

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL #1: Develop student centered discovery and technology based critical thinking competencies to cultivate a coherent set of social-emotional, cultural and civic life skills.**

**OBJECTIVE #1: Mentor students to develop a strong sense of self and independence through social-emotional learning in an effort to find and explore their passion and achieve their personal best.**

| Major Activities  | Board/staff   | Resources   | Constraints   | Timelines | Indicators of Success   |
|---|---|---|---|-----------|---|
| 1. Refine and develop programs aimed at key transition periods of 9 <sup>th</sup> grade and post-secondary education through the Transition Project, orientation, counseling programs, and targeted curricular areas.   | -Exec Dir. of CIA<br>-Princ./Assis. Princ.<br>-Sup. of Counseling<br>-Transition Project Advisors<br>-Student Ambassadors | -Human Resources (Staff/Materials)<br>-Program<br>-Time | -Challenges with articulation (K-8 & Post-Secondary)<br><br>-Accessing accurate and current data from post-secondary graduation           | 2016-2021 | -Increase student engagement and participation in high school programs<br>-Higher rates of post-secondary graduation<br>-Decrease years students take to graduate college |
| 2. Develop curricula aimed at students' social-emotional learning building knowledge, interest, and confidence of the self, identity, and process of learning. Building on elective review, focus on selected courses: Foundations of Literacy & Tech, Health and Wellness. | -Exec Dir. of CIA<br>-Princ./Assis. Princ.<br>-Sup. of English, Business, & Health & Wellness<br>-Teachers                | -Curriculum Development (Staff/Materials)<br>-Time      | -Identifying concrete curriculum goals<br>-Managing an already-packed curriculum<br>-Identifying a clear and agreeable vision of wellness | 2016-2019 | -Revised units of study<br>-Reflective inquiry demonstrated on student assessments  |
| 3. Create and lead professional development opportunities for teachers and support staff to meaningfully incorporate social-emotional and independent learning into their regular instructional practices.  | -Exec Dir. of CIA/Tech.<br>-Princ./Assist. Princ.<br>-Curr. Coord.<br>-Supervisors  | -Human Resources (Staff/Materials)<br>-Time             | -Managing numerous PD goals<br>-Finding ways for high quality PD to transfer into classrooms  | 2016-2021 | -Evidence of social-emotional wellness in observation/evaluation<br>-Interviews/surveys with students/community on this topic   |
| 4. Work with teachers, coaches, and administrators to use mentoring models (admin-staff, staff-student, student-student) in peer interactions.  | -Exec Dir. of CIA/Tech.<br>-Princ./Assist. Princ.<br>-Curr. Coord.<br>-Supervisors<br>-Teachers                           | -Human Resources (Staff/Materials)<br>-Time             | -Managing numerous PD goals<br>-Finding ways for high quality PD to transfer into all settings  | 2016-2021 | -Evidence of mentoring observation/evaluation<br>-Interviews/surveys with students/community on this topic  |

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**GOAL #1: Develop student centered discovery and technology based critical thinking competencies to cultivate a coherent set of social-emotional, cultural and civic life skills.**

**OBJECTIVE #2: Maintain course offerings with appropriate rigor to meet the needs of all students while increasing opportunities for interdisciplinary studies.**

| Major Activities   | Board/staff  | Resources  | Constraints   | Timelines | Indicators of Success   |
|--|--|--|---|-----------|---|
| 1. Communicate recommendations from elective review committee and initiate thorough review of course offerings within each department to determine the viability of full year and half year courses.   | -Exec Dir. of CIA<br>-Princ./Assist. Princ.<br>-Supervisors<br>-Curr. Coord.<br>-Teachers                | -Curriculum Development (Staff/Materials)<br>-Time | -Time and opportunities for thorough elective course review | 2016-2017 | -Clear and consistent recommendation for elective course additions/revisions in each department   |
| 2. Create (or revise existing) courses that are constructed as interdisciplinary using broad issues/themes and real-world problem solving as the framework in course design.                           | -Exec Dir. of CIA<br>-Princ./Assist. Princ.<br>-Supervisors<br>-Curr. Coord.<br>-Teachers                | -Curriculum Development (Staff/Materials)<br>-Time | -Lack of models and experience with interdisciplinary work  | 2017-2021 | -Interdisciplinary courses added to the program of studies  |
| 3. Revise existing units of study in core courses to incorporate interdisciplinary connections and facilitate dialogue across subjects to expand dialogue between teachers from different departments. | -Exec Dir. of CIA<br>-Princ./Assist. Princ.<br>-Supervisors<br>-Curr. Coord.<br>-Teachers                | -Curriculum Development (Staff/Materials)<br>-Time | -Lack of models and experience with interdisciplinary work  | 2017-2021 | -New units of study in Google Drive<br>-Frequent and consistent informal, professional discussion between teachers in different departments |
| 4. Provide students with more opportunities to learn about real world applications of specific fields through speakers, forums, and out-of-district site visits (field trips).                         | -Exec Dir. of CIA<br>-Princ./Assist. Princ.<br>-Supervisors<br>-Curr. Coord.<br>-Teachers<br>-Counselors | -Human Resources (Staff/Materials)<br>-Time        | -Difficulty forming relations with outside community        | 2016-2021 | -Increase in the number of interactions each student has with professionals in varied industries and fields                                 |

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**GOAL #1: Develop student centered discovery and technology based critical thinking competencies to cultivate a coherent set of social-emotional, cultural and civic life skills.**

**OBJECTIVE #3: Provide a forum environment where students are permitted and encouraged to explore the world, its culture and people.**

| Major Activities   | Board/staff   | Resources  | Constraints  | Timelines | Indicators of Success   |
|--|---|--|--|-----------|---|
| 1. Increase students' understanding and perspective of the contemporary world by revising core curriculum in social studies, world language, and English.  | <ul style="list-style-type: none"> <li>-Exec Dir. of CIA</li> <li>-Supervisors of SS, WL, and Eng.</li> <li>-Curr. Coord.</li> <li>-Teachers</li> </ul>                                 | <ul style="list-style-type: none"> <li>-Curriculum Development (Staff/Materials)</li> <li>-Time</li> </ul>             | <ul style="list-style-type: none"> <li>-Finding appropriate places in infuse global learning in tight curriculum</li> </ul>  | 2016-2021 | <ul style="list-style-type: none"> <li>-Revised units of study in Google Drive</li> <li>-Increased understanding and awareness demonstrated on student assessments</li> </ul>   |
| 2. Host regional/district community programs (evening) for students to participate in cultural events (art/film) and forums for cross-cultural dialogue.   | <ul style="list-style-type: none"> <li>-Exec Dir. of CIA</li> <li>-Princ./Assist. Princ.</li> <li>-Supervisors of SS, WL, and Eng.</li> <li>-Curr. Coord.</li> <li>-Teachers</li> </ul> | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Programs</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Difficulty forming relations with outside community</li> <li>-Getting parents/students to attend school events after school day</li> </ul> | 2016-2021 | <ul style="list-style-type: none"> <li>-Increase in the number of cultural programs and student/parent attendance at these programs</li> </ul>  |
| 3. Investigate possibility for students and staff to take part in global educational exchange programs to broaden and diversify our collective experience. | <ul style="list-style-type: none"> <li>-Exec Dir. of CIA</li> <li>-Supervisors</li> <li>-Curr. Coord.</li> <li>-Counselors</li> <li>-Teachers</li> </ul>                                | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Programs</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Identifying opportunities that work and are flexible</li> </ul>  | 2016-2021 | <ul style="list-style-type: none"> <li>-Students and staff having the opportunity to participate in global exchange programs.</li> <li>-Experiences from global exchange program shared back with district/community</li> </ul> |

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**GOAL #1: Develop student centered discovery and technology based critical thinking competencies to cultivate a coherent set of social-emotional, cultural and civic life skills.**

**OBJECTIVE #4: Foster student development of their skills to promote more effective and efficient learning.**

| Major Activities  | Board/staff   | Resources   | Constraints   | Timelines | Indicators of Success   |
|---|---|---|---|-----------|---|
| 1. Refine instructional practices in a 1:1 student device learning environment aimed at locating, organizing, using information, and communicating more effectively.                                      | <ul style="list-style-type: none"> <li>-Exec Dir. of Tech/CIA</li> <li>-Tech Staff</li> <li>-Curr. Coord.</li> <li>-Supervisors</li> <li>-Teachers</li> <li>-Librarian</li> </ul> | <ul style="list-style-type: none"> <li>-Curriculum Development (Staff/Materials)</li> <li>-Time</li> </ul>                | <ul style="list-style-type: none"> <li>-Managing all aspects of 1:1 transition</li> <li>-Keeping abreast of all technological developments</li> </ul> | 2016-2019 | <ul style="list-style-type: none"> <li>-Consistent and effective use of core technology applications (Canvas and Google Apps) to maintain student learning</li> </ul> |
| 2. Explicitly teach 9 <sup>th</sup> grade students organizational skills, time/task management, and "learning to learn" opportunities in the newly created Foundations of Literacy and Technology course. | <ul style="list-style-type: none"> <li>-Exec Dir. of CIA</li> <li>-Supervisors</li> <li>-Teachers</li> <li>-Librarian</li> </ul>  | <ul style="list-style-type: none"> <li>-Curriculum Development (Staff/Materials)</li> <li>-Time</li> </ul>                | <ul style="list-style-type: none"> <li>-Teaching skills to become habits</li> </ul>   | 2016-2019 | <ul style="list-style-type: none"> <li>-Transfer of skills from FLT to other course work demonstrated in staff survey and evaluation</li> </ul>                       |
| 3. Revise regional curriculum in all subject areas to enhance informational literacy, media literacy, and digital citizenship into core course work.  | <ul style="list-style-type: none"> <li>-Exec Dir. of CIA</li> <li>-Supervisors</li> <li>-Curr. Coord.</li> <li>-Teachers</li> <li>-Librarian</li> </ul>                           | <ul style="list-style-type: none"> <li>-Curriculum Development (Staff/Materials)</li> <li>-Time</li> </ul>                | <ul style="list-style-type: none"> <li>-Regional articulation and engagement of non-English/Language Arts educators</li> </ul>                        | 2016-2021 | <ul style="list-style-type: none"> <li>-Revised units of study</li> <li>-Revised assessments</li> <li>-Increased performance on PARCC ELA/Literacy</li> </ul>         |
| 4. Revise counseling practices to include meetings with students at various stages of their high school education to focus on self-regulation and organizational management.                              | <ul style="list-style-type: none"> <li>-Sup. of Counseling/Spec. Ed.</li> <li>-Counselors</li> <li>-CST</li> <li>-Spec. Ed. Teachers</li> </ul>                                   | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Ed Programs</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Managing numerous counseling roles and responsibilities</li> </ul>  | 2016-2019 | <ul style="list-style-type: none"> <li>-Increase in the number of 1:1 and group counseling sessions</li> </ul>  |

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL #2: Introduce and promote personalized learning environments and dynamic curricular opportunities to meet the individual student needs and interests.**

**OBJECTIVE # 1: Encourage self-directed learning at home to connect with content at school through online classes.**

| Major Activities  | Board/staff   | Resources   | Constraints  | Timelines | Indicators of Success   |
|---|---|---|--|-----------|---|
| 1. Increase virtual learning experiences – synchronous and asynchronous – to provide online opportunities through Canvas (in-district) or other outlets (Option 2)  | <ul style="list-style-type: none"> <li>-Exec Dir. of Tech./CIA</li> <li>-Tech Staff</li> <li>-Supervisors</li> <li>-Curr. Coord.</li> <li>-Teachers</li> </ul>                            | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Program</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Varied experience and knowledge of Canvas</li> </ul> | 2016-2019 | <ul style="list-style-type: none"> <li>-All teachers are using Canvas for virtual learning</li> <li>-The district creates a clear and thorough Option 2 program.</li> </ul> |
| 2. Shifting to a 1:1 student device setting, revise appropriate lesson plans in all academic areas so that students acquire content/skills at home using technology and engage in collaboration, application, and problem solving with the content at school. | <ul style="list-style-type: none"> <li>-Exec Dir. of Tech./CIA</li> <li>-Tech Staff</li> <li>-Supervisors</li> <li>-Curr. Coord.</li> <li>-Teachers</li> </ul>                            | <ul style="list-style-type: none"> <li>-Curriculum Development (Staff/Materials)</li> <li>-Time</li> </ul>            | <ul style="list-style-type: none"> <li>-Divergent pedagogies and practices</li> </ul>        | 2016-2021 | <ul style="list-style-type: none"> <li>-Flipped learning experiences become common place in appropriate settings.</li> </ul>  |
| 3. Build an online inventory of web-based programs to expand access to video, media, and other sources for all subject areas.   | <ul style="list-style-type: none"> <li>-Exec Dir. of Tech./CIA</li> <li>-Tech Staff</li> <li>-Supervisors</li> <li>-Curr. Coord.</li> <li>-Teachers</li> <li>-Special Ed Staff</li> </ul> | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Program</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Identifying a consistent platform(s)</li> </ul>      | 2016-2021 | <ul style="list-style-type: none"> <li>-The district develops and hosts a robust online learning inventory for students and parent access.</li> </ul>                       |

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL #2: Introduce and promote personalized learning environments and dynamic curricular opportunities to meet the individual student needs and interests.**

**OBJECTIVE # 2: Explore alternative scheduling to create time and space for independent and creative learning environments.**

| Major Activities   | Board/staff  | Resources   | Constraints                              | Timelines | Indicators of Success   |
|--|--|---|--|-----------|---|
| 1. Evaluate present scheduling and research best practices for independent and creative learning environments.   | -Princ./Assist. Princ.<br>-Exec Director of CIA<br>-Supervisors<br>-Teachers<br>-Counselors<br>-Students | -Human Resources (Staff/Materials)<br>-Program<br>-Time | -None                                    | 2016-2017 | -Report to staff and BOE  |
| 2. Survey the staff and students to determine potential programs, methods, and approaches to create informal and creative learning environments.                   | -Princ./Assist. Princ.<br>-Exec Director of CIA<br>-Supervisors<br>-Teachers<br>-Counselors<br>-Students | -Curriculum Development (Staff/Materials)<br>-Time      | -Survey development                      | 2016-2017 | -Dissemination and collection of data; analyzed and reported to BOE   |
| 3. Test a pilot program that would engage students in independent/informal learning experiences following a structure that fits into our existing master schedule. | -Princ./Assist. Princ.<br>-Exec Director of CIA<br>-Supervisors<br>-Teachers<br>-Counselors<br>-Students | -Human Resources (Staff/Materials)<br>-Program<br>-Time | -Program development<br>-Task Management | 2018-2019 | -Development of numerous informal learning activities and analysis of pilot programs  |
| 4. Launch a creative learning program for <u>all</u> students to participate within the current school day.  | -Princ./Assist. Princ.<br>-Exec Director of CIA<br>-Supervisors<br>-Teachers<br>-Counselors<br>-Students | -Human Resources (Staff/Materials)<br>-Program<br>-Time | -Time and Task Management<br>-Scheduling | 2019-2020 | -Informal learning opportunity available to students with diverse interest within the school day and current master schedule.<br><br>-Increase in student motivation, engagement, and independence (survey) |

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL #2: Introduce and promote personalized learning environments and dynamic curricular opportunities to meet the individual student needs and interests.**

**OBJECTIVE #3: Provide students more choice in curriculum and assessment within core academic subjects.**

| Major Activities   | Board/staff  | Resources  | Constraints   | Timelines | Indicators of Success   |
|--|--|--|---|-----------|---|
| 1. Develop and lead professional development to staff members about new research, thinking, and practices in <u>instructional differentiation</u> for secondary education.                       | -Exec Dir. of CIA<br>-Supervisors<br>-Curr. Coord.<br>-Teachers                      | -Curriculum Development (Staff/Materials)<br>-Time | -Balancing numerous PD needs and initiatives  | 2016-2018 | -Quad-District PD Day (Workshops and Evaluations)<br>-Transfer of PD from adult learning to classroom practices (Observation and Evaluations) |
| 2. Revise the program of studies to include more flexible scheduling for students to increase exposure to new subjects and advance within fields of interest.                                    | -Exec Dir. of CIA<br>-Sup. of Counseling<br>-Supervisors<br>-Counselors<br>-Teachers | -Curriculum Development (Staff/Materials)<br>-Time | -Consensus-building Scheduling  | 2017-2020 | -Revised program of studies with half and full year electives; new pre-requisites to offer more student flexibility and choice                |
| 3. Locate, review, promote, and expand opportunities for the open classroom in which students identify what and how they want to learn within the elective and core program.                     | -Dir. of CIA<br>-Supervisors<br>-Curr. Coord.<br>-Teachers                           | -Curriculum Development (Staff/Materials)<br>-Time | -Finding effective models and opportunities for open classroom; comprehensive goals | 2016-2021 | -Increased student motivation, engagement, and independence measured (Student Survey)   |
| 4. Review, analyze, and revise district assessment design systems to allow for more student flexibility and choice in how they demonstrate learning on major assessments, including final exams. | -Exec Dir. of CIA<br>-Supervisors<br>-Curr. Coord.<br>-Teachers                      | -Curriculum Development (Staff/Materials)<br>-Time | -Consensus building Divergent philosophies  | 2016-2019 | -Revised final exams and high stakes assessment design  |
| 5. Begin development of a longitudinal student portfolio in specified disciplines, including work from K-8 districts, to see progression of student performance over many years.                 | -Exec Dir. of CIA<br>-Supervisors<br>-Curr. Coord.<br>-Teachers<br>-Counselors       | -Curriculum Development (Staff/Materials)<br>-Time | -Articulation w/ k-8 districts Organization and management                          | 2017-2021 | -Development of student work portfolio system   |

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL #2: Introduce and promote personalized learning environments and dynamic curricular opportunities to meet the individual student needs and interests.**

**OBJECTIVE #4: Provide ways to offer and integrate independent learning through internships, fieldwork, and academic studies within the program.**

| Major Activities   | Board/staff  | Resources   | Constraints  | Timelines | Indicators of Success   |
|--|--|---|--|-----------|---|
| 1. Review, analyze, and discuss different Option 2 vehicles for students to obtain course credit for graduation beyond traditional course structures.                          | -Superintendent<br>-Princ./Assist. Princ.<br>-Exec Dir. of CIA<br>-Supervisors<br>-Teachers<br>-Counselors | -Human Resources (Staff/Materials)<br>-Program<br>-Time | -Divergent philosophies<br>-Scheduling                             | 2017-2021 | -Option 2 policy and multiple pathways  |
| 2. Explore options for fieldwork and internships available to students in targeted groups (seniors).   | -Superintendent<br>-Princ./Assist. Princ.<br>-Exec Dir. of CIA<br>-Supervisors<br>-Teachers<br>-Counselors | -Human Resources (Staff/Materials)<br>-Program<br>-Time | -Divergent philosophies<br>-Scheduling<br>-Staffing                | 2017-2021 | -Targeted options for fieldwork and internships available to students                                       |
| 3. Research and identify community agencies and individuals willing to participate in fieldwork and internship programs.   | -Superintendent<br>-Princ./Assist. Princ.<br>-Exec Dir. of CIA<br>-Supervisors<br>-Counselors              | -Human Resources (Staff/Materials)<br>-Program<br>-Time | -Scheduling<br>-Staffing<br>-Businesses willing to accept students | 2018-2021 | -Targeted options for fieldwork and internships available to students                                       |
| 4. Provide students with more opportunities to learn about real world applications of specific fields through speakers, forums, and out-of-district site visits (field trips). | -Exec Dir. of CIA<br>-Princ./Assist. Princ.<br>-Supervisors<br>-Curr. Coord.<br>-Teachers<br>-Counselors   | -Human Resources (Staff/Materials)<br>-Program<br>-Time | -Difficulty forming relations with outside community               | 2016-2021 | -Increase in the number of interactions each student has with professionals in varied industries and fields |



## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL #2: Introduce and promote personalized learning environments and dynamic curricular opportunities to meet the individual student needs and interests.**

**OBJECTIVE #5: Redefine counseling and support services to promote individualized student learning plans.**

| Major Activities  | Board/staff   | Resources                                   | Constraints               | Timelines | Indicators of Success  |
|---|---|---|---------------------------|-----------|--|
| 1. Review and analyze Individualized Learning Plans from other local and national school districts.   | -Supervisors<br>-Curr. Coord.<br>-Counselors  | -Human Resources (Staff/Materials)<br>-Time | -Finding effective models | 2016-2017 | -Progress report analyzing multiple models for Individualized Learning Plans |
| 2. Provide professional development for the school counselors on how to build effective Individualized Learning Plans.  | -Supervisors<br>-Curr. Coord.<br>-Counselors  | -Human Resources (Staff/Materials)<br>-Time | -Scheduling               | 2017-2018 | -Staff evaluations on surveys and other instruments to indicate learning     |
| 3. Create a structure for the Individualized Learning Plan that works best for Northern Highlands   | -Supervisors<br>-Curr. Coord.<br>-Counselors  | -Human Resources (Staff/Materials)<br>-Time | -Finding effective models | 2018-2019 | -Development of a structure for Individualized Learning Plans                |
| 4. Analyze and budget for an additional school counselor to help alleviate some of the case load allowing for the school counselors to create Individualized Learning Plans for each student. | -Superintendent<br>-Business Admin<br>-Princ.<br>-Exec Director of CIA<br>-Supervisors<br>-Teachers<br>-Counselors<br>-Students | -School Budget                              | -Other district projects  | 2018-2021 | -Increase in the number of School Counselors.                                |

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL #3: Technology integration at NHRHS will further transform teaching and learning to promote curiosity, communication, collaboration, productivity, creativity and decision making.**

**OBJECTIVE # 1: Provide staff with ongoing, targeted and job-embedded professional development.**

| Major Activities   | Board/staff   | Resources   | Constraints  | Timelines | Indicators of Success   |
|--|---|---|--|-----------|---|
| 1. Develop and run annual professional development workshops that focus on infusing technology throughout the curriculum.  | <ul style="list-style-type: none"> <li>- Exec Director of Technology</li> <li>- Exec Director of Curriculum</li> <li>- PD Committee</li> </ul>            | <ul style="list-style-type: none"> <li>- Staff Development Budget</li> </ul>                                | <ul style="list-style-type: none"> <li>- Time during the school year</li> <li>- Staff ability to attend workshops during the summer</li> </ul> | 2016-2021 | Indication of meaningful use of technology: <ul style="list-style-type: none"> <li>- In Unit Plans</li> <li>- Noted in formal and informal observations</li> <li>- Staff surveys</li> </ul> |
| 2. Provide staff with the opportunity to attend conferences and workshops that focus on content area expertise and/or infusing technology into their curriculum. | <ul style="list-style-type: none"> <li>- Exec Director of Technology</li> <li>- Exec Director of Curriculum</li> <li>- Content Area Supervisor</li> </ul> | <ul style="list-style-type: none"> <li>- Staff Development Budget</li> <li>- Content Area Budget</li> </ul> | <ul style="list-style-type: none"> <li>-Ability of all staff to attend conferences and workshops is limited by time and funding.</li> </ul>    | 2016-2021 | <ul style="list-style-type: none"> <li>-The ability of staff from each department to attend key conferences and workshops and turnkey information to their peers.</li> </ul>                |
| 3. Increase in-class technology support to teaching staff.   | <ul style="list-style-type: none"> <li>- Exec Director of Technology</li> <li>- Exec Director of Curriculum</li> <li>- Principal</li> </ul>               | <ul style="list-style-type: none"> <li>-Staffing Budget</li> </ul>  | <ul style="list-style-type: none"> <li>-District Budget</li> </ul>   | 2016-2018 | <ul style="list-style-type: none"> <li>-Increased in-class support available to staff over present support</li> </ul>   |

**GOAL #3: Technology integration at NHRHS will further transform teaching and learning to promote curiosity, communication, collaboration, productivity, creativity and decision making.**

**OBJECTIVE # 2: Create and foster a culture that encourages innovation.**

| <b>Major Activities</b>   | <b>Board/staff</b>   | <b>Resources</b>   | <b>Constraints</b>   | <b>Timelines</b> | <b>Indicators of Success</b>   |
|---|--|--|--|------------------|--|
| 1. Executive Director of Technology & Director of Curriculum will meet with Supervisor Team and/or departments to celebrate and discuss innovative practices in the classroom.            | - Exec Director of Technology<br>- Exec Director of Curriculum | -Time to meet with supervisors and departments                   | -Time during the school year   | 2016-2021        | -Observation of staff increasing their attempts of different pioneering practices in the classroom.  |
| 2. Administrative Team will applaud, at the district level, staff who try innovative practices in their classrooms. Both success and failures will receive acclamation for their efforts. | -Administrative Team   | -Administrators, Supervisors, and Staff                          | -A culture of innovation is grown with time and trust between administration and staff | 2016-2021        | -An increase in the number of innovative practices occurring throughout the district.<br>-Mini-Observations reflecting willingness to take chances |
| 3. Sharing of innovative teacher practices.   | -Supervisors<br>-Teachers                                      | -Department Meeting Time<br>-In-Service Time<br>-Online Database | -Time  | 2017-2021        | -Increased sharing of classroom practices.<br>-Database of practices   |

**GOAL #3: Technology integration at NHRHS will further transform teaching and learning to promote curiosity, communication, collaboration, productivity, creativity and decision making.**

**OBJECTIVE # 3: Provide opportunities, time and resources for staff to continually reflect and improve curriculum and instruction.**

| <b>Major Activities</b>  | <b>Board/staff</b>                                    | <b>Resources</b>  | <b>Constraints</b>                                     | <b>Timelines</b> | <b>Indicators of Success</b>  |
|--|---|---|--|------------------|---|
| 1. Allow for time during the year for staff to reflect on their pedagogy.                                    | - Supervisors<br>- Department Staff                   | -Professional development days                                    | -Limited time during the professional development days | 2016-2021        | - Unit plans<br>- Formal and Informal observations<br>- Materials ordered and installed |
| 2. Provide staff with time to observe their peers and to have meaningful discussions on observed activities. | -Supervisors<br>-Principal                            | - Time for staff to observe peers<br>- PD Budget to pay for subs. | - Train staff on how to observe peers<br>- Time        | 2016-2021        | - Evaluate number of peer observations conducted annually<br>- Survey staff             |
| 3. Provide staff with a feedback mechanism that ensures their needs are understood by the district.          | -Supervisors<br>-Principal<br>-Exec Dir of Technology | -TAC Committee  | -Time  | 2016-2021        | -Completed survey of staff<br>-Increased support in areas of need                       |

**GOAL #3: Technology integration at NHRHS will further transform teaching and learning to promote curiosity, communication, collaboration, productivity, creativity and decision making.**

**OBJECTIVE # 4: Update and evaluate learning spaces to accommodate the ever evolving use of technology.**

| <b>Major Activities</b>   | <b>Board/staff</b>   | <b>Resources</b>  | <b>Constraints</b>                                      | <b>Timelines</b> | <b>Indicators of Success</b>  |
|---|--|---|---|------------------|---|
| 1. Update common areas as well as classrooms to enhance technology integration. | -Superintendent<br>-Business Admin.<br>-Supervisors<br>-Exec Dir of technology<br>-Principal | -IT Budget  | -The expense in outfitting spaces with newer technology | 2016-2021        | - Lesson plans<br>- Formal and Informal observations  |
| 2. Stay abreast of evolving technology trends.                                  | -Executive Director of Technology<br>- IT Department<br>- Tech Action Committee              | - Professional journals and magazines<br>- Educational Technology Organization<br>- Conferences and workshops | - Time  | 2016-2021        | -Annual evaluation of the common area and classrooms by Executive Director of Technology and IT staff |

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL # 4: Learning Spaces: Create a safe school climate and facility that promotes a healthy balance of the academic, emotional and social development of the student.**

**OBJECTIVE # 1: Maintain a low student – teacher ratio**

| Major Activities   | Board/staff  | Resources  | Constraints   | Timelines | Indicators of Success   |
|--|--|--|---|-----------|---|
| 1. Evaluate current course offerings in program of studies to ensure effectiveness and balance of offerings. | -Principal<br>-Supervisors<br>-Teachers<br>-Counselors | -Time<br>-Money<br>-Curriculum maintenance (Staff/Materials)<br>-Program | -Student enrollment<br>-State funding<br>-District Budget<br>-Time                                      | 2016-2021 | -Program of Studies<br>-Completed evaluation of present offerings |
| 2. Increase elective offerings in program of studies.  | -Principal<br>-Supervisors<br>-Teachers<br>-Counselors | -Time<br>-Money<br>-Curriculum maintenance (Staff/Materials)<br>-Program | -Student enrollment<br>-State funding<br>-District Budget<br>-Student interest<br>-Facility constraints | 2018-2021 | -List of electives in program of studies                          |
| 3. Budget appropriately to provide an adequate amount of teaching staff.                                     | -Superintendent<br>-Principal<br>-Supervisors          | -Money<br>-Faculty members<br>-Time                                      | -Student enrollment<br>-State funding<br>-District Budget<br>-Facility constraints                      | 2016-2021 | -Balanced budget<br>-Low student to teacher ratio                 |

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL # 4: Learning Spaces: Create a safe school climate and facility that promotes a healthy balance of the academic, emotional and social development of the student.**

**OBJECTIVE # 2: Upgrade facilities to support the 1:1 initiative**

| Major Activities  | Board/staff  | Resources   | Constraints                             | Timelines | Indicators of Success  |
|---|--|---|---|-----------|--|
| 1. Explore alternative classroom layouts with appropriate furniture.                                | -Principal<br>-Supervisors<br>-Teachers<br>-Tech. staff<br>-Facilities Manager       | -Money<br>-Classroom furniture<br>-Professional development<br>-Staff | -Time<br>-Budget                        | 2016-2019 | -Furniture purchased<br>-Alternative classroom layout / climate implemented  |
| 2. Redesign common spaces within the school to meet the needs of the 1:1 initiative.                | -Principal<br>-Supervisors<br>-Teachers<br>-Tech. staff<br>-Facilities Manager       | -Money<br>-Furniture<br>-Electrical upgrades                          | -Time<br>-Budget                        | 2016-2019 | -New Library layout<br>-New cafeteria equipment<br>-Creation of a Senior Student Lounge area<br>-Evaluate use of courtyards  |
| 3. Maintain and update infrastructure needs to support all students and staff in a 1:1 environment. | -Principal<br>-Supervisors<br>-Teachers<br>-Tech. staff<br>-Facilities Manager       | -Money<br>-Time<br>-Facility upgrades                                 | -Time<br>-Budget<br>-Adequate staffing  | 2016-2018 | -Speed of bandwidth<br>-Access to wireless network<br>-Control of SPAM and other malware   |
| 4. Evaluate and enhance facilities to provide greater and safer opportunities to all students.      | -Principal<br>-Athletic Director<br>-Supervisors<br>-Teachers<br>-Facilities Manager | -Money<br>-Time<br>-Staff<br>-Professional development                | -Time<br>-Budget<br>-Student enrollment | 2016-2021 | -Facilities maintenance or upgrade to:<br>-Robotics room<br>-Band room<br>-STEM rooms<br>-Project Adventure course<br>-Fitness Center<br>-Athletic Fields<br>-Gymnasiums |

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL # 4: Learning Spaces: Create a safe school climate and facility that promotes a healthy balance of the academic, emotional and social development of the student.**

**OBJECTIVE # 3: Enhance social-emotional programs with relevant follow-up discussion**

| Major Activities  | Board/staff  | Resources  | Constraints                                | Timelines | Indicators of Success   |
|---|--|--|--|-----------|---|
| 1. Update Transition Project curriculum.  | -Supervisors<br>-Principal<br>-Advisors                      | -Human Resources (Staff/Materials)<br>-Program<br>-Time<br>-Money                    | -Time                                      | 2016-2019 | -Transition Project outreaches<br>-Transition Project Family Night attendance<br>-Student Ambassador applicant pool   |
| 2. Explore opportunity for an extension of Transition Project to include sophomore and junior students.   | -Supervisors<br>-Principal<br>-Advisors                      | -Human Resources (Staff/Materials)<br>-Program<br>-Time<br>-Staffing                 | -Time<br>-Planning<br>-Staffing<br>-Budget | 2016-2019 | -Creation of a program for Sophomores and Juniors<br>-Creation of advisor posts<br>-Community programs for parents of sophomores and juniors<br>-Positive Coaching Alliance workshops                 |
| 3. Update appropriate curriculum to reflect social-emotional learning standards and activities.   | -Exec Dir. of CIA<br>-Principal<br>-Supervisors<br>-Teachers | -Human Resources (Staff/Materials)<br>-Curriculum Dev.<br>-Program<br>-Time          | -Time                                      | 2017-2020 | -Revised units of study<br>-Social – emotional lessons / activities   |
| 4. Utilize time within the school day to explore strategies in which students can gain and/or enhance skill set to identify and manage stressors. | -All Staff   | -Human Resources (Staff/Materials)<br>-Professional development<br>-Program<br>-Time | -Time<br>-Various philosophies             | 2017-2020 | -Wellness Day<br>-Revised curriculum<br>-Stand-alone assembly programs<br>-Other opportunities during the school day that may enhance the understanding of stress and managing stress by the students |



## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL # 4: Learning Spaces: Create a safe school climate and facility that promotes a healthy balance of the academic, emotional and social development of the student.**

**OBJECTIVE # 4: Provide programs that prepare students for successful post-secondary transition**

| Major Activities  | Board/staff  | Resources  | Constraints   | Timelines | Indicators of Success  |
|---|--|--|---|-----------|--|
| 1. Continue with the implementation and improvement of College Transition Week.   | -Asst. Principal<br>-School Counseling<br>-PE Supervisor<br>-Teachers<br>-Counselors | -Human Resources (Students/staff)<br>-Program<br>-Money<br>-Time                     | -Budget<br>-Time<br>-Meeting Coordination   | 2016-2021 | -College Transition Week<br>-Parent program  |
| 2. Continue with meetings of student-athlete leadership with the Positive Coaching Alliance   | -Athletic Director<br>-SAC<br>-Coaches<br>-Student athletes                          | -Money<br>-Facility use<br>-Time   | -Instructional Time<br>-Coordination with school programs<br>-Scheduling<br>-Budget | 2016-2021 | -Meetings<br>-Positive interpersonal relationships among teammates and athletic programs<br>-NJSIAA Sportsmanship Awards |
| 3. Assessment of school climate and overall program with all stakeholder groups.  | -School Safety Team<br>-Students<br>-Staff<br>-Parents                               | -Human Resources (Staff/Materials)<br>-Survey<br>-Time                               | -Coordination with school programs<br>-Scheduling                                   | 2016-2021 | -Administration of School Climate surveys  |
| 4. Utilize time within the school day to explore strategies in which students can gain and/or enhance skill set to identify and manage stressors. | -All Staff   | -Human Resources (Staff/Materials)<br>-Professional development<br>-Program<br>-Time | -Time<br>-Various philosophies  | 2016-2021 | -Wellness Day<br>-Revised curriculum<br>-Stand-alone assembly programs<br>-Modification to instructional schedule        |

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL # 4: Learning Spaces: Create a safe school climate and facility that promotes a healthy balance of the academic, emotional and social development of the student.**

**OBJECTIVE # 5: Foster a mindset that focuses more on personal growth and learning among all stakeholders in the school community including: students, staff and parents**

| Major Activities  | Board/staff   | Resources   | Constraints   | Timelines | Indicators of Success  |
|---|---|---|---|-----------|--|
| 1. Assess the role of homework in the curriculum.   | -Exec Dir. of CIA<br>-Principal<br>-Asst. Principal<br>-Supervisors<br>-Teachers<br>-Students             | -Human Resources (Staff/Materials)<br>-Time                                 | -Various philosophies<br>-Time<br>-Meeting Coordination                         | 2016-2018 | -Minutes of meetings.<br>-Final report with committee findings and recommendations.  |
| 2. Review assessment practices.   | -Exec Dir. of CIA<br>-Principal<br>-Asst. Principal<br>-Supervisors<br>-Teachers<br>-Students<br>-Parents | -Human Resources (Staff/Materials)<br>-Time                                 | -Various philosophies<br>-Time<br>-Meeting Coordination                         | 2016-2019 | -Minutes of meetings.<br>-Final report with committee findings and recommendations.  |
| 3. Update appropriate curriculum to reflect social-emotional learning standards and activities.     | -Exec Dir. of CIA<br>-Principal<br>-Supervisors<br>-Teachers  | -Human Resources<br>-Curriculum Dev. (Staff/Materials)<br>-Program<br>-Time | -Time   | 2016-2021 | -Revised units of study<br>-Social – emotional lessons / activities  |
| 4. Build upon community partnerships with local charities and organizations to further initiatives. | -Asst. Principal<br>-Municipal Alliances<br>-SAC<br>-Local organizations<br>-Parents                      | -Human Resources (Staff/Materials)<br>-Time<br>-Money                       | -Budget<br>-Coordination with school programs<br>-Time<br>-Various philosophies | 2016-2021 | -Transition Project<br>-Substance abuse awareness programs<br>-Wellness Day<br>-Career Day<br>-Prom Car Crash Simulation<br>-8 <sup>th</sup> Grade Night<br>-Creation of a community focus group |
| 5. Conduct community based programs at the high school.   | -Asst. Principal<br>-Municipal Alliances<br>-SAC<br>-Local organizations<br>-Parents                      | -Human Resources (Staff/Materials)<br>-Time<br>-Money                       | -Budget<br>-Coordination with school programs<br>-Time<br>-Various philosophies | 2016-2021 | -Transition Project Family Night<br>-Substance abuse awareness programs<br>-8 <sup>th</sup> Grade Night<br>-Creation of a community focus group  |

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL # 5: Global Citizenship – Graduate students who are socially conscious, globally aware, independent thinkers with strong communication skills.**

**OBJECTIVE # 1: Enhance personal communication and collaboration skills.**

| Major Activities   | Board/staff   | Resources   | Constraints   | Timelines        | Indicators of Success   |
|--|---|---|---|------------------|---|
| <p>1. Review all curricular offerings to identify social skills development provided to students.</p>  | <ul style="list-style-type: none"> <li>-Exec Dir. of CIA</li> <li>-Principal</li> <li>-Asst. Principal</li> <li>-Supervisors</li> <li>-Teachers</li> <li>-Counselors</li> </ul> | <ul style="list-style-type: none"> <li>-Curriculum Dev. (Staff/Materials)</li> <li>-Program</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Various philosophies</li> <li>-Time</li> <li>-Meeting Coordination</li> </ul> | <p>2017-2018</p> | <ul style="list-style-type: none"> <li>-Minutes of meetings.</li> <li>-Final report with committee findings and recommendations.</li> </ul>                   |
| <p>2. Incorporate social interaction and communication skills development across curricular areas.</p>   | <ul style="list-style-type: none"> <li>-Exec Dir. of CIA</li> <li>-Principal</li> <li>-Asst. Principal</li> <li>-Supervisors</li> <li>-Teachers</li> <li>-Counselors</li> </ul> | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Program</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Time</li> </ul>   | <p>2018-2021</p> | <ul style="list-style-type: none"> <li>-Revised units of study</li> <li>-Teachers use a variety of methods to assess what each student has learned</li> </ul> |
| <p>3. Organize Learning Teams of students: Teachers stress the importance of cooperation and collaboration.</p> <p>-Define roles, strengthen social ties, improve communication and collaborative skills, interact with people from different cultures and backgrounds, and develop leadership qualities.</p> <p>-Develop projects in coordination with educators around the world to show students the importance of global networking and collaboration and how to use technology to achieve this objective.</p> | <ul style="list-style-type: none"> <li>-Exec Dir. of Tech.</li> <li>-Tech Staff</li> <li>-Supervisors</li> <li>-Teachers</li> </ul>   | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Program</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Time</li> </ul>   | <p>2018-2021</p> | <ul style="list-style-type: none"> <li>-Teachers use a variety of methods to assess what each student has learned</li> </ul>                                  |

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL # 5: Global Citizenship – Graduate students who are socially conscious, globally aware, independent thinkers with strong communication skills.**

**OBJECTIVE # 2: Expand curriculum to increase tolerance and appreciate diversity.**

| Major Activities  | Board/staff   | Resources   | Constraints   | Timelines | Indicators of Success   |
|---|---|---|---|-----------|---|
| 1. Conduct a Multicultural Week with an evening program every other year.   | -Supervisors<br>-Teachers   | -Human Resources (Staff/Materials)<br>-Program<br>-Time | -Time<br>-Coordination<br>-Budget   | 2016–2021 | -Program on calendar and implementation   |
| 2. Collaborate with local businesses, community and global partners to identify trends that should influence the revision of our curriculum and instructional programs. | -Exec Dir. of CIA<br>-Principal<br>-Asst. Principal<br>-Supervisors<br>Teachers<br>Counselors | -Human Resources (Staff/Materials)<br>-Program<br>-Time | -Coordination with outside programs<br>-Meeting Coordination              | 2019–2020 | -Monitor the number and percent per grade level of business, community and global partnerships. |
| 3. Review multicultural and global outreach opportunities across curricular and programmatic areas- Focal departments: Social Studies, English and World Languages.     | -Exec Dir. of CIA<br>-Principal<br>-Asst. Principal<br>-Supervisors<br>-Teachers              | -Human Resources (Staff/Materials)<br>-Program<br>-Time | -Establishing concrete curriculum goals<br>-Time<br>-Meeting Coordination | 2019–2020 | -Minutes of meetings.<br>-Final report with committee findings and recommendations.             |
| 4. Embed specific global outreach / communication component in identified curricular areas.   | -Supervisors<br>-Teachers   | -Curriculum Dev. (Staff/Materials)<br>-Program<br>-Time | -Time<br>-Planning  | 2019–2020 | -Revised units of study   |

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL #5: Global Citizenship – Graduate students who are socially conscious, globally aware, independent thinkers with strong communication skills.**  
**OBJECTIVE #3: Foster global citizenship and awareness on a daily basis.**

| Major Activities  | Board/staff  | Resources   | Constraints   | Timelines | Indicators of Success   |
|---|--|---|---|-----------|---|
| 1. Create and implement a series of TVP morning videos that highlight various cultures.   | -Asst. Principal<br>-Supervisors<br>-Teachers                                    | -Human Resources (Staff/Materials)<br>-Program<br>-Time                     | -Time   | 2016–2021 | -Videos saved on network and aired in homeroom  |
| 2. Infuse global-cultures awareness in instruction through various topics, readings, and guest lecturers.   | -Exec Dir. of CIA<br>-Principal<br>-Asst. Principal<br>-Supervisors<br>-Teachers | -Human Resources (Staff/Materials)<br>-Program<br>-Time                     | -Time<br>-Planning<br>-Coordination with outside speakers | 2017–2021 | -Revised units of study<br>-Formative and summative assessments   |
| 3. Teachers will design a system to deploy experiential, project-based, or real-world learning experiences for students throughout the grades and subjects. | -Exec Dir. of CIA<br>-Principal<br>-Asst. Principal<br>-Supervisors<br>-Teachers | -Human Resources<br>-Curriculum Dev. (Staff/Materials)<br>-Program<br>-Time | -Various philosophies<br>-Time<br>-Meeting Coordination   | 2017–2018 | -Revised units of study<br>-District's annual survey for students, staff, and parents to measure the perceived use of project-based learning by students in classrooms. |
| 4. Incorporate cultural competency (e.g., classroom lessons, cultural food days, virtual field trips with partner international schools, etc.)              | -Exec Dir. of CIA<br>-Principal<br>-Asst. Principal<br>-Supervisors<br>-Teachers | -Human Resources (Staff/Materials)<br>-Program<br>-Time                     | -Time<br>-Coordination                                    | 2017–2021 | -Revised units of study<br>-District's annual survey for students, staff, and parents to measure the perceived use of project-based learning by students in classrooms. |

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL #5: Global Citizenship – Graduate students who are socially conscious, globally aware, independent thinkers with strong communication skills.**

**OBJECTIVE #4: Foster student development of their skills to promote more effective and efficient learning.**

| Major Activities  | Board/staff   | Resources   | Constraints   | Timelines | Indicators of Success   |
|---|---|---|---|-----------|---|
| 1. Organize a committee to review Option 2 requirements as it relates to a Community Outreach Program.  | <ul style="list-style-type: none"> <li>-Exec Dir. of CIA</li> <li>-Principal</li> <li>-Asst. Principal</li> <li>-Supervisors</li> <li>-Teachers</li> <li>-Counselors</li> </ul> | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Program</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Various philosophies</li> <li>-Time</li> <li>-Meeting Coordination</li> </ul>         | 2016-2017 | <ul style="list-style-type: none"> <li>-Minutes of meetings.</li> <li>-Final report with committee findings and recommendations.</li> </ul> |
| 2. Identify local opportunities that will allow our students to obtain real world experience during the school week. (Elementary Schools, Pre-School, Medical Facilities, etc.)                       | <ul style="list-style-type: none"> <li>-Exec Dir. of CIA</li> <li>-Principal</li> <li>-Asst. Principal</li> <li>-Counselors</li> </ul>  | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Program</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Coordination with outside programs</li> <li>-Scheduling</li> <li>-Staffing</li> </ul> | 2018-2019 | -List of programs   |
| 3. Provide opportunities for students to volunteer at local community organizations such as Eva's Kitchen or Oasis up to five times during the school year (October, December, February, March, May). | <ul style="list-style-type: none"> <li>-Principal</li> <li>-Asst. Principal</li> <li>-Teachers</li> <li>-Counselors</li> </ul>  | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Program</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Coordination</li> <li>-Scheduling</li> <li>-Staffing</li> </ul>                       | 2019-2021 | -Students and staff participating in this volunteer program.  |
| 4. Organize a committee to review Option 2 requirements as it relates vocational areas of interest  | <ul style="list-style-type: none"> <li>-Exec Dir. of CIA</li> <li>-Principal</li> <li>-Asst. Principal</li> <li>-Supervisors</li> <li>-Teachers</li> <li>-Counselors</li> </ul> | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Program</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Various philosophies</li> <li>-Time</li> <li>-Meeting Coordination</li> </ul>         | 2017-2019 | <ul style="list-style-type: none"> <li>-Minutes of meetings.</li> <li>-Final report with committee findings and recommendations.</li> </ul> |

## 2016-2021 STRATEGIC PLAN GOALS - ACTION PLAN

**GOAL #5: Global Citizenship – Graduate students who are socially conscious, globally aware, independent thinkers with strong communication skills.**

**OBJECTIVE #5: Promote opportunities for independent study.**

| Major Activities   | Board/staff   | Resources   | Constraints   | Timelines | Indicators of Success   |
|--|---|---|---|-----------|---|
| 1. Organize a committee to review present Option 2 programs and opportunities.   | <ul style="list-style-type: none"> <li>-Exec Dir. of CIA</li> <li>-Principal</li> <li>-Asst. Principal</li> <li>-Supervisors</li> <li>-Teachers</li> </ul>                      | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Program</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Various philosophies</li> <li>-Time</li> <li>-Meeting Coordination</li> </ul>   | 2016-2017 | <ul style="list-style-type: none"> <li>-Minutes of meetings.</li> <li>-Final report with committee findings and recommendations.</li> </ul>                         |
| 2. Identify distance and technology based learning opportunities to enhance course offerings.  | <ul style="list-style-type: none"> <li>-Exec Dir. of CIA</li> <li>-Exec Dir. of Tech.</li> <li>-Tech Staff</li> <li>-Supervisors</li> <li>-Teachers</li> </ul>                  | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Program</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Various philosophies</li> <li>-Time</li> <li>-Meeting Coordination</li> </ul>   | 2017-2018 | <ul style="list-style-type: none"> <li>-Option 2 Program included into district programming/district curriculum</li> </ul>  |
| 3. Support and implement online learning options for students.   | <ul style="list-style-type: none"> <li>-Exec Dir. of CIA</li> <li>-Exec Dir. of Tech.</li> <li>-Tech Staff</li> <li>-Supervisors</li> <li>-Teachers</li> </ul>                  | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Program</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Scheduling</li> <li>-Staffing</li> </ul>  | 2018-2021 | <ul style="list-style-type: none"> <li>-Option 2 Program included into district programming/district curriculum</li> </ul>  |
| 4. Explore the opportunity for an Independent Study Program that would allow students to pursue coursework not offered in the NHRHS curriculum or those who have exhausted all NHRHS course in a particular area of study. | <ul style="list-style-type: none"> <li>-Exec Dir. of CIA</li> <li>-Principal</li> <li>-Asst. Principal</li> <li>-Supervisors</li> <li>-Teachers</li> <li>-Counselors</li> </ul> | <ul style="list-style-type: none"> <li>-Human Resources (Staff/Materials)</li> <li>-Program</li> <li>-Time</li> </ul> | <ul style="list-style-type: none"> <li>-Various philosophies</li> <li>-Time</li> <li>-Meeting Coordination</li> <li>-Scheduling</li> <li>-Staffing</li> </ul> | 2018-2019 | <ul style="list-style-type: none"> <li>-Recommendations to BOE on Independent Study Program</li> <li>-Independent Study Program availability to students</li> </ul> |