

Township of Ocean Public Schools 2016-2017 District Goals & Objectives

Goal I - To improve the academic achievements and talents of all Township of Ocean students.

Action Plan

Activities	Responsibility	Resources	Timeline	Evidence
Provide administrative team with disaggregated testing data, school performance reports and other key data reports.	Superintendent, Assistant Superintendent for Curriculum	PARCC, AP Data, School Performance Reports, Other data as needed	August 2016-Ongoing	Data Provided
Conduct administrator summer institute for the purpose of developing building-level objectives related to student achievement outcomes.	Superintendent, Assistant Superintendents	Time, District Facilities	July 2016 - Ongoing	Completed Draft Building Objectives
Review District policies and school handbooks.	Superintendent, Assistant Superintendents, Principals	Strauss-Esmay District Policy Manual School Handbooks	August 2016-Ongoing	Updated Policies
Implement elementary literacy program.	Assistant Superintendent for Curriculum, Supervisors	Program materials	Fall 2016-Ongoing	Program evaluations
Provide professional development to teachers for elementary literacy program.	Assistant Superintendent for Curriculum, Principals, Supervisors	Professional Development Materials, PD Sessions	Summer 2016-Ongoing	PD Agendas
Facilitate the CTE Grant at OTHS.	Superintendent, Assistant Superintendent for Curriculum, Principals, Supervisors, CTE	Curriculum Materials, Grant Funds	Fall 2016-Ongoing	Meeting Agendas, CTE Certifications

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	Coordinator, Lead Teachers			
Prepare for Year 3 of PARCC implementation	Assistant Superintendent for Curriculum, Supervisors	Instructional Materials, NJDOE Scoring Rubrics, Benchmark Testing	Fall 2016-May 2017	Curriculum, Lesson Plans, Completed Benchmarks
Monitor school-based objectives and action plans	Superintendent, Assistant Superintendents	Various Data, Time to Cull Data	August 2016-Ongoing	Development of school-based objectives and action plans
Implement more technology integrated lessons that promote more active student engagement.	Superintendent, Assistant Superintendent for Curriculum & Instruction, Principals, Supervisors, Elementary Ed Tech Specialist	Technology, Curriculum, PD, Ed Tech Personnel	Fall 2016-Ongoing	Curriculum, Lesson Plans, Formative and Summative Assessments

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Goal II – To ensure equitable opportunities for all Township of Ocean students.

Action Plan

Activities	Responsibility	Resources	Timeline	Evidence
Review District policies and procedures to ensure equitable opportunities.	Superintendent, Assistant Superintendents, Principals	Strauss-Esmay District Policy Manual School Handbooks	August 2016-Ongoing	Updated Policies
Review all programs to ensure equitable student representation.	Superintendent, Assistant Superintendents, Principals	Course of Study Guides	Fall 2016	Committee agendas, Committee Recommendation Report
Review Curriculum to ensure Cultural Relevancy	Assistant Superintendent for Curriculum, Supervisors	District Curriculum	Fall 2016-Ongoing	Updated Curriculum Guides
Provide all staff with professional development related to cultural competency and responsiveness.	Superintendent, Assistant Superintendent for Curriculum, Principals, APs, Supervisors, AAO	Professional Development Materials, PD Sessions, NJDOE Resources, CJCEE Resources	Fall 2016-Ongoing	PD Agendas and materials, Curricula, Lesson Plans
Actively recruit staff to ensure equitable representation reflective of our District demographics.	Superintendent, Assistant Superintendents, Principals, APs, Supervisors, Human Resources	Job Fairs, Enhanced Advertising Outlets	Fall 2016-Ongoing	Increased Minority Candidate Interviews and Hirings

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Goal III – To promote an organizational culture which supports diversity, staff growth, staff involvement, and maximum staff performance.

Action Plan

Activities	Responsibility	Resources	Timeline	Evidence
Develop high-functioning professional staff emphasizing professional learning communities and school-based professional development	Superintendent, Assistant Superintendent for Curriculum, Principals, Supervisors, SCIP	Various as needed	August 2016-Ongoing	PLC Agendas, Meeting Minutes
Create opportunities to involve staff in decision making.	Superintendent, Assistant Superintendents, Principals, Supervisors, Instructional Council	Various	August 2016-Ongoing	SCIP Meeting Minutes, Various Committee Reports
Support the DEAC and each SCIP in order to improve and enhance teaching practices.	Superintendent, Assistant Superintendent for Curriculum, Principals, Supervisors	Meeting Time, Professional Development Materials	Fall 2016-Ongoing	DEAC & SCIP Meeting Agendas, PD Agendas
Provide Technology training for staff in order to enhance 21 st engagement strategies.	Assistant Superintendent for Curriculum, Principals, APs, Supervisors	Professional Development Materials, Hardware & Software	Summer 2016-Ongoing	PD Agendas
Provide a comprehensive mentoring program for non-tenured staff.	Assistant Superintendents for Curriculum, Principals, APs, Supervisors	District Mentoring Plan, Mentors, SCIP	August 2016-Ongoing	Mentor Logs, Meeting Agendas
Conduct a strategic plan for the district to set the mission and vision for the next 3-5 years.	Superintendent, Assistant Superintendents, Principals, Supervisors	Stakeholder Input	October 2016-June 2017	Completed Strategic Plan

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Goal IV – To foster good communication and positive relationships with students, parents, staff and community.

Action Plan

Activities	Responsibility	Resources	Timeline	Evidence
Enhance communications between the district and its stakeholders.	Superintendent, Principals, Supervisors	Time, Website, Social Media, Press	August 2016-Ongoing	Press Releases, Tweets, Website Updates, Direct Meetings with Public
Maintain strong internal communications.	Superintendent, Assistant Superintendents, Principals, Supervisors	Various	August 2016-Ongoing	Meeting Agendas, Minutes
Increase public relations for the District.	Superintendent, Business Administrator, Principals	Investigate PT Communications Officer	Fall 2016-Ongoing	Increased Press Coverage, District Website Usage
Further develop relationships with under-represented constituents.	Superintendent, Assistant Superintendents, Principals, APs	Parent Focus Groups, PTAs, Booster Clubs, Bilingual Resources	Summer 2016-Ongoing	Meeting Agendas, Increased Involvement
Foster a positive relationship between the OTSD Administration and the TOEA Leadership.	Superintendent, TOEA Leadership	Bi-monthly Meeting	Summer 2016-Ongoing	Peaceful, productive relations, Communicative meetings.
Conduct a strategic plan for the district to set the mission and vision for the next 3-5 years.	Superintendent, Assistant Superintendents, Principals, Supervisors	Stakeholder Input	October 2016-June 2017	Completed Strategic Plan

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Goal V – Foster effective business, operational, and personnel practices within the District.

Action Plan

Activities	Responsibility	Resources	Timeline	Evidence
Review all Financial Operations	Superintendent, Business Administrator	District Audit, QSAC Preparation	August 2015-Ongoing	Completed Audit, QSAC Data Collection
Review and Improve Security for all Schools and Central Office to Maximize the Safety of our Students and Staff.	Superintendent, Business Administrator, Principals, District Security Personnel	OEM Resources, NJDOR Guidelines, District Security Plan, Work with Township Authorities	August 2015-Ongoing	Meeting Agendas, Minutes, Safety & security Survey, Increased Hardware.
Oversee progress on construction/referendum projects.	Superintendent, Business Administrator, Principals	Long Range Facilities Plan, Architectural Consultation	Summer 2015 - Ongoing	Completed Referendum
Maintenance of All District Policies to Ensure Proper District Operation.	Superintendent, Business Administrator, Assistant Superintendents	Strauss Esmay, District Policy Manual	Summer 2015-Ongoing	Updated Policies

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Work with District Personnel and BOE to Develop Proposals for Collective Bargaining for admin, bus drives, etc	Superintendent, Business Administrator, Assistant Superintendents, Principals	Current Collective Bargaining Agreements, BOE Attorney, Administrator Feedback	August 2015 – June 2016	Completed Proposals, New Collective Bargaining Agreements
Enhance Shared Services and Investigate Other Possible Revenue Sources for the District.	Superintendent, Business Administrator, Assistant Business Administrator		August 2015-Ongoing	New Shared Service Agreements, Increased Revenue Sources

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