

Atlantic Highlands School District Strategic Plan 2020-2025



**Atlantic Highlands Elementary School
140 First Avenue
Atlantic Highlands, NJ 07716**

Facilitated by NJSBA Field Service Department

Kathy Winecoff,
Field Service Representative

Mary Ann Friedman,
Field Service Representative

Table of Contents

Acknowledgements	page 2
Strategic Planning Process	page 4
Mission Statement	page 5
Goal Areas	page 6
Goal 1: Student Success	page 6
Goal 2: Social and Emotional Wellness	page 10
Goal 3: Community Engagement/ Outreach	page 12
Goal 4: Facilities/ Finance	page 14
Appendix A: District Communication	page 17
Appendix B: State of the School Report	page 18
Appendix C: Strategic Planning Community Survey Results Synopsis	page 23
Appendix D: Mission Statement Worksheet	page 31
Appendix E: Core Beliefs Worksheet	page 32
Appendix F: Strengths and Challenges Worksheet	page 34
Appendix G: Vision and Initiatives Worksheet	page 35
Appendix H: Goals, Objectives, and Strategies Worksheet	page 36

Acknowledgements

The Atlantic Highlands School District's Strategic Planning Process, completed during the 2019-2020 academic year, could not have occurred without the support, cooperation, and dedication of the following people and groups:

Atlantic Highlands Board of Education

Alyson Denzler, President

Elisabeth Eittreim, Vice President

Deborah Appello

Conor Barnes

Erin Dougherty

Julie Mahoney

Karin Masina

Ryan Palamara

Randi Zamkotowicz

Tri-district Administration

Dr. Susan E. Compton, Superintendent

Janet Sherlock, Business Administrator

Lori Skibinski, Principal, Atlantic Highlands Elementary School

Sam Angona, Supervisor of Special Services

Christina Egan, Director of Curriculum and Instruction

New Jersey School Boards Association

Kathy Winecoff, Field Service Representative

Mary Ann Friedman, Field Service Representative

Strategic Planning Participants

Atlantic Highlands Planning Meeting Members- December 7, 2019

Dr. Susan Compton	Bonnie Knectel	Elisabeth Eittreim
Alyson Denzler	Karin Masina	Randi Zamkotowicz
Christina Egan	Jim Filoso	Janet Sherlock
Sam Angona	Julie Mahoney	Ryan Palamara
Lindsay Hensle	Maribel Alcazar	Elissa Palamara
Laxmi Grabowski	Nicole Mednis	Tania Gilpatrick
Erin Dougherty	Heather Fitch	
Karen Talerico	Lori Skibinski	

Tri-District Planning Council Members- January 11, 2020

Dr. Susan Compton	Sam Angona	Christina Brooks
Lenore Kingsmore	Randy Wilson	Jim Filoso
Denise Furda	Kevin Ilarraza	Edward Buzzanco
Diane Knox	Layla Ilarraza	Russell Karshmer
Christina Egan	Jill Karshmer	Cheryl Sawyer
Dan Layton	Holly Akers	Karin Masina
Lori Skibinski	Kim DaSilva	Alyson Denzler
Nancy Messina	Wendy Glester	Elisabeth Eittreim
Brian Rooney	Renee Johnstone	Irene Campbell
Sue Curry	Janet Sherlock	Julie Mahoney
Melissa Mohr	Shawn Feeney	Ryan Palamara
Ann Prosser	Karen Talerico	
Lisa Higgins	Gail Woods	

Strategic Planning Process

A. Educating the Board to make an informed decision:

In July 2019, Dr. Susan Compton, Tri-District Superintendent, contacted New Jersey School Boards Association Field Service Representative, Kathy Winecoff, regarding the Strategic Planning Renewal process available through the association to share with the committee.

In August 2019, Dr. Susan Compton contacted the New Jersey School Boards Association Field Service Representative, Kathy Winecoff, regarding the Strategic Planning Renewal process and set up an appointment with the Board of Education. Mrs. Winecoff met with the full Board of Education in September 2019 to provide information on the process.

The information supplied to the Board of Education included a review of the following information and requirements:

- Commitment of time and resources
- School and community level involvement
- Strategic Planning to meet the needs of the district
- The Board's role in the process
- Potential participants to be included in the process

On September 17, 2019, the Board contracted with the NJSBA for these services.

B. Strategic Plan Meetings:

On December 7, 2019, and January 11, 2020, NJSBA Field Service Representatives Kathy Winecoff and Mary Ann Friedman facilitated Strategic Planning meetings for Atlantic Highlands and the Henry Hudson Tri-District. The meetings consisted of a variety of stakeholders including: administration, staff members, students, parents & community members. The outcomes from the December 7, 2019 meeting can be found in the Appendices of this document.

C. Developing the Action Plan:

The Superintendent and Administrative Team will develop Action Plans to implement the Strategic Plan. The Action Plans will include:

1. The actions needed to accomplish goals and objectives
2. Select measures for accountability
3. Resources required
4. Timeline for implementation

D. Presentation of the Strategic Plan: The final Strategic Plan document will be presented to the Board of Education at the October 2020 Board of Education meeting.



AHES Mission & Belief Statements

***NEW* AHES Mission Statement:**

To foster a responsive, nurturing and challenging learning experience which empowers students to achieve.

We believe this mission can be fulfilled by:

- instilling in individuals that learning is a life-long process
- taking a holistic perspective to learning, emphasizing connections between social-emotional wellness, resilience, empathy and intellectual curiosity
- assuring that students are known, valued and supported in safe, inclusive and positive environment
- providing educational experiences that are innovative, equitable and individualized so students can advance in their personal educational journey
- cultivating a strong partnership between home, community and school

Strategic Planning Goal Areas

Goal Area 1: Student Success: The Atlantic Highlands school district will ensure equitable access to an excellent educational experience that promotes achievement of the New Jersey Student Learning Standards and prepares students for success in the future.

Goal Area 2: Social and Emotional Wellness: The Atlantic Highlands School District will foster a climate and culture that nurtures and supports the social and emotional wellness of staff and students.

Goal Area 3: Community Engagement/ Outreach: The Atlantic Highlands School District is committed to expanding community engagement opportunities and outreach programs.

Goal Area 4: Facilities/ Finance: The Atlantic Highlands school district will provide funding and facility improvements to enhance school safety and develop a 21st Century learning environment that supports current trends in education.

Goal Area 1: STUDENT SUCCESS

The Atlantic Highlands school district will ensure equitable access to an excellent educational experience that promotes achievement of the New Jersey Student Learning Standards and prepares students for success in the future.

ALIGNED OBJECTIVES:

1. Develop, teach and maintain a rigorous, standards-aligned curriculum.
2. Build and sustain capacity to deliver data-informed differentiated instruction.
3. Maximize student access to diverse, well-rounded educational experiences.

OBJECTIVE	STRATEGIES	TIMEFRAME	RESPONSIBLE PARTIES	EVIDENCE OF ATTAINMENT
Develop, teach and maintain a rigorous, standards-aligned curriculum	Revise and update curriculum documents in alignment with 2020 update release schedule: <ul style="list-style-type: none"> ➤ 2020-2021: Science, Visual and Performing Arts, World Languages, 21st Century Life and Careers ➤ 2021-2022: Comprehensive Health and Phys. Ed., Social Studies, Technology 	2020-2021 2021-2022	Administrators Curriculum Director Teachers	Standards-aligned curriculum documents, board agenda approval, QSAC approval
	Update and maintain the 5-year curriculum review/revision cycle, budgeting and planning accordingly	2022-2025	Curriculum Director	Revised 5-year cycle, curriculum documents, board agenda approval, QSAC approval
	Ensure that lesson plans & instruction demonstrates alignment to	2020 - 2025	Superintendent Building Administration Curriculum Director	Lessons Plans in Genesis Staff Observation Reports

	standards and curriculum and are differentiate to support diverse learning needs		Special Education Supervisor Teaching Staff	
	Realignment of teaching schedules to support the teaching of ELA & Math blocks	2020 - 2025	Superintendent Building Principal Curriculum Director Scheduling Committee Teaching Staff	Staff Surveys Scheduling Committee Agendas Teaching Schedules
	Expansion of PD opportunities for staff to develop & implement best teaching practices	2020 - 2025	Superintendent Business Administrator Building Principal Curriculum Director Special Education Supervisor Teaching Staff	PD Attendance Certification PD Purchase Orders Lesson Plans Observation Reports
Build and sustain capacity to deliver data-informed differentiated instruction.	Expand on opportunities for staff to collaborate and engage in data analysis to plan instruction <ul style="list-style-type: none"> ➤ Faculty meeting redesign ➤ PLC conversations ➤ Co-planning sessions ➤ Department meetings 	2020 - 2025	Superintendent Building Principal Curriculum Director Special Education Supervisor Staff Members	Teaching Schedules Meeting Agendas Data Analysis Sheets Lesson Plans
	Implementation on-going assessments for the purpose of understanding students' learning needs: <ul style="list-style-type: none"> ➤ i-Ready or other on-line 	2020 - 2025	Superintendent Building Principal Curriculum Director Special Education Supervisor Staff Members CST Members	Assessment Calendar Lesson Plans Assessment Data Sheets Invoices for on-line diagnostic testing CST Reports

	<p>diagnostic testing</p> <ul style="list-style-type: none"> ➤ Reading Leveling System ➤ Unit/topic pre-assessments ➤ CST assessments 			
	<p>Purchase and train staff on specialized programs to support student achievement.</p> <p>Examples include:</p> <ul style="list-style-type: none"> ➤ Wilson ➤ Ed Mark ➤ Ready Math ➤ Word Study ➤ SEL programs 	2020 - 2025	<p>Superintendent Business Administrator Building Principal Curriculum Director BOE Special Education Supervisor Staff Members</p>	<p>Purchase Orders/Invoices PD Plans PD Attendance Sheets Lesson Plans Assessment Data</p>
<p>Maximize student access to diverse, well-rounded educational experiences.</p>	<p>Seek and engage in class field trips that align to educational standards and/or support 21st Century Competency skills</p>	2021 - 2025	<p>Superintendent Business Administrator Building Administrator BOE/Educational Committee & Finance Committee Staff Members</p>	<p>Trip Request Form School Calendar</p>
	<p>Seek and adopt schoolwide assemblies that support educational and/or character development goals.</p>	2021 - 2025	<p>Superintendent Building Administrator BOE PTO Staff Members</p>	<p>Program Description PO/Invoice School Calendar</p>
	<p>Realign extra-curricular programs and school-wide initiatives to support high student engagement and</p>	2021 - 2025	<p>Superintendent Business Administrator Building Administrator BOE Staff Members</p>	<p>Job Descriptions & Postings Personnel Agendas Program Fliers/Brochures Attendee Rosters</p>

	<p>current educational trends. Some examples may include:</p> <ul style="list-style-type: none">➤ new afterschool clubs➤ redesign of Science Fair to Innovation Fair➤ replacing Spelling Bee with team problem solving event			
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Goal Area 2: Social & Emotional Wellness

The Atlantic Highlands School District will foster a climate and culture that nurtures and supports the social and emotional wellness of staff and students.

ALIGNED OBJECTIVES:

1. Develop and implement wellness programs that support student’s mental and physical well-being.
2. Adapt schedules and facilities to support social and emotional initiatives.
3. Increase counseling programs and resources for students/families.

OBJECTIVES	STRATEGIES	TIMEFRAME	RESPONSIBLE PARTIES	EVIDENCE OF ATTAINMENT
1. Develop and implement wellness programs that support student’s mental and physical well-being	<ul style="list-style-type: none"> ● Implement a Morning Meeting structure at the onset of the school day 	2020-2025	Administrator Teachers Paraprofessionals School Social Worker School Psychologist School Nurse	Master Schedule Staff Lesson Plans
	<ul style="list-style-type: none"> ● Implement SEL practices such as: mindfulness activities, brain breaks, yoga practices, etc. 	2020 - 2025	Teachers Paraprofessionals School Social Worker School Psychologist	Staff Lesson Plans Classroom Observation
	<ul style="list-style-type: none"> ● Adopt and implement a formal SEL program 	2022 - 2025	Building administration Teachers Paraprofessionals School Social Worker School Psychologist	Staff Lesson Plans Classroom Observation
	<ul style="list-style-type: none"> ● Plan school-wide character education assemblies 	2020 - 2025	Building administration PTO	Building Calendar of Events
	<ul style="list-style-type: none"> ● Form and meet with a school wellness committee 	2020 - 2025	Building Administration Teachers CST Members Paraprofessionals Nurse	Attendee Sign-in Sheet Meeting Agenda School Calendar
2. Adapt schedules and facilities to support social and emotional initiatives.	<ul style="list-style-type: none"> ● Revise the bell schedule to build in 15-20 minutes of morning meeting time 	2020-2025	Building administration Scheduling Committee	Master Schedule Staff Schedules Lesson Plans

	<ul style="list-style-type: none"> ● Increase the recess time, beyond 20 minutes, to allow for additional unstructured play 	2021-2025	Building Administration Scheduling Committee	Master Schedule Staff Schedules
	<ul style="list-style-type: none"> ● Design and outfit a “Sensory Room” for the regulation of student emotions 	2020-2025	Building Administration Custodial staff	Purchase Orders Building Map Photo images
	<ul style="list-style-type: none"> ● Design and outfit a “sensory paths” on two floors for physical engagement 	2021 - 2025	Building Administration Custodial Staff	Purchase Orders Building Map Photo Images
3.Increase counseling programs and resources for students/families.	<ul style="list-style-type: none"> ● Revise the duties and responsibilities of the school social worker to include the implementation of classroom lessons across grades K - 6. 	2020 - 2025	Building Administration Special Ed Supervisor Curriculum Director Social Worker	Social Worker Schedule Lesson Plans
	<ul style="list-style-type: none"> ● Revise the schedule of the school social worker & school psychologist to maximize time for individual/group counseling. 	2020 - 2025	Building Administration Special Ed Supervisor Social Worker School Psychologist	Social Worker Schedule School Psychologist Schedule Calendar of counseling sessions
	<ul style="list-style-type: none"> ● Create an on-line warehouse of resources available to families to support social, emotional and mental health needs. 	2020 - 2025	Child Study Team Members	School web-site/ Social Worker staff page

Goal Area 3: Community Engagement/Outreach

The Atlantic Highlands School District is committed to expanding community engagement opportunities and outreach programs.

ALIGNED OBJECTIVES:

1. Expand upon community volunteers to support school initiatives and programming.
2. Expand communication platforms and public relations initiatives to better inform the community of school happenings.
3. Increase philanthropy projects in the school and larger school community.

OBJECTIVES	STRATEGIES	TIMEFRAME	RESPONSIBLE PARTIES	EVIDENCE OF ATTAINMENT
1. Expand opportunities for community volunteers to support school initiatives and programming.	<ul style="list-style-type: none"> ● Collaborate with staff members to determine the need for volunteers throughout the building 	2021-2025	Administrator Teachers/Staff Community Members	Google Form Staff Survey Google Form Community Survey Volunteer training sign-in sheet Schedule of volunteer events
	<ul style="list-style-type: none"> ● Send a parent survey to identify careers or skills that can be used to support AHES programming. 	2021 - 2025	Building Administrator Community Members	Google Form Community Survey Volunteer training sign-in sheet Schedule of volunteer events
	<ul style="list-style-type: none"> ● Reach out to local business and organizations to forge partnerships 	2020 - 2025	Building administration Student Club Advisors Students	Email correspondence Phone Log Letters to businesses
2. Expand communication platforms and public relations initiatives to better inform the community of school happenings.	<ul style="list-style-type: none"> ● Expand on the use of social media & press releases to promote school events and honorees (Facebook/Twitter/Instagram) 	2020 - 2025	Superintendent BOE Building administration PR Staff Administrative Assistants	Social Media Accounts Data on Community Engagement with platforms News clippings
	<ul style="list-style-type: none"> ● Efficiently provide weekly communication with parents via Parent Portal, 	2020 - 2025	Building Administration Administrative Assistants	Email records School Messenger Broadcast reports Data on Parent log in to Genesis

	SchoolMessenger and/or email			
	<ul style="list-style-type: none"> Consistently utilize AHES branding strategies (#AHES Achieves, Crest Logo, Revised Letterhead, Spirit Wear, etc.) 	2020-2025	Tri-district Administration Administrative Assistants Teachers/Staff Members BOE members	Building correspondence Social Media posts Spirit Wear orders
	<ul style="list-style-type: none"> Increase the use of surveys to seek input from community members (ex. School Mascot) 	2020-2021	Superintendent Building Administrator Administrative Assistants Teachers/Staff Members	Google Form Survey results
3. Increase philanthropy projects in the school and larger school community.	<ul style="list-style-type: none"> Have student clubs (Student Council, Honor Society, Green Team, Photography, etc) seek out opportunities to engage in philanthropy activities in AH 	2020 - 2025	Building Administrator Student Club Advisors Students Community Members	Compiled list of philanthropy projects Student club notes Press releases on events Correspondence with local businesses/organizations

Goal Area 4: FACILITIES/FINANCE

The Atlantic Highlands school district will provide funding and facility improvements to enhance school safety and develop a 21st Century learning environment that supports current trends in education.

ALIGNED OBJECTIVES:

1. Improve/repurpose interior and exterior learning spaces to support 21st Century learning and student safety.
2. Increase staff and program budgets to assure student equity and access to appropriate education.
3. Seek and apply for grants at the local, state and federal level to financially support necessary initiatives.

OBJECTIVE	STRATEGIES	TIMEFRAME	RESPONSIBLE PARTIES	EVIDENCE OF ATTAINMENT
1.Improve/repurpose interior and exterior learning spaces to support 21st Century learning and student safety.	Design and build a “sensory room” in the lower level of the building to support emotional regulation for students/staff.	2020-2025	Superintendent Business Administrator Building Principal BOE Custodial Staff Staff Members	Purchase Orders/Invoices Building Map BOE Agenda
	Redesign and reform the technology room to a “Innovation Lab” that supports STEAM initiatives and 21st Century competency skills.	2021-2025	Superintendent Business Administrator Building Principal BOE Curriculum Director Technology Specialists Staff Members	Purchase Orders/Invoices I-Lab Floor Plan Master Schedule BOE Agenda
	Redesign the school cafeteria space to accommodate for three lunch periods or to adhere to government guidelines: <ul style="list-style-type: none"> ➤ purchase additional lunch tables ➤ purchase additional recess materials 	2020 - 2025	Superintendent Business Administrator Building Principal BOE Custodial Staff	Purchase Orders/Invoices Master Schedules Cafeteria Floor Plan BOE Agenda

	Enhancements to the outdoor learning spaces, such as: Tiger Garden, blacktop area and playground equipment.	2021-2025	Superintendent Business Administrator Building Principal BOE Staff Members Custodial Staff	Purchase Orders/Invoices BOE Agenda
	Research and act upon necessary improvements which enhance school safety: <ul style="list-style-type: none"> ➤ Vestibule ➤ Lower level window coverings ➤ Mechanisms to secure doors for security drills ➤ Upgraded radios that communicate with PD ➤ School security officer 	2020 - 2025	Superintendent Business Administrator Building Principal BOE Custodial Staff Community Officials	Purchase Orders/Invoices Business Quotes Security Meeting Notes BOE Agenda
2. Increase staff and program budgets to assure student equity and access to appropriate education.	Analyze data, determine need and secure staff and materials that provide equity for the this population of students: <ul style="list-style-type: none"> ➤ Special Education ➤ ELL Learners ➤ Gifted & Talented students ➤ Academic Support students ➤ Free/Reduced students 	2020 - 2025	Superintendent Business Administrator Building Principal Curriculum Director Special Education Supervisor BOE/Educational Committee	Job Postings Personnel Agendas Purchase Orders/Invoices
	Upgrade and expand building-wide technology:			

	<ul style="list-style-type: none"> ➤ Chromebook replenishment ➤ Laptop/ Chromebooks for staff ➤ Projector replacements 			
3. Seek and apply for grants at the local, state and federal level to financially support necessary initiatives.	Encourage staff members to apply for Educational Foundation Grants and grants offered through local business/organizations	2020 - 2025	Building Administration Staff Members BOE	Staff Correspondence Grant Applications
	<p>Seek and apply for grant money offered at the state and federal level. Examples include:</p> <ul style="list-style-type: none"> ➤ Title 1 ➤ Title 3 ➤ ESSA ➤ IDEA 	2020 - 2025	Superintendent Business Administrator Curriculum Director Special Education Supervisor Building Administrator BOE	Grant Applications

Appendix A: District Communication



ATLANTIC HIGHLANDS ELEMENTARY SCHOOL

140 FIRST AVENUE, ATLANTIC HIGHLANDS, NEW JERSEY 07716
TELEPHONE: (732) 291-2020 FAX: (732) 291-5719

Dr. Susan Compton
Tri-district Superintendent of Schools

Mrs. Lori Skibinski
Principal

November 26, 2019

Dear Members of the Atlantic Highlands Elementary School District Community:

As Principal of Atlantic Highlands Elementary School, and with our Tri-District Superintendent, it is our pleasure on behalf of the Atlantic Highlands Board of Education to invite you to participate in our Strategic Plan Renewal Process. This committee will be a focused group of 25 to 45 members, consisting of community leaders, parents, staff representatives, students, and school district administration. We will work together to identify both the strengths of the school district (those special attributes that we can build on as we move into the future) and the critical issues that we face (the challenges that the district must be prepared for in the future). We will work in both small and large groups, and discussion will lead us to a consensus document that will identify our community's vision, mission and beliefs. The Atlantic Highlands Board of Education will use this document to help shape future goals for the district as we move forward.

The Strategic Planning Meeting will meet on Saturday, December 7, 2019 from 9:00 to 1:00 in the Atlantic Highlands Elementary School Gymnasium. Also, we will be providing breakfast and lunch during this meeting.

Kathy Winecoff and Mary Ann Friedman from the New Jersey School Boards Association will serve as our planning facilitators for this strategic planning process. We are reaching out to a wide variety of leaders within our community in an effort to have input and collaboration with all constituencies. We hope that you will offer to participate and will encourage others to do so as well. We hope to see you on Saturday, December 7, 2019 here at AtlanticHighlands Elementary School.

Sincerely,

Mrs. Lori Skibinski, Principal and Internal Coordinator of the Strategic Plan
Dr. Susan Compton, Tri-District Superintendent

Appendix B:

Atlantic Highlands Elementary School State of the School Report



Strategic Planning



**Atlantic Highlands Elementary School
December 7, 2019**



The Atlantic Highlands Board of Education

Mrs. Alyson Denzler, President

Mrs. Elisabeth Eittrheim, Vice President

Mrs. Conor Barnes

Mrs. Erin Dougherty

Mr. Steven Lombardi

Mrs. Julie Mahoney

Mrs. Karin Masina

Mrs. Suzanne Santry

Mrs. Randi Zamkotowicz

** Newly elected for 2020- Mrs. Deborah Appello and Mr. Ryan Palamara**

Administration

Dr. Susan E. Compton, Superintendent

Mrs. Lori Skibinski, Principal

Mrs. Christina Egan, Director of Curriculum and Instruction

Mr. Sam Angona, Supervisor of Special Services

Mrs. Janet Sherlock, Business Administrator



Atlantic Highlands Mission Statement

The mission of the Atlantic Highlands School District is to provide an education that successfully meets the needs of our student population and effectively prepares each child for the future. We believe this mission can be fulfilled by:

- Creating classrooms where outstanding teachers strive to instill a lifelong passion for learning.
- Establishing a safe environment that fosters a commitment, respect, tolerance, and empathy for learning diversity and individual differences.
- Providing a quality education which utilizes technology and critical thinking, problem solving techniques as well as a wide variety of instructional methods and strategies that enhance student learning and promote literacy.
- Creating a sense of ownership by all partners in the education process – students, parents, staff, and all community members.



State of the School Report

Achieve, Honor, Empower, Succeed

Environmental Scan: Total Student Enrollment: 304

- 7.8% Free and Reduced Lunch
- 21.7% Special Education
- Support Staff: 2 - (1:1) Instructional Aides; 7 - Instructional Aides
- Teaching Staff: 17 - General Education Teachers; 6 - Special Education Teachers; 1 - Academic Support Instruction Teacher (a portion of ASI teachers salary is federally funded through Title 1 funds); 1 - Gifted & Talented Teacher; 4 - Full Time Related Arts Teachers, 2 - Part Time Related Arts Teachers
- 1 - Full Time School Nurse
- Administrative Assistants: 3 - Full Time (Business Office, Main Office/CST & C&I, Superintendent/Principal Assistant) 1 - Part Time (Payroll Clerk)
- Child Study Team: 1 - Full Time Social Worker, Part Time LDTC (2.5 Days per week) Part Time Psychologist (2 Days Per Week), Part-time Psychologist (1 day per month)
- 1 - Full Time Speech Therapist
- Contracted Service Providers: PT, OT, Behaviorist (Scheduled as needed)
- Administrative Team: 1 Full Time Principal, shared: Special Education Supervisor, Curriculum Director and Superintendent, ½ Business Administrator.



State of the School Report

Achieve, Honor, Empower, Succeed

Academic Programming:

Building Goal: Data-driven differentiation through small-group instruction

- Updated Instructional Program Resources for Reading, Math & Science
- Revised curriculum for Math & Science - Summer 2019
- 1:1 Technology devices in Grades 5 & 6; Grade level technology carts for K - 4
- Classrooms outfitted with projectors, SmartBoards & document cameras
- Challenge/GT Programming in the following areas: Reading, Math, Drama & Art
- Academic Support in ELA & Math for grades K - 3; targeted after-school academic support funded through Title 1 for Gr. 4 - 6
- Expansion of benchmark assessment: i-Ready for Math & Reading, Fountas & Pinnell Reading Level assessment



State of the School Report

Achieve, Honor, Empower, Succeed

Academic Programming:

Building Goal: Data-driven differentiation through small-group instruction

- Tiger Patch outdoor learning experience
- Expansion of benchmark assessment: i-Ready for Math & Reading, Fountas & Pinnell Reading Level assessment
- Special Area classes: Physical Education, Health, Art, Music, Technology, World Language
- Spectrum of Special Educational programming (self-contained, resource room, inclusion)
- Elementary Honor Society program
- Odyssey of the Mind Honoree





State of the School Report

Achieve, Honor, Empower, Succeed

Social & Emotional

Programming/Extracurriculars:

- AHES C.H.A.M.P.I.O.N. program - Character Education
- “Reading Buddies” with seniors
- Law Enforcement Against Drugs (LEAD) Program with Atlantic Highlands PD
- Extra-curricular clubs/programs:
 - Student Council
 - Boys/girls Intramural sports programs
 - Photography Club
 - Student Green Team
 - Technology Club
 - Chorus & Band



State of the School Report

Achieve, Honor, Empower, Succeed

Facilities/Grounds:

- Installation of 3 water bottle filling stations/fountains
- Installation of state of the art security cameras
- Installation of new Main Entrance and side doors to increase security (Spring 2020)
- Addition of projector, presentation screen and speakers in the gym
- Outdoor learning space - Tiger Garden
- Recent addition of Barbara’s Bicycle Garden
- Bronze status in Sustainable NJ program





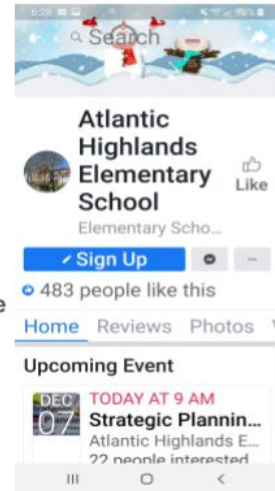
State of the School Report

Achieve, Honor, Empower, Succeed

Communication/Public Relations:



- Atlantic Highlands Elementary School web-site
- Staff web-pages/Google classrooms
- Parent Portal via Genesis (student information system)
- E-mail blast sent via Genesis
- Phone messages sent via School Messenger
- Atlantic Highlands Elementary School Facebook page
- Press releases in local publications
- Atlantic Highlands PTO web-site & Facebook page



Your input is valuable. Please visit the Atlantic Highlands web-page to find the link to our Strategic Planning Community Input Survey.



Appendix C:
Atlantic Highlands Elementary School
Strategic Planning Community Survey Results Synopsis

- ❖ 67% of survey participants are current school-aged families of children in Tri-district Schools
- ❖ 64.7% of survey participants are family members of current AHES students
- ❖ 13% of survey participants are staff members at AHES
- ❖ The following were noted as top priorities that need to be address by the AHES school district:
 - More challenging programming (23.5%)
 - Improving current instructional programs (32.9%)
 - Recruiting and retaining highly-qualified staff (35.3%)
 - Facilities (27.1%)
 - District organization/structure (24.7%)
 - Technology and future readiness (41.2%)
 - Security/safe school environment (18.8%)
 - Student Services (inc. Mental Health) (34.1%)
 - School Culture and Climate (20%)
 - Character Ed/Social and Emotional Programming (43.5%)
 - Expanding communication and community involvement (20%)
 - of district resources (11.8%)
 - Class Size (2.4%)
 - Extra-curricular activities (16.5%)
 - Athletics (15.3%)
- ❖ If state aide is continually cut over the next 5 years, this should be addressed by:
 - Increase the budget UP TO the 2% cap with an impact on taxes (18.8%)
 - Increase the budget ABOVE the 2% cap with an impact on taxes (28.2%)
 - Develop a holistic approach to addressing this issue (51.8%)
- ❖ What are the top five skills that students should have when leaving school?
 - Problem solving/critical thinking skills (76.5%)
 - Communication skills (70.7%)
 - Interpersonal Skills (48.2%)
 - Perseverance/Grit/Resilience (37.6%)
 - Emotional Intelligence/Empathy (36.5%)
 - STEAM (35.3%)
- ❖ The most important issues/challenge facing students today:
 - Negative peer pressure/bullying (70.7%)
 - Pressure to succeed (64.5%)
 - Mental Health (58.8%)
 - Being prepared for the rigor and expectations of the workplace (36.5%)
 - Being prepared for the rigor and expectations of college (30.6%)
- ❖ The following were noted as strengths of the school district/school:
 - Teachers and district staff (64.9%)

- Elementary school education and environment (57.6%)
- Student Achievement (54.1%)
- The district is a good steward of district resources (31.8%)
- STEAM Activities/opportunities (31.8%)
- School Facilities (29%)
- ELA Instruction (28.2%)
- Math Instruction (27.1%)

Community feedback on areas for district goals:

- ❖ Communication with families/community - more transparency
- ❖ Combine the elementary schools
- ❖ Student/Academic Achievement
- ❖ Creation and implementation of a formalized social and emotional learning program (SEL). This might include a dedicated SEL staff added to the budget, SEL curriculum writing, more peer-to-peer learning/interaction (Wingman Program and/or morning playgroup via LetGrow), sensory hallways, a "zen den" or dedicated calm down space, student/teacher connectedness activities (morning greetings, morning meetings, check-ins), continued project-based learning, more use of outdoor learning opportunities (garden, outdoor classroom area), creation of Wellness Committee, regular culture/climate surveys, creative seating arrangements in classroom, SEL/wellness training opportunities for teachers and more than 20 minutes of recess per day!!!
- ❖ New Co-op for athletics
- ❖ Academics & academic achievement
- ❖ Exploring mentorship programs connecting community members to students, especially those for whom college cost is prohibitive.
- ❖ Provide more challenging curriculum options to appropriate students at younger age
- ❖ Academic achievement & aligning curriculum
- ❖ Continue to improve academic achievements of students through employment of well qualified, committed teachers.
- ❖ A consistent approach to classroom management, with teachers that build relationships with all of their students, so that all students have a sense of belonging and can learn.
- ❖ Address bullying
- ❖ Continue to provide a nurturing and comfortable climate where students feel safe and look forward to going to school.
- ❖ Better math instruction
- ❖ Create a cross curriculum excitement for learning where children are encouraged to brainstorm, be curious, experiment / take risks and are challenged by both staff and peers to maximize their potential.
- ❖ Comprehensive curriculum exposing all to STEM, the many arts, music, etc.
- ❖ Continue to increase security measures at AHES
- ❖ Greater cultural understanding & 2nd language development
- ❖ More physical activity time or more recess time especially for younger children.
- ❖ Less expectations on the younger ones. Less homework, more free learning time and more recess! They'll learn so much more if they feel better and are enjoying themselves.
- ❖ A comprehensive education for students
- ❖ Provide or develop a greater variety of programs to meet individual learning needs - Sp Ed, and interventions for young struggling learners
- ❖ Increasing the student body at HHRS so more options for electives and classes
- ❖ Civics Education
- ❖ As many students as possible in AP classes; offer a wide variety of AP classes
- ❖ Better security

- ❖ We should search for opportunities to allow high school students to attend a much larger school district.
- ❖ Continued development of tech programs
- ❖ Arts education as part of the curriculum
- ❖ Keeping and enhancing the Challenge track
- ❖ Offer more life skills educational opportunities to students who don't go to a vocational tech program, either in school day or in clubs, such as culinary, automotive, etc.
- ❖ Improved facilities
- ❖ Lunch/Recess time is too short. Children need enough time to finish eating and not be rushed.
- ❖ Student academic achievement, college preparation
- ❖ Need to control the finances so that the property taxes do not continue to escalate. Perhaps it is time to think about consolidating with a large district.
- ❖ Using staff to their strengths when creating a schedule for in class resources
- ❖ Finance - lower overhead cost to eliminate the ever increasing taxes
- ❖ Prepare these kids for real life.
- ❖ Culture /climate
- ❖ Increase recess time. Kids need gross motor play to regulate, they need increased time to practice problem solving in a natural environment. I would approve less time in another area or extending another area.
- ❖ Continuation of the "community" feel of AHES and the above average education our students receive.
- ❖ Prepare my children for middle school
- ❖ Offer every student a safe environment to learn and grow (physical and mental security)
- ❖ Special education program/teachers/administrators held accountable for following special education laws and IEP goals, as well as staying up to date on current instruction and ways to differentiate in the classroom, creating correct placements for every student.
- ❖ To be more open and clear about where money is spent
- ❖ Better Steam/Stem opportunities, better use of tech education- no more tablet games!
- ❖ Integrate practices that manage stress, anxiety like meditation and yoga
- ❖ Increase physical activity for ALL students and improve the lunch room diet
- ❖ Facilities: Must update building with air conditioning in all classrooms
- ❖ steam activities for all students
- ❖ Facilities- updating for security and for comfort- heating and air conditioning in classrooms
- ❖ Change the way the challenge children are separated and praised constantly. Perhaps identifying them as the smartest is not beneficial to remaining students. This is talked about on the pier level and among parents and it is a negative experience.
- ❖ Prepare students for competitive colleges
- ❖ Ensure that our curriculum is aligned with current state standards and that updated resources are used for instruction
- ❖ The high school is not a place for good athletes to attend
- ❖ Teach children the cost of citizenship, meaning what it costs to fund schools, town services, health care, etc.
- ❖ Dynamic, diverse and worldly teaching/coaching staff as opposed to all local.
- ❖ Let's get the rankings way up to reflect an objective measure of how the kids are doing. Much of this questionnaire is too subjective. There's no reason that Deane Porter or Navesink should be so far ahead of these kids.
- ❖ Retention of students in HHRS - too many leave
- ❖ prepare for population growth
- ❖ More small group, leveled instruction
- ❖ Increasing student ability to solve problems and continuing to work (grit).
- ❖ Support whole student
- ❖ Culture and climate - awareness of current world trends and issues

- ❖ For my kids to be Happy
- ❖ ?
- ❖ Please modernize teaching methods. Are we still using a study sheet to answer literal recall questions?
- ❖ healthier bodies through eating well and activity
- ❖ Safety & Security
- ❖ Better intervention practices for the youngest students.
- ❖ Goal 2:
- ❖ 85 responses
- ❖ Reflection on allocation of funding. Are teachers and paraprofessionals being compensated at a rate that's competitive in Monmouth County given shift in insurance and pension systems?
- ❖ More recess. 20 minutes is the bare minimum required by NJ law. The scientifically-evidenced physical, academic, and social/emotional benefits our students gain during recess cannot be mimicked by "brain breaks" in the classroom or any other teacher-led activities. Only child-directed free play provides these benefits, and, as such, we should allow our students at least 30 minutes of recess per day.
- ❖ More electives at High school level
- ❖ Problem solving/hands on learning
- ❖ Understanding environmental changes as they will apply to younger generations
- ❖ More emphasis on developing remediation programs in primary grades in math and reading (reading specialist, RTI programs, dyslexia training and program, additional ASI teachers/programs)
- ❖ Provide even more opportunities for meaningful work and connection in and outside (extracurricular) the school, partnering with mission-based organizations.
- ❖ Increase enrollment
- ❖ Also Provide academic expectation overview on a long term scale vs only by the current grade
- ❖ Finance/facilities
- ❖ Teacher recruitment and retention
- ❖ To increase technology learning in elementary school. Basic coding or the premise of this.
- ❖ Support teacher development with access to continuing education and latest courses. Improve the technology curriculum.
- ❖ Improved social emotional learning. Peer mediation programs, a better sense of community within the school.
- ❖ Continue to support teachers
- ❖ Skills for those who don't attend college
- ❖ Stronger athletic programs.
- ❖ Provide a fitness center for students to exercise to help them physically and mentally. As well as providing high school students an opportunity to compete competitively against schools our size on a consistent level.
- ❖ Better athletics
- ❖ Maintain a positive and safe learning environment that encourages a supportive and communicative relationship between students, staff, parents and the community to promote student growth.
- ❖ Community pride, involvement, charity
- ❖ Continue to increase green initiatives
- ❖ STEM ACHIEVEMENT
- ❖ Not allowing our schools to become a cold corporate like institution.
- ❖ Social/Mental Health (AH and HH)
- ❖ Culture/climate
- ❖ Field trips that are offered district wide. I'd like to see the field trips at AHES to be more extravagant, more exciting to learn about. For years they've all been trips to local parks and rec. Yes educational and fun but these are things we do already because they are local and affordable. If the school does the more extravagant trips at group rates I wouldn't mind paying a bit more for my child to do something exciting that they otherwise wouldn't get to do. Say like, go to liberty science center or Ellis island, museum of natural history, etc...

- ❖ An education that focuses on the whole child
- ❖ Enhance technology education program, including typing and introduction to coding, while eliminating iPad games like Subway Surfer.
- ❖ Positive learning environment
- ❖ Provide access to counseling/mental health services & referrals to outside services for families.
- ❖ More
- ❖ Opportunities for Athletics and Arts
- ❖ Finance Management
- ❖ Offer more than one language
- ❖ "New" math - tutorials for the parents
- ❖ Create one elementary school district. Consider options to sell one of the properties.
- ❖ Greater push for VoTech
- ❖ Facilities and resources to continue to improve at HHRHS, in curriculum and extracurricular activities
- ❖ Ensuring the kids are 4 year college ready
- ❖ Growth of fine arts clubs for students to showcase their works, whether it be drawings, photography, songs they've written.
- ❖ More extra curricular opportunities
- ❖ Provide more challenging instruction/classes
- ❖ High school reputation/ increase available programs.
- ❖ Prepare students for large scale cumulative exams. HHRHS has plenty of standardized testing, but students are not prepared to study and synthesize material for midterms and finals.
- ❖ Useful professional development done by outside presenters
- ❖ Focus on problem solving; critical thinking; and time management skills vs spending so much time on standardized testing - PARCC replacement test; NWEA testing; MAP testing; etc.
- ❖ Increase technology and research training.
- ❖ Student/Academic Achievement
- ❖ Increase learning of empathy and character development.
- ❖ Finance/Facilities
- ❖ Improvement of the facilities (classrooms, hallways, water and air quality, etc.) to repair the aging infrastructure and provide a safe environment for all students and staff.
- ❖ Teach them how to fail and try again and succeed
- ❖ More advanced courses
- ❖ Prepare students to navigate today and tomorrow's world - with the hard and soft skills they'll need to succeed.
- ❖ Programs put into place to establish grit in the classroom, starting with educating the faculty and then the students.
- ❖ To provide staff with ample professional development/training
- ❖ Increased social and emotional learning, including increased unstructured play time for students to learn how to navigate peer relationships.
- ❖ More up to date educational materials when discussing history/thanksgiving/etc. attention to and awareness of racial inequities in district
- ❖ Improve "life skills" training for those who are not attending college
- ❖ Culture/Climate: Create a climate of strong rigor & GRIT
- ❖ all teachers on google classroom
- ❖ Technology- keeping technology current and secure and not just trouble-shooting as a problem arises
- ❖ Offer art to the 7th grade curriculum.
- ❖ Provide accelerated classes (Honors, AP courses for advanced students)
- ❖ Have a plan to retain and ensure current training for quality staff; and balance community involvement with required security measures

- ❖ The high school does not draw interest as a must attend school for locals
- ❖ Teach them everything they can do to avoid student loan debt.
- ❖ Centralized office for tri-district supervisors and superintendent with offices and assistants.
- ❖ Let's get the rankings way up
- ❖ Small size = opportunity to tailor curricular path for each type of student
- ❖ STEM
- ❖ Better focus on STEAM
- ❖ Services such as counseling and social skills groups offered to gen ed students
- ❖ For students to feel safe (emotionally and physically) and comfortable
- ❖ Change 'inappropriate' back to 'totally unacceptable.'
- ❖ Communication
- ❖ Confident
- ❖ ?
- ❖ Not all parents can be involved in community and school events as much as they would like to. This should not reflect on the student.
- ❖ more advanced tech tools available and implemented
- ❖ Equitable Curriculum
- ❖ Finance/Facilities
- ❖ Communication between admin. And staff.
- ❖ Science Programs are not Competitive with Other Schools
- ❖ Goal 3:
- ❖ 85 responses
- ❖ Addressing mindfulness and mental health needs of students given ever changing societal demands and pressures.
- ❖ Continued dedication to our related arts program. Continued large exposure for elementary students to art, music, Spanish, PE, garden, technology (which should NOT be games that parents ban at home like Subway Surfer, but 21st century-focused learning opportunities).
- ❖ Creating programs to get kids to stay at HS level
- ❖ Social emotional/peer relationships
- ❖ Acceptance of varying social/religious/financial backgrounds
- ❖ Improve facilities to improve environment for student learning (air conditioning, mold issues)
- ❖ Involve elementary school students in HHES events, even as spectators, via direct invitation.
- ❖ Merge the elementary schools
- ❖ More group projects to help build skills that will be helpful in higher education and workplace
- ❖ More extra curricular activities
- ❖ Facility improvements
- ❖ To educate children on how STEAM subjects translate to roles in the working world & their importance in the modern world.
- ❖ Continued focus on emotional-social development of students. Ability to collaborate and compromise will be key to future success.
- ❖ Improved instructional practices, with a more differentiated approach to learning than what currently is happening.
- ❖ Prep kids for real world
- ❖ Writing skills
- ❖ Better facilities for middle school and high school.
- ❖ Continue to communicate and update community via social media platforms.
- ❖ Better communication from the school via email
- ❖ Continuous improvement and investment in staff through further training in writing, reading, math and technology instruction.

- ❖ Of course, the budget is the rate limiting piece of this
- ❖ Continue to increase academic rigor
- ❖ Academic achievement
- ❖ Continue to provide and expand arts & music programs.
- ❖ Special Education - each school should have it's own director of Special Ed. Shared services is NOT working
- ❖ Communication
- ❖ At the Middle/Highschool level I'd like to see more availability of learning different languages and skills/trade training opportunities to give our students earlier exposure to all aspects of human ability to find their niche. So they're not so indecisive and more prepared for the future.
- ❖ an educational system that strives to change and adapt to bear practices, yet embracing strategies that are tried and proven to work.
- ❖ Better communication with the community at large, and not just the student body families
- ❖ Stop the drain of students away from HHRS after AHES
- ❖ Continue to provide or fund professional development
- ❖ Academic achievement for all. Look at the transition for challenge students in AHES to HHRS
- ❖ Re introduce Trade Classes
- ❖ As much emphasis placed on STEAM as STEM
- ❖ Better communication with "Specials" teachers.
- ❖ Research additional ways to reduce costs to the taxpayers.
- ❖ Retention of students after grade 8
- ❖ More STEM Education and Opportunities
- ❖ That the children have life skills, resume writing, balancing checkbook, changing a tire etc
- ❖ Research the positive impact had in other districts of starting the school day later in the morning and possible implementation.
- ❖ More funding for teacher retention
- ❖ More after-school or extra curricular activities for all grade levels
- ❖ Function more like a private institution given our small size
- ❖ Increase communication to the elementary schools
- ❖ Timely communication to staff and parents
- ❖ Share communications within the tri district. Not enough information is shared between the schools.
- ❖ Think college outside of Brookdale.
- ❖ Finance/facilities
- ❖ Continue to develop reading and writing programs.
- ❖ Culture/climate
- ❖ Bringing teacher/staff salaries up to par with districts in the Bayshore area to ensure that the educational standards continue to be met equitably.
- ❖ Exposure to real world jobs and demonstrations
- ❖ Spanish
- ❖ Build community among the students and families of Atlantic Highlands
- ❖ Creating a school leadership team, consisting of multiple, differentiated faculty members and administration, which would meet once a month, in order to keep open lines of communication and keep school goals in mind and plans to meet these goals.
- ❖ To continue to provide support for students on a more mental and interpersonal level.
- ❖ Increased education for parents on new teaching techniques in math and English language arts.
- ❖ More time outside, incorporating beach, nature to learning
- ❖ More integration with the general community to retain more students.
- ❖ Finance: Increase teacher pay to align with other schools in area.
- ❖ More innovative teaching methods. some are old fashioned

- ❖ Willingness to retain students who do meet the necessary academic achievements needed to enter the next grade
- ❖ Add coding to technology curriculum.
- ❖ Continue to provide a safe and open environment for students to express themselves
- ❖ Have a financial strategy that includes planned technology upgrades and maintenance of an aging facility
- ❖ Most kids leave when it comes time for high school
- ❖ Require uniforms so they don't feel the pressure to have expensive clothing in order to fit in.
- ❖ Experiential learning and field trips making the most of our area and NYC. Master classes and speakers.
- ❖ Let's get the rankings way up. Then, we can polish the apple. There's nothing to polish at the 50th percentile
- ❖ Collaboration between AHES and HES
- ❖ away from standardized testing goals
- ❖ Communicate better on why my tax bill reflects a world class district and yet we don't actually have that
- ❖ More opportunities for working parents to be involved
- ❖ for parents and staff to work together to meet students needs
- ❖ Be ready to do better for next class.
- ❖ Technology and stem readiness
- ❖ To achieve a H.S. diploma.
- ❖ Embrace cultural differences.
- ❖ clean and updated facilities that encourage creativity
- ❖ Communication to all community members
- ❖ Equity
- ❖ Less focus on testing and assessment and more on teaching, providing resources to staff to reach all students.
- ❖ Culture/Climate lack of Motivation by Teachers

Appendix D:
Atlantic Highlands Strategic Planning Renewal
Mission Statement Worksheet

*generated at the December 7, 2019 Strategic Planning Session

Group 1

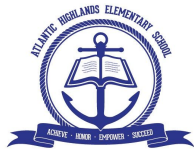
To empower our school community to achieve in a diverse world through strength of character and a love of learning.

Group 2

The mission of the Atlantic Highlands School District is to foster a challenging, responsive educational experience driven by the needs of each student which will effectively prepare them for the future.

Group 3

The mission of the Atlantic Highlands School District is to provide a safe and supportive learning environment that fosters curiosity, respect for differences and a strong foundation for the student of tomorrow.



***NEW* AHES Mission Statement:**

To foster a responsive, nurturing and challenging learning experience which empower students to achieve.



***NEW*Tri-district Mission Statement:**

Every student will achieve success and graduate as a lifelong learner, globally competitive, prepared for career, college and life.

Appendix E:
Atlantic Highlands Borough Strategic Planning Renewal
Core Beliefs Worksheet

*generated at the December 7, 2019 Strategic Planning session

We believe . . .(Bright Green Group)

- Children learn best when:
 - outstanding teachers utilize a wide variety of instructional methods and strategies
- The role of the community is to:
 - partner with the school to foster responsible citizens and leaders for the future
- We believe the role of the family is to:
 - consistently promote accountability, responsibility and respect
 - ensure a strong partnership through collaboration and effective communications
- The role of the staff is to:
 - Lead in a manner that is inspirational, collaborative, equitable and designed to instill a life-long passion for learning
- We believe that all children:
 - Can become independent thinkers and life-long learners
- We believe excellence in education includes:
 - Providing opportunities to foster an environment which aids in creating a well-rounded child
 - Focuses all decisions on the needs of the students

We believe . . .(Dark Blue Group)

- Students will learn to be risk-takers, problem solvers, active learners and respectful of the differences and beliefs of others
- All students have gifts which we will help them recognize and grow in
- All students will be known, valued, and supported
- Students learn best in a safe, inclusive and positive environment
- The school staff will lead in a manner that is inspirational, collaborative and equitable, leading to a life-long passion for learning
- Developing a strong partnership between home and school through communication and opportunities by parents and community members to participate in the education process

We believe . . . (Black / Star):

- Learning is a life-long process
- Community involvement and support are vital
- Development of a safe, supportive environment
- A holistic perspective of learning, emphasizing connections between social-emotional wellness, strength of character, resilience, empathy, curiosity and intellectual development
- Related arts are an integral part of an elementary education

Final Belief Statements:

We believe ...

- Learning is a life-long process
- A holistic perspective of learning emphasizing connections between social-emotional wellness, resilience, empathy and intellectual curiosity
- Related arts are an integral part of an elementary education
- All students are known, valued and supported in safe, inclusive and positive environment
- In a strong partnership between home, community and school
- Outstanding instruction is inspirational, collaborative, innovative and equitable

Appendix F:

**Atlantic Highlands Borough Strategic Plan Renewal
Strengths and Challenges Worksheet**

*discussed at our December 7, 2019 Strategic Planning session

<u>Steelers Group</u>	
<p><u>Strengths:</u></p> <ul style="list-style-type: none"> ● Parental support ● Community communication ● Cohesive teaching staff ● Related arts 	<p><u>Challenges:</u></p> <ul style="list-style-type: none"> ● Safety vs. open door ● Communicating effectively in a social media focused world ● Age of the building ● Limited resources due to small size of community ● Diversity (lack of) ● Having to be reactive vs. proactive with technology
<u>Nabisco Group</u>	
<p><u>Strengths:</u></p> <ul style="list-style-type: none"> ● Strong sense of community including home and AH Recreational Programs ● Sense and feeling of empathy, emotional support and warmth ● Fostering a caring and nurturing environment ● Parent support of school and teachers ● Character Awards: C.H.A.M.P.I.O.N ● Leadership and staff 	<p><u>Challenges:</u></p> <ul style="list-style-type: none"> ● Communication from school to community and school to home ● Involve business and seniors to volunteer ● Diversity – promoting and developing and incorporating inclusion ● Enrichment and After School Activities for younger students ● Parking ● Improving physical facilities
<u>Money Group</u>	
<p><u>Strengths:</u></p> <ul style="list-style-type: none"> ● Small / Nimble size ● Related Arts ● Extra Curricular ● Sense of <u>Community</u> Support ● Staff / teachers ● Parental involvement (PTO/Volunteers) ● Innovative Mindset 	<p><u>Challenges</u></p> <ul style="list-style-type: none"> ● Technology ● Scheduling ● Equity (challenge program, etc.) ● Special Education ● Communication ● Age of Building ● Budget

Appendix G:
Atlantic Highlands Borough Strategic Planning Renewal
Visioning Worksheet

*discussed at our December 7, 2019 Strategic Planning session

<u>MONEY GROUP</u>	<u>Article Name:</u> AHES Achieves!
<u>Vision:</u> N/A	<u>Initiatives:</u> <ul style="list-style-type: none"> ● Scoring in the top 15% of schools on the state assessment ● Notable “Innovation Lab” – state of the art program ● Earning the LEED Award for Sustainable initiatives ● “Educator of the Year” for state of NJ from AHES – Innovative practices ● Recognized as a model school for “student equity”
<u>STEELERS GROUP</u>	<u>Article Name:</u> AHES Leads as A Model School in Holistic Educations
<u>Vision:</u> Elementary school perfectly marries social, emotional, cultural and academic rigor.	<u>Initiatives:</u> <ul style="list-style-type: none"> ● Social and emotional formalized program coordinator ● Peer to peer interactions ● Life skills program (financial literacy, social media awareness) ● Student, faculty, community surveys (regular) ● Connectedness activities (morning meetings, staff greetings, student emotional check-ins) ● Conflict resolution learning procedures ● Yoga, meditation, mindfulness, sensory hallways, “ZenDen”
<u>NABISCO GROUP</u>	<u>Article Name:</u> School of the Future
<u>Vision:</u> N/A	<u>Initiatives:</u> <ul style="list-style-type: none"> ● Balance 1:1 technology throughout school with hands-on learning ● Highly personalized attention and individualized curriculum and instruction ● Strong, innovative related arts ● School-wide approach to SEL, with coping skills to manage anxiety and promote / practice mindfulness ● Open seating ● School-wide volunteer opportunities – mentorship program ● Experiential learning engaging community

Appendix H: Atlantic Highlands Goals, Objectives and Strategies Workshop

GOAL AREAS:

- 1. Student Success**
- 2. Social-Emotional Wellness**
- 3. Community Engagement / Outreach**
- 4. Facilities / Finance**

Goal 1: Student Success

Objective & Strategies (Post Its):

- Promote differentiated learning within classroom (as means of achieving equity in opportunity).
- Science Fair should be 4th, 5th and 6th grades.
- Tools / strategies to support differentiated instruction (data platforms, PLCs, prof develop).
- More focus on getting students involved in after school extra-curricular activities.
- Ensure 1:1 technology.
- Open seating options to allow kids with different learning styles to succeed (bean bags, bungee seats, movable group tables).
- Customized instruction based on individual needs.
- More Wilson certified Special Ed teachers.
- Promote in the public / community the innovations and successes of our teachers.
- Teacher recognition program.
- Social media responsibility program.
- Increase outdoor learning experiences (outdoor classroom, local field trips [i.e.; lighthouses]).
- Balance technological goal of 1:1 student – computer ratio with hands-on learning.
- Flexibility in students' homework (deadlines based on schedule).
- No tests on Mondays. The weekend is a break from stress and work.
- More use of garden.
- Teach parents common core.
- How to build tech skills (progression) from substitution to coding.
- Choice and voice differentiation.

- Public speaking offerings one-on-one or group sessions.
- Financial literacy program.
- Leadership skills – classroom curriculum focused on active listening, communication. These are NOT SOFT SKILLS.
- More play-based / physical activities in curriculum.
- Financial / life skills learning.
- Morning meeting, connectedness activity.
- Outdoor classroom.

Goal 2: Social-Emotional Wellness

Objective & Strategies (Post Its):

- Prioritize connectedness activities including morning meetings, greetings and check-ins.
- School-wide SEL program that coordinates mindfulness, coping skills and dealing with adversity.
- Create and implement coping / management programs – yoga, meditation, mindfulness, etc.
- Conflict resolution learning procedures.
- Life skills program starting in K → 6.
- School-wide volunteer day and / or coordinated effort.
- Taking 3-5 minutes in the beginning of class to calm students and keep them engaged in the lesson.
- Wellness committee.
- Prioritize mindfulness into everyday practice.
- Multicultural weeks (different culture kids focus on each week).
- Empathy, community kindness week.
- Formal SEL program.
- Peer-to-peer interactions (reading groups)/activities/mentorship
- Zen Den / yoga room.
- Senior volunteer program (pen pals, etc.).
- Before school inter-age play group.
- Wingman-like program.
- More recess

Goal 3: Community Engagement / Outreach

Objective & Strategies (Post Its):

- Senior citizen volunteer program.
- Create business partnerships (money, leadership, etc.).
- Work with elementary outside of district to promote diversity and inclusiveness and awareness outside our community.
- Use community knowledge / expertise (speakers, local field trips).
- Experiential learning engaging community.
- Offer clear goals and practices regarding communication of / from school activities, etc.
- Board of Education sponsored community member champion award.
- Heroes in our community.
- Invite speakers to class.
- Keynote speaker for assembly.
- Culture / climate surveys regularly.
- Senior community volunteers.
- Diversity and inclusion – student classes / group volunteer time to charitable or other local organizations. I.e.:
 - Serve at Bay Shore Lunch Program.
 - Sing at elderly center.
 - Switch / share day at school with a more diverse community.

Goal 4: Facilities / Finance

Objective & Strategies (Post Its):

- 1:1 technology in building obtained through grants and corporate donations.
- Technology budget ...following plan (which includes purchasing, “sun setting”, replacement projections) building toward 1:1 and STEM lab equipping.
- Innovation – Stem Lab.
- Open / creative classrooms.
- Look into grants for technology.

- Increased funding to tech initiatives – grants, company donations.
- Prioritize school security.
- Seek out innovators in facilities upgrading to take on our building as a model project for making old buildings useful rather than building new.
- Lobby / meet with elected officials to fully fund public schools.
- Earmark funding yearly for upgrading outdated technology or bringing new technology.
- Security for facilities.
- Corporate donations for facility upgrade.
- Grants for SEL.
- Financial literacy – 8 week program after school. Starts 1st grade through 6th grade.
- Sensory hallways.