



# VERONA PUBLIC SCHOOLS

## STRATEGIC PLAN 2013-2018

### COMMUNITY EFFORT

1700 Hours

90+ Action Team Participants

25 Steering Committee Members

193 Recommended Action Items

30 Specific Results

6 Strategies

1 MISSION

### 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

### GOALS

All Students Will...

- Articulate and embody our core values.
- Demonstrate meaningful academic and social growth.
- Independently apply learning experiences to new contexts.
- Graduate from high school with a thoughtful plan for the future.

### MISSION STATEMENT

*The mission of the Verona Public Schools, the center of an engaged and supportive community, is to empower students to achieve their potential as active learners and productive citizens through rigorous curricula and meaningful, enriching experiences.*

### CORE VALUES

Collaboration • Diligence • Initiative • Integrity • Respect • Responsibility

### 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.

#### 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.

#### 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.

#### 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.

#### 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.

#### 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 learning 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.