



RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT STRATEGIC PLAN 2023 - 2028



	GOALS	INITIATIVES	OBJECTIVES	TARGET DATE	TEAM LEADERS
REIMAGINE TIME	1 - Time is optimized to support teacher and student wellness, school culture and student potential	1.1 Research, develop, and implement a new school schedule that optimizes learning, wellness, and school culture	<ul style="list-style-type: none">a. Research best practice school schedule ideas and conduct a minimum of three site visits/interviews with other districtsb. Develop and share a summary of staff input about scheduling optionsc. Finalize recommendations with solutions to address impact on schools	June 2023	Director CIA, Building Administration & Supervisors
		1.2 Align school start/end times to maximize student potential	<ul style="list-style-type: none">a. Form committee to assess the impact of any changes to school start/end times including but not limited to teaching and learning, clubs, athletics and bandb. Conduct research/analysis on school start/end time options, obstacles, and considerationsc. Finalize recommendations with solutions to address impact on schools	November 2023	
				December 2023	
		1.3 Integrate meaningful teacher professional development that allows for collaboration within the school / work day	<ul style="list-style-type: none">a. Collect staff feedback on professional development programmingb. Conduct a preliminary analysis of teacher professional development collaboration needsc. Implement new professional development programsd. Develop and approve an annual budget that supports recommended professional development practices	November 2023	District & Building Administration
				February 2024	
				April 2024	
		1.3 Integrate meaningful teacher professional development that allows for collaboration within the school / work day	<ul style="list-style-type: none">a. Collect staff feedback on professional development programmingb. Conduct a preliminary analysis of teacher professional development collaboration needsc. Implement new professional development programsd. Develop and approve an annual budget that supports recommended professional development practices	October 2023	Director CIA, Building Administration & Supervisors
				January 2024	
				September 2024	
		1.3 Integrate meaningful teacher professional development that allows for collaboration within the school / work day	<ul style="list-style-type: none">a. Collect staff feedback on professional development programmingb. Conduct a preliminary analysis of teacher professional development collaboration needsc. Implement new professional development programsd. Develop and approve an annual budget that supports recommended professional development practices	March 2024	

	GOALS	INITIATIVES	OBJECTIVES	TARGET DATE	TEAM LEADERS
HEALTH & WELLNESS	2 - Students and teachers are resilient because of our holistic approach to health and wellness	2.1 Develop capabilities to collect and analyze information in order to make informed decisions that positively impact student/staff health and wellness	<ul style="list-style-type: none"> a. Determine what mechanisms will be used to collect wellness data b. Collect baseline data for staff and students using surveys and focus groups 	January 2024 May 2024	Director CIA, Director Special Education, Building Administration & Supervisors of Guidance
		2.2 Implement meaningful restorative practices to enhance the school climate	<ul style="list-style-type: none"> a. Form a code of conduct committee to review current policies and regulations b. Make research-based recommendations with professional development to support restorative practices implementation 	January 2024 June 2024	Director CIA, Director Special Education, Building Administration & Supervisors of Guidance
		2.3 Develop integrative student and staff programming for health & wellness	<ul style="list-style-type: none"> a. Complete an evaluation of all available and potential staffing resources and develop recommendation(s) to support future programming b. Research and implement data driven school climate change process to promote systems level change and positive school climate c. Design and implement wellness day programs for students and staff that encourages a positive culture, supports mental health and addresses student behaviors 	January 2024 April 2024 May 2024	Building Administration

	GOALS	INITIATIVES	OBJECTIVES	TARGET DATE	TEAM LEADERS
CULTURE & CLIMATE	3 - Our culture supports a growth mindset for a life filled with meaning and purpose	3.1 Empower school leaders to lead the culture shift	<ul style="list-style-type: none"> a. District and school leadership teams participate in professional development during administrative leadership retreats to expand learning and growth focused on vision of shared leadership b. Form a committee of students, staff and community members that will analyze the existing culture via surveys/focus groups, identify positive aspects that align with core values and mission 	<p>August 2023</p> <p>March 2024</p>	Superintendent
		3.2 Define and communicate core values	<ul style="list-style-type: none"> a. Form a committee of students, staff and community members that will gather information and define a set of core values that will serve as a foundation for the district b. Communicate the established core values to the RIH community 	<p>January 2024</p> <p>June 2024</p>	Superintendent

	GOALS	INITIATIVES	OBJECTIVES	TARGET DATE	TEAM LEADERS
CULTURE & CLIMATE	3 - Our culture supports a growth mindset for a life filled with meaning and purpose	3.3 Develop systems of support to establish school culture and build values	<ul style="list-style-type: none"> a. Collect and analyze data on culture and programming from students, teachers, and community b. Explore student interests and develop intentional programming that supports the District's core values and needs c. Create opportunities / partnerships for community service projects that positively impact our greater community d. Enhance staff evaluation methods to reflect recommendations aligned with District goals 	<p>June 2025</p> <p>June 2026</p> <p>June 2026</p> <p>June 2027</p>	Director CIA, Building Administration & Supervisors
		3.4 Develop a culture monitoring system and adjust as necessary	<ul style="list-style-type: none"> a. Organize student-led groups, staff, and teacher focus groups to gather qualitative data b. Use mechanisms such as ThoughtExchange to launch process to measure impact of programming related to culture 	<p>June 2026</p> <p>June 2027</p>	Director CIA, Building Administration & Supervisors

	GOALS	INITIATIVES	OBJECTIVES	TARGET DATE	TEAM LEADERS
TEACHING & LEARNING	4 - Learning is authentic, student centered, cultivates curiosity and awakens creativity	4.1 Evolve our curriculum & instructional programs that support student learning and include integrated disciplines and options for student preference and project-based learning that is connected to experts and the world outside the classroom	<ul style="list-style-type: none"> a. Develop and implement in-class resource model b. Review special education audit and make recommendations to support programming c. Develop a committee to plan evolution of curriculum, instruction and assessment engaging student interest through project-based learning d. Identify the current competencies and align to those necessary for staff and students to administer an integrated curriculum e. Identify and explore school districts that have implemented new, innovative models to learn about new opportunities that benefit students f. Design experiences where students need to transfer their learning and apply it to complex situations in an ever-changing global environment 	<p>March 2023</p> <p>March 2023</p> <p>December 2023</p> <p>June 2026</p> <p>June 2026</p> <p>June 2026</p>	<p>Director Special Education & Supervisors</p> <p>Director CIA & Supervisors</p>

	GOALS	INITIATIVES	OBJECTIVES	TARGET DATE	TEAM LEADERS
TEACHING & LEARNING	4 - Learning is authentic, student-centered, cultivates curiosity and awakens creativity	4.2 Establish new pathways for college and career-based options post-graduation	<ul style="list-style-type: none"> a. Develop a committee to review our current pathways and programs and make recommendations to adjust to support all students' access to responsive, rigorous, engaging and student-centered opportunities b. Utilize data (assessments, PSAT) to better identify students, engage families in discussions and expand opportunities in Advanced Placement (AP Potential) c. Develop new partnerships for dual credit programs d. Evaluate all available and potential staffing resources in the most effective and efficient manner to support future programming e. Explore and research new pathways for students in other school districts, including culminating senior capstone opportunity f. Identify a community of local experts who can partner with the district to enable students to explore multiple pathways to success (e.g. college, trades, certifications) through apprenticeships, mentorships and community-based opportunities 	<p>March 2023</p> <p>March 2023</p> <p>March 2023</p> <p>March 2023</p> <p>June 2024</p> <p>June 2024</p>	Director CIA, Building Administration & Supervisors

	GOALS	INITIATIVES	OBJECTIVES	TARGET DATE	TEAM LEADERS
TEACHING & LEARNING	4 - Learning is authentic, student centered, cultivates curiosity and awakens creativity	4.3 Design and launch professional development opportunities for teachers to support implementation of evolving curriculum	<ul style="list-style-type: none"> a. Develop university partnership to provide faculty members with Teacher of Students with Disabilities (TOSD) certification b. Develop a committee to evaluate the professional development structure needed to support the demands of the evolving curriculum c. Use student learning data to provide targeted professional learning to address student learning gaps and increase student achievement and learning outcomes d. Research and explore evolving professional development best practices e. Establish capability to develop and provide high quality professional development 	<p>May 2023</p> <p>June 2024</p> <p>June 2025</p> <p>June 2025</p> <p>June 2025</p>	<p>Director Special Education & Supervisors</p> <p>Director CIA, Building Administration & Supervisors</p>

	GOALS	INITIATIVES	OBJECTIVES	TARGET DATE	TEAM LEADERS
TEACHING & LEARNING	4 - Learning is authentic, student centered, cultivates curiosity and awakens creativity	4.4 Develop a committee that examines the enrollment disparity between both high schools	<ul style="list-style-type: none"> a. Coordinate a committee that includes district and high school administrators, supervisors, parents, teachers and students to research the disparity in student enrollment between both high schools b. Seek input from parents and students to better understand their preferences and concerns c. Gather data on enrollment trends and examine the factors that influence student choice d. Analyze the similarities and differences in academic programs, extracurricular activities, athletics and resources offered at each school e. Identify and share the points of pride from stakeholders at each high school f. Present findings and recommendations on strategies to close the enrollment gap promoting the strengths of each school to potential students and families 	<p>December 2023</p> <p>January 2024</p> <p>May 2024</p> <p>May 2024</p> <p>June 2024</p> <p>June 2024</p>	<p>Building Principals</p> <p>Director CIA, Building Administration & Supervisors</p>