement in healthy behaviors, and daily attendance, and decreased disciplinary referrals, and reported stress and anxiety.

| Strategies | Who? Persons responsible for coordinating. | Resources | Timelines | Indicators of Success. Metrics that can be used to measure progress. |
|--|--|------------------------|-------------------|--|
| 4:1.A Hire District Coordinator of Culture and Climate. | <i>Lead Facilitator:</i> Superintendent Director of School Counseling, Assistant Superintendent, Administrative Team, Faculty Representatives, BOE Members | School District Budget | By September 2018 | <ul style="list-style-type: none"> ● Employment posting/contract ● BOE meeting agendas/minutes |
| Progress <ul style="list-style-type: none"> ● Employment posting/contract Culture and Climate Coordinator ● BOE meeting agendas/minutes August 27, 2018 | | | | |
| 4:1.B Distribute a needs assessment that is an audit of existing programming through a school climate survey to all students, parents and school personnel. | <i>Lead Facilitator:</i> CPSD Coordinator of Culture and Climate Director of School Counseling, Assistant Superintendent, Superintendent, Administrative Team | School District Budget | By December 2018 | <ul style="list-style-type: none"> ● School Climate Survey/Report ● Mid-/year end BOE progress report ● Mid-year/annual Strategic Planning Council work session ● BOE/SP Council meeting agendas/minutes |

| | | | | |
|---|---|------------------------|---|--|
| <p>Progress School Climate Transformation Project (SCTP) Orientation Packet School Climate Transformation Project (SCTP) Strategy Resource Guide HAS SCTP parent letter OAS SCTP parent letter</p> | | | | |
| 4:1.C Increase stakeholder awareness of healthy trends. | <p><i>Lead Facilitator:</i> CPSD Coordinator of Culture and Climate</p> <p>Director of School Counseling, Assistant Superintendent, Director for Athletics/ Supervisor of Physical Education & Health, Superintendent, Administrative Team</p> | School District Budget | Full implementation and achievement by 2023 | <ul style="list-style-type: none"> Formal memoranda and related correspondence |
| <p>Progress Coordination of services and program offerings with community organizations including the Cranford PTC, Police Department, Prevention Links, Cody Fund for Mental Health Cranford Public Schools Parent Academy 2018-2019 program flyer</p> | | | | |
| 4:1.D Establish formal school-based culture and climate committees. | <p><i>Lead Facilitator:</i> CPSD Coordinator of Culture and Climate</p> <p>Director of School Counseling, Assistant Superintendent, Superintendent, Administrative Team</p> | School District Budget | By December 2018 | <ul style="list-style-type: none"> School Climate and Culture Committees meeting minutes and recommendations Mid-/year end BOE progress report Mid-year/annual Strategic Planning Council work session BOE meeting agendas/minutes |

| | | | | |
|--|---|---|--|--|
| <p>Progress</p> <p>School based Safety and Climate Committee</p> <ul style="list-style-type: none"> • mission alignment and members • expectations set for student behavior • social and emotional learning programs and initiatives • school action plan with overarching goal, steps, timeline, people responsible, resources, formative assessments <p>District Safety and Climate Committee</p> <ul style="list-style-type: none"> • mission creation and members | | | | |
| <p>4:1.E Implement recommendations. Communication to community of upgrades and enhancements; School Safety Committee Meetings.</p> | <p><i>Lead Facilitator:</i> Superintendent</p> <p>School Safety Specialist, CPSD Safety Committee Members, Administrative Team, BOE Members</p> | <p>School District Budget NJ Office of Preparedness and Emergency Planning CPD CFD CFAS COEM SROs</p> | <p>By September 2018</p> | <ul style="list-style-type: none"> • Implementation of recommendations • Communication to community of upgrades and enhancements • School Safety Committee meetings |
| <p>Progress</p> <p>2018-2019 School Safety Initiatives and Enhancements Cranford Public Schools Security Enhancements & Upgrades 2018 Video Presentation New Cranford Public Schools Visitor Entry Protocols School Climate Transformation Project (SCTP) Orientation Packet School Climate Transformation Project (SCTP) Strategy Resource Guide HAS SCTP parent letter OAS SCTP parent letter</p> | | | | |
| <p>4:1.F Based upon the results of a school climate survey, define the patterns and practices of students, parents and school personnel as it is reflected in the norms, values and beliefs of the CPSD community.</p> | <p><i>Lead Facilitator:</i> CPSD Coordinator of Culture and Climate</p> <p>Superintendent, Assistant Superintendent Director of School Counseling, School Climate and Culture Committee Members</p> | <p>School District Budget</p> | <p>Initial implementation by June 2019. This will be an iterative process.</p> | <ul style="list-style-type: none"> • District Climate Survey/Report • Mid-/year end BOE progress report • Mid-year/annual Strategic Planning Council work session • BOE/SP Council meeting agendas/minutes |

| | | | | |
|---|---|-------------------------------|--|--|
| | | | | |
| <p>Progress School Climate Transformation Project (SCTP) Orientation Packet School Climate Transformation Project (SCTP) Strategy Resource Guide HAS SCTP parent letter OAS SCTP parent letter</p> | | | | |
| <p>4:1.G Create a districtwide committee to identify the climate and culture goals that fortify the health and wellness of our school population and is a partnership between the CPSD and the community as a whole.</p> | <p><i>Lead Facilitator:</i> CPSD Coordinator of Culture and Climate Director of School Counseling, Assistant Superintendent, Superintendent, Administrative Team, CPSD Climate and Culture Committee Members</p> | <p>School District Budget</p> | <p>Committee formation by December 2018; Committee work ongoing through 2023</p> | <ul style="list-style-type: none"> ● CPSD Climate and Culture Committee meeting agendas/minutes and recommendations ● Mid-/year end BOE progress report ● Mid-year/annual Strategic Planning Council work session ● BOE/SP Council meeting agendas/minutes ● Attendance rosters |
| <p>Progress School based Safety and Climate Committee</p> <ul style="list-style-type: none"> ● mission alignment and members ● expectations set for student behavior ● social and emotional learning programs and initiatives ● school action plan with overarching goal, steps, timeline, people responsible, resources, formative assessments <p>District Safety and Climate Committee</p> <ul style="list-style-type: none"> ● mission creation and members | | | | |
| <p>4.1.H Establish a pipeline to community resources that supports the identified health and wellness goals of the CPSD community culture and climate committees.</p> | <p><i>Lead Facilitator:</i> Director of School Counseling CPSD Coordinator of Culture and Climate, Administrative Team, Assistant Superintendent, Superintendent, Culture/Climate Committee Members, BOE Members</p> | <p>School District Budget</p> | <p>Continuous process through 2023</p> | <ul style="list-style-type: none"> ● CPSD Climate and Culture Committee meeting agendas/minutes and recommendations ● Partnerships ● Mid-/year end BOE progress report ● Mid-year/annual Strategic Planning Council work session |

| | | | | |
|--|--|------------------------|--|---|
| | | | | <ul style="list-style-type: none"> • BOE/SP Council meeting agendas/minutes • Attendance rosters |
| <p>Progress Coordination of services and program offerings with community organizations including the Cranford PTC, Police Department, Prevention Links, Cody Fund for Mental Health Cranford Public Schools Parent Academy 2018-2019 program flyer Healthy U STOPit reporting application</p> | | | | |
| 4.1.I Partner with the NJ Department of Education, Office of School Preparedness and Emergency Planning and CPD, CFD, CFAS, and OEM to implement evolving best practices. | <i>Lead Facilitator:</i> Superintendent School Safety Specialist, Director of School Counseling, Coordinator of Culture and Climate, Administrative Team | School District Budget | Continuous process through 2023 | <ul style="list-style-type: none"> • Formal memoranda and related correspondence |
| <p>Progress 2018-2019 School Safety Initiatives and Enhancements Cranford Public Schools Security Enhancements & Upgrades 2018 Video Presentation New Cranford Public Schools Visitor Entry Protocols School Climate Transformation Project (SCTP) Orientation Packet School Climate Transformation Project (SCTP) Strategy Resource Guide HAS SCTP parent letter OAS SCTP parent letter</p> | | | | |
| 4.1.J Provide sustained job-embedded professional development opportunities for administrators and faculty members to further understanding of whole child development and how to best support it, including mindful and wellness-based best practices. | <i>Lead Facilitator:</i> Director of School Counseling Assistant Superintendent, Superintendent, CPSD Coordinator of Culture and Climate, Administrative Team Members | School District Budget | Ongoing implementation and achievement by 2023 | <ul style="list-style-type: none"> • CPSD Professional Development Plan • Cranford Professional Development Calendar • Administrative Team meeting agendas/minutes • Mid-/year end BOE progress report • Mid-year/annual Strategic Planning Council work session |

| | | | | |
|--|---|--|-------------------|---|
| | | | | <ul style="list-style-type: none"> • BOE/SP Council meeting agendas/minutes • Attendance rosters <p>Additional data sources to include:</p> <ul style="list-style-type: none"> • PD and related Feedback forms • Walkthroughs • Administrator, Faculty and Student Surveys • Rubrics • Curricula • Unit/Lesson Plans • State/District/ Classroom assessment data |
| <p>Progress</p> <p>STOPit anonymous reporting system</p> <p>School Climate Transformation Project (SCTP) Orientation Packet</p> <p>School Climate Transformation Project (SCTP) Strategy Resource Guide</p> <p>HAS SCTP parent letter</p> <p>OAS SCTP parent letter</p> <p>Project Adventure professional development for faculty</p> <p>STAT: Students Taking Action Together</p> <ul style="list-style-type: none"> • classroom lessons in social studies classes <p>NJ State Bar Foundation Training for K-12 School Counselors</p> <ul style="list-style-type: none"> • conflict resolution • peer mediation • bullying prevention • role of the school climate team | | | | |
| 4.1.K Develop and implement the CPSD School Counseling Services, including: identification of a common language for the six pillars of character education: trust, respect, responsibility, fairness, caring and citizenship that can then be | <p><i>Lead Facilitator:</i></p> <p>Director of School Counseling</p> <p>Assistant Superintendent, Superintendent, CPSD Coordinator of Culture and</p> | School District Budget Health and Counseling Curricula | By September 2018 | <ul style="list-style-type: none"> • Guide to Services • Mid-/year end BOE progress report • Mid-year/annual Strategic Planning Council work session |

| | | | | |
|--|---|------------------------|---|---|
| distinguished on an individual level with students, in the classroom, at school-wide programming and district/school community events. | Climate, Administrative Team Members | | | <ul style="list-style-type: none"> • BOE/SP Council meeting agendas/minutes |
| <p>Progress</p> <p>Mental Health First Aid</p> <p>NJ State Bar Foundation Training for K-12 School Counselors</p> <ul style="list-style-type: none"> • conflict resolution • peer mediation • bullying prevention • role of the school climate team <p>Classroom lessons (conflict resolution, bullying prevention, sensitivity training, character education, STAT)</p> <p>K-12 School Counseling Curriculum</p> | | | | |
| 4.1.L Infuse mindfulness/ wellness initiatives across the instructional programming. | <p><i>Lead Facilitator:</i></p> <p>Director of School Counseling</p> <p>Superintendent, Assistant Superintendent, CPSD Coordinator of Culture and Climate, Administrative Team Members, Faculty</p> | School District Budget | Full implementation and achievement by 2023 | <ul style="list-style-type: none"> • CPSD surveys/data, including CPSD surveys/data (including: healthy behaviors, drug/alcohol use, stakeholder satisfaction, etc.) • Mid-/year end BOE progress report • Mid-year/annual Strategic Planning Council work session • BOE/SP Council meeting agendas/minutes |
| <p>Progress</p> <p>#CranForward: literary program to provide common messages for six pillars of character education grades K-5</p> <p>Classroom lessons (conflict resolution, bullying prevention, sensitivity training, character education, STAT)</p> <p>Working with Mindfulness professionals to develop a plan to infuse mindfulness / wellness initiative districtwide</p> <p>Project Adventure professional development for teachers</p> | | | | |
| 4.1.M Implement a research-based CHS mental health curriculum. | <p><i>Lead Facilitator:</i></p> <p>Assistant Superintendent</p> <p>Director of School Counseling, Superintendent, CHS Administrative Team,</p> | School District Budget | By June 2023 | <ul style="list-style-type: none"> • CHS Mental Health Curriculum • Mid-/year end BOE progress report |

| | | | | |
|---|--|--|--|--|
| | CPSD Coordinator of Culture and Climate, Faculty | | | <ul style="list-style-type: none"> • Mid-year/annual Strategic Planning Council work session • BOE/SP Council meeting agendas/minutes |
| Progress Start With Hello K-12 School Counseling Curriculum | | | | |
| 4.1.N Implement District-wide initiatives that promote a healthy lifestyle. | <i>Lead Facilitator:</i> CPSD Coordinator of Culture and Climate Director of School Counseling, Superintendent, Assistant Superintendent, Administrative Team | School District Budget | Continuous implementation through 2023 | <ul style="list-style-type: none"> • CPSD surveys/data (including: healthy behaviors, drug/alcohol use, stakeholder satisfaction, etc.) • Mid-/year end BOE progress report • Mid-year/annual Strategic Planning Council work session • BOE/SP Council meeting agendas/minutes • Attendance rosters |
| Progress Mental Health First Aid STOPit anonymous reporting system Start With Hello Project Adventure professional development for faculty Coordination of services and program offerings with community organizations including the Cranford PTC, Police Department, Prevention Links, Cody Fund for Mental Health Cranford Public Schools Parent Academy 2018-2019 program flyer | | | | |
| 4.1.O Provide training that equips students with the ability to identify and implement conflict resolution practices, including peer mediation, negotiation, and character education. | <i>Lead Facilitator:</i> Director of School Counseling CPSD Coordinator of Culture and Climate, School Social Workers, Assistant | School District Budget State Bar Foundation | Initial implementation by June 2019 | <ul style="list-style-type: none"> • Peer Mediation Program • Mid-/year end BOE progress report • Mid-year/annual Strategic Planning Council work session |

| | | | | |
|---|--|--|--------------|---|
| | Superintendent, Superintendent, Administrative Team | | | <ul style="list-style-type: none"> • BOE/SP Council meeting agendas/minutes • Attendance rosters |
| <p>Progress</p> <p>School based Safety and Climate Committee</p> <ul style="list-style-type: none"> • mission alignment and members • expectations set for student behavior • social and emotional learning programs and initiatives • school action plan with overarching goal, steps, timeline, people responsible, resources, formative assessments <p>District Safety and Climate Committee</p> <ul style="list-style-type: none"> • mission creation and members | | | | |
| 4.1.P Infuse digital citizenship throughout instructional programming. | <i>Lead Facilitator:</i> Assistant Superintendent Director of School Counseling, Superintendent, CHS Administrative Team, CPSD Coordinator of Culture and Climate, Faculty | School District Budget Common Sense Media | By June 2020 | <ul style="list-style-type: none"> • CPSD Curricula • Unit/lesson plans • Mid-/year end BOE progress report • Mid-year/annual Strategic Planning Council work session • BOE/SP Council meeting agendas/minutes |
| <p>Progress</p> <p>Classroom lessons (conflict resolution, bullying prevention, sensitivity training, character education, STAT)</p> <p>Cranford Public Schools Parent Academy</p> | | | | |
| | | | | |