

# PARSIPPANY-TROY HILLS TOWNSHIP SCHOOLS STRATEGIC PLAN



## **Mission Statement**

The mission of the Parsippany-Troy Hills Township School District, in partnership with families and the greater community, is to challenge and nurture all students academically and to develop confident learners who are compassionate, generous, appreciative, and invested in their diverse world. This will be accomplished through innovative opportunities that inspire life-long learning, critical thinking and problem solving, creative exploration, and democratic collaboration among students and staff.

## **Strategic Goals**

We will serve *all* of our students by focusing on the following goals within a comprehensive and coherent PK-12 framework:

- Our district will create an innovative and rigorous educational experience in a borderless learning community that produces creative students who are problem solvers and self-directed individuals.
- All students will receive social and emotional support to become adaptable, confident citizens who embody self-awareness and strong interpersonal skills, capable of responsible decision-making and managing their emotions and behaviors.
- Our community of adult learners will be fully engaged in professional growth experiences which enable them to continuously hone their craft and maximize student achievement.

**PARSIPPANY-TROY HILLS TOWNSHIP SCHOOLS  
DISTRICT GOALS 2020-21**

**GOAL #1**

*Our district will create an innovative and rigorous educational experience in a borderless learning community that produces creative students who are problem solvers and self-directed individuals.*

<b>STRATEGIES</b>	<b>ACTIVITIES</b>	<b>RESPONSIBLE LEADERS</b>	<b>TIMELINE(S)</b>
1. Implement the District Curriculum Renewal Plan (Literacy)	<ul style="list-style-type: none"> <li>* Rethink the Senior English experience: English 12 vs. semester classes</li> <li>* Explore titles to include book clubs and choice in HS ELA curriculum. Revise HS ELA units thematically and integrate more diverse titles</li> <li>* Explore options and plan for Phonics/Word Study/Vocabulary integration.</li> </ul>	Dr. Axelrod Dana Ahmuty Mary Kane Elementary/Middle School /High School/Principals	June 2021
2. Implement the District Curriculum Renewal Plan (Social Studies)	<ul style="list-style-type: none"> <li>*Recommend a Scope and Sequence for K-12 Social Studies instruction with a realigned 5th - 8th grade sequence.</li> <li>*Plan for Summer 2021 Curriculum Writing.</li> </ul>	Juan Cruz Dr. Axelrod Elementary/Middle School Principals	June 2021
3. Implement the District Curriculum Renewal Plan (Science)	<ul style="list-style-type: none"> <li>*Begin K-12 Science Curriculum Committee work: Review current K-12 science curriculum, consult NJ Standards, study other programs/sites, consider new courses</li> <li>*Plan for Summer 2021 Curriculum Writing.</li> </ul>	Dr. Axelrod Annamarie Altomonte Rachel Villanova	June 2021
4. Explore online/borderless learning opportunities for high school students.	<ul style="list-style-type: none"> <li>*Support students enrolled in VHS online coursework.</li> <li>*Provide online textbook resources.</li> <li>*Introduce multiple learning platforms such as Google Suite (Meet, Classroom)</li> <li>*Provide presentations and connections to STEM fields and professionals via the STEM Pathways</li> </ul>	High school administrators, counselors, Dr. Axelrod, relevant supervisors	April 2021

	<p>program.</p> <p>*Support virtual learning through the access to online simulations and other activities to enhance classroom instruction (ex. CK12.org, pHet, Gizmos, Flinn, ChemCollective, AutoUpkeep)</p> <p>*Evaluate online programs and course curriculum for the Alternate Summer Course program</p> <p>*Design and implement an in-house alternate summer course program that is financially self-sustainable.</p>		
5. Support a 1:1 device initiative at the middle/elementary schools.	<p>*Consider the implementation schedule (what grade level(s) at what time?)</p> <p>*Plan professional development for Grade 5 and middle school teachers in advance of implementation.</p> <p>*Provide technical assistance necessary to support devices.</p>	<p>Dr. Gigante Dr. Axelrod Supervisors Middle school principals Elementary school principals</p>	<p>November - March (Anticipate December delivery of additional Chromebooks)</p>
6. Increase STEM opportunities at all grade levels.	<p>*Monitor new Robotics and Coding classes for student enrollment and instructional innovations.</p> <p>*Support elementary school teachers as they implement the appropriate STEM/engineering units in the FOSS program.</p> <p>*Monitor the new Networks course and CCNA certification program for students.</p> <p>*Consider other certificate possibilities for high school students.</p> <p>* Support the STEM Pathway Program in its inaugural year.</p> <p>* Provide guidance for students on course choices that align with their STEM career goals.</p>	<p>Dr. Axelrod Annamarie Altomonte Rachel Villanova Kelly Curtiss School principals</p>	<p>October through April</p>
8. Enrich opportunities in music education for students.	<p>*Support the Grade 3/4 Strings Program and explore appropriate next steps</p> <p>*Support music instruction across all schools in light of CDC guidelines.</p>	<p>Dana Ahmuty Dr. Axelrod Dr. Sargent Elementary school principals</p>	<p>June 2021</p>

<p>9. Implement the District Curriculum Renewal Plan (Mathematics).</p>	<ul style="list-style-type: none"> <li>*Monitor new curriculum in Grades 3-8 and support teachers with differentiation and delivering more rigorous content.</li> <li>*Continue to adjust the middle school course sequences to build the new accelerated math pathway.</li> <li>*Monitor and review high school math courses to update course curriculum and resources as appropriate and in support of the NJIT partnership.</li> <li>* Investigate and monitor course placement practices, student access, and equity through a research lens.</li> </ul>	<p>Annamarie Altomonte  Kelly Curtiss  Dr. Axelrod  Elementary and middle school principals</p>	<p>June 2021</p>
<p>10. Nurture the partnership with NJIT with the prospect of expanding our students' exposure to college-level instruction through additional courses.</p>	<ul style="list-style-type: none"> <li>*Support the NJIT partnership and develop communications for students and families to promote the program.</li> <li>*Continue to work on teacher approval at NJIT in order to offer additional classes for dual enrollment.</li> </ul>	<p>Dr. Axelrod  Dr. Sargent  Relevant supervisors</p>	<p>June 2021</p>
<p>11. Support the Transition Program students with work-readiness training.</p>	<ul style="list-style-type: none"> <li>*Implement the PAES Lab (Practical Assessment Exploration System) to support and train our transition students as they develop work readiness skills.</li> <li>*Explore job-embedded certifications for students.</li> </ul>	<p>Dr. Santaniello</p>	<p>June 2021</p>

**PARSIPPANY-TROY HILLS TOWNSHIP SCHOOLS  
DISTRICT GOALS 2020-21**

**GOAL #2**

*All students will receive social and emotional support to become adaptable, confident citizens who embody self-awareness and strong interpersonal skills, capable of responsible decision-making and managing their emotions and behaviors.*

STRATEGIES	ACTIVITIES	PERSON(S) RESPONSIBLE	TIMELINE(S)
<p>1. Initiate a comprehensive review of SEL and mental health programs for a middle and high school population with the goal of making recommendations that will guide the direction of critical services in this area.</p>	<p>Reconvene the Secondary SEL committee to complete this assessment and their recommendations.</p> <p>Maintain a focus on student leadership development, supporting student organizations, and community service.</p> <p>Establish a group counseling and wellness program in the secondary schools and establish best practices for these areas.</p> <p>Support Wellness Spaces in the school environment.</p>	<p>Michael DiSanto Cory Wegesa Dr. Axelrod Middle and high school principals</p>	<p>April 2021</p>
<p>2. Develop leadership and student voice opportunities at all schools.</p>	<p>Elementary: Student Council, School Climate Team representation, Peer Mentoring/Tutoring, Peer led recess “in days”, Student-Led Parent Nights</p> <p>Middle: Student Council, School Climate Team representation, Student Advisory Peers, Student-Led Parent Nights, Student-Superintendent Advisory</p> <p>High: Student Council, Student-Superintendent Advisory, Cross-Town Retreat, Freshman Orientation, Technology Helpers</p>	<p>Principals Counselors</p>	<p>June 2021</p>
<p>3. Provide learning opportunities for staff members to develop and appreciate SEL skills in their own practice.</p>	<p>*Provide workshops, schedule book study groups, and create an online forum for sharing best practices.</p> <p>*Provide opportunities to staff members to learn more about SEL and mental health self-care.</p>	<p>District PD Committee Dr. Axelrod Relevant principals and supervisors</p>	<p>June 2021</p>

<p>4. Evaluate and revitalize transition programs for PreK through College.</p>	<ul style="list-style-type: none"> <li>*Explore opportunities to include more students in conferences with parents/teachers at elementary, middle, and high school through shared online conferences.</li> <li>*Assist counselors in the promotion of non-college alternatives for students: technical school, 2-year certificate programs, etc.</li> <li>*Partner with CCM to transition our ESL students to their 2 year college program.</li> <li>*Consider the addition of a College and Career Counselor to support this work.</li> </ul>	<p>Principals Counselors Relevant Supervisors</p>	<p>June 2021</p>
<p>5. Establish opportunities to assist parents and families in supporting their children's social-emotional well-being.</p>	<ul style="list-style-type: none"> <li>*Continue updating the parent website with resources workshop opportunities and/or book study groups.</li> <li>*Partner with PTA to promote resources and information about SEL.</li> <li>*Craft a quarterly article for parents on mindfulness that all principals can incorporate into their own school Parent Newsletter.</li> <li>*Provide our ESL families with resources via our district website and through family/community outreach.</li> </ul>	<p>Michael DiSanto Principals Counselors</p> <p>Principals, Michael DiSanto, Dr. Sargent</p> <p>Michael DiSanto, Dr. Sargent</p>	<p>June 2021</p>
<p>6. Guide all students to be independent learners.</p>	<ul style="list-style-type: none"> <li>*Monitor the number of Resource Room student placements as baseline data.</li> <li>*Review the number of students who transition into a less restrictive environment.</li> <li>*Monitor support services and personnel as baseline data.</li> <li>*Monitor the use of School Behaviorists and Lead Behaviorist to inform future programming.</li> </ul>	<p>Pupil Services Supervisors Dr. Sargent</p>	<p>June 2021</p>
<p>7. Implement and monitor the new School-Based Therapeutic Program.</p>	<ul style="list-style-type: none"> <li>*Meet regularly with CST and related educators to monitor new programs.</li> <li>*Observe and evaluate special education educators in the new STRIVE/BD classes.</li> <li>*Develop programming for parent outreach and support.</li> </ul>	<p>Pupil Services Supervisors Dr. Sargent</p>	<p>June 2021</p>

**PARSIPPANY-TROY HILLS TOWNSHIP SCHOOLS  
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**GOAL #3**

*Our community of adult learners will be fully engaged in professional growth experiences which enable them to continuously hone their craft and maximize student achievement.*

STRATEGIES	ACTIVITIES	PERSON(S) RESPONSIBLE	TIMELINE(S)
1. Support PTH educators with Hybrid/Virtual Instruction.	<ul style="list-style-type: none"> <li>*Provide on the spot, as needed, pop-up professional training sessions for each department that are differentiated based on teacher needs.</li> <li>*Use the District Professional Development Committee to gather needs and suggest workshop sessions and platforms.</li> </ul>	Superintendent Dr. Axelrod Curriculum Supervisors	Ongoing
2. Build professional capacity of adult learners through collaborative and job-embedded professional learning.	<ul style="list-style-type: none"> <li>*Support new Literacy Coaches in Grades 4-5 and 6-12.</li> <li>*Support middle school Technology Coaches in their work with colleagues.</li> <li>* Continue work with Gravity Goldberg consulting for middle school reading/writing workshop</li> <li>*Continue work with Gravity Goldberg consulting for elementary small group reading (K-2 Guided Reading and 3-5 Book Clubs/Accountable Talk)</li> <li>*Support teachers with Foundations rollout for Grade 1</li> <li>*Continue Sheltered Instruction Training for educators working with English Language Learners</li> <li>*Support teachers with FOSS Life Science rollout.</li> <li>*Support teachers with the implementation of new online text resources.</li> <li>*Continue to support and offer professional development opportunities to enhance both virtual and in person learning.</li> </ul>	Dr. Axelrod School Principals Curriculum Supervisors	Ongoing
3. Continue to lead the work of the Professional Development Committee in the exploration of effective teacher evaluation models.	<ul style="list-style-type: none"> <li>*Reconvene the Professional Development Committee.</li> <li>*Provide overview of Marzano, Danielson, Marshall, Strong, and other models to committee members for consideration.</li> <li>*Determine the model that will best support PTH educators and develop a training schedule.</li> <li>*Work toward implementation for September 2021.</li> </ul>	Dr. Sargent Dr. Axelrod	May 2021

<p>4. Implement District Technology Plan.</p>	<ul style="list-style-type: none"><li>* Continue the Chromebook Pilot with faculty members.</li><li>*Promote equity and access through the provision of Chromebooks and Internet access to families in need.</li><li>*Monitor and assess our low-income and ESL student access to wifi to address technological gaps.</li></ul>	<p>Dr. Nancy Gigante Dr. Axelrod Superintendent</p>	<p>Ongoing</p>
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