



Robbinsville Public Schools

Strategic Planning

Determination, Dreams and Destiny

Final Presentation – June 27, 2023

Facilitated by NJSBA Field Services Department
Jesse Adams Jr. and Terri Lewis



3D Strategic Plan

2023-2028

Strategic Plan Summary

Robbinsville Public Schools

Facilitated by NJSBA Field Services Department

Jesse Adams, Jr.,
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Field Service Representative

New Jersey School Boards Association
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3D Strategic Plan

2023-2028

Robbinsville Public Schools

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Strategic Planning Working Group

**A Special Thank You to the
Strategic Planning
Stakeholder Volunteers!!**



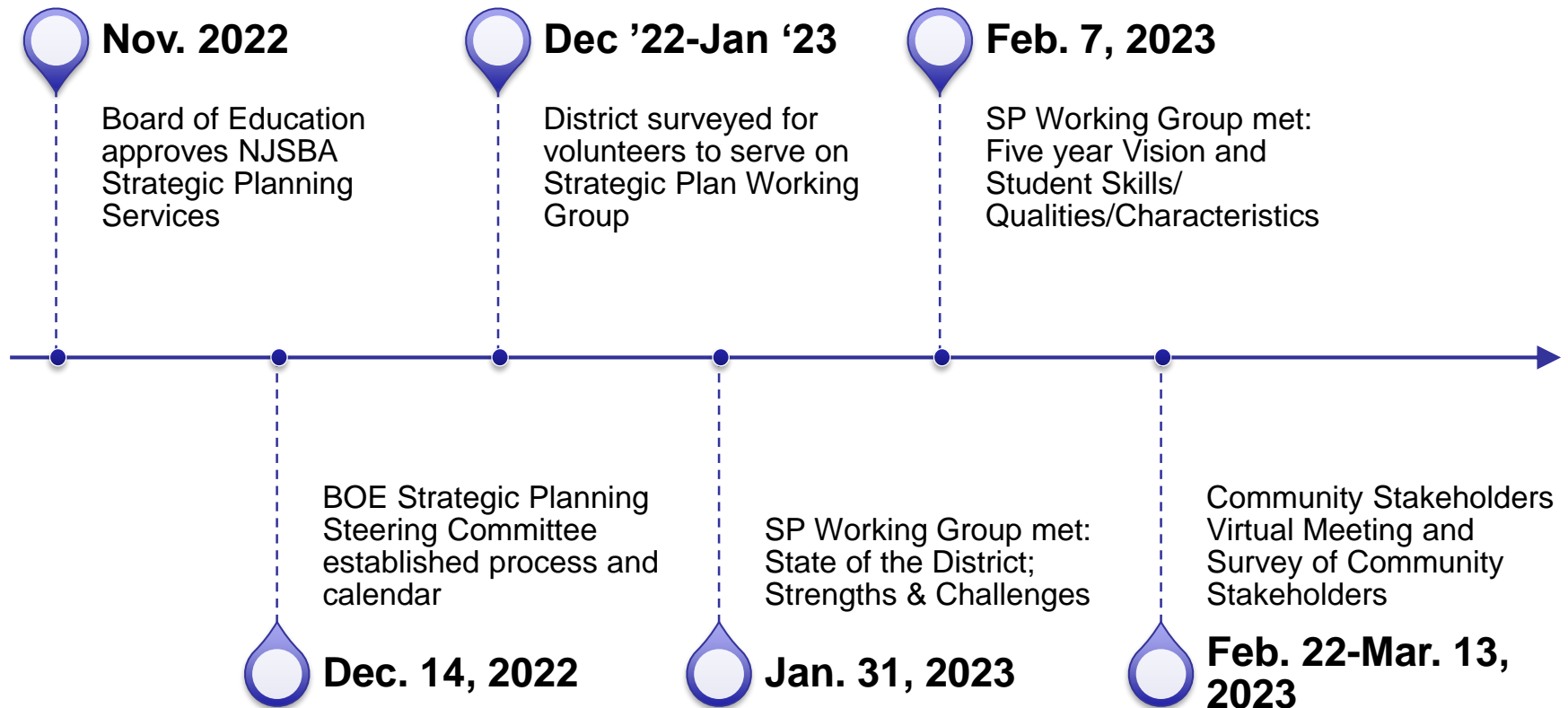
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Strategic Planning Process December 2022 thru March 2023



Strategic Planning Process March thru June 2023



Robbinsville Public Schools
Mission Statement



Robbinsville Public Schools seek to provide an outstanding educational program for students; one in which inquiry, discovery, and the love of learning are cultivated while students develop strong academic and interpersonal skills.

Focus Areas

The four focus areas that emerged from the group work are as follows:

- 1. Instruction and Programs**
- 2. Student and Staff Supports**
- 3. Communication and Community Partners**
- 4. Facilities**
 - A. Grade-Level Expansion & Renovations
 - B. Finance
 - C. Technology Infrastructure
 - D. Updates & Maintenance

Robbinsville Public Schools 2023-2028 Strategic Plan



Goal #1 Instruction and Programs

Goal #1 – Instruction and Programs

Goal Statement - To develop standards based, student centered instruction for all students while demonstrating a commitment to the Whole Child through the development of student opportunities leveraging a rigorous and varied curriculum, a wide range of extracurricular activities at all levels, and a commitment to obtaining and utilizing technology for all students and staff.

Objectives

1. The District will create CTE and/or Academic Academies at the High School Level.
2. Revisit and potentially revise the current K-8 Math Program. Continue to explore multiple and varied modalities to address math literacy, digital literacy, financial literacy and general literacy needs.
3. The district will offer a robust, age-appropriate and comprehensive course of study, inclusive of increasing AP offerings (including, but not limited to honor elective courses i.e. gender studies, business law, computer science, music), courses focused on STEAM, and courses in the humanities and social sciences while promoting equity throughout all course offerings. The district will also explore computer science at the elementary level and a diverse selection of elective courses at the middle school.
4. The District shall ensure equitable access to all Extra Curricular Offerings (i.e. Late Bussing, Unified Lunch, Expansion of Raven Time block).
5. Create a wide-range of clubs and activities, including but not limited to: Academic Competitions, before-school and after-school enrichment options at the elementary level.
6. Create and maintain a district wide 1:1 device initiative structure for students and staff, while maintaining online security and increasing the ability to monitor online conduct.
7. Modernize classroom and all other in-room academic technologies and provide technology professional development for all staff while developing a plan for maintaining and updating functional hardware throughout the school year.

Robbinsville Public Schools 2023-2028 Strategic Plan



Goal #2 Student and Staff Supports

Goal #2 – Student and Staff Supports

Goal Statement - The district will ensure myriad supports to foster the overall wellbeing of all staff and students, leading to a harmonious community committed to growth.

Objectives

1. The district will recruit, develop, and retain a diverse teaching staff.
2. The district will provide professional development and time to support student and staff wellness.
3. The district will dedicate resources to the development of the social, physical, and emotional wellbeing of the whole child.
4. The district will enact a more robust tiered academic support system to meet the needs of diverse learners, including increased choice, interventions, and opportunities to extend learning.
5. The district will implement strategies that support learners in becoming active members of society.

Robbinsville Public Schools 2023-2028 Strategic Plan



Goal #3 Communication and Community Partners

Goal #3 – Communication and Community Partners

Goal Statement - Develop a culture that fosters productive citizens through intentional community partnerships and effective communication.

Objectives

1. Facilitate partnerships between the schools, families, and community to enhance student educational, career, and employment opportunities.
2. Create opportunities for students to experience community life by building strong stakeholder relationships.
3. Promote community engagement to foster a culture that is unified with the district's visions and plans.
4. Streamline and formalize clear school related communication with all stakeholders.
5. Rebuild trust through transparent and respectful district communication.

Robbinsville Public Schools 2023-2028 Strategic Plan



Goal #4 Facilities (A through D)

Goal #4A – Facilities: Grade-Level Expansion & Renovations

Goal Statement - To expand spaces, repurpose/retrofit, and remodel to maximize and use space most effectively.

Objectives

1. Build/Establish/Identify an Early Childhood Learning Center with Administrative Offices to create additional space in each building. Reexamine realigning grade levels to create additional space at each school.
2. Create Common Spaces (K-12) to accommodate large groups such as an auditorium, and/or a theater (multi-purpose).
3. Partner with the township to plot out potential growth.
4. Modernize Classroom/Room Technology in all classroom/room spaces.
5. To hire additional staff to meet the needs of the expansion/renovation.
6. Renovate/repurpose existing space at RHS: bathroom renovations, classrooms/rooms, desks.

Goal #4B – Facilities: Finance

Goal Statement - To generate additional revenue using creative and innovative ways.

Objectives

1. To recruit and retain highly qualified staff to coordinate revenue generating initiatives. Act as a liaison between the school district and the community to foster and expand partnerships.
2. Increase rental fees using current and future facilities to generate revenue. Establish/Review facilities fee schedule on a yearly basis.
3. Partner Community Sponsorships scoreboards, signage, and outfields. Establish a community-to-business partnerships collaboration, reviewing and expanding Advertisements.
4. Start energy savings initiatives that help fund recurring costs within the district.

Goal #4C – Facilities: Technology Infrastructure

Goal Statement - To upgrade the district's technology infrastructure, modernize classrooms and improve safety across all three schools.

Objectives

1. To provide each location a generator to support all of our systems.
2. Modernize classroom/room technology & presentation devices.
3. To implement a Safety & Security (ENS Systems) Emergency Notification Systems at all locations.
4. Consistent Infrastructure Upgrades.
5. Create and maintain a district-wide 1:1 device initiative for staff & students.

Goal #4D – Facilities: Updates & Maintenance

Goal Statement - Elevate facilities, upgrade and maintain all district locations structures and systems (infrastructure).

Objectives

1. Replace, add, retrofit HVAC units in all district locations (Energy Savings Program).
2. Replace and Maintain Roofing in all district locations.
3. Locate and add parking in all district locations.
4. Upgrade, replace, and or relocate Fields, Courts & Pools in all district locations.
5. Replace, add, retrofit, convert to LED Lights. (Energy Savings Program).

Robbinsville Public Schools 2023-2028 Strategic Plan



Appendix F – Action Plans

2023-2028 Robbinsville Strategic Plan: Year 1 – Action Plans

Superintendent and Administration Team developed Year 1 Action Plans addressing every Goal and Objectives for implementation on July 1, 2023 pending BOE approval of the Strategic Plan. [7 Goals/37 Obj/114 Actions]

Goal #1: Instruction and Programs

- Objective 1 – Four Major Actions
- Objective 2 – Three Major Actions
- Objective 3 – Three Major Actions
- Objective 4 – Two Major Actions
- Objective 5 – Five Major Actions
- Objective 6 – Three Major Actions
- Objective 7 – Four Major Actions

Goal #2: Student and Staff Supports

- Objective 1 – Four Major Actions
- Objective 2 – Three Major Actions
- Objective 3 – Two Major Actions
- Objective 4 – Four Major Actions
- Objective 5 – Four Major Actions

Goal #3: Communication and Community Partners

- Objective 1 – Three Major Actions
- Objective 2 – Four Major Actions
- Objective 3 – Four Major Actions
- Objective 4 – Four Major Actions
- Objective 5 – One Major Actions

Goal #4A: Facilities: GL Exp & Reno

- 6 Objectives – 10 Major Actions

Goal #4B: Facilities: Finance

- 4 Objectives – 16 Major Actions

Goal #4C: Facilities: Tech & Infra

- 5 Objectives – 18 Major Actions

Goal #4D: Facilities: Updates & Maint

- 5 Objectives – 13 Major Actions



ROBBINSVILLE PUBLIC SCHOOL 2023-2028 STRATEGIC PLAN – ACTION PLAN

FOCUS AREA: Student and Staff Supports

GOAL STATEMENT: The district will ensure myriad supports to foster the overall well-being of all staff and students, leading to a harmonious community committed to growth.

OBJECTIVE 1: The district will recruit, develop, and retain highly-qualified diverse teaching staff.

| Major Activities | Staff | Supporting Resources and Materials | Anticipated Start Date and Timelines | Indicators of Success, Desired Outcomes |
|--|---|---|---|--|
| A. Create a recruitment action plan which details how the district will recruit, retain and develop a diverse high-quality and properly certified staff. | Human Resources Manager Superintendent Teaching staff | Analyze the EE05 report, visit colleges, provide student-teacher placements | Summer 2023 March 2024 attend recruitment opportunities | Staffing and Program Recoupment Action Plan |
| B. Continue to be an active member of CJPRIDE and their offerings of networking opportunities to attract diverse staff member candidates | Human Resources Manager Superintendent Assistant Sup. | host or participate in job fairs and events | Ongoing | Attending CJPRIDE meeting, update BoE Personnel Committee twice a year |

ACTION PLAN EXAMPLE

1



Next Steps

**Board of Education
Approval**

**Commence Year 1
Action Plans**

**Administration Team
develop Year 2+ Action
Plans for BOE Review**

**Strategic Planning
Working Group meets
annually to review
Strategic Plan progress**





Robbinsville
Public Schools

