



**North Hunterdon-Voorhees
Regional High School District**

Strategic Planning 2011

**GOAL AREA:
EDUCATIONAL EXCELLENCE**

**Final Action Plans and
Cost Benefit Analyses**

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North Hunterdon-Voorhees Regional High School District – Strategic Planning 2011

ACTION PLAN

GOAL AREA: Educational Excellence

STRATEGY: *By 2014, improve and sustain articulation with sending districts by demonstrating common curricula, common standards, and common calendar. Also, to promote the value of articulation through institutional support.*

MAJOR ACTIVITIES	STAFF	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
Development of Common District-wide calendar that incorporates all sending district schools.	BOE, Superintendents, Principals, Parents	Common meeting and discussion times.	In place 2013-2014 school year.	Completed long-term calendar
Use of common district-wide calendar to develop common planning time to create and implement common district curriculum.	BOE Superintendents, Assist. Superintendents/ Curriculum Coordinators Principals, AP's, Dept. Supervisors, Lead Teachers	Common meeting and discussion times defined on a yearly basis utilizing common calendar Budget consideration for needed common curricular resources	Spring 2012 - Development of District-wide planning teams in Math, Language Arts & Science	Meeting agendas

MAJOR ACTIVITIES	STAFF	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
<p>Use of common core standards in Mathematics, Language Arts, Social Studies, and Science to develop comprehensive K-12 district-wide curriculum.</p>	<p>BOE Superintendents, Assist. Superintendents/ Curriculum Coordinators Principals, AP's, Dept. Supervisors, Lead Teachers</p>	<p>Common Core Standards, Common meeting and discussion times, Budget consideration for needed common curricular resources</p>	<p>Spring 2012 - Development of District-wide planning teams in Math, LA & Science. Spring 2013 - Curriculum in place in preparation for first year field testing for PARCC Assessments. Spring 2014 - refinement of curriculum based on initial PARCC field testing. Spring 2015 - continued refinement of curriculum after full administration of PARCC Assessments</p>	<p>Curriculum K-12 Mathematics, Language Arts and Science. Participate in PARCC Field Testing District Wide. Updated curriculum based on results of PARCC Field Test. Results of PARCC Assessments</p>

ACTION PLAN TEAM COST - BENEFIT ANALYSIS

GOAL: Increase educational excellence.

STRATEGY: *By 2014, improve and sustain articulation with sending districts by demonstrating common curricula, common standards, and common calendar. Also, to promote the value of articulation through institutional support.*

ACTION PLAN:

1. Development of Common District-wide calendar that incorporates all sending district schools.
2. Use of common district-wide calendar to develop common planning time to create and implement common district curriculum.
3. Use of common core standards in Mathematics, Language Arts and Science to develop comprehensive K-12 district-wide curriculum.

Tangible Benefits	Intangible Benefits
<ul style="list-style-type: none"> 1 Common school calendar 1 Unified transportation system 2,3 Improved communication between schools and staffs. 3 Reduced cost of curricular materials. 2,3 Reduction in the number of mandated state trainings. 2,3 Common instruction for all students. 	<ul style="list-style-type: none"> 1. Increased sense of community
Tangible Costs	Intangible Costs
<ul style="list-style-type: none"> 2,3 Cost of common curricular materials. 2,3 Cost of increased staff development to develop and implement common curriculum. 2,3 Planning time 	<ul style="list-style-type: none"> 1,2 Public relations efforts 1,2 Contract negotiations and amendments

North Hunterdon-Voorhees Regional High School District – Strategic Planning 2011

ACTION PLAN

GOAL AREA: Educational excellence

STRATEGY: *By 2014, expand opportunities for collaboration of intra- and inter-departments and schools. Also, standardize new teacher development between high schools.*

MAJOR ACTIVITIES	STAFF	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
Offer an SOS (Support on Site) new teacher program at both schools throughout the year.	Teachers and their mentors	Survey of new teachers; NJEA	Start during 2012-2013 school year	Agendas and minutes from meetings; less teacher turnover
Have an administrator/supervisor run a practical new teacher program at both schools throughout the year.	Administrators and supervisors	Survey of new teachers; administrators	Start during 2012-2013 school year	Agendas and minutes from meetings; less teacher turnover
Develop a statement that lists the benefits of the sending districts having the same calendar as NH-V.	Professional development committee and administrators	Current calendars; regional districts with everyone on the same calendar	Start of 2012-2013 school year	Completed statement
Encourage sending districts to have the same calendar so that we can have professional development opportunities with the sending districts (to share costs and have similar trainings).	Superintendents	Current calendars; districts that have shared PD sessions	Superintendents discuss during 2012-2013 school year	Similar school calendars and shared PD opportunities
Have modified inter-departmental meetings during the school year (during regular department meetings and PD days).	Administrators, supervisors, and teachers	Survey of teachers and supervisors	Start during 2013-2014 school year	Agendas and minutes from meetings
Expand PD offerings at cafeteria days.	Teachers and supervisors	Survey of teachers and supervisors of PD needs	2012-2013 school year	Course offerings at cafeteria days

ACTION PLAN TEAM COST - BENEFIT ANALYSIS

GOAL: To increase educational excellence.

STRATEGY: *By 2014, expand opportunities for collaboration of intra- and inter-departments and schools. Also, standardize new teacher development between high schools.*

ACTION PLAN:

1. Offer an SOS (Support on Site) new teacher program at both schools throughout the year.
2. Have an administrator/supervisor-run a practical new teacher program at both schools throughout the year.
3. Develop a statement that lists the benefits of the sending districts having the same calendar as NH-V.
4. Encourage sending districts to have the same calendar so that we can have professional development opportunities with the sending districts (to share costs and have similar trainings).
5. Have modified inter-departmental meetings during the school year (during regular department meetings and PD days).
6. Expand PD offerings at cafeteria days.

Tangible Benefits	Intangible Benefits
1, 2 New teachers will remain in the district	1, 2, New teachers will have more support
3, 4 Shared professional development opportunities for all of the sending districts	3, 4 Happiness from the community over a common calendar
5 Teachers can develop interdisciplinary projects	5 Teachers will have more of an understanding of what goes on in the other classes
Tangible Costs	Intangible Costs
1, 2, 5, 6 Professional development costs	1, 2, 5, 6 Extra hours for staff spent in meetings and preparing for the meetings
	3, 4 Possible resistance from sending districts about common calendar

North Hunterdon-Voorhees Regional High School District – Strategic Planning 2011

ACTION PLAN

GOAL AREA: Educational Excellence

STRATEGY: *By September of 2014, both Voorhees High School and North Hunterdon High School will ensure that its students are afforded the same opportunities to enroll in classes and that the curriculum in both schools is consistent.*

MAJOR ACTIVITIES	STAFF	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
Review the current offerings in both schools by department.	Department supervisors	Schedules and curriculum guides.	December 2012	Involvement of the supervisors and completed evaluation of both programs
Determine discrepancies and need of improvement.	Department supervisors	Schedules and curriculum guides	January 2013	Data based document
Research the feasibility of busing students in terms of cost and time spent.	Administrators	Transportation Department	February 2013	Create a cost analysis
Alternate elective offerings to allow for broader curriculum opportunities.	Administration, Supervisors	Course request process Course request guide	February 2013	More elective courses with higher enrollment
Research the possibility of conference learning and or distance learning. Research grant possibilities or connections through parents.	Committee of Teachers, Technology Department, Administrators and Parents	The internet Other school districts currently incorporating these techniques	May 2013	Create a cost analysis and a comparison of the positives and the negatives

MAJOR ACTIVITIES	STAFF	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
Properly train the individuals involved and create a support systems. Visit schools currently using the chosen technology .	Teachers, Technology Department, Software Company if applicable	Technology Department Community Businesses	June 2013	100 % Compliance
Alternate elective offerings to allow for broader curriculum coverage.	Supervisors, Teachers, Administration	Curriculum Guides, Master Schedule	August 2014	Variations in elective choices

Possible Software:

1. Lifesize: Experience Education in High Definition- www.lifesize.com
2. Tandberg www.tandberg.com
3. Garden State Distance Learning Consortium www.gsdlc.org
4. Echo 360 <http://echo360.com>
5. Microsoft Silverlight www.microsoft.com/SILVERLIGHT

ACTION PLAN TEAM COST - BENEFIT ANALYSIS

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ACTION PLAN:

1. Review the current offerings in both schools by department
2. Determine discrepancies and need of improvement.
3. Research the feasibility of busing students in terms of cost and time spent
4. Alternate elective offerings to allow for broader curriculum opportunities
5. Research the possibility of conference learning and or distance learning. Research grant possibilities or connections through parents
6. Properly train the individuals involved and create a support systems
7. Visit schools currently using the chosen technology
8. Alternating elective offerings to allow for broader curriculum coverage

Tangible Benefits	Intangible Benefits
1-8 All students will have access to equal educational opportunities	3-8 Voorhees will no longer be penalized in state rankings because it runs fewer AP courses, as a result of having fewer students and therefore more difficulty filling classes. 1-8 Goodwill from parents and students
Tangible Costs	Intangible Costs
3,4,8 Travel costs for teachers if courses are offered on alternating years 3,4,8 Possible costs of busing students 6,7 Teacher training 5-7 Technology and/or fees for conference or distance learning	6,7 Training hours for teachers 3-5 Need to run classes that are not completely full 1-8 Time needed in reworking the Course Selection Manual

North Hunterdon-Voorhees Regional High School District – Strategic Planning 2011

ACTION PLAN

GOAL AREA: Educational Excellence

STRATEGY: *By 2014-2015, class sizes will be reduced to reasonable levels based on educational research.*

MAJOR ACTIVITIES	STAFF	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
Gather information based on educational research regarding optimal class sizes in different curriculum areas and compare to current district class sizes.	Administrators, supervisors	Educational journals and online resources	September 2012	Information gathered
Examine the effectiveness of distance learning versus traditional classroom learning.	Technology department, administrators	Educational articles, visiting schools using online courses	September 2012	Findings about online courses
Accept and promote more Option 2, distance learning or online alternatives to traditional courses.	Supervisors, counselors and administrators	Online providers, community resources	September 2012	More students completing non-traditional courses
Recruit and hire high quality new staff with multiple certificates to allow for more flexibility with scheduling.	Administrators	Job fairs, AppliTrack	August 2013	More versatile staff, More flexibility with the master schedule
Recruit and hire special education teachers who also have general education certificates to allow for more flexibility with scheduling.	Supervisors, administrators	Job fairs, AppliTrack	August 2013	More flexibility with the master schedule
Encourage current staff to acquire additional certifications to increase scheduling flexibility.	Administrators, Board of Education, Teachers' Association	Graduate program and certification information	August 2014	More flexibility with teacher assignments

Increase the elective course minimum enrollment to 18 students to allow for reduced class size in the required academic classes.	Supervisors, administrators	Schedule request information, Staffing reports	June 2013	Improved master schedule
Teachers will be offered sixth classes to alleviate problems with overloaded classes in academic departments.	Administration, Board of Education	Master schedule, enrollment report	August 2013	Reduced number of overloaded classes

ACTION PLAN TEAM COST - BENEFIT ANALYSIS

GOAL: To increase educational excellence.

STRATEGY: *By 2014-2015, class sizes will be reduced to reasonable levels based on educational research.*

ACTION PLAN:

1. Gather information based on educational research regarding optimal class sizes in different curriculum areas and compare to current district class sizes.
2. Accept and promote more Option 2, distance learning or online alternatives to traditional courses
3. Recruit and hire high quality new staff with multiple certificates to allow for more flexibility with scheduling
4. Encourage current staff to acquire additional certifications to increase scheduling flexibility
5. Increase the elective course minimum enrollment to 18 students to allow for reduced class size in required academic classes
6. Teachers will be offered sixth classes to alleviate problems with overloaded classes in academic departments

Tangible Benefits	Intangible Benefits
1,3-6 More individual attention for students 1,3-6 Improved standardized test scores 1-6 More students taking higher-level courses 1-6 More students attending four-year colleges 1-6 More frequent communications with parents 1-6 More opportunities for collaboration and higher-level learning activities 1-6 Reduced discipline problems	1-6 Students will have more confidence and be better prepared for college 1-6 Students will feel more supported and safer in our schools 1-6 Reduced teacher burn-out 1-6 Improved teacher job satisfaction 1-6 Improved public perception
Tangible Costs	Intangible Costs
2 Cost of online tuition 3 Cost for advertising new positions 4 Funds for tuition reimbursement for coursework related to additional certification 6 Funds to pay teachers for sixth-class assignments	1 Staff hours for researching 3 Extra staff hours for planning and recruitment of new staff 6 Less time for preparation for other courses

North Hunterdon-Voorhees Regional High School District – Strategic Planning 2011

ACTION PLAN

GOAL AREA: Educational Excellence

STRATEGY: *By 2014, develop and incorporate new technologies to improve productivity and educational opportunities for both students and staff.*

MAJOR ACTIVITIES	STAFF	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
After researching affordable devices that will meet the educational needs of students and provide authoritative online alternatives to textbooks, develop a policy for distribution, and develop a budget to purchase devices that will not increase district expenditures, assign all students a mobile device to enable research and collaboration at any time.	Director of Technology, Technology Staff, District Technology Committee (DTC)	District Funds	September 2014	Successful distribution
Train teachers in the operation and pedagogy associated with the use of mobile devices in the classroom by researching best practices and successful programs for student-centered instruction and project-based learning using technology and developing a schedule of professional development classes that will enable instruction using the technology	Director of Technology, AP for Instruction, Professional Development Committee	Education Journals, Research, Scheduled Professional Development Days	August 2013	Professional Development Schedule

MAJOR ACTIVITIES	STAFF	RESOURCES	TIMELINES	INDICATORS OF SUCCESS
All educators will be trained on a continually refreshed suite of Web 2.0 tools in order to successfully infuse those tools into the curriculum to deliver and reinforce the content knowledge in each subject area, as well as require students to utilize Web 2.0 resources whenever possible as a means of completing project-based assessments in each specific discipline.	Director of Technology, DTC, Professional Development Committee, Teachers	Time, District Funds, Scheduled Professional Development Days	August 2012, and ongoing thereafter	Professional Development Days surveys, Lesson Plans
After researching email solutions and developing a policy that will allow for safe and efficient communication with teachers, the district will provide email for students and train both students and faculty on the email system in order to promote the system as the primary means of electronic communication.	Director of Technology, Professional Development Committee	Time, online resources for research of existing policies	August 2013	Training schedule and distribution of student emails

ACTION PLAN TEAM COST - BENEFIT ANALYSIS

GOAL: To increase educational excellence.

STRATEGY: *By 2014, develop and incorporate new technologies to improve productivity and educational opportunities for both students and staff.*

ACTION PLAN:

1. Assign all students a mobile device to enable research and collaboration at any time by researching affordable devices that will meet the educational needs of students and provide authoritative online alternatives to textbooks, developing a policy for distribution, and developing a budget to purchase devices that will not increase district expenditures.

2. Train teachers in the operation and pedagogy associated with the use of mobile devices in the classroom by researching best practices and successful programs for student-centered instruction and project-based learning using technology, and developing a schedule of professional development classes that will enable instruction using the technology.

3. All educators will be trained on a continually refreshed suite of Web 2.0 tools in order to successfully infuse those tools into the curriculum to deliver and reinforce the content knowledge in each subject area, as well as require students to utilize Web 2.0 resources whenever possible as a means of completing project-based assessments in each specific discipline.

4. After researching email solutions and developing a policy that will allow for safe and efficient communication with teachers, the district will provide email for students and train both students and faculty on the email system in order to promote the system as the primary means of electronic communication.

Tangible Benefits	Intangible Benefits
1 Students have access to their textbooks electronically rather than carrying around heavy textbooks.	1, 2 All students and staff will have the ability to conduct research and collaboration at any time via their individual mobile devices
2, 3 Integration of technology devices and Web 2.0 tools across disciplines	1 Utilization of existing textbook funds to defray the costs of the mobile devices
1-4 Ability of teachers to utilize current and future technologies to develop 21 st Century skills in themselves and the student population	1 – 4 Positive increase in public perception
1-4 Effective utilization of technology in the delivery of instruction	

4 Effective communication between stakeholders

1, 3, 4 Students will have increased confidence in using technology

1- 4 Closely aligned with “College and Career Readiness” standards

Tangible Costs

1 Cost of the mobile devices

1, 3, 4 Additional staffing needed to maintain the technology infrastructure

2, 3 Professional development costs to train the staff and student population on the latest technology

4 Possible cost of providing email accounts to all students (infrastructure costs)

Intangible Costs

1 – 4 Training hours for staff and students

1, 4 Creation of specific Board of Education policies to implement and oversee the use of mobile devices and email accounts for students