
VERONA PUBLIC SCHOOLS

STRATEGIC PLAN 2013-2018

Presented
June 11, 2013



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Overview

- ✓ Purpose – to ensure our collective focus and resources remain centered upon student achievement

- ✓ Application – Utilized to guide staffing, budget, annual goal setting
 - Phase 1 - Mission, Goals, Strategies, Core Values, Commitments (Fall/Winter)

 - Phase 2 - Define results / deliverables (Spring)

- Work will continue through the spring – Board approval, June 18th

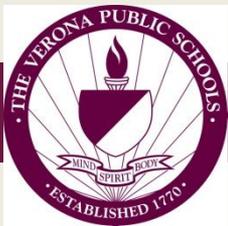
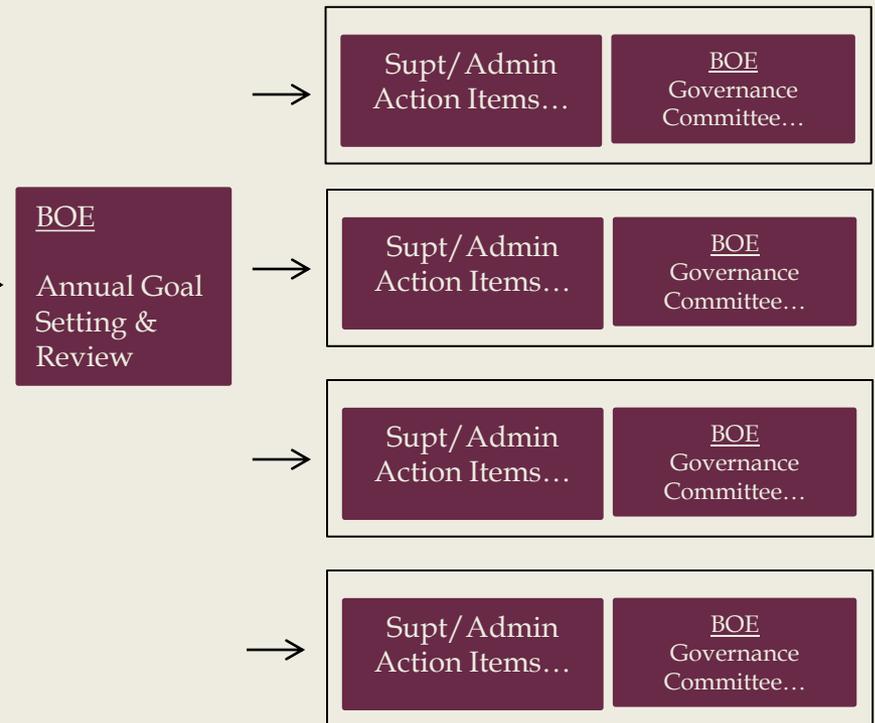


Cycle of Annual Goal Setting

Strategic Planning Oct '12 - June '13



BOE Annual Goals Jun '13 - Jun '18



1700 Hours

90+ Action Team Participants

25 Steering Committee Members

193 Recommended Action Items

30 Specific Results

6 Strategies

1 MISSION



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Framework

(developed by Steering Committee)

1. Mission Why do we exist? What is our purpose and who are we most concerned about serving? It generally is made up of three parts: identity, purpose, and means
2. Goals The means to measure our progress toward accomplishing the mission
3. Core Values Values we embrace in order to accomplish our mission
4. Commitments How we are committing ourselves to our mission, values & strategies
5. Strategies How we will support & carry out our mission



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Mission

The mission of the Verona Public Schools,
the center of an engaged and supportive
community,

IDENTITY

is to empower students to achieve their
potential as active learners and productive
citizens

PURPOSE

through rigorous curricula and meaningful,
enriching experiences.

MEANS



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GOALS

All students articulate and embody our core values.

All students demonstrate meaningful academic and social growth.

All students independently apply learning experiences to new contexts.

All students graduate from high school with a thoughtful plan for the future.

CORE VALUES

Collaboration

Diligence

Initiative

Integrity

Respect

Responsibility

COMMITMENTS

Acting in the best interests of all students

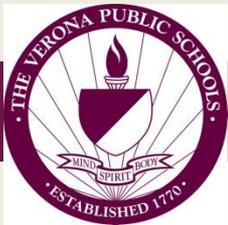
Respecting the individuality of students

Developing long-term financial plans

Making data-informed decisions

Favoring action

Rejecting mediocrity



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Strategies

In order to support our mission, we will...

1. Secure adequate financial resources,
2. Foster a healthy and respectful school culture consistent with our core values,
3. Partner locally and globally to expand opportunities for our school community,
4. Continue to implement a rigorous, integrated curriculum with authentic experiences and assessments,
5. Provide a meaningful professional development program for all staff, and
6. Provide upgraded, sustainable buildings, grounds and technical infrastructure.



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Strategy #1

Secure adequate financial resources.

Result #1: Develop a sustainable financial plan.

Result #2: Identify alternative sources of revenue.

Result #3: Identify and develop partnerships and shared service agreements with other schools, other educational entities, and the Township of Verona.

Result #4: Partner with our employees in developing healthcare options which most efficiently provide for the health and well-being of our staff.

Result #5: Establish a communication plan to better inform stakeholders of the financial aspects of the district's operations.



Strategy #2

Foster a healthy and respectful school culture consistent with our core values.

Result #1: Collect and evaluate any current district initiatives, programs, curriculum, and other data that impact school culture, and make recommendations for modifications and enhancements to ensure a comprehensive and consistent K-12 commitment to our core values that is clearly communicated to all stakeholders.

Result #2: Conduct a survey of school culture to determine the level of respect for and adherence to the core values in the Strategic Plan.

Result #3: Develop and articulate a common, age-appropriate understanding of our core values.



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Strategy #3

Partner locally and globally to expand opportunities for our school community.

Result #1: Expand options for seniors to include a wider array of authentic experiences in preparation for their post-high school experiences.

Result #2: Institute a service learning/community service requirement at VHS which students must complete prior to graduation.

Result #3: Increase community participation and attendance at district functions and events.

Result #4: Expand global learning opportunities for students.



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Strategy #4

Continue to implement a rigorous, integrated curriculum with authentic experiences and assessments.

Result #1: Develop student self-assessments that encourage students to be active participants in their learning and provide teachers with feedback to guide future instruction.

Result #2: Re-evaluate current curriculum and resources to ensure they are aligned to the standards and are meeting the needs of all students.

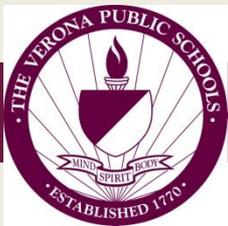
Result #3: Integrate STEM-based educational opportunities, K-12.

Result #4: Integrate literacy in all subjects to produce strong analytical thinkers that can decipher content-based text.

Result #5: Update course offerings at the middle and high school levels to ensure that the Verona School District meets the needs of students within the 21st century.

Result #6: Continue to expand upon the UbD curriculum framework with emphasis on assessments and transfer.

Result #7: Develop common assessments that ensure consistent and rigorous curriculum and provide meaningful feedback to students and teachers.



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Strategy #5

Provide a meaningful professional development program for staff.

Result #1: Create an online forum that connects teachers across the district to inspire, share and grow professionally.

Result #2: Institute Professional Learning Communities (PLCs) and other teacher-driven professional development opportunities that differentiate for the various needs and interests of all staff (K-12).

Result #3: Foster collaboration with local school districts and colleges/universities to meet the varied needs and interests of the staff.

Result #4: Integrate training for all state and locally mandated initiatives into the existing structure of district-wide professional development days, department and grade level meetings.

Result #5: Develop and implement a district-wide, comprehensive training program on all aspects of the New Teacher Evaluation model.

Result #6: Foster a professional culture of data-informed decision making.



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Strategy #6

Provide upgraded, sustainable buildings, grounds and technical infrastructure.

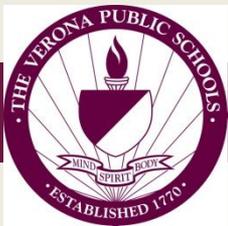
Result #1: Ensure that the district's technology infrastructure and tools are current and sustainable to realize a 21st century leaning environment and meet State of New Jersey technology requirements through the development of an actionable, long-term, funded technology plan.

Result #2: Improve energy efficiency and reduce utility costs.

Result #3: Enhance the safety and security of school facilities.

Result #4: Increase district O&M spending in line with the state median to ensure long term sustainability and enable cyclical replacements and upgrades.

Result #5: Fund ongoing capital improvements.



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APPENDIX

Sample Action Plan & Cost/Benefit Analysis



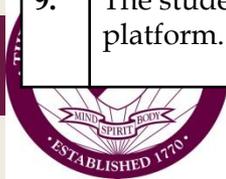
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Strategy #4

Continue to implement a rigorous, integrated curriculum with authentic experiences and assessments.

SPECIFIC RESULT #1: Develop student self-assessments that encourage students to be active participants in their learning and provide teachers with feedback to guide future instruction.

| # | Action Step | Assigned to: | Starting Date: | Due Date: | Date Completed: |
|----|--|--------------|----------------|-----------|-----------------|
| 1. | Engage teachers in professional dialogue (department meetings, grade-level meetings, etc.) regarding the importance of having students self-assess in their classes as well as their past practices with self-assessments. | | | | |
| 2. | Teachers will garner feedback from students regarding the idea of self-assessments and students' experiences and needs. | | | | |
| 3. | Research the different types of scales and rubrics for student self-assessment. | | | | |
| 4. | Choose a type of scale that reflects the teachers' and students' needs. | | | | |
| 5. | Develop guidelines and expectations for creating student self-assessment rubrics. | | | | |
| 6. | Create the scale/rubric based on the guidelines. | | | | |
| 7. | Throughout the school year, staff and students will be provided with opportunities to discuss their experiences with the student self-assessments. | | | | |
| 8. | At the end of the first year, analyze the feedback from the use of the self-assessments and make modifications on the scales/ rubrics. | | | | |
| 9. | The student self-assessment scales/ rubrics will be housed in a central digital platform. | | | | |



Sample Cost/Benefit Analysis

| Tangible Costs | Benefits |
|---|--|
| <ul style="list-style-type: none">- Course materials (see result statement 3)- Curriculum writing pay rate for teachers - \$35/hr- Possible new hires - reallocation of staff to avoid additional costs- Restructuring classrooms to accommodate new courses | <ul style="list-style-type: none">- Students will have the option to take courses that make them more competitive when applying to colleges- Students will take courses more aligned to future aspirations.- Teachers have a variety of options that align to their interests- Students have the 21st century skills they need to succeed in post-secondary settings- Students are introduced to different fields of study- Students are gaining a variety of skills and knowledge |
| Intangible Costs | |
| <ul style="list-style-type: none">- Resentment over some courses no longer being offered- May require replacement of current elective teachers w/teachers holding different certificates | |

