



**STRONG FOUNDATION,
STRONGER FUTURE**

SPF



Strategic Goals for 2021-2022



Goal 1: Diversity, Equity and Inclusion

To increase opportunities to develop a district committed to diversity, equity and inclusion through hiring practices of educational and support staff, curriculum development and student empowerment.

Objective 1: Increase the use of culturally relevant instruction and curriculum; re-examine history/culture/science to include diverse perspectives and content.

Activity/Initiative	2021- 2022 ACTIONS
Create a shared vision and philosophy of the district's commitment to diversity, equity, and inclusion in the classroom.	<ul style="list-style-type: none">• Staff published the SPF Statement of Purpose and Belief: Diversity and Inclusion.• All staff were introduced to the statement on November 2, 2021.
Develop and communicate a shared understanding of the vision and philosophy among staff, students, families, and community members.	<ul style="list-style-type: none">• PD Session - November 2, 2021.• Publicly share Statement of Purpose at a Board Meeting.• Conduct follow-up discussions and activities in faculty and department meetings .
Host family workshops and community conversations on topics related to the DEI vision and philosophy statement.	<ul style="list-style-type: none">• Institute for Teaching Diversity and Social Justice Parent event - October 6, 2021.• Parent workshop modeled after Nov. 2 PD day (Spring 2022) (include student voice in the workshops).
Evaluate and revise curriculum to ensure meaningful implementation of the district's Statement of Purpose and Belief, and any related NJSLS and legislative mandates.	<ul style="list-style-type: none">• Conduct an audit of the curriculum to review how various mandates including the Holocaust, Amistad, Inclusive Curriculum, and DEI mandates are being addressed.• Select criteria to evaluate curriculum for diversity, equity and inclusion.• Begin developing a scope and sequence of topics and concepts related to diversity, equity and inclusion to be addressed in the curriculum.
Provide teachers with resources and professional development to effectively implement the revised curriculum.	<ul style="list-style-type: none">• Institute for Teaching Diversity and Social Justice Cohort - August 2021.• PD Session - November 2, 2021.

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Objective 1: Increase the use of culturally relevant instruction and curriculum; re-examine history/culture/science to include diverse perspectives and content.

Objective 2: Increase diverse educational staffing, training and capacity building so that staff more fully reflect the composition of our community and have a better understanding of, and engagement with students.

Objective 3: Increase opportunities for students of color/BIPOC (black, indigenous & people of color), special education/ELL and other marginalized groups in all curricular and programmatic areas. Analyze data to increase these opportunities.

Objective 4: Develop opportunities to empower students to learn self-advocacy and leadership.

Objective 5: To expand on-going training opportunities for staff to include culture, identity, neurological diversity.

Objective 6: To create district supported project-based learning focused on local social justice issues.

Objective 7: Assess district materials for content that is reflective of the current global community.

Goal 2: Educating the Whole Child



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To engage students academically, socially, and emotionally to be resilient, creative, critical thinkers through authentic learning experiences, so that they feel validated, self-aware and interconnected and can approach the world's challenges with empathy and passion.

Objective 1: To expand social emotional learning opportunities for students PK-12 that build resiliency and space for risk-taking in a safe environment.

Objective 2: Design learning experiences that will develop students to be critical consumers of information, to make educated, well-informed decisions, considering multiple perspectives in the decision making process.

Objective 3: Expand and diversify clubs and extracurriculars at all levels.

Objective 4: Support the development of student agency through authentic learning, (e.g. STEAM, the arts, and counseling at all levels.)

Objective 5: Enable students to explore multiple pathways to success, (e.g. college, trades, certifications) through apprenticeships, mentorships and community-based opportunities.

Objective 6: Assist students in navigating and understanding the resources their communities provide, (e.g. schools, SP-F, local government, historical landmarks, outstanding citizens).

Goal 3: Community Partnerships and Engagement



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To create a communication system that utilizes various appropriate channels so all stakeholders receive information that is timely, concise, clear, and balanced. These channels will be utilized to cultivate and continue awareness of existing and future community partnerships that will enhance the student experience and the larger district.

Objective 1: Identify which types of information are delivered through which channels of communication to reach all stakeholders.

Objective 2: Create and maintain consistent messages between schools.

Objective 3: Identify community experts who can partner with the district utilizing their particular expertise, (e.g. technology, communications, redevelopment planner).

Objective 4: Communicate the district resources, (e.g. supports for health and wellness).

Objective 5: Communicate and articulate partnerships for the whole community.

Goal 4: Facilities and Infrastructure



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To improve and expand facilities so that we can provide safe, accessible and innovative modern spaces for all students that are sustainable (“green”).

Objective 1: Maintain and upgrade facilities through green and sustainable solutions (HVAC, roofing, accessibility).

Objective 2: Create innovative spaces to promote learning that prepares children for their future and the education of the whole child, (e.g. network/internet, labs, recreational spaces, media centers and auditorium).

Objective 3: Annually analyze the district's transportation plan to meet the state requirements and the needs of the community in a fiscally efficient manner.

Objective 4: Prepare for the possibilities of: 1. Mandated Universal Pre-K; 2. Expanding before care/after care.



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Thank you for your partnership!