




**STRATEGIC PLAN 2018-2023
UPDATE**

CRANFORD PUBLIC SCHOOLS

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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 will be administered in the fall to establish a baseline of current levels of engagement.
- A draft engagement plan has been created. Meetings with DEAC, the Board Communications Committee, the admin team, and the PTC will be held to finalize the plan for implementation in the fall.
- A new plan to enhance communication through the District website and social media outlets has been created and will be implemented in the fall.
- 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 will continue to offer many opportunities for all stakeholders to shape the process and provide feedback on the Reimagining proposal.



Looking Forward

- Finalize Engagement Plan
- Implement Plan
 - Administer baseline survey and further customize plan based on survey results
 - Implement Enhanced Communications plan, including: District Website / Social Media Initiative, and regular appearances on TV 35
- Reimagining / Referendum Initiative
 - Community wide stakeholder group meetings



Looking Forward

- 1: 1.B Foster stakeholder engagement and invite participation in process:
 - a. Gather information and conduct outreach to inform decision making
 - b. Listen to and acknowledge input before decisions are made
 - c. Inform stakeholders
 - d. Communicate early and often



Looking Forward

- 1:1.C Formatively assess, evaluate and measure the effectiveness of the Engagement Plan to sustain continuous school improvement
- a. Commit to ongoing engagement
 - b. Evaluate strategy and improve over time



DATA

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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
 - Plan was reviewed and finalized by the administrative team
 - Assessment Data Planners created for each grade band



Scheduling to Support Data Inquiry

- District level meeting and PD scheduling to match with district wide assessments (DIBELS, CogAT, NJSLA, iReady, District Benchmarks, etc.) Summer 2019
- The administrative team met to discuss the possibilities for daily schedules that allows for common staff meeting time for 2019-20. Winter 2019
- 2019-20: Data meetings placed strategically in calendar to match assessment timing



Data Collection and Storage

- LinkIt!
 - Data collected into LinkIt! software
 - Staff trained in data entry for LinkIt!
 - Building a One-Stop-Shop for all Data
 - DIBELS
 - PAPL
 - iReady
 - CogAT for all grade 2 students
 - Fountas and Pinnell (F&P)
 - ELA Writing Prompt
 - PSAT & SAT
 - NJSLA

Implementing NJTSS with Fidelity

- New Jersey Tiered System of Support (NJTSS) - Summer 2019
 - Implemented through school Creative Problem Solving Teams (CPST) & with new Interventionist position
 - CPST Norming session with Rutgers University and Cranford Principals
 - Created consistent documents and procedures to be used by all CPST's in Cranford
 - Formed district NJTSS team - goal - Connect all interventions
 - Curriculum writing for Achieve
 - 3 Day summer training from NJ DOE and Rutgers University
 - Summer NJTSS work session with Rutgers Coach
 - Completed NJTSS ER Action Plan

Gains in Reading Achievement Grades 1-5

Overall Placement



Academic Year to Date

- **At Risk for Tier 3**
3% (From 10%)
- **Tier 2**
30% (From 63%)
- **Tier 1**
67% (From 27%)



Fall Diagnostic

Gains in Math Achievement Grades 1-5

Overall Placement



Academic Year to Date

- **At Risk for Tier 3**
2% (From 10%)
- **Tier 2**
29% (From 74%)
- **Tier 1**
69% (From 16%)



Fall Diagnostic



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
- iReady Leadership Training attended by admins and key staff
- Grade Band Data Training attended by admins and key staff
- Teacher training on LinkIt! at each school
- New Teacher training - Data and Data driven decision making
- Meaningful Monday PLC's focused on Data use



Looking Forward

- Data Plan - Implement Action Plan items
 - 4 Bands: K-2, 3-5, 6-8, 9-12
 - 2019-20: K-8 focus on Math and ELA Achievement and Growth
 - 2019-20: 9-12 focus on Assessment, Culture and Climate, Career Academies and PSAT, SAT, ACT
- Scheduling
 - Schedules being designed to allow for better implementation of NJTSS and supports using available staffing and resources
 - PD and Monday Meetings scheduled to facilitate data conversations



Looking Forward

- Data Collection
 - Design reports in LinkIt! software to assist staff with using data for instruction
- New Jersey Tiered System of Supports
 - Year 2 of Grant implementation
 - Building on year 1 success and growing tier 2 supports
 - Implementation of Word Work and Achieve curriculum



PERSONALIZED LEARNING

CRANFORD PUBLIC SCHOOLS



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
- District Personalized Learning Plan completed June 2019
- Survey sent to recruit Design Team and Pilot Teachers



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**
 - Updated standards wording for 19-20: June 2019
 - 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
- All language updated for “specials” to be based on standards



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 - Moving to Google Classroom as supporting LMS




Looking Forward

- Survey used to create a PL Design Team and Pilot Staff
 - Use methodology from “Pathways to Personalization” to create implementation plan
 - Use Design Team and Pilot staff to create and validate best practices in Cranford for PL
 - Best practices can then be disseminated to administration and staff
 - Year 1 implementation focuses on Classroom Culture, Student Choice and Student Assessment

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CULTURE, CLIMATE, SAFETY, and WELLNESS

CRANFORD PUBLIC SCHOOLS



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
- Identified key members: ABS, parent, faculty, administrator, SRO
- Set 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 - moving forward with district goals



Start With Hello/SOS training

- 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, training for students and faculty
- 2018-2019 SOS (Signs of Suicide) training for faculty
- 2019-2020 faculty turnkey training to students



#CranForward

- Introduced 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
- K-8 grades



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
- Proven effective addition as avenue for reporting



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



Classroom Lessons

- Conflict Resolution: 2019-2020 grades 4, 6 and 9
- Bullying prevention: 2018-2019 grades 3, 7, 9
- Peer mediation: 2019-2020 at CHS
- Sensitivity training: 2019-2020 districtwide (coordinated by District Coordinator of Culture and Climate)
- Character education: 2019-2020 districtwide (coordinated by District Coordinator of Culture and Climate)
- Project Adventure: 2018-2019 professional development with Phys Ed/Health faculty, 2019-2020 Phys Ed/Health faculty roll-out with students
- Healthy U: Grant funded 2018-2019 Phys Ed/Health faculty roll-out with students to continue in 2019-2020
- STAT: Students Taking Action Together: 2018-2019 Social Studies roll-out with students to continue in 2019-2020
- Full Value Commitment: June 2019 - September 2019 training for faculty and administration



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
- 2019-2020 Calendar planned to begin in September



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."



Looking Forward

Mental Health First Aid

- District Coordinator for Culture and Climate trained -> Turnkey training to all teachers

Safety/Security

- Additional SRO
- Additional Cameras
- 2 additional school counselors (OAS / HAS)

School Climate Transformation Project

- CHS grant approved to begin 3 year program
- Year Two of Three at OAS and HAS

Peer mediation at CHS (New Jersey State Bar Foundation and CFEE grant funded)

- Training scheduled for August 28 for selected students

Full Value Community

- Faculty trained in June 2019 and September 2019
- Administration training July 2019
- Committee to design implementation and rollout