



West Milford Township Public Schools

Strategic Plan Action Plan Update

Year 2 Mid-Year Report
February 20, 2024

PRESENTERS:

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Strategic Plan Action Plan

Goal Area: Global Learning / Academics

Goal1: To continue using a differential approach in all academic areas

1. Increase staff capacity for the use of instructional practices that address the needs of all learners, through the provision of meaningful professional development
2. Expand the use of data analysis and data-based decision-making to inform instruction
3. Improve academic outcomes for all students including increasing local, state and other formal assessment scores
4. Continue to review and revise and implement curriculum to ensure rigor and alignment to state and national standards
5. Encourage opportunities to increase student self-confidence, thirst for knowledge, and self-worth

Strategic Plan Action Plan Design (Example)

Strategic Plan Action Items Year 2 2023-2024	Explore	Plan	Create	Implement	Monitor	Analyze	Evaluate	Lead on Task	Human and Fiscal Resources	Outcomes as Indicators of Success	Current Status
1.1.A Instructional Professional Development & Program - Mathematics											
1.1.A.1 Continue to provide the professional development to enhance implementation of best practice pedagogy and delivery of instruction in the area of Mathematics K-5					X			Director of Education, K-5 Principals	Elementary & Secondary School Emergency Relief Fund (ESSER)	1. Walkthrough Data 2. Staff attendance data from Conquer Math sessions in Gr. K, 2, 5 yr 1 and 3, 4 in yr 2 3. Observations for Year 2 Implementers	Ongoing - As of February 2024 Training sessions with Nancy Shultz will continue into late spring. Additionally, Great Minds will provide final Eureka Math(2) training throughout the month of March as well as providing school-based coaching session to all schools.

Highlights Under Goal 1.1.A Mathematics

1.1.A.1 – Training sessions with Nancy Schultz continue. Great Minds will provide final Eureka Math (2) training and school-based coaching at all elementary schools. (Monitor)

1.1.A.1a - The Eureka Math(2) program is being fully implemented in Grades K-5 (Implement)

1.1.A.1b - iReady is being fully implemented in elementary and middle school and data analysis of Fall and Winter data is underway. (Implement)

1.1.A.2 – Professional development with Nancy Schultz continues in Grades 6-12. Articulation between middle and high school math teachers is planned by STEM Supervisor. (Implement)

Highlights Under Goal 1.1.B

English Language Arts

1.1.B.1 – District Literacy Committee plans for professional development to enhance best practices ; meeting held 2/20/2024 (Explore)

1.1.B.2 – Evaluate potential new ELA materials; meeting held 2/20/2024 (Evaluate)

1.1.B.2a – iReady diagnostic and My Path fully implemented in elementary and middle school. Data comparison is underway for ELA (Implement)

Highlights Under Data to Inform Instruction and Assessment Scores

1.2.A.1 & 1.2.A.2 – Utilize student performance data to identify areas in need of growth; iReady data discussed with representatives from Curriculum Associates 2/20/2024. My Path will be updated for individual students. (Implement)

1.3.A.1 – data comparison between Spring NJSLA and Fall diagnostic data and Fall and Winter diagnostic data is complete. Progress monitoring continues. (Monitor)

1.3.A.2 – Review of performance data (NJGPA, AP, SAT, ACT, etc) using LinkIt! Navigator reports. Professional development is ongoing (Monitor)

Highlights Under Academic Improvements

1.3.B.1 – Collaboration between K-5 and 6-8 counselors is planned for March PD. Humanities and STEM Supervisors collaborating with Director of Education to ensure uniformity regarding course placement from grades 5 into 6. (Implement)

1.3.B.2a – 6-8 staff are working to partition the existing final exam into quarterly components. Meeting held on 2/20/2024. (Plan & Implement)

1.3.B.3 – STEM Supervisor hired October 2023 (Implement)

Highlights Under Academic Rigor

1.4.A.1 – WMHS Program of Studies has been updated to reflect school and department goals. (Evaluate)

1.4.A.1a – WMHS Academic Success Committee continues to meet to review and analyze school ranking data, and to explore and plan for academic improvement. Meetings held to date on 9/22, 10/9, 11/6 & 15 2023 and 2/8 & 20/ 2024. (Implement)

1.4.A.2 – Adjustments are being made to middle school math track to reflect a greater emphasis on pre-requisite learning. (Analyze)

1.4.A.3a - Professional development for secondary Math teachers to ensure consistency of Algebra 1 & Geometry instruction. Conquer Math and NCTM workshops scheduled. (Implement)

Strategic Plan Action Plan

Goal Area: Hometown Pride

Goal 2: To increase a sense of pride and unity across all schools in the district.

Objectives:

1. Develop consistent branding across all schools
2. Upgrade technology to create greater awareness of township events using a variety of technology apps and tools.
3. Empower individuals to impact their community through volunteerism / mentorships
4. Increase student interaction with alumni to facilitate transition from school to community / workforce.
5. Continue the process for recognition as a District of Character

Highlights Under District Branding

2.1.A.1a – Create a branding strategy for the District;

- District Newsletter released November 2023. Future issues February, April & June 2024. (Implement)
- Resources identified such as the Communications E-Kit for Superintendents (NSPR), School Branding Guide Constant Contact, etc. (Explore)
- Branding Plan to be released Winter/Spring 2024 (Plan)

Highlights Under Technology & District of Character

2.2.A.2a – Continue to upgrade the District website; New Superintendent Search webpage updates ongoing. (Implement)

2.5.A.1 – Marshall Hill School and West Milford High School named NJ Schools of Character January 2024. (Implement)

2.5.A.2 – Each school will reapply as Schools of Character as expiration dates approach. (Plan)

Strategic Plan Action Plan

Goal Area: Facilities & Operations

Goal 3: To maintain and update district facilities, fostering a safe and secure learning environment in and out of the classroom.

Objectives:

1. Provide multi-level / use turf field for school and community use.
2. Upgrade and maintain district technology opportunities.
3. Provide modern, safe, secure and aesthetically pleasing facilities.
4. Continue investigating modernization of buildings for future.

Highlights Under Turf Field & Technology Upgrades

3.1.A.1a – Feasibility of installing artificial turf field to be used by schools and community; Township exploring funding sources, including grant opportunities for lighting. (Evaluate)

3.2.A.1a – Implement standardized technology requirements at each grade level/subject. Plan discussed with the Technology Committee on 2/20/2024. (Implement)

3.2.A.2a – Budget planning for continuance of 1-to-1 Chromebook program K-12. (Implement)

3.2.A.3a – Budget planning for continuance of staff laptop program. (Implement)

3.2.A.4a – Working with E-Rate consultant to maintain and monitor a sustainable Technology plan. (Implement)

3.2.A.5 – 3-5 year District Technology Plan to be prepared Spring 2024 (Create)

Highlights Under HVAC, Facility Upgrades & Hillcrest Property

3.3.A.1 – Final stages of HVAC installation being completed by contractor under the supervision of Supervisor of Buildings & Grounds. (Implement)

3.3.A.2 – Rooftop Exhaust unit replacement ongoing (Implement)

3.3.B.1 – Asbestos floor tile removal/replacement items for 2024 complete. (Implement)

3.3.B.2 – Security panel and lockset upgrades near completion. Additional projects being investigated. (Implement)

3.3.B.3 – Athletic field maintenance under review. (Implement)

3.3.B.4 – Evaluating needs & potential improvements to fine and performing arts facilities. (Implement)

3.3.B.5 – Funding for LRF items under review. (Implement)

3.4.A.2 – Feasibility Study for Hillcrest property underway. (Implement)

Strategic Plan Action Plan

Goal Area: Well-being

Goal 4: To create a positive, inclusive and connected school environment that promotes lifelong health and well-being.

Objectives:

1. Increase opportunities for extra-curricular activities K-12 that address student needs and interests.
2. Foster individuality to create a culture of acceptance in all schools
3. Promote mental and physical wellness for students and staff.
4. Strengthen peer-to-peer relationships, and the school-home connection in order to build a more supportive school environment.

Highlights Under Co-Curricular Activities & Mental and Physical Wellness

4.1.A.1 – ESSER funding continues to support clubs and activities aimed at supporting students regarding Social Emotional Learning and encouraging confidence and a feeling of self-worth. (Create)

4.1.A.2 – Middle School intermural athletics are offered seasonally to support the whole child. Many of these offerings are athletics activities. (Plan)

4.3.A.1a & 4.3.A.2a – Staff wellness activities will be integrated into the school meeting schedule. Training in the Second Step program is ongoing, most recently 2/20/2024. (Implement & Monitor)

Highlights Under Supportive School

4.4.A.1 – Programs and practices that support students dealing with peer conflict, family changes, social emotional challenges, etc., are monitored for participation. (Implement)

4.4.A.2 – Therapy animals have been hosted at Marshall Hill, Highlander Academy & Prep, and Apshawa to date. Scheduling at other schools is in the planning stages. Communication with the Willow Stable in Warwick NY is underway to explore possibilities for Special Education programs. (Create)

4.4.A.3 – Events centered on after school mental and physical wellness opportunities are planned for Spring meeting dates and March PD Day. (Explore)

Strategic Plan Action Plan

Goal Area: Financial Stability

Goal 5: To achieve financial stability in light of State aid cuts under S2.

Objectives:

1. To stabilize District finances in an attempt to recover and rebuild capacity to support the effective and efficient operations
2. To pursue and manage alternate funding sources
3. To prioritize and reallocate funds in response to S2

Highlights Under District Finances & S2

5.1.A.1 – Spending limited as of January 2024. Purchases on an individually approved basis. (Implement)

5.1.A.2 – Enrollment figures monitored regularly for both current and future years. Widely shared with the public. (Implement)

5.3.A.1 – Needs assessment conducted. Audit complete. Successful Mid-Year Budget Review held on January 18, 2024. Budget planning sessions with all administrators complete by December 7, 2023. Budget analysis and planning for 2024-2025 ongoing. (Implement)

Highlights Under Alternative Funding

5.2.A.1 – Notice of \$405,996 in Stabilization Aid received on February 16, 2024 (Implement)

5.2.A.2 – ESSER grant report submitted on time November 2023. On target to end grant and absorb funded activities by September 2024. (Implement)

5.2.A.3 – ESEA funds; All grant activities on track. (Implement)

5.2.A.4 – Capital Projects; fully completed projects returned to funding source. Evaluation of the status of ongoing projects continues. (Implement)



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