

**Andover Regional School District**  
**2022-2023 District Goals Action Plan**  
**(BOE Approved 10-19-22)**



**District Goal #1: Student Achievement - To increase student academic performance and engagement in our classrooms by providing quality feedback to teachers/staff and utilizing valuable data points as a baseline for decision making and lesson planning.**

Major Activities	Individuals Responsible	Resources	Constraints	Timelines	Indicators of Success
Start Strong and NJSLA Testing Analysis	Grade 3-8 ELA and Math Teachers Middle School Science Teachers Principals Supervisor of Curriculum and Instruction	NJSLA Reports Start Strong Reports Board Presentation Explaining How to Utilize the Reports	Time	September October	Data Folders Completed Analysis Paperwork Board Presentation
Collaborative Meetings Focused on Data Based Decisions	Superintendent Administrative Team Classroom Teachers Support Staff	State and local benchmark data Curricular Materials/Programs Prepared Presentations Data Warehouse	Time	2022-2023 SY	PLC meetings In-Service Days Grade Level Team Meetings

		<b>Data Sheets</b>			
<b>Preparation for the Roll-Out of the New ELA standards</b>	<b>Supervisor of Curriculum and Instruction Building Principals Teachers</b>	<b>NJDOE County Curriculum Consortium Sussex County Ed Rep Standards Draft</b>	<b>Time/we do not have a roll out date or an implementation date yet</b>	<b>TBD</b>	<b>A Curriculum Writing Plan once timelines are shared by the state</b>
<b>Reviewing the I&amp;RS Student Intervention Process (FMB)</b>	<b>Teachers Principal Interventionists Supervisor of Curriculum and Instruction</b>	<b>Online Resources/Team Discussions/Procedure and Material Review</b>	<b>None</b>	<b>2022-2023 SY</b>	<b>Staff/family feedback/Success of Interventions</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>2022-2023 SY</b>	<b>Teacher Feedback and Evaluation /Student Academic Performance and Engagement</b>
<b>Pilot/train on the latest Danielson teacher evaluation tool</b>	<b>Superintendent Administrative Team Classroom Teachers</b>	<b>Danielson Trainers</b>	<b>None</b>	<b>2022-2023 SY</b>	<b>Successful Transition for the 2023-2024 school year</b>

**DISTRICT GOAL #2: Health & Wellness/Safety & Security - To provide a positive, safe and secure learning environment where students enjoy the learning process, feel connected to staff members and each other, gain academic, social, and emotional support, and reach their full potential based on each of our students as individuals.**

<b>Major Activities</b>	<b>Individuals</b>	<b>Resources</b>	<b>Constraints</b>	<b>Timelines</b>	<b>Indicators of</b>
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	Responsible				Success
Ongoing Mental Health Professional Develop for Staff	School Counselors School Psychologist School Social Worker	School Counselors School Psychologist School Social Worker	Time	2022-2023 SY	Increase in staff mental health Shared Resources
Ongoing SEL assessments of student need	School Counselors Psychologist School Social Worker Teachers	School Counselors School Psychologist School Social Worker	Time	2022-2023 SY	Increase in staff mental health Shared Resources
Collaborate with Outside Agencies for Mental Health - Risk Assessments	School Counselors CST Team members CST Team Supervisor	School Counselors School Psychologist School Social Worker Outside Mental Health Agencies	Time Monetary Constraints	Ongoing	Meeting individual needs of students, staff and families
SEL Lunch Bunch In-School Support Groups	School Counselors	Second Step Materials	None	2022-2023 SY	Guidance Referrals Meeting Calendars
Center for Prevention Student Programming (Mental Health Grant)	Principals School Counselors	Center for Prevention Staff	None	2022-2023 SY	Staff/Family Feedback
Creation of Inclusivity Club at LPS	School Counselor	Materials from specified trainings	None	2022-2023 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 share district success and offer opportunities to engage our school community with our academic programs and extracurricular activities that will foster a high level of confidence in the Andover Regional School District.**

<b>Major Activities</b>	<b>Individuals Responsible</b>	<b>Resources</b>	<b>Constraints</b>	<b>Timelines</b>	<b>Indicators of Success</b>
<b>Maintain and Maximize Use of School District Website</b>	<b>Administration/Technology Department</b>	<b>Technology Department</b>	<b>Technical issues Time</b>	<b>Ongoing</b>	<b>Website</b>
<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, 2022 March, 2023</b>	<b>Community Attendance / Topics Discussed / Minutes</b>
<b>BOE Committee Reports</b>	<b>BOE Members</b>	<b>Committee meetings BOE</b>	<b>None</b>	<b>Monthly</b>	<b>Committee Reports / Minutes &amp; BOE Transparency</b>

		<b>Presentations</b>			
<b>Tri-District Consortium Participation</b>	<b>Superintendent/BA/BOE President/Tr-District Committees</b>	<b>None</b>	<b>Time</b>	<b>November, 2022 January, 2023 April, 2023</b>	<b>Attendance/Minutes</b>

**DISTRICT GOAL #4: Finance - To develop a fiscally responsible 2023-2024 School Budget, that will meet the educational needs of our school district.**

<b>Major Activities</b>	<b>Individuals Responsible</b>	<b>Resources</b>	<b>Constraints</b>	<b>Timelines</b>	<b>Indicators of Success</b>
<b>Tuition for Newton</b>	<b>Sylvester</b>	<b>Newton BA</b>	<b># of students</b>	<b>December 15</b>	<b>Tuition Rate Review</b>
<b>Tuition for Students Received in District</b>	<b>Sylvester/Ross</b>	<b>CST team OOD BA's</b>	<b># of students/properly budgeted personnel</b>	<b>Ongoing</b>	<b>Tuition Rate Review Certified DOE Tuition</b>
<b>Budget Process Timeline</b>	<b>Sylvester/ Administration</b>	<b>State Guidelines</b>	<b>State Aid Figures- Tuition in Newton- Transportation- OOD Students</b>	<b>November 2022- April 2023</b>	<b>To build a financially stable budget that includes multi-level justification process</b>
<b>Expenditures</b>	<b>Administration</b>	<b>Budget Detail/Quotes</b>	<b>Purchasing Regulations</b>	<b>November-April 2022-2023</b>	<b>To obtain the lowest price on supplies &amp; services</b>
<b>Budget Cuts</b>	<b>Sylvester</b>	<b>NJDOE- guidance from State, County, etc.</b>	<b>Loss in State Aid continues- Bus costs increase- Health Benefits increase</b>	<b>November 2022-June 2023</b>	<b>To develop a fiscally responsible budget with the anticipated State Aid Loss</b>

<b>Personnel</b>	<b>Administration</b>	<b>Position Control Roster (PCR)</b>	<b>Needs of students drives the number of personnel needed</b>	<b>December 2022</b>	<b>To review and ensure proper personnel is in place to support student achievement</b>
<b>Transportation</b>	<b>Kristiansen/ Sylvester</b>	<b>First Student/ Stocker Bus/ Sussex Co-op</b>	<b>Limited Bus Drivers- Increased busing costs</b>	<b>December 2022</b>	<b>Review bus routes and stops to ensure safe and effective 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 2022</b>	<b>To ensure all OOD students are in the proper placement</b>
<b>Healthcare Costs</b>	<b>Sylvester</b>	<b>State- Insurance Broker</b>	<b>Claims Experience</b>	<b>Ongoing</b>	<b>See if we are available to move to a private plan at a lesser cost but equal to or better than plan.</b>