

Franklin Township Public Schools

Franklin Township Public Schools embraces its diversity, fosters excellent educational innovation and empowers all students to achieve their highest potential.

Three-Year Strategic Plan: 2023-2026

Year One - 2023-2024

Year Two - 2024-2025

Year Three - 2025-2026

Accepted by the BOE: October 19, 2023

Goal for Completion: June 30, 2026

I. GOAL AREA: Health & Safety

A. Goal Statement: Ensure the health and safety of all students while being transported.

Strategy 1: Ensure compliance with all BOE expectations with regard to health and safety while transporting students.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1. Engage independent third-party to audit vendor safety	Cabinet, Transportation Office	Ongoing 2023-2024	LEA - compensation for third party contract	Board minutes approving contract

compliance.				
1.2. Engage independent third-party to review transportation specifications with a focus on student safety	1.1. Business Office, Transportation Department	1.1. September-December 2023	1.2 See 1.1 above	1.2 See 1.1 above
1.3. Re-bid transportation package for 2024-2025	1.2. Board of Education, Cabinet, Business Office	1.2. Spring 2024	LEA budget	1.3 Board minutes approving contract
1.4. Continue district safety checks, including random video review, document checks and random vendor bus checks.	1.3. Transportation Office	1.3. Ongoing	1.4. No additional financial resources needed	1.4. Emails documenting concerns to vendors
1.5. Review the Code of Conduct to ensure best practices are reflected.	1.4. Transportation Office, building principals, Office of School Management	1.5 Summer of 2024 and ongoing.	1.5. No additional financial resources needed	1.5 Board approved revised Code of Conduct
1.6 Review transportation policies to ensure best practices are reflected.	1.6. Transportation Office, building principals, Sr. Manager of Policies, Regulations and Communications and other members of Cabinet	1.6 Fall of 2024 and ongoing.	1.6. No additional financial resources needed	1.6 Board approved revised policies if applicable.

B. Goal Statement: Ensure that the physical health needs of students are met.

Strategy 1: Reduce Chronic Absenteeism by meeting the health needs of students.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 Continue collaboration with Zufall Health to expand the provision of clinic services for students and families in Franklin.	Director of PPS Cabinet, School Nurses, Community Stakeholders	Ongoing	No additional resources	Increased service levels
1.2 Construct the Zufall Health clinic in collaboration with Franklin Township.	Director of PPS Cabinet, School Nurses, Community Stakeholders	Ongoing	Township ARP funds	See above
1.3 Work with district staff to identify and coordinate the provision of services.	Director of PPS Cabinet, School Nurses, Community Stakeholders	Ongoing	No additional resources	

C. Goal Statement: Ensure that the physical health needs of staff are met.				
Strategy 1: Provide high quality health care to staff members at a savings to both the staff member and school district using a district-provided medical health center				
Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 Continue to provide health care options to all eligible staff to the extent allowable by law.	1.1 Personnel Office	1.1 Ongoing	LEA healthcare allocation	1.1 Collective bargaining agreements
1.2 Construct and equip Health Center	1.2 Business Office	1.2 July- October 2023		1.2 Opening of the Franklin Warriors' Health Center
1.3 Research the use of third party advisors to audit claims payments.	1.3 Personnel Office	1.3 July-December 2023		1.3 Board approved contract with third party vendor
1.4 Engage Health Center medical professionals to provide outreach to staff with chronic or newly diagnosed conditions to assist in health care management	1.4 Personnel Office, Third Party Administrator	1.4 January 2024-Ongoing		1.4 Reports from contractor on successful connections

Strategy 2: Promote use of the health center.				
Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
2.1 Provide email announcements to all staff regarding progress toward opening the Franklin Warriors' Health Center	2.1 Personnel Office	2.1 July-October 2023	No additional financial resources needed for this activity	2.1 Copies of emails sent
2.2 Tour the Health Center with various groups, including District Nurses, Association leadership and BOE members	2.2 Cabinet, Third Party Vendor	2.2 August - October 2023		2.2 Tour dates
2.3 Visit each school for introductions and to provide Flu vaccine to any interested employee	2.3 Cabinet, Third Party Vendor	2.3 October - November 2023		2.3 Flu Clinic schedule
2.4 Ribbon Cutting Ceremony	2.4 Cabinet, BOE, Third Party Vendor	2.4 December 2023		2.4 Superintendent / Board President's report/Press coverage
2.5 Continued outreach to staff through email, association meetings, and open enrollment meetings	2.5 Personnel Office	2.5 ongoing		2.5 Emails and greater use of the facility and services

D. Goal Statement: Ensure that the mental health needs of students and staff are met.

Strategy 1: Provide Social Emotional Learning opportunities and support to students and staff using a variety of strategies.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 Continue using SEL data-gathering tools to identify areas of strength and concern regarding students' SEL health.	District administrators, school counselors, and school safety teams.	Minimum of two times annually. Continuously, as curricula are developed and implemented.	Local budgets and federal funding, when available.	Data analysis of SEL student data will show positive trends in various SEL measures.
1.2 Expand the provision of intensive therapeutic mental health services for students.	Director of Pupil Personnel Services School-based teams, composed of PBSIS, Panorama Team, and School Safety Team members, design and implement interventions for use within the school day.	Ongoing	LEA, ESSER, IDEA funds	Board approved contracts with health care providers.
1.3 Expand partnership with therapeutic mental health providers to increase services to students.	Director PPS, Community Stakeholders	Ongoing	Local Budget, Federal Funding	Board approved partnerships

Strategy 2: Embed SEL learning opportunities within the curricula and daily activities for students.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
2.1 Continue building learning opportunities based on the SEL data, including written curricula and daily activities within schools and classrooms.	District supervisors and directors, principals, vice-principals, and counselors. Assistant Superintendent for Curriculum & Instruction.	Continuously, as curricula are developed and implemented. School-based teams, composed of PBSIS, Panorama Team, and School Safety Team members, design and implement interventions for use within the school day.	Local budgets and federal funding, when available.	Data analysis of SEL student data will show positive trends in various SEL measures. Curricula and school-based programs will show an increasing number of opportunities within courses and within daily activities for students.

E. Goal Statement Ensure the safety of students and staff while attending school, school sponsored events and in the larger community.				
Strategy 1: Improve culture and climate to reduce disciplinary incidents with a focus on decreasing incidents of physical aggression.				
Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 Utilize culture/climate data gathering tools, such as Panorama, NJSCI, and SSDS data to identify specific areas of improvement at the school level.	School-based Safety Teams that work with SEL, culture/climate, PBSIS, and other student wellness topics.	Minimally, twice per year, survey district staff and disaggregate data at the school level. In 2023-2024, utilize Panorama. In 2024-2025 and beyond, utilize NJSCI.	In FY24, utilize remaining ESSER funds for Panorama. In FY25 and beyond, utilize the NJDOE's platform, NJSCI.	Outcomes on surveys as well as ODR and other data sources should indicate positive trends within each year, but especially when compared to data from year to year.
Strategy 2: Provide opportunities for students to learn life skills to better protect them outside of school.				
Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
2.1 Continue developing and implementing high quality student advisory and mentoring programs, including Operation Great Expectations.	District administrators, including principals, vice principals, supervisors, and directors. Advisors, teachers, and mentors that work within these programs.	In the 2023-2024 SY, and beyond, district staff members will implement these programs and gauge their effectiveness through various means for a cycle of continuous improvement.	Local budgets and federal grants when available.	Outcomes on surveys as well as ODR and other data sources should indicate positive trends within each year, but especially when compared to data from year to year.

2.2 Continue supporting curricula that addresses drug, alcohol, and suicide prevention; gang awareness; student wellness.	District administrators, including principals, vice principals, supervisors, and directors. Advisors, teachers, and mentors that work within these programs.	Through its usual process for curriculum writing, revision, and implementation,		Various sources will be reviewed each year to analyze trend data that speaks to whether these programs are making a positive difference in students' lives.
2.3 Implement a water safety program.	Supervisor of Health and PE, building level administrators, Office of Curriculum & Instruction and YMCA staff	Fall of 2023 and ongoing	Transportation resources	Record of completion of program.
Strategy 3: Physical facilities alterations and strategies to ensure a safe learning environment.				
Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
3.1 Continue surveillance upgrades and expansions as needed.	Office of School Management, local police department, building administrators and Office of School Security	Ongoing	Safety and Security budgetary allocation.	Board approved contracts with surveillance equipment vendors
3.2 Continue partnership with local enforcement to provide Safety Resource Officers and/or Class III Officers in every	Office of School Management, local police department, building administrators and Office of School Security	Ongoing	Safety and Security budgetary allocation.	Board approved agreements with local law enforcement.

school.				
3.3 Continue to evaluate and further develop policies and procedures for the use of hand held metal detection equipment.	Office of School Management, local police department, building administrators, Office of School Security, Senior Manager of Policies, Regulations and Communications	Ongoing	No additional funds needed	Updated Board approved policies and procedures
3.4 Evaluate and revise as appropriate the district facilities use policy and procedures.	Senior Manager of Policies, Regulations and Communications; Supervisor of Buildings and Grounds; Assistant Supervisor of Buildings and Grounds; Building administration; and Director of School Management.	Spring of 2024 and ongoing	None	Board approved revisions to policy and regulations in area of facilities use.

F. Goal Statement: Reduce food insecurity of our student families by increasing satisfaction of district Food Services Program and provide greater access to food.

Strategy 1: Work with the Food Services Department to increase access to food service programs and to increase overall satisfaction with the district's food service program.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 Increase distribution of free	School leadership Director of Food	Fall 2024 and continuing	Possible costs of staffing events by	Increased distribution and completion of

and reduced meal applications to district families utilizing established school and district wide events and athletic games.	Services; Assistant Director of Food Services; Cafeteria Service Managers		food services personnel.	applications.
1.2. Invite members of the school community, such as PTO leadership, to taste a typical school lunch.	School leadership; Director of Food Services; Assistant Director of Food Services; Cafeteria Service Managers	Spring 2024	Food Services Enterprise Account	Event invitations and attendance.
1.3. Evaluate and respond to feedback from those invited.	Director of Food Services; Assistant Director of Food Services; Cafeteria Service Managers	Spring 2024	None	Menu changes as appropriate
1.4. Pilot a “take a family member to lunch” event at each elementary school.	School leadership; Director of Food Services; Assistant Director of Food Services; Cafeteria Service Managers; Director of School Management	Fall of 2024	Food Services Enterprise Account	Attendance sheet
1.5. Invite student leadership to comment on school meals.	School leadership; Director of Food Services; Assistant Director of Food Services; Cafeteria Service Managers; Director of School Management	Spring of 2024 and ongoing	None	Minutes of meetings and/or survey results
1.6. Evaluate and respond to feedback.	Director of Food Services; Assistant Director of Food Services; Cafeteria	Spring of 2024 and ongoing	None	Menu changes as appropriate

	Service Managers; Director of School Management			
Strategy 2: Work with community partners to reduce food insecurity.				
Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
2.1 Provide vouchers to identified families through community partnerships.	Director of PPS	Ongoing	No additional resources	Increased distribution of available funds
2.2 Coordinate with Franklin Food Bank, YMCA and other organizations to create, facilitate and publicize food distribution events.	Superintendent, Senior Manager of Policies, Regulations and Communications, building level administrators	Ongoing	No additional resources	Flyers from events
2.3 Maintain membership on the Township-wide Food Insecurity Committee	Superintendent and Cabinet Members	Ongoing	No additional resources	Attendance at meeting
2.4 Investigate additional food distribution opportunities for district students after school and during the summer.	Director of Food Services; Assistant Director of Food Services	Spring of 2024	No additional resources	Flyers, reports to BOE committees.

II. GOAL AREA: Curriculum & Instruction

A. Goal Statement: Increase student options and support with regard to career and technical offerings through a variety of programs.

Strategy 1: Continue to garner input from stakeholders to assist in expanding career readiness experiences.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 Collaborate with SEPAC and stakeholders to identify areas where students require career assistance	Director of PPS, Special Education Supervisors, Community Stakeholders	Ongoing	No additional resources needed	Attendance at SEPAC meetings and SEPAC meeting minutes
1.2 Provide Pre-ETS programs and support to eligible high school students	Director of PPS, Special Education Supervisors, Community Stakeholders	Ongoing	No additional resources needed	Program participation
1.3 Provide access to local and county level career programs, job opportunities and services.	Director of PPS, Special Education Supervisors, Community Stakeholders	Ongoing	No additional resources needed	Program participation and job placement
1.4 Reflect upon FTSPS career and technical (CTE)	CTE Coordinator, along with input from the CTE Advisory Group,	Ongoing, in a cycle of continuous reflection and improvement.	No additional resources needed	Feedback from CTE Advisory Group; student feedback; industry

offerings and use publicly available local/regional employment data trends to determine which CTE areas to consider for program development.	consisting of local industry leaders, parents, students and district staff members.			feedback. All of these data will inform the current offerings and suggest future possibilities.
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Strategy 2: Continue to identify and allocate resources to support existing programs and help build new offerings.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
2.1 Identify opportunities to expand adaptive and integrated programs.	Director of PPS, Supervisors	Ongoing	No additional resources	Board approved program offerings
2.2 Identify key personnel to support expanding special populations.	Director of PPS, Supervisors	Ongoing	IDEA, LEA personnel allocations	Board approved Personnel Reports
2.3 In addition to Perkins grant funding, continue to leverage relationships with local business partners to support the district's CTE program.	CTE Coordinator, district administrators, CTE Advisory Group.	Ongoing and continuously.	No additional resources needed to identify resources. Currently, Perkins funds are used to support CTE programs on top of local funds.	Increase the number of feasible CTE opportunities for students with each successive year.

Strategy 3: Broaden relationships with existing district partners and create new partnerships to support existing and future programs.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
3.1 Expand partnership with existing health partners to support the district's FHS Health Professions Academy	Office of Curriculum and Instruction, CTE Supervisor, School Counseling Supervisors, FHS School Counseling Staff and Zufall Health	Fall of 2025	CTE allocations and Perkins Grant	Board approved programs
3.2 Expand, develop and implement pathways for future educators.	District administrators, Supervisor of Equity and Inclusion, CTE Supervisor and district teaching staff	Ongoing	LEA budgetary allocations	Board approved programs
3.3 Develop and implement "Future Teachers of America" Program	FHS administrators, FHS teaching staff, Supervisor of Equity and Inclusion, CTE Supervisor, FHS School Counseling Supervisors and staff	Fall of 2025	LEA and CTE budgetary allocations	Board approved curriculum and student enrollment
3.4 Work with local community colleges and other providers of higher education to create additional programming opportunities for our secondary students.	FHS administrators, FHS School Counseling Supervisors and staff	Spring of 2024 and continuing	LEA budgetary allocations	Board-approved programs

B. Goal Statement: Further expand the district's Pre-K program moving to a full universal Pre-K 3 & 4 year old program.				
Strategy 1: Provide the necessary physical resources to support the growth of the Pre-K program.				
Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 Actively pursue partnerships with local businesses to expand district preschool offerings.	Director of Pupil Personnel Services, Supervisor of Early Childhood Education	Ongoing	PEA grant	Board approved partnerships
1.2 Coordinate with Franklin Township regarding preschool building expansion.	Superintendent, Director of Pupil Personnel Services and other Cabinet members and Supervisor of Early Childhood Education	Spring of 2024	PEA grant	Board approved partnership
Strategy 2: Secure the necessary capital and human resources to support the continued progress toward a full universal Pre-K 3 & 4 year old program.				

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
2.1 Identify additional State preschool grant funding.	Director PPS and Supervisor of Early Childhood Education	Ongoing	PEA Grant	Board acceptance of additional funds
2.2 Hire additional staff to support the expansion of preschool classrooms and programming.	Director of PPS, Supervisor of Early Childhood Education and Manager of Human Resources	Ongoing	PEA Grant	Board approved Personnel Reports

C. Goal Statement: Continue to foster positive classroom culture and climate, including students' sense of belonging, through various district equity initiatives.

Strategy 1: Continue to reinforce CLR training that fosters positive classroom cultures/climates.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 District administrators will collaborate to ensure expectations for continued use of CLR pedagogy is paramount in all FTPS classrooms.	Supervisor of Equity & Inclusion, administrators and teachers.	Ongoing, in a cycle of continuous improvement.	Local funding and grant funding when available.	Various data points, including student SEL surveys; district ODR data; student academic performance outcomes; evaluation data; student and family focus group survey feedback.
1.2 District Equity	Supervisor of	Ongoing, in a cycle of	Local funding and	Various data points,

Leaders and administrators will review and create curricula that acknowledges and takes into account the diversity of cultural backgrounds, languages, and lived experiences of students in our FTPS classrooms.	Equity & Inclusion, Equity Leaders, administrators and teachers	continuous improvement.	grant funding when available.	including student SEL surveys; district ODR data; student academic performance outcomes; student and family focus group survey feedback.
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Strategy 2: Develop and promote school cultures and climates that foster the use of restorative practices.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
2.1 Working with the Restorative Practices Core Team Leaders, review and implement practices that acknowledge and take into account the diversity of cultural backgrounds, languages, and lived experiences of students in our classrooms, district leaders and administrators will collaborate to ensure expectations	Supervisor of Equity & Inclusion, Restorative Practices, Core Team Leaders, administrators, teachers.	Ongoing, in a cycle of continuous improvement.	Local funding and grant funding when available.	Various data points, including student SEL surveys; district ODR data; student academic performance outcomes; student and family focus group survey feedback.

addressing harms is done proactively and positively, within a context of high support and trust.				
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D. Goal Statement: Enhance the synergy between Special Education Services and Special Education Programs.				
Strategy 1: Promote better communication between case managers, related service personal and spec ed teachers.				
Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 Identify capital resources to hire additional Supervisory and coaching positions.	Assistant Superintendent for Business, Director of Pupil Personnel Services, Manager of Human Resources	Ongoing	IDEA and LEA Personnel budget	Board approved Personnel Reports
1.2 Improve Communication using online tools and resources.	Director of Pupil Personnel Services, Supervisors of Special Education, Supervisors of Child Study Teams, Office of Planning, Assessment,	Ongoing	IDEA and LEA Special Education budget	Board approved contracts and licenses as applicable.

	Research and Accountability			
1.3 Improve coordination of services at the building and district level.	Director of Pupil Personnel Services, Supervisors of Special Education, Supervisors of Child Study Teams, building administrators, school counselors, child study team members and faculty	Ongoing	No budgetary resources needed	Increase stakeholders' satisfaction as evidenced by survey results and SEPAC meeting minutes.

E. Goal Statement: Identify and provide programs to address the needs of individual students to ensure they reach their full potential

Strategy 1: Identify and provide support to students who meet the Gifted and Talented Program criteria.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 Continue to use the Naglieri Nonverbal Ability Test (NNAT3) to identify Special Education and Multilingual Learners who demonstrate	1.1 District admin, teachers, G&T Co-Coordinators	1.1 Ongoing and annually.	1.1 Local budgets and federal grants when available.	1.1 Year-to-year data will reflect the effectiveness of this assessment, that it identifies students who have been traditionally missed by the district's historical measures.

giftedness, making them eligible to participate in the district's G&T				
1.2 Continue the use of the Renzulli model to identify, challenge and support gifted and talented students in grades K-12 through a variety of learning activities, courses and project-based assignments.	1.1 District admin, teachers, G&T Co-Coordinators	1.1 Ongoing and annually.	1.1 LEA budget	Enrollment data in the G&T Program Publicity around competition participation

Strategy 2: Identify and provide support to students who are identified as having Special Needs.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
2.1 Expand Transition programs and coordination with Division of Vocational Rehabilitation (DVR).	PPS	Ongoing	As reflected in IDEA; LEA budgets	Board approved programs.
2.2 Expand course offerings to support differentiated instruction.	PPS	Ongoing	As reflected in IDEA; LEA budgets	Board approved curricula.
2.3 Identify staffing and resources to support the expansion of special	PPS Human Resources Department	Ongoing	As reflected in IDEA; LEA budgets	BOE personnel reports

programs.				
2.4 Identify supplemental curriculum to support student learning.		Ongoing	As reflected in IDEA; LEA budgets	Board approved curriculum.

III. GOAL AREA: Personnel

A. Goal Statement: Stabilize district staff in all areas.

Strategy 1: Implementation and monitoring retention strategies to assist in stabilizing staff in all areas.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 J-1 VISA Program: Foster relationships with the NJDOE	Central Office administrators, supervisors, principals	Ongoing and continuously.	No additional resources needed.	Fully-staffed World Languages and ESL Classrooms.

Strategy 2: Increase recruitment efforts to assist in attracting a high quality, diverse pool of teaching candidates.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
2.1 Recruitment and Retention Subcommittee	Central Office administrators, supervisors, principals, teaching staff members who collaborate with the committee.	Ongoing and continuously.	No additional resources needed.	Fully-staffed positions throughout the FTPS.

B. Goal Statement: Further the expertise of staff

Strategy 1: Create meaningful professional development based on district goals, survey results and needs assessment.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 Actively continue to use the cycle of professional development based on student outcomes and staff-identified needs.	District administration.	Ongoing and continuously.	No additional resources necessary.	District staff members have the ability to express preferences for their own PD and also to share feedback following PD experiences, and feedback from staff following district-offered PD.
1.2 Actively continue to support professional internships to share valuable experience and knowledge with candidates.	District administration.	Ongoing and continuously.	No additional resources necessary.	District instructional staff members are welcomed into internships on a consistent basis.

Strategy 2: Create meaningful learning experiences for current district administrators.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
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1.1 Embed professional development for district administrators based on student outcomes and administrator-identified needs.	Central office administration in collaboration with district administrators.	Ongoing and continuously.	No additional resources necessary.	District administrators have the ability to express preferences for their own PD and also to share feedback following PD experiences, as well as feedback received following district-offered PD.
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IV. GOAL AREA: Sustainability & Green Initiatives

A. Goal Statement: Reduce the district environmental footprint via sustainability and green initiatives.

Strategy 1: Conduct and respond to an environmental audit with a focus on energy and waste.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 Research and develop an environmental audit.	Building administration; Green teams; District Coordinator of School-Based Green Teams	First half of the 23-24 school year.	None.	Completed audit.

1.2 Develop a sequenced response to the findings of the environmental audit.	Building administration; Green teams; District Coordinator of School-Based Green Teams with input from the larger school community.	Later half of the 23-24 school year and continuing.	Dependent upon the audit findings.	School response plans. Green team presentations.
Strategy 2: Continue efforts to achieve Sustainable Schools for NJ certification in all district schools in order to create a school culture of environmental stewardship of the Earth.				
Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
2.1 Research actions for schools to achieve each level of Sustainable Jersey for Schools certification.	Building administration; Green teams; District Coordinator of School-Based Green Teams.	Ongoing	LEA and grants when available.	Sustainable Jersey certification.
2.2 Determine achievable actions for the 23-24 school year and publicize these actions to the school community.	Building administration; Green teams; District Coordinator of School-Based Green Teams.	Ongoing	LEA and grants when available.	Sustainable Jersey certification.
2.3 Monitor and document actions which will contribute to attaining increased levels of Sustainable Jersey for Schools certification.	Building administration; Green teams; District Coordinator of School-Based Green Teams.	Ongoing	LEA and grants when available.	Sustainable Jersey certification.

V. GOAL AREA: Community Engagement

A. Goal Statement: Increase community outreach and connection.

Strategy 1: Explore, increase awareness of and engage students in volunteer activities in the greater Township community.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 Investigate volunteer opportunities with Franklin Township governmental and not for profit entities.	Secondary level school administration	First half of the 23-24 school year and continuing	None	List of organization contacts.
1.2 Provide opportunities for representatives of Franklin Township governmental and not for profit entities to inform secondary students of their purpose and need for volunteers.	School level school administration; central office staff.	First half of the 23-24 school year and continuing.	Event, i.e. volunteer fair, food and supplies	Flyers for events.
1.3 Coordinate volunteer activities to ensure all extracurricular clubs and athletic teams are involved in community service activities.	Director of Athletics, building administration and club advisors at the High School and Middle School levels	Ongoing and Continuously	None	Photos of students at community service activities.

1.4 Research possibilities for a community service requirement for secondary students.	School level school administration; central office staff.	Fall of 2025	None	Reports to Board Committees.
1.5 Research possibilities for providing academic or other incentives for secondary students to volunteer with community organizations.	School level school administration; central office staff.	Fall of 2025	None	Reports to Board Committees.

Strategy 2: Increase awareness and further grow opportunities for the community to support FTPS students and programs.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
2.1 Publicize the community organizations which have supported FTPS students in the past.	Superintendent; Sr. Manager of Policies, Regulations and Communications	2023-2024 SY	None	BOE meeting presentations; township newsletter articles.
2.2 Explore the needs of staff and students of FTPS.	Building administration; Guidance Staff; Sr. Manager of Policies, Regulations and Communications	2024-2025 SY	None	Staff and family surveys
2.3 Reach out to the Chamber of Commerce;	Building level administrators; District Administrators	2024-2025 SY	LEA communications budget.	Correspondence with organizations

corporations located in Franklin; adult communities; and other organizations highlight district and to communicate staff and student needs.				
2.4 Publicize partnerships, projects and support for the staff and students of FTPS.	Building administration; Sr. Manager of Policies, Regulations and Communications	2024-2025 SY	LEA communications budget.	Press releases and website announcements
Strategy 3: Increase opportunities and engagement of alumni.				
Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
3.1 Continue to learn and communicate alumni accomplishments through established district affiliated groups.	Building Level Administrators; School and District Staff; Sr. Manager of Policies, Regulations and Communications	Ongoing	None	Press releases, internal announcement, Board President reports, website postings
3.2 Reach out to coordinators of alumni social media pages to learn and communicate alumni accomplishments.	Sr. Manager of Policies, Regulations and Communications	Ongoing	None	Emails, social media postings
3.3 Develop relationships with alumni to allow for mentorship and	Building Level Administrators; School and District Staff; Sr. Manager of	Ongoing	LEA budget	Event flyers, Board approved programs and/or personnel reports

other opportunities.	Policies, Regulations and Communications			
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B. Goal Statement: Increase awareness of and connection to student activities through a variety of communication outlets.

Strategy 1: Grow the district's media presence to highlight the district's athletic, co-curricular and extracurricular activities as well as staff and student success.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 Evaluate current communication tools.	Building Level Administrators; Supervisor of Instructional Technology; Director of Technology; Sr. Manager of Policies, Regulations and Communications	2023-2024 and ongoing.	None	Survey results.
1.2 Investigate and implement alternative communication tools as needed.	Sr. Manager of Policies, Regulations and Communications	Ongoing	LEA budgetary allocations.	Board approved contracts.
1.3 Develop a written communication plan including areas for communication with staff; communication with student families and communication with the larger	Sr. Manager of Policies, Regulations and Communications; District and Building Level Administrators	Ongoing	None	Board acknowledged communication plan.

community.				
1.4 Research budgetary capacity to create a position which would include duties related to social media.	Sr. Manager of Policies, Regulations and Communications; Manager of Human Resources	24-25 school year	LEA budgetary allocations.	Board approved job description.
Strategy 2: Explore outlets outside of the district to highlight the district's athletic, co-curricular and extracurricular activities as well as staff and student success.				
Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
2.1 Research contests and other forums to highlight the work of the district.	Content and Building Level Administrators; Sr. Manager of Policies, Regulations and Communications	Ongoing	None	Emails, flyers regarding competitions.
2.2 Communicate deadlines and other requirements to appropriate staff to encourage participation.	Content and Building Level Administrators; Sr. Manager of Policies, Regulations and Communications	Ongoing	Possible contest fees or transportation to competitions.	Contest applications and award notifications. Photos of staff/student participation.
2.3 Track and celebrate successes as appropriate.	Content and Building Level Administrators; Sr. Manager of Policies, Regulations and Communications	Ongoing	None.	Press coverage, awards

C. Goal Statement: Promote a culture of “Warrior Pride”

Strategy 1: Fostering activities which engage our younger students with their older peers.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
1.1 Research programs and extracurricular activities at the secondary level which would allow for those students to visit the elementary schools.	Secondary Level Administrators; Club Advisors; Elementary Level Administrators; School Counseling Staff	23-24 school year and continuing	Transportation costs.	Board approved activities and/or field trip requests.
1.2 Research and publicize opportunities for elementary students to visit appropriate secondary events.	Secondary Level Administrators; Club Advisors; Elementary Level Administrators; School Counseling Staff	23-24 school year and continuing	Transportation costs.	Board approved activities and/or field trip requests.

Strategy 2: Create a premier athletic program.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Evidence of Progress
2.1 Increase percentage of students connected to athletic activities.	Athletic Director; Assistant Athletic Director; Building Administrators; Athletic Coaches	24-25 school year and continuing	Resources found in athletics and school budgets	Team enrollment comparisons
2.2 Increase Booster Club membership.	Athletic Director; Assistant Athletic Director; High School Administrators; Athletic Coaches	24-25 school year and continuing	Resources found in athletics and school budgets	Booster club enrollment comparisons

2.3 Explore opportunities to expand the athletic programs to meet student interests and abilities.	Pupil Personnel Services Department; Athletic Director; Assistant Athletic Director; Building Administrators; Athletic Coaches	23-24 school year and continuing	IDEA, LEA and grant funded budgetary resources	Board approved teams and clubs.
2.4 Communicate high school athletic program opportunities and expectations to middle school athletic coaches and students to increase coordination of the high school and middle school athletic programs.	Athletic Director; Assistant Athletic Director; Building Administrators; Athletic Coaches	Spring of 2024 and continuing	LEA budget if required for any events.	Flyers of events. Increased participation in athletics.