

**Andover Regional School District**  
**2021-2022 District Goals Action Plan**  
**(BOE Approved 11-22-21)**



**DISTRICT GOAL #1: Student Achievement - To increase student academic performance in the classroom by making data driven decisions when developing best teaching practices and instructional programs and incorporating these practices and programs with fidelity.**

Major Activities	Individuals Responsible	Resources	Constraints	Timelines	Indicators of Success
Curricula Revisions	Supervisor of Curriculum & Instruction Content Area Selected Teaching Staff Tri-District Counterparts Board of Education	NJSLS 2020 Tri-District Curriculum Team	Time Money Substitute Shortage	Physical Education (November-February)  Social Studies (January-March)  LPS 21st Century Ongoing	Completed Curriculum
Start Strong Testing Analysis	Grade 4-8 ELA and Math Teachers Principals	Start Strong Reports Presentation	Late roll out of state provided reports	September October	Reports

	<b>Supervisor of Curriculum and Instruction</b>	<b>Explaining How to Utilize the Reports</b>			
<b>Collaborative Meetings Focused on Data Based Decisions</b>	<b>Superintendent Administrative Team Classroom Teachers Support Staff</b>	<b>State and local benchmark data Curricular Materials/Programs Prepared Presentations</b>	<b>Time</b>	<b>Throughout the year</b>	<b>PLC meetings In-Service Days Grade Level Team Meetings</b>
<b>Guided Reading Focus (FMB)</b>	<b>Grade K-4 ELA Teachers Principals Supervisor of Curriculum and Instruction</b>	<b>Online Resources/Team Discussions/Teacher PD Offerings</b>	<b>Time/Increased Responsibilities</b>	<b>Throughout the year</b>	<b>Teacher Feedback and Evaluation /Student Academic Performance and Engagement</b>
<b>New Programming for RTI Student Support (Amplify Reading /iReady Reading/Math)</b>	<b>Grade K-8 Teachers Principals Supervisor of Curriculum and Instruction</b>	<b>Online Resources/Team Discussions/Data Reports</b>	<b>Time</b>	<b>Throughout the year</b>	<b>Team Meetings/Data Reports/</b>
<b>Differentiated Instruction Focus (LPS)</b>	<b>Grade 5-8 All Subjects Teachers Principal Supervisor of Curriculum and Instruction</b>	<b>Online Resources/Team Discussions/Teacher PD Offerings</b>	<b>Time/Increased Responsibilities</b>	<b>Throughout the year</b>	<b>Teacher Feedback and Evaluation /Student Academic Performance and Engagement</b>

**DISTRICT GOAL #2: Health & Wellness/Safety & Security - To provide a positive, safe and secure learning environment where students enjoy the learning process, respect the differences in others, are inspired to come to school each day, remain physically and emotionally healthy, and are able to maximize their intellectual abilities.**

<b>Major Activities</b>	<b>Individuals Responsible</b>	<b>Resources</b>	<b>Constraints</b>	<b>Timelines</b>	<b>Indicators of Success</b>
<b>Survey to families prior to the start of school to assess mental health needs.</b>	<b>School Counselors School Psychologist School Social Worker</b>	<b>Online surveys</b>	<b>Time Lack of Participation in Survey</b>	<b>September 2021</b>	<b># of participants</b>
<b>Student check-ins at the start of school on results of mental health survey.</b>	<b>School Counselors School Psychologist School Social Worker</b>	<b>In person Mental Health Team Check ins Risk Assessments Mental Health Team Spreadsheet</b>	<b>Time</b>	<b>Throughout the year</b>	<b># of students served Ongoing individualized based on need</b>
<b>Ongoing Mental Health Professional Develop for Staff</b>	<b>School Counselors School Psychologist School Social Worker</b>	<b>School Counselors School Psychologist School Social Worker</b>	<b>Time</b>	<b>Throughout the year</b>	<b>Increase in staff mental health Shared Resources</b>
<b>Ongoing Mental Health Professional Develop for Parents</b>	<b>School Counselors School Psychologist School Social Worker</b>	<b>School Counselors School Psychologist School Social Worker</b>	<b>Time</b>	<b>Throughout the year</b>	<b>Ongoing attendance at PD opportunities</b>
<b>Ongoing SEL assessments of student need</b>	<b>School Counselors Psychologist School Social Worker Teachers</b>	<b>School Counselors School Psychologist School Social Worker</b>	<b>Time</b>	<b>Throughout the year</b>	<b>Increase in staff mental health Shared Resources</b>
<b>Collaborate with Outside Agencies for Mental Health - Risk Assessments</b>	<b>School Counselors CST Team members CST Team Supervisor</b>	<b>School Counselors School Psychologist School Social Worker Outside Mental</b>	<b>Time Monetary Constraints</b>	<b>On going</b>	<b>Meeting individual needs of students, staff and families</b>

		Health Agencies			
Implementation of New Character Ed Program (Second Step)	School Counselors Educators	School Counselors Second Step Materials	Time	2021-2022 SY	Guidance Referrals Meeting Calendars
SEL Lunch Bunch Initiative/In-School Support Groups	School Counselors	Second Step Materials	None	2021-2022 SY	Guidance Referrals Meeting Calendars
Center for Prevention Student Programming (Mental Health Grant)	Supervisor of Curriculum and Instruction Principals School Counselors	Center for Prevention Staff	None	2021-2022 SY	Center for Prevention Surveys
Creation of Inclusivity Club at LPS	School Counselor	Materials from specified trainings	None	2021-2022 SY	Meeting Schedule
Inclusivity Training for Staff	School Counselor LPS Principal Supervisor of CIA	PowerPoint	None	October	Staff Feedback

**DISTRICT GOAL #3: Community Engagement - To increase communication, share district success, and offer forums to engage our school community that will foster a high level of confidence and involvement in our schools.**

Major Activities	Individuals Responsible	Resources	Constraints	Timelines	Indicators of Success
Maintain and Maximize Use of School District Website	Administration/Technology Department	Technology Department	Technical issues Time	Ongoing	Website

<b>Effective Use of Genesis Email and School Messenger Communication Systems.</b>	<b>School Administration</b>	<b>Genesis School Messenger</b>	<b>Technical issues</b>	<b>Ongoing</b>	<b>Communication / Feedback from community</b>
<b>Principal Newsletters/ Superintendent Communications</b>	<b>Superintendent/ Principals</b>	<b>District Technology</b>	<b>None</b>	<b>Ongoing</b>	<b>Newsletters/ Communications</b>
<b>Administration Maintains a Visible Presence in Schools and at School Events</b>	<b>Superintendent/Principals/Supervisors</b>	<b>None</b>	<b>Time</b>	<b>Ongoing</b>	<b>Communication / Feedback from community</b>
<b>Conduct Two Superintendent Community Discussions at PTA Meetings</b>	<b>Superintendent</b>	<b>PTA</b>	<b>Community Participation</b>	<b>November, 2021 March, 2022</b>	<b>Community Attendance / Topics Discussed / Minutes</b>
<b>BOE Committee Reports</b>	<b>BOE Members</b>	<b>Committee meetings BOE Presentations</b>	<b>None</b>	<b>Monthly</b>	<b>Committee Reports / Minutes &amp; BOE Transparency</b>
<b>Tri-District Consortium Participation</b>	<b>Superintendent/BA/BOE President/Tr-District Committees</b>	<b>None</b>	<b>Time</b>	<b>October, 2021 January, 2022 May, 2022</b>	<b>Attendance/Minutes</b>

**DISTRICT GOAL #4: Finance - To develop a fiscally responsible 2022-2023 School Budget, that will meet the educational needs of our school district, without utilizing funds from surplus.**

Major Activities	Individuals Responsible	Resources	Constraints	Timelines	Indicators of Success
Tuition for Newton	Sylvester	Newton BA	# of students	December 15	Tuition Rate Review
Tuition for Students Received in District	Sylvester/Ross	CST team OOD BA's	# of students/properly budgeted personnel	Ongoing	Tuition Rate Review Certified DOE Tuition
Budget Process Timeline	Sylvester/ Administration	State Guidelines	State Aid Figures- Tuition in Newton- Transportation- OOD Students	November 2021- April 2022	To build a financially stable budget that includes multi-level justification process
Expenditures	Administration	Budget Detail/Quotes	Purchasing Regulations	November-April 2020-2022	To obtain the lowest price on supplies & services
Budget Cuts	Sylvester	NJDOE- guidance from State, County, etc.	Loss in State Aid continues	November 2020-June 2021	To develop a fiscally responsible budget with the anticipated State Aid Loss
Personnel	Administration	Position Control Roster (PCR)	Needs of students drives the number of personnel needed	December 2021	To review and ensure proper personnel is in place to support student achievement
Transportation	Kristiansen/ Sylvester	First Student/ Stocker Bus/ Sussex Co-op	Limited Bus Drivers	December 2021	Review bus routes and stops to ensure safe and effective

					<b>bus routes for students</b>
<b>Out of District Students</b>	<b>Sylvester/Ross</b>	<b>IEP's</b>	<b>Needs of students</b>	<b>January 2021</b>	<b>To ensure all OOD students are in the proper placement</b>