

Henry Hudson Regional School District Strategic Plan 2020-2025



**Henry Hudson Regional School
1 Grand Tour
Highlands, New Jersey 07732**

Facilitated by NJSBA Field Service Department

**Kathy Winecoff,
Field Service Representative**

**Mary Ann Friedman,
Field Service Representative**

Henry Hudson Regional School

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Acknowledgements

The Henry Hudson Regional School District's Strategic Planning Renewal process, completed during the 2019-2020 academic year, could not have occurred without the support, cooperation and dedication of the following people and groups:

Henry Hudson Regional School Board of Education

Gail Woods-King-President
Melissa Mohr-Vice President
Ezra Ardolino
Craig Domanski
David Dowds
Michael Gannon
Mark Heter
Renee Johnstone
Jill Karshmer

Dr. Susan Compton, Superintendent
Janet Sherlock, Business Administrator/Board Secretary

District Personnel

Lenore M. Kingsmore, Internal Coordinator/Principal
Vincent Esposito, Dean of Students/Athletic Director
Christina Egan, Tri-District Director of Curriculum and Instruction
Sam Angona, Tri-District Supervisor of Special Services
Jean Reagan, Administrative Assistant to the Principal
The Henry Hudson Regional Education Association

New Jersey School Boards Association

Kathy Winecoff, Field Service Representative
Mary Ann Friedman, Field Service Representative

Henry Hudson Regional School District
Strategic Planning Renewal Session

HENRY HUDSON REGIONAL PLANNING MEETING

December 14, 2019

1. Dr. Susan Compton
2. Lenore Kingsmore
3. Sam Angona
4. Vinny Esposito
5. Christina Egan
6. Gail Woods
7. Michael Gannon
8. Holly Akers
9. Carolyn Broullon
10. Cynthia Fair
11. Jill Karshmer
12. Gary Karshmer
13. Russ Karshmer (Student)
14. Melissa Mohr
15. Cheryl Sawyer
16. Melody Browne
17. Renee Johnstone
18. Wendy Glester
19. Rhonda LeGrice
20. Kevin Ilarraza
21. Janet Sherlock
22. Ezra Ardolino
23. Craig Domanski
24. Corina Thuss
25. Carla Cefalo
26. Gina Melnyk
27. Sherry Lombardi

Tri-District Planning Council Members

January 11, 2020

1. Dr. Susan Compton
2. Lenore Kingsmore
3. Denise Furda
4. Diane Knox
5. Christina Egan
6. Dan Layton
7. Lori Skibinski
8. Nancy Messina
9. Brian Rooney
10. Sue Curry
11. Melissa Mohr
12. Ann Prosser
13. Lisa Higgins
14. Sam Angona
15. Randy Wilson
16. Kevin Ilarraza
17. Layla Ilarraza (student)
18. Jill Karshmer
19. Gary Karshmer

20. Holly Akers
21. Kim DaSilva
22. Wendy Glester
23. Renee Johnstone
24. Janet Sherlock
25. Shawn Feeney
26. Karen Talerico
27. Gail Woods
28. Christine Brooks

29. Jim Filoso
30. Edward Buzzanco
31. Russell Karshmer (student)
32. Cheryl Sawyer
33. Karin Massina
34. Alyson Denzler
35. Elizabeth Eittreim
36. Irene Campbell
37. Julie Mahoney
38. Ryan Palamara

Strategic Planning Renewal Process

Executive Summary

A. Educating the Board to make an informed decision

In March 2019 Dr. Susan Compton, Superintendent contacted the 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 July 2019 Dr. Susan Compton contacted 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 on September 16, 2019 to provide information on the process.

The following 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 16, 2019, the Board contracted with NJSBA for these services.

B. Pre-Process Planning

All pre-process materials were sent to Dr. Susan Compton and Mrs. Lenore Kingsmore electronically including notices, invitations and internal coordinator job description.

C. Planning

On September 17, 2019 the Strategic Planning calendar was finalized and methods of informing the community and staff of the upcoming meetings were determined.

D. Staff Orientation Meeting

On September 23, 2019 Dr. Susan Compton and Mrs. Lenore Kingsmore, notified the staff of the Strategic Planning Renewal process and as a result the staff had an understanding of the strategic planning process and their opportunities for involvement. Volunteer sign-up forms were distributed.

E. Community Orientation Meeting_____

The community was notified through advertisement of the notices as well as by personal invitation by the Superintendent on behalf of the Board of Education. Volunteer sign-up forms were available on the website and the school district's main office.

F. Planning Council Conference

On December 14, 2019 and January 11, 2020, Kathy Winecoff and Mary Ann Friedman facilitated the Planning Council Conference. Outcomes of the conference included:

1. Strengths, opportunities, key factors, and roadblocks
2. The vision of the future
3. Review of the system of beliefs
4. Review of the district mission statement
5. Goals
6. Strategies/objectives to accomplish the goals

G. Developing the Action Plans

Kathy Winecoff, Field Service Representative provided the Weekend Outcomes to Dr. Susan Compton and Mrs. Lenore Kingsmore who then worked directly with the action teams to do the following:

1. Identify the action plans needed to accomplish the strategies/objectives
2. Select measures for accountability
3. Present action plans to the Planning Council for review

H. Presentation of Strategic Plan to the Board of Education

NJSBA Field Service Representatives Kathy Winecoff worked with the Superintendent and Internal Coordinator to shape the presentation of the plan to the full Board of Education on October 28, 2020.

Tri- District of Henry Hudson Regional School

Belief Statements

We believe ...

- in creating and recognizing opportunities to come together and build relationships among all stakeholder throughout the Pre-K–12 Tri-District
- all children learn in diverse ways and must be challenged and supported individually in an inclusive environment
- in integrity, social and global awareness and personal accountability
- each child deserves to be known, challenged and supported according to their individual, diverse needs
- a comprehensive curriculum includes equitable access to well-rounded learning experiences including social-emotional, academic and related arts elements
- students should learn to be risk-takers and problem-solvers, become active learners and skillful communicators
- a challenging, academic curriculum balanced with a diverse related arts program will promote emotional intelligence and academic excellence



Henry Hudson Regional School District

Core Belief Statements Group Work

Group 1:

We believe . . .

- Learning is a life-long endeavor
- We communicate effectively
- We foster integrity, social responsibility and community involvement
- We are self-reliant and accept personal responsibility
- We think critically and collaborate with others

Group 2:

We believe . . .

- We believe in student achievement
- We believe in providing unique learning opportunities
- We believe in preparing students for an ever-changing 21st Century future
- We believe in developing resiliency and encouraging perseverance
- We believe guardians and community (mentoring) play an important role in student success
- We believe education happens both inside and outside the school building
- We believe community service/civic duty is an important part of education

Group 3:

We believe . . .

- Students will be challenged to operate outside of their comfort zone
- Students will be lead through their failures to achieve success
- Students will think critically to solve problems
- Students will develop self-esteem and character
- Students will work cooperatively with others
- Students will communicate efficiently
- Emotional intelligence is as important as academic prowess
- Students will learn respect for all differences in our community
- Students will participate in their community through volunteerism
- Students will empathize and help promote their peers

Group 4:

We believe . . .

- All students can learn and should be challenged
- Students must feel safe both physically and emotionally, through self-esteem and character building
- Students will demonstrate an awareness of their civic responsibility to others and the environment
- Students will demonstrate self-reliance, time-management and acceptance of personal responsibility
- Students will be able to think critically as an individual and in collaboration with others
- Students should learn to be risk-takers, problem-solvers, active learners and skillful communicators through various modes of expression
- Learning lifelong

Group 5:

We believe . . .

- Students learn best in an environment where they feel safe and secure, both emotionally and physically
- Diversity of thought and experience leads to optimal learning
- Risk-taking, perseverance, problem-solving and skillful communication are essential elements of a comprehensive education
- All students can learn and should be challenged
- Learning is a life-long process
- The school must be responsive to the needs of all students, whatever they may be
- Students will develop self-reliance, grit and acceptance of personal responsibility

Drawing of Microphone dropping. Mic drop!

Henry Hudson Regional School District

Belief Statements

We Believe...

- Students learn best in an environment where they feel safe and secure, both emotionally and physically.
- Risk-taking, perseverance, problem-solving and skillful communication are essential elements of a comprehensive education.
- Learning is a life-long process/endeavor.
- Students will be led through their failures to achieve success.
- Students will think critically to solve problems.
- Emotional intelligence is as important as academic prowess.
- We foster integrity, social responsibility and community involvement.
- We are self-reliant and accept personal responsibility.
- In providing unique learning opportunities.
- In developing resiliency and encouraging perseverance.
- In valuing and respecting each student's individuality.



Henry Hudson Regional School District & Henry Hudson Tri-District Regional Schools Vision & Mission Statements

As an outgrowth of our commonly held beliefs, the following statement describes why we exist- our uniqueness as an organization. It is a broad and aspirational statement, which addresses what our students need to know, achieve and possess. It may reference the learning environment and may also include the role of staff, and community.

Mission Statement for Henry Hudson Regional School District:

To foster an inclusive community that promotes diversity of thought and experience in an achievement-oriented environment and prepares students to thrive as confident, critical thinkers.



Mission Statement for the Tri-District of Henry Hudson Regional Schools:

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

Vision statement for the Tri-District of Henry Hudson Regional Schools:

The success of a child is the result of a collaborative partnership of the Tri-District Schools, Boards of Education, staff, children, parents, and communities of Atlantic Highlands and Highlands, New Jersey.

Henry Hudson Regional School District

Strengths and Challenges

This process involved community members who brainstormed the strengths and challenges that HHRS faces and will face in the future during this five-year plan. Here are their brainstorming notes.

Strengths and Challenges Worksheet

<p><u>Fuchsia Group:</u></p> <p><u>Strengths:</u></p> <ul style="list-style-type: none">● Small teacher/student ratio● Location of school● Personalized / tailored learning● Guidance counselors● Range of curriculum● STEAM Academy● Individual Board● 6th Grade Sports Program● Mentoring <p><u>Yellow Group:</u></p> <p><u>Strengths:</u></p> <ul style="list-style-type: none">● Size – small classes, inclusive● Community involvement – business, police, board● Location – picturesque● STEAM program – success is a draw● Close to home for parents/students● Theatre / Music● TV/Digital/Video programs● Personalized learning● Diverse experience● Whole learning	<p><u>Challenges:</u></p> <ul style="list-style-type: none">● Diversity● Losing kids to magnet and private schools● Athletics● Budget/operating with limited resources● Middle School sports opportunity <p><u>Challenges</u></p> <ul style="list-style-type: none">● Size – enrollment, facility, ability to offer sports that require larger space/students● Location – hill, isolated● Brain drain – private, vocational● School rating (Zillow, etc. – 5)● Perception, belief, rumors
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<p><u>Dark Green Group:</u></p> <p><u>Strengths:</u></p> <ul style="list-style-type: none"> ● Private atmosphere – individual attention (small size) ● Strong curriculum ● Innovative programs ● Tolerance and inclusivity ● Great admin, teachers and staff ● Great arts and music ● Community involvement 	<p><u>Challenges</u></p> <ul style="list-style-type: none"> ● Sports, extra-curricular ● Diverse needs of students ● Outdate reputation / perceptions ● Need better communication / marketing
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Common Threads from all Groups:

Strengths: Diversity of offerings for a small school; individualized attention from administrators and staff; innovative programs: STEAM Academy, music, art, theater; community involvement and support

Challenges: Outdated perceptions of the school; lacks diversity of student body and staff; size of the school; athletic offerings are limited due to enrollment; lose a lot of students to the private and magnet schools

**Henry Hudson Regional School District
Visioning Group Work**

The HHRS Strategic Planning process involves having community members brainstorm and “think outside the box” as to what they would like to envision for Henry Hudson Regional School when it is publicized on social media. These are their ideas. This enables individuals to widen their expectations for the future of Henry Hudson Regional School.

Visioning Worksheet

Sea Shell Group

<u>Name of Article:</u> “Admiral Pride: Tiny School, BIG Advantages”	
<u>Vision:</u>	<u>Initiatives:</u> <ul style="list-style-type: none"> ● Reduced per pupil costs and improved instruction through systemic planning ● <u>Doubled</u> STEAM Academy ● Unique programs to draw tuition students and retain existing students ● Creative solutions to sports (extra-curricular) barriers ● Dedicated Tri-District Grant Writer ● Partnerships with industry / community (endowments, internships, entrepreneurships)

Go Fish! Group

<u>Name of Article:</u> “Waiting List at HHRS”	
<u>Vision:</u> <ul style="list-style-type: none"> ● Connecting academics/curriculum to the community and wider world ● Show students how their interests and abilities lead to board possibilities for future careers ● Build promotion of school into community ● Tie in Learn + Do = Success 	<u>Initiatives:</u> <ul style="list-style-type: none"> ● More vocational ● Community service for all students ● Home economics ● Field trips ● Guest speakers ● Involve Media Club to promote school ● Showcase all awards

	<ul style="list-style-type: none"> ● Bring back Hall of Fame
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Clubs Group

Name of Article: “Endless Opportunities for Students at HHRS”	
<u>Vision:</u> Small school offers students experience in sports, STEAM, music, theater, clubs, leadership, community service and MORE!	<u>Initiatives:</u> <ul style="list-style-type: none"> ● Better promoting of the achievements / programs at HHRS ● Alumni Night at AHES & HES showcasing achieving ● PR initiative – comprehensive plan

Pirates Group

Name of Article: “Small Shore School Becomes Leader in STEAM Academy Through Public/Private Partnerships”	
<u>Vision:</u> <ul style="list-style-type: none"> ● Exemplary programs attract out of district kids ● Job opportunities for ALL ● Partnership with NJ State aligned industry 	<u>Initiatives:</u> <ul style="list-style-type: none"> ● Steam Academy ● Digital media ● School to work program ● Public / Private partnerships for internships, jobs initiative

Common Themes

Goal Areas:

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



Henry Hudson Regional School District Goals and Strategies for Strategic Plan

The strategic planning group assembled for this session and brainstormed the most important goals and strategies for the future success of Henry Hudson Regional School. The notes are a composition of post-it notes that were placed on each of the goal areas for all to see and discuss.

Goal Areas:

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

Goal 1: Student Success

Strategies:

- **Math Coach**
- **LAL Coach**
- **Middle-Up**
- **Life Skills – Mindfulness**
- **Physical fitness program / athleticism promotion (outside of team sports)**
- **Create an in-house vocation program with real life experience and speakers**
- **Technology audit to better support staff and student learning**
- **Technology**
- **Partner with companies that offer IT things like hackathons for social good**
- **Lead into internships**
- **Positive reinforcement through mentoring**
- **Expand guest speakers program integrated into class curriculum**
- **Mindfulness and emotional coach**
- **Executive functions / study skills**
- **Comfort to know that it is okay to fail**
- **Teachers helping growth mindset**
- **More motivational speakers for encouragement**
- **Assemblies**
- **Foster a learning environment focusing on individual participation and group work to promote responsibility and critical thinking**
- **Student success – mentorship programs and training for same**
- **Life skills**

- **Equity**
- **Personalized learning**
- **Performing Arts Academy**
- **More sports opportunities – especially at middle school**
- **Opportunities for debate and public speaking in the curriculum**
- **Broadcasting Academy**

Goal 2: Social-Emotional Wellness

Strategies:

- **Continue character – K-12 expands to elementary**
- **Continue to build character**
- **Field trip to PTAK – learn from elders**
- **Mindfulness curriculum**
- **Workshops**
- **Meditation programs**
- **Integrate mindfulness and responsive classroom everyday with optional “chill space”**
- **Peer-to-peer mentoring – seniors paired with freshmen**
- **More peer counseling**
- **Additional personnel devoted to therapeutic programs within the school**
- **Additional structured counseling programs within school**
- **Expand mentoring programs**
- **Start a speaker program on a monthly basis to demonstrate career opportunities available to students**
- **Character development soft skills**

Goal 3: Community Engagement / Outreach

Strategies:

- **Marketing Advisory Board (ongoing)**
- **Community volunteers**
- **Marketing / branding committee (initial strategy)**
- **Dedicated PR person who understands the complexities of the position**
- **Increase PR**
- **Cohesive plan to unite AH / Highlands communities to help grow the community of HHRS. Without this bridge the status quo will continue**
- **Greater outreach with town councils**
- **Comprehensive marketing plan**
- **Brand school**
- **Full-time PR manager**
- **Get HH in the news!**
- **Partnerships with local businesses**
- **PR initiative and promotion**
- **Better promotion of achievements and awards using students and curriculum and marketing to showcase school and boost enrollment**

- Money contacts – extending outreach to donor friends and connections
- Community outreach / engagement
- Sponsorship for career / college programs and sport teams
- Partnerships with Monmouth University / Rutgers, etc.
- Promotion of the school and achievements
- Develop website further to showcase school and send notifications to users of great things happening
- Social media presence expanded
- Work internship programs in a variety of career opportunities
- All students to do community service
- Approach businesses and work on intern program
- Dedicated staff member to develop promotional strategies that the school community (teachers, parents, students) can disseminate
- Incorporate more community projects for students to become involved to develop social empathy and responsibility skills / lessons
- Establish partnerships with local businesses that could let students get hands-on work experience and bring them in to speak with the student population
- Have a student-run social media account (overseen by staff) that can be used to showcase activities and achievements, give experience in using graphic design and help teach appropriate social media behavior
- HHRS Alumni Night at elementary schools to discuss their successes with students / parents
- Leverage the diverse profession of parents and community to show students the kinds of jobs that are out there
- Job fair

- Community outreach
- Internships
- School-to-work programs
- School speakers
- Community service
- Partnering with non-profits
- Community connections – partnerships
- Committee for branding plan

Goal 4: Facilities / Finance

Strategies:

- Improvements on the theater (physical)
- Modernize classrooms
- Develop a “campus” feel
- Signage
- Campus feel
- Electronic sign
- Establish a cutting-edge self-oriented Special Ed program that would save money on out-of-district placements and bring money from out-of-district tuitions
- Dedicated grant writer

- **“Gym” / fitness center and training programs**
- **Merge districts**
- **Improve / expand outdoor space □ greenhouse**
- **Signage (electronic)**
- **Campus feel**
- **Increase security technology**
- **Sandy Hook special education class**
- **Target kids who may want vocational school (out of district) but want whole school experience (fees)**
- **Invite community members to schools to show all improvements, achievements awards at least twice a year**
- **Weight room / multi-purpose room**
- **21st century classrooms**
- **Campus feel – signage**
- **Future ready technology**
- **Invest in the creation of a professional marketing strategy to tell the story with consistency across the board. Students, teachers, families, community org; businesses and residents should tell the same story for the most positive and impactful ROI.**
- **School security**

GOAL AREA #1: LEARNER SUCCESS:

The Henry Hudson Regional 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
1. 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	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 are rigorous, meaningful and aligned to the New Jersey Student Learning Standards by engaging teachers in study and collaborative planning around newly adopted standards revisions.	2020-2025	Teachers	Submission of weekly lesson plans in Genesis. Comments/feedback from administration
	Check lesson plans according to schedule for teachers to assure that rigorous curriculum is being taught in classrooms daily	2020-2025	Principal; Curriculum Director; Supervisors	Google Excel sheet with dated lesson check-ins weekly; comments/feedback from administration
2. Build and sustain capacity to deliver data-informed differentiated instruction.	Provide professional development for teachers focused on differentiation in the classroom for all learners.	2020-2021	Principal; Curriculum Director; Supervisors	Attendance sheets from PD in district and out of district
	Assignment of common benchmark assessments through LinkIt! in ELA and Mathematics in order to provide data to drive instruction and curriculum development.	2020-2025	Teachers Principal Curriculum Director	Assessment scores provided in Link It
	Meet with staff to engage in collaborative data review and planning. <ul style="list-style-type: none"> Analyze school data to evaluate curriculum and 	2020-2025	Teachers Principal Curriculum Director Administration	Agenda and attendance sheets from faculty and department meetings.

	<p>scope/sequence of instruction</p> <ul style="list-style-type: none"> ● Strengthen instructional strategies in response to data ● Use data to develop meaningful, challenging tiered Student Growth Objectives. 			
	Utilize NJSLA assessment data to drive instruction, leveraging PLCs to engage teachers in an ongoing cycle of improvement.	2022-2025	Teachers Principal Curriculum Director	Lesson plan review; department meeting and PLC agenda and attendance sheets
3. Maximize student access to diverse, well-rounded educational experiences.	Create a speaker's bureau that will serve to provide motivation and life experiences for students.	2022-2023	School Counselors Principal Curriculum Director Dean of Students	List of speakers with names, addresses and occupations with availability for speaking engagements.
	Develop opportunities for structured learning experiences and/or internships for all students.	2020-2025	Board of Education members Superintendent School Counselors Principal Curriculum Director Dean of Students	Summary data from structured learning experiences and internships provided by students.
	Provide personalized learning opportunities for all high school students in order to fulfill	2020-2025	Superintendent School Counselors	Student Transcripts

	graduation requirements while also providing real life experiences.		Principal Curriculum Director Dean of Students	
	Infuse mindfulness into the curriculum.	2020-2025	Superintendent School Counselors Principal Curriculum Director Teachers Coaches/Advisors Dean of Students	Lesson plans Character Education

GOAL AREA #2: SOCIAL/EMOTIONAL WELLNESS:

The Henry Hudson Regional School district will foster a culture and climate that promotes the social and emotional well-being of all learners.

ALIGNED OBJECTIVES:

1. Develop, teach and maintain character education for all learners.
2. Mentoring will be expanded as a means to developing good stewardship in all learners.
3. Increase counseling opportunities for all learners.

OBJECTIVE	STRATEGIES	TIMEFRAME	RESPONSIBLE PARTIES	EVIDENCE OF ATTAINMENT
1. Develop, teach and maintain character education for all learners.	A Character Education Committee will meet annually to provide the framework for character themes for each school year.	2020-2025	Dean of Students Counselors SAC Students Parents	Agenda and attendance sheets; calendar of lesson themes annually
	Character Strong Curriculum will be used to teach all learners - infused as a core piece of the curriculum as well as used strategically as needed in response to emerging needs.	2022-2025	Principal Character Committee Teachers	Lesson plans Calendar of themes
	Plan an annual assembly during the Week of Respect to promotes good character development.	2020-2025	Character Committee	Week of Calendar events Assembly date
2. Mentoring will be expanded as a means to developing good stewardship in all learners.	Continue and improve opportunities for Peer Mentoring between the 7th graders and 12th graders.	2020-2025	Principal; Dean of Students Counselors CST SAC	A calendar of monthly events Peer Mentor training

			Peer Mentors	
	Create a stipend position for a staff member to run the Peer Mentor Program for all grades.	September, 2022	Teachers Principal Superintendent Board of Education	Appointment of staff member for the role of Peer Mentor Advisor/Trainer
	Develop a peer mentoring program for all students in partnership with both elementary schools.	2021-2022	Principals Counselors CST SAC	Written plans for the program with guidelines and trainings planned
	Students in grades 8-11 will be trained to be peer mentors to the elementary school students.	Spring 2023	Principal Counselors CST SAC	Training scheduled; attendance sheets; training agenda
	Students in grades 8-11 will serve as mentors to elementary school in grades 3-6.	2023-2025	Teachers Principal Curriculum Director	Visitations to elementary schools; Calendar of events
	Ongoing evaluation of the Peer Mentor Program to determine effectiveness and drive improvements.	Spring 2025	Superintendent School Counselors Principal Curriculum Director Dean of Students	Survey administered to all students and staff Results presented to BOE in May 2025
3. Increase counseling opportunities for all learners.	Form a counseling committee to evaluate the counseling needs of the school and plan a comprehensive approach for supporting student wellness.	2021-2022	School Counselors Principal Teachers Coaches/Advisors Dean of Students Students	List of committee members; Committee meeting agenda and minutes
	Develop a survey to be administered to all students and parents regarding counseling needs and services.	Spring 2022	Counseling Committee members Principal Dean of Students Supervisor of Special Education	Survey of students, parents and staff to determine counseling needs of the students

	Survey results will be shared with the Board of Education and Superintendent to determine next steps.	Spring 2022	Superintendent Principal	Presentation to the Board of Education discussing the counseling needs of the district. Results of the survey are shared with the community.
	Explore the possibility of partnering with outside agencies to create meaningful services and support for students at HHRS.	Fall 2022	Committee Principal Dean of Students	List of outside agencies, partnership plans
	Approve list of counseling providers for students.	Spring 2023	Superintendent Board of Education	Board of Education agenda and minutes.

GOAL AREA #3: COMMUNITY ENGAGEMENT/OUTREACH:

The Henry Hudson Regional School district provides a cohesive plan to unite Atlantic Highlands and Highlands communities through effective marketing and branding of the school district through outreach to community businesses, universities and community leaders who will support the school and its efforts to maintain quality education for all learners.

ALIGNED OBJECTIVES:

1. Develop, plan and implement a marketing plan that promotes the unique environment at HHRS.
2. Develop an effective branding plan that promotes the values of a “public school within a private school setting.”
3. Increase community outreach to businesses, universities, and community leaders.

OBJECTIVE	STRATEGIES	TIMEFRAME	RESPONSIBLE PARTIES	EVIDENCE OF ATTAINMENT
1. Develop, plan and implement a marketing plan that promotes the unique environment at HHRS.	Create a marketing committee.	2020-2021	Superintendent Principal Business Administrator Board of Education	Marketing committee members approved by the BOE.
	Hire a Public Relations manager who will oversee the marketing committee and advise/lead on public relations matters.	Spring 2022	Superintendent Principal Business Administrator Board of Education	BOE agenda and minutes for hired staff members.

	Public Relations manager will invite key community leaders, local businesses, higher-learning representatives and other stakeholders to serve on a Marketing Advisory Board.	2022-2023	Public Relations Manager Superintendent Business Admin. Principal Board of Education	Marketing Advisory roster; agenda and minutes from the Board of Education meeting.
	The Marketing Advisory Board will develop a cohesive marketing plan to support community awareness and esteem for HHRS.	2022-2025	Public Relations Manager Marketing Advisory Board	Agenda and minutes.
	Promote public awareness of achievements of students and staff through a variety of methods: social media; newspapers; website; etc.	2022-2023	Public Relations Manager Superintendent BOE Principal	Social media Website Newspaper articles Digital Newsletters quarterly Twitter Instagram
2. Develop an effective branding plan that promotes the value of a "public school within a private school setting."	Form a Branding Committee to provide oversight and leadership for branding endeavors.	2022-2023	Public Relations Manager Superintendent Principal Business Admin.	List of committee members. Agenda and minutes. Branding Plan approved.
	The Branding Committee will work collaboratively to create strategic, long-term plans of effective ways to promote the school.	Spring 2023	Public Relations Manager Superintendent Principal Business Admin. Board of Education	Branding plan supported by Board of Education. Budget allocations for branding of school campus

	Plan and organize annual Alumni Nights for HHRs students to visit AHES and HES and promote student achievements in education, arts and athletics.	Fall 2023 Fall 2024 Fall 2025	Public Relations Manager Superintendent Principal Business Admin. Students Teachers Dean of Students Board of Education	Agenda and sign in sheets from annual events.
3. Increase community outreach to businesses, universities, community leaders, etc.	Invite and speak to local businesses regarding relationships with HHRs.	Spring 2023	Public Relations Manager Superintendent Principal Business Admin. Board of Education	Agenda and minutes. Sign in sheets.
	Invite and speak to university and college leaders regarding relationships with HHRs.	2023-2025	Public Relations Manager Superintendent Principal Business Admin. Board of Education	Agenda and minutes. Sign in sheets.
	Invite and speak to community leaders and expand outreach to local donors and benefactors through community groups in Atlantic Highlands and Highlands.	2023-2025	Public Relations Manager Superintendent Principal Business Admin. Board of Education	Agenda and minutes. Sign in sheets.
	Develop partnerships with local leaders, businesses, colleges and universities.	2023-2025	Public Relations Manager Superintendent Principal Business Admin. Board of Education	Agenda and minutes. Sign in sheets.

GOAL AREA#4: FACILITIES/FINANCES:

The Henry Hudson Regional School district will provide funding and facility improvements for students in a 21st Century learning environment with a school campus feel.

ALIGNED OBJECTIVES:

1. Provide a campus-like environment for all students in order to maintain enrollment.
2. Improve the learning environments within the school building.
3. Improve the physical security along with the technology for a safe school.
4. Ensure funding for projects through grant-writing and expansion of programs.

OBJECTIVE	STRATEGIES	TIMEFRAME	RESPONSIBLE PARTIES	EVIDENCE OF ATTAINMENT
1. Provide a campus-like environment for all students in order to maintain and increase enrollment.	Conduct a survey of the two communities (Atlantic Highlands and Highlands) in order to provide for ideas for a campus-like feel at HHRS.	2020-2021	Principal Dean of Students	Survey Responses
	Purchase of an electric sign to provide information and directions on the campus.	2020-2021	Superintendent Board of Education Business Admin.	Electric sign installed on campus.
	Signage placed strategically throughout the campus.	2020-2021	Superintendent Board of Education Business Admin.	Signage on campus
2. Improve the learning environments within the school building.	Develop a plan to purchase new desks and chairs that enable greater flexibility and mobility within the classrooms.	2020-2021	Superintendent Board of Education Business Admin. Principal; Curriculum Director; Supervisors	Plan on the purchase of furniture and a clear timeline.
	Visit schools to see designs and gather ideas for 21st century learning environments.	2020-2021	Principal; Curriculum Director; Supervisors	Travel expenses and photos of other school environments shared with the Board of

				Education and Superintendent.
	Further strengthen the draw of performing arts at HHRS by modernizing the theater.	2021-2023	Superintendent Board of Education Business Admin. Principal; Curriculum Director; Supervisors	Purchase of lighting package, curtains and redesign of the prop room.
	Expand the outdoor learning environments through the construction of a greenhouse.	2022-2023	Stem Coordinator Steam Academy students Principal Supervisors	Construction of a greenhouse by the science wing.
3. Improve the physical security along with the technology for a safe school.	Explore the option of an increased security presence in the school.	2021-2022	Superintendent Board of Education Business Admin. Principal	Board of Education agenda and minutes.
	Install lighting around the perimeter of the building, especially by the parking lot, to improve the safety and security of the students and staff.	2022-2025	Superintendent Board of Education Business Admin. Principal	Lights installed in the parking lot and perimeter of the building.
	Complete a technology audit in order to determine the need for security upgrades of the system.	2022-2023	Network Administrator Technology Asst.	Written audit of technology needs of the building.
	Complete the Future Ready Plan and submit an application for Bronze Certification. <ul style="list-style-type: none"> ● Create Future Ready Schools Planning Team ● Planning and self-assessment, audit of technology infrastructure, complete District Readiness Assessment and gather stakeholder feedback on each of the 7 Gears. 	2020-2025	Superintendent Network Admin. Principal Curriculum Director	Submission of Future Ready Application for approval.

	<ul style="list-style-type: none"> • Create evidence folders and capture evidence of Future Ready practices • Organize evidence to support each Gear and Goal, create Action Plan and submit plan for approval. 			
4. Ensure funding for projects through grant-writing and expansion of programs.	Explore ways to attract tuition students through innovative programming both for general education and special education students.	2020-2025	Superintendent School Counselors Principal Curriculum Director Teachers Coaches/Advisors Dean of Students	Committee formed to explore programs. Minutes and agendas.
	Investigate grants that will provide funding for school projects.	2020-2025	Superintendent Board of Education Principal Curriculum Director Stem Coordinator SE Supervisor	Grants submitted for funding of innovative programs.

Henry Hudson Regional School District

Appendix A

District Communications



November 13, 2019

Dear Henry Hudson Regional School Community Member:

As Principal of Henry Hudson Regional School, and with our Tri-District Superintendent, it is our pleasure on behalf of the Henry Hudson Regional Board of Education to invite you to participate in our Strategic Plan Renewal Process. This committee will be a focused group of 30 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 discussions will lead us to a consensus document that will identify our community's vision, mission and beliefs for our district and develop goal areas focusing on the future of our school.

The Henry Hudson Regional 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 14, 2019 from 9:00 to 1:00 in the Henry Hudson Regional School Cafetorium. 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. Hope to see you on Saturday, December 14, 2019 at Henry Hudson Regional School.

Sincerely,



Mrs. Lenore Kingsmore,
Principal
Internal Coordinator of the Strategic Plan

Dr. Susan Compton,
Tri-District Superintendent

December 20, 2019

Dear Henry Hudson Tri-District Community Members:

As the Tri-District Superintendent of Schools, and on behalf of the Boards of Education and the administrative teams of Atlantic Highlands Elementary, Highlands Elementary, and Henry Hudson Regional Schools, it is my pleasure to invite you to participate in our Tri-District Strategic Plan Renewal Process. Together with a team of 30-45 community and school members, we will revisit the Tri-District Strategic Plan originally developed in 2014, as well as the Profile of a Graduate developed with Tri-District stakeholders on October 5, 2019. This process will culminate in a co-created collective vision and plan that articulates our aspirations for all students in the Tri-District – not only as students, but also as well-equipped, successful citizens thriving in a rapidly changing world.

The Tri-District Strategic Plan working session will be held on Saturday, January 11, 2020 from 9:00 a.m. to 1:00 p.m. in the Henry Hudson Regional School Cafetorium. We ask you to please join us as we collaborate on that day to unify the great work done in each school district at their respective district-level Strategic Planning sessions. We will provide breakfast and lunch during this meeting, and Kathy Winecoff and Mary Ann Friedman from the New Jersey School Boards Association will serve as our planning facilitators. All our community members – families, residents, business owners, teachers, students, and any other interested parties – are invited to participate.

If you cannot attend this event in person, we would still appreciate your insight and input. Please visit the school websites to access the Strategic Planning surveys and share your thoughts. We believe that schools must partner with families and community members to ensure that the needs of all students are met. We hope that you will participate and encourage others to do so as well.

Sincerely,
Dr. Susan E. Compton
Tri-District Superintendent of Schools

Henry Hudson Regional School District

Appendix B

State of Schools Presentation





Strategic Planning Henry Hudson Regional School



**STATE OF THE SCHOOL
DECEMBER 14, 2019**



HHRS Board of Education

*Karen Horner-President
Gail Woods-Vice President
Ezra Ardolino
Craig Domanski
David Dowds
Michael Gannon
Mark Heter
Renee Johnstone
Melissa Mohr*

*Dr. Susan Compton, Shared Superintendent
Mrs. Janet Sherlock, Board Secretary/Business Administrator*



HHRS Administration

Mrs. Lenore M. Kingsmore, Principal

Mr. Vincent Esposito, Dean of Students/Athletic Director

Mr. Sam Angona, Shared Supervisor of Special Education

Mrs. Christina Egan, Shared Director of Curriculum and Instruction



Mission Statement

“A private school in a public school setting”

Henry Hudson Regional School provides a personalized learning experience that enables students to meet and exceed all content area learning standards by maintaining small class size; securing low student-to-teacher ratio; utilizing highly engaging curriculum that fosters academic achievement in a changing global, technological society; and embracing a strong partnership with its community. Henry Hudson students will be equipped with the skills needed

- To develop self-esteem and character
- To communicate effectively
- To think critically to solve problems
- To learn respect for cultural differences
- To work cooperatively with others





WHERE ARE WE NOW?

- ★ Enrollment-327 students
- ★ Ethnicity-82%-white; 12%-Hispanic/Latino; 4%- African American; 2%- Asian
- ★ 23% Economically Disadvantaged
- ★ 53% are females-47% are males
- ★ 26% Students receiving Special Education Services
- ★ Budget approved by the Board of Education- Approximately \$9 million
- ★ Bus all of our students regardless of distance due to the location of the school
- ★ Provide busing services for AHES & HES students who attend Out of District Schools
- ★ Receive 4 HS Tuition students from Union Beach in the STEAM Academy

Staff at HHRS

- ★ 41 Full time Teachers
- ★ 3 Full time Child Study Team members: School Psychologist; Social Worker and Learning Disabilities Teacher Consultant
- ★ 2 Full time School Counselors: MS Counselor and HS Counselor
- ★ 1 Full time Student Assistance Counselor
- ★ 1 Full time School Nurse
- ★ 1 Full time Athletic Trainer
- ★ 2 Full time Paraprofessionals
- ★ 6 Administrative Assistants
- ★ 1 Part time Tech Assistant



Courses and Programs Offered at HHRs

- ★ 13-Honors Courses offered
- ★ 10-Advanced Placement Courses offered
- ★ Variety of electives in all major subject areas and career interests
- ★ Distance Online Learning for any subject not offered at HHRs-fully funded by BOE
- ★ Dual Enrollment with Brookdale Community College
- ★ Shared Time with all the Monmouth County Vocational Schools
- ★ STEAM Academy



What have we accomplished since 2014?

Academics:

- Creation of a STEAM Academy
- New courses: AP Music Theory; AP Studio Art; Game Design; Advanced Game Design; Modified subjects in all areas for Students with Special Needs by subject certified teachers; Introduction to STEAM; STEAM Capstone Project; STEAM Career Internship
- Nationally Recognized: Therapy Dog Program, Game Design Program and STEAM Academy
- Middle States Accreditation
- 2016 Principal of the Year for New Jersey
- First Place in IEEE Robotics Competitions and Honorable Mentions
- First Place in the STATE for STEAM Tank Competition



The Arts:

- Increase in MS/HS Band Participation-27% of the school participates in the music program; First and Second Place Awards for the MS/HS Concert Bands since 2014; Marched down Main St. in Disney World
- Purchase of new instruments annually
- Improvements to Theater Program-resulting in numerous nominations from the Basie Awards for Best Actress in a Musical; Best Student/Adult Orchestra; Special Recognition Award for working through hardships
- Recognition nationally and internationally for films produced by our Digital Video students-recently debuted at the NJSBA for Best Film in the Garden State; First, Second and Third Place finishes in the SkillsUSA competitions in Broadcast News Production, Digital Film Production, Bulletin Board and Service



Athletics:

- Group 1 State Champions in Softball
- Division Champions for MS Softball for 5 years
- 2 Straight Shore Conference Division Championships in Field Hockey
- 2 NCAA Division 1 Athletes
- Full time Athletic Trainer
- New fencing and landscaping of Upper and lower fields
- New Coaching Evaluation System
- New uniforms for all teams MS/HS
- Provided playing opportunities for 5th graders
- Added MS Girls Soccer Team
- Added Spring Track
- Increased athletic opportunities with Keyport



Facilities Improvements:

- New Gym Floor
- Upgrade to the TV Studio
- New Media Center Coffee shop and furniture in media center and compass area
- Creation of a new Science Lab in the 300's wing
- Creation of a MakerSpace Classroom
- Reconditioning of Kavookjian Fields in Highlands
- New furniture for classrooms
- Upgrades to lighting and sound systems in gym and cafetorium
- Purchase of risers-used for lots of events: graduation, concerts, shows



Where do we go from here?

Purpose of us meeting this morning!

