



# **Jefferson Township Public Schools**

**Strategic Plan 2023–2028**



## **STEERING CHAIRS**

Mrs. Maria Dunbar

Mrs. Sharon Thomas

## **GOAL CHAIRS**

Dr. Danny Papa

Mrs. Heather Rowens

Mr. Derek Sica

Mrs. Paula Langner

Mr. Kevin Lipton

Mrs. Kim Moss

Mr. Christopher Hiben

Mr. Robert Tiedemann

## **DISTRICT MISSION**

The district will be a leader in academic excellence while developing healthy, well rounded, resourceful students who are positive, contributing members of the local and global community.

## **DISTRICT VISION**

We strive to foster academic excellence by engaging students in meaningful learning experiences that meet the highest educational standards, while supporting every learning style- in a caring, inclusive, and collaborative learning environment, supported by the greater community.

# Goal 1:



ALL STUDENTS  
WILL  
DEMONSTRATE  
GROWTH IN  
THEIR  
ACADEMIC  
PERFORMANCE





# GOAL 1

## INDICATOR 1

### MAINTAIN HIGH STANDARD OF STUDENT ATTENDANCE RATES

Maintain county and state averages.

Maintain a district measure of 90% or higher.

Implement attendance recovery programs for  
chronic absenteeism.

Include incentive based reward programs.






# GOAL 1

## INDICATOR 2

INCREASE STUDENT PERFORMANCE  
IN ELA & MATH SKILLS

Implement Math Workshop K-5

Establish evidence based universal screening  
and progress monitoring in RTI model for  
grades K-5



Integrate STEM & literacy across content areas  
through the use of interdisciplinary instructional  
practices



# GOAL 1

## INDICATOR 2

INCREASE STUDENT PERFORMANCE  
IN ELA & MATH SKILLS

Assess and monitor fluency of math facts, to be outlined in our district curriculum

Integrate best practices for writing across content areas which will be supported through professional development and assessed through curriculum based writing

Increase percentage of students achieving proficiency on NJSLA



# GOAL 1

## INDICATOR 3

### INCREASE THE NUMBER OF STUDENTS WHO HAVE A POST-GRADUATION PLAN

Promote all district-wide programs, including the transition between grades, JTHS Academies, AP programs, Honors courses, 18-21 transition program, & career pathways

Start post-graduation conversations as early as 8th Grade

Include parent and student outreach opportunities for the following: transitioning opportunities, financial aid, inviting graduates back, admissions process, apprenticeship, military, and college fairs

Create, establish, and define "Portrait of a Jefferson Graduate"



# GOAL 1

## INDICATOR 4

### INCREASE STUDENT PERFORMANCES ON ASSESSMENTS

Increase percentage of students achieving proficiency on NJSLA, AP, SAT, compared to internal assessment data over a three year span and State norms



Increase percentage of students achieving high honor roll & honor roll in the Middle School and High School

Implement attendance recovery programs for chronic absenteeism.

# Goal 2:



STUDENTS WILL  
EXHIBIT HEALTHY,  
WELL-ROUNDED  
BEHAVIORS IN A  
CARING,  
INCLUSIVE, AND  
COLLABORATIVE  
LEARNING  
ENVIRONMENT



# GOAL 2



## INDICATOR 1

INCREASED PARTICIPATION IN ACTIVITIES  
OUTSIDE OF THE CLASSROOM, SUCH AS  
CLUBS AND ATHLETICS

Promote through social media & school websites. All current clubs, activities, athletics that are offered after school as well as through the recreation department at each grade level

Increase overall enrollment in K-12 clubs and athletics by 5%

Establish new clubs and activities based on student interest and teacher talent



# GOAL 2

# INDICATOR 2



## INCREASED UNDERSTANDING OF SEL STRATEGIES

- Implement comprehensive Character Education program  
K-12 SEL program
- Schedule a minimum of 2 guest speakers annually geared to SEL via Comprehensive Health and PE K-12 courses.
- Establish Mindfulness-Wellness Lab: a place in the building for students to retreat and unwind
- Increase professional development annually by at least 2 hours of training in the area of integrating SEL components in the classroom setting K-12



# GOAL 2

## INDICATOR 3

### INCREASE APPLICATION OF RESTORATIVE PRACTICES

Establish common language regarding restorative practices

Train administration, CST, and school counselors in restorative practices

School climate and culture committees review discipline reports to plan programs designed to decrease school incidents by 5%

Conduct parent workshops to educate the community on restorative practices

# GOAL 2



## INDICATOR 4

### HAVE A BETTER UNDERSTANDING OF CONFLICT RESOLUTION STRATEGIES

Establish a common language regarding conflict resolution strategies

Train administration, CST, and school counselors in conflict resolution strategies

School climate & culture committees review discipline reports to plan programs designed to decrease peer conflicts by 5%

Conduct parent workshops to educate the extension of conflict resolution strategies outside of school



# GOAL 2

## INDICATOR 5

INCREASE IN STUDENT AND STAFF POSITIVE PERCEPTIONS OF SCHOOL SAFETY & CLIMATE

School culture teams will develop a "Portrait of a Falcon" & create a bulleted list of characteristics to inspire and motivate student population.

Establish student & staff members of the month K-12



Celebrate & award Honor Roll, SOM, staff member of the month,

Celebrate student/teacher accomplishments & promote via social media platforms of district, respective schools, and BOE meetings.

# Goal 3:



STUDENTS WILL  
BE POSITIVE  
CONTRIBUTING  
MEMBERS OF  
LOCAL AND  
GLOBAL  
COMMUNITIES





# GOAL 3

## INDICATOR 1

### INCREASED PARTICIPATION IN COMMUNITY SERVICE OPPORTUNITIES BOTH IN SCHOOL AND THE GREATER COMMUNITY

Elementary teachers will teach students how to create a Google doc and folder. Students will maintain through the Jefferson education years. All community service hours will be logged.

Develop a community liaison to find and distribute service opportunities to the schools.

Distribute opportunities through Virtual Backpack and Blackboard Connect

# GOAL 3

## INDICATOR 1

### INCREASED PARTICIPATION IN COMMUNITY SERVICE OPPORTUNITIES BOTH IN SCHOOL AND THE GREATER COMMUNITY

All schools will hold at least three grade  
appropriate service night activities

Sports teams will lead a youth practice once per  
season

All clubs must hold one community service activity

Invite senior citizens in to our school performances



# GOAL 3

## INDICATOR 2

### INCREASED ATTENDANCE AND PARTICIPATION AT SCHOOL FUNCTIONS

During announcements in the mornings, students are reminded of upcoming events.

Activities will be posted online within the school website and school social media account

Activities are announced in other buildings so students know when events are so they can participate and support other students.





# GOAL 3

# INDICATOR 3

## INCREASED PARTICIPATION IN CIVIC ENGAGEMENT

Mandatory for student council and HS class officers to annually attend a BOE, a JTEF meeting, and a town council meeting.

Mandatory for students to present projects to BOE, JTEF, Town Council

7th grade and 10th SS classes required to go to one meeting and complete appropriate assignment,






# GOAL 3

## INDICATOR 3

### INCREASED PARTICIPATION IN CIVIC ENGAGEMENT

Establish student councils EDPs at  
elementary schools



Morris County Board of Elections will be invited in to increase high school's 18 year old's voter registration.

# GOAL 3

## INDICATOR 4



### INCREASE EFFORTS FOR GLOBAL OUTREACH

Service EDPs will choose an international/global organization to support.

Elementary Schools will create appropriate EDPs and will choose an international/global organization to support.

A minimum of 3 times a year, the EDP service organizations will coordinate an outreach program with the organization.



# GOAL 3

## INDICATOR 5

INCREASE THE INTERACTION BETWEEN  
HIGH SCHOOL STUDENT COUNCIL AND  
THE STUDENT COUNCILS OF OTHER  
DISTRICTS ACROSS NEW JERSEY

High School and Middle School student councils  
join regional and state student councils.

High School student council joins national student  
councils

Organize and/or attend virtual or in-person  
meetings with other councils at least twice a year.

# Goal 4:



THE DISTRICT WILL  
ESTABLISH AND  
MAINTAIN  
POSITIVE  
COMMUNICATION  
WITHIN THE  
COMMUNITY TO  
RECOGNIZE OUR  
ACHIEVEMENTS  
AND PROMOTE  
FALCON PRIDE





# GOAL 4

## INDICATOR 1 INVITATION TO GENERAL COMMUNITY MEMBERS TO PARTICIPATE IN OUR CHORUS OR BAND CONCERTS TO SENIOR CENTERS

All relevant events will be announced via various means listed here: municipal marquee, school marquee, social media, Jefferson Rec, contacts at senior centers on both sides of town, municipal website, Police Department

Students (3-12) will make handwritten invitations for Jefferson Township senior citizens

# GOAL 4

## INDICATOR 2

### INCREASED OPPORTUNITIES FOR COMMUNITY INVOLVEMENT THROUGH GRANT OPPORTUNITIES

Research districts that utilize grant writers to  
learn best practices

Create a grant writing position, either through  
a stipend or via commission based  
freelancing

Show faculty how to utilize donors choose  
and Amazon wish lists



# GOAL 4

## INDICATOR 3

### INCREASE DISTRICT VISIBILITY AND BRAND RECOGNITION

Creation of a centralized falcon logo merchandise hub, easily accessible on the district homepage

Make falcon merchandise available at every Back to School Night.

Streamline the district calendar and create a community calendar, combining JTPS and town events.





# GOAL 4

## INDICATOR 3

### INCREASE DISTRICT VISIBILITY AND BRAND RECOGNITION

Distribute the Falcon Flyer to the entire community (in addition to the school email list).

Require staff to use a common signature template (follow @...)

Create, maintain, and promote list of all social media outlets with owners next to each site.





# GOAL 4

## INDICATOR 4

### ENGAGE COMMUNITY PARTNERS TO ADVERTISE AND PROMOTE ACHIEVEMENTS AND ACTIVITIES

Make one, easy to find link on the district landing page that showcases all district good news. Partner businesses can go here to find information to post in their establishments.

Find local businesses willing to showcase achievements of our students, teams etc. in their establishments.

