

# 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: 2017-2020

BOE Approved: **December 21, 2017**

Goal for Completion: **June 30, 2020**

Most Recent Update: **February 9, 2018**

### I. GOAL ONE: Increase Student Achievement

**A. Goal Statement:** Create specialized learning opportunities to afford students more personalized learning experiences and life skills.

**Area of Concentration:** Character Education, School Climate & Culture, Social & Emotional Success

**1. Strategy:** Incorporate social/emotional strategies across PK-12 curricula.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Completion Evidence
<b>1.1. Introduce Social Emotional Learning (SEL) Strategies to Staff:</b> <ul style="list-style-type: none"> <li>Convocation, 2017: Dan St. Romain and</li> </ul>	All District Staff	Dan St. Romain Pilot: Convocation: September 2017; Pilot Training: September-June, 2017-2018; Expand training and	Funds in 2017-2018, 2018-2019, and 2019-2020 Budgets	

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<p>Pilot for Teachers, K-2</p> <ul style="list-style-type: none"> <li>● PBSIS at FHS</li> <li>● Mindfulness Workshops</li> <li>● Sanford Harmony</li> <li>● Morning Meeting</li> </ul>		<p>implementation in 2018-2019 and 2019-2020.</p> <p>Implement PBSIS at FHS in 2017-2018 SY.</p> <p>Explore Sanford Harmony, Mindfulness, and Morning Meeting Concepts in 2017-2018, with the goal of aligning / integrating these approaches within PK-12 curricula in 2018-2019 and 2019-2020.</p>		<p>Staff attendance sheets; walkthrough data; feedback via surveys.</p>
<p><b>1.2. Create SEL Collaborative Action Team</b> to study additional evidence-based practices and make recommendations for Years Two and Three of this strategic plan.</p>	<p>District Administrators</p>	<p>Fall 2017 - Spring 2018 and possibly 2018-2019 and 2019-2020, as needed.</p>	<p>No budgetary resources needed.</p>	<p>Agenda; Meeting Notes</p>
<p><b>1.3. Utilize Grapple PLC Process</b> to improve school culture and climate in all schools.</p>	<p>Teachers Administrators Counselors</p>	<p>Continuously throughout this strategic plan.</p>	<p>PD \$ for follow-up training as needed.</p>	<p>Agenda; Meeting Notes</p>

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<b>1.4. Professional Development</b> to Achieve Goal #1	All District Staff	Continuously throughout this strategic plan.	Funds in 2017-2018, 2018-2019, and 2019-2020 budgets	District PD Plan, Sign-In Sheets, Staff Feedback via Surveys
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**B. Goal Statement:** In order to provide equitable access and opportunity to all students, embed a culturally responsive teaching approach within ongoing instructional practice.

**Area of Concentration:** Equity, Opportunity, Access; School Culture & Climate

**1. Strategy:** Embed a culturally responsive teaching approach within PK-12 instruction.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Completion Evidence
<b>1.1.</b> Raise awareness about the need for <b>Culturally Responsive Teaching.</b>	Teachers Administrators Counselors	2017-2018 School Year and ongoing afterward.	No budgetary resources needed.	Sign-in sheets and agenda
<b>1.2.</b> Introduce concepts of <b>equity, access, and opportunity</b> to district staff -- <u>Guest Speakers:</u> <ul style="list-style-type: none"> <li>• Donald Leake</li> <li>• Robert Jackson</li> </ul>	Teachers Administrators Counselors	Spring 2017 - Spring 2018	Title IIA Funds	Sign-in sheets and agenda
<b>1.3.</b> Begin to explore the ways in which FTSP can create a more <b>culturally</b>	Teachers Administrators Counselors	Spring 2017 - Spring 2018	PD Funds (Donald Leake, Robert Jackson, etc.)	Sign-in sheets and agenda

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<b>responsive learning environment</b>				
<b>1.4. Create Equity Collaborative Action Team</b> to study additional evidence-based practices and make recommendations for Years Two and Three of this strategic plan.	District Administrators	Fall 2017 - Spring 2018 and possibly 2018-2019 and 2019-2020, as needed.	No budgetary resources needed.	Agenda; Meeting Notes
<b>1.5. Professional Development</b> to Achieve Goal #1	All District Staff	Continuously throughout this strategic plan.	Funds in 2017-2018, 2018-2019, and 2019-2020 budgets	District PD Plan, Sign-In Sheets, Staff Feedback via Surveys

**C. Goal Statement:** Utilize district leadership team to align district learning goals to ESSA, NJQSAC, NJSLs, BOE, Superintendent, and individual school goals

**Area of Concentration:** Goal alignment and coherence; accountability

**1. Strategy:** Create district and school teams to achieve coherence and consistency in program development.

<b>Activity</b>	<b>Staff Involved</b>	<b>Timeline</b>	<b>Budgetary Resources Needed</b>	<b>Completion Evidence</b>
<b>1.1. Create ESSA District Coherence Team</b>	Members of the Coherence Team, which includes the following staff members: <ul style="list-style-type: none"> <li>• Principal</li> <li>• Parents and Community Partners</li> </ul>	Spring 2018	No budgetary resources needed.	Sign-in sheets, agenda, data artifacts.

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	<ul style="list-style-type: none"> <li>● Students</li> <li>● District Supervisors</li> <li>● Para-professionals</li> <li>● Members of the Coherence Team</li> </ul>			
<b>1.2. Conduct ESSA District Coherence Needs Assessment</b>	Members of the ESSA District Coherence Team	Spring 2018	No budgetary resources needed.	Results and analysis of Needs Assessment
<b>1.3. ESSA District Coherence Team meets quarterly</b> to review progress of the alignment of the strategic plan with ESSA District Coherence Team's work.	Members of the Coherence Team	November, January, April, June, beginning in April 2018 and going forward.	No budgetary resources needed.	Agenda, Meeting Notes, Sign-in sheets
<b>1.4. Professional Development</b> to Achieve Goal #1	All District Staff	Continuously throughout this strategic plan.	Funds in 2017-2018, 2018-2019, and 2019-2020 budgets	District PD Plan, Sign-In Sheets, Staff Feedback via Surveys

**D. Goal Statement:** Design innovative programs that foster PK-12 college and career pathways.

**Area of Concentration:** Career Technical Education (CTE); Learning Academies; Student College

**1. Strategy:** Leverage resources and formal/informal networks to build courses, programs, and academies that offer a wide range of options to our diverse student population.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Completion Evidence
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<p><b>1.1. Student College:</b> Teachers can provide students additional avenues to explore opportunities beyond the traditional scope and sequence of Grades 4-5 curricula.</p>	<p>Elementary Staff Administrators Central Office</p>	<p>Plans developed along for 2018-2019 SY Elementary Schedule;</p> <p>Spring 2018 curriculum writing;</p> <p>Implementation and revision in 2018-2019 and beyond.</p>	<p>Curriculum writing budgets.</p>	<p>Curricula completed; students taking courses.</p>
<p><b>1.2.</b> Continue building on the existing <b>Gifted &amp; Talented</b> program to explore possibilities for integrating arts/humanities into this program.</p>	<p>Supervisor of G&amp;T, Administrators, Teachers</p>	<p>Continue developing the Grade 5 curriculum in 2017-2018.</p> <p>In 2018-2019 and beyond: Expand program to include more coding opportunities as well as additional opportunities for Type III learning activities in the arts/humanities.</p>	<p>Existing Program budget will be used to meet goal.</p>	<p>Fully developed curricula and implementation of expanded G&amp;T offerings.</p>
<p><b>1.3. Tiered System of Supports</b></p> <p>By Spring 2018, a <b>TSS model</b> has been created and district personnel have come to understand the</p>	<p>Supervisor of Intervention Services,</p>	<p>In 2017-2018, construct an evidence-based model based on needs assessment.</p>	<p>PD and AIS materials will be needed beginning in the 2018-2019 SY and beyond.</p>	<p>Model is created and articulated among all school stakeholders and teachers, supervisors, and</p>

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district's revised processes for identifying students in need of academic instructional support (AIS) services and for progress monitoring these students and their interventions.	Administrators, AIS Teachers	2018-2019, make adjustments to the model as needed.  2019-2020, continue pursuing best practices with this model.		principals are fully aware of and participate in this new best-practice model.
<b>1.4. Before- and After- School Programs</b>	District Administrators	Ongoing: continue to review and implement innovative programs throughout this strategic plan.	A combination of Title 1 and Local Funding.	Title I applications, C&I Committee Notes, BOE-approved programs.
<b>1.5. CTE Programs</b>	Director of FVP and Practical Arts, FVPA, Business Staff	Utilize the CTE five-year plan to guide the full implementation of this program.	A combination of local funding and Perkins grant, once this grant has been applied for and accepted.	BOE-approved career and technical programs have been implemented.
<b>1.6. Learning Academies</b>	Central Office, District Administrators, Teacher Leaders	2017-2018: Explore possible learning academies.  2018-2019: Begin construction of learning academies.  2019-2020: Implementation of learning academies in core subject and career-focused areas.	2017-2018: No budgetary resources needed.  2018-2019: Limited funds will be needed for development.  2019-2020: Funds will be needed to bring full implementation of academies into the district.	BOE-approved plans for a learning academy structure.

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<b>1.7.</b> Continued development of <b>AP, Dual-Enrollment,</b> and other innovative Programs	Central Office, District Administrators, Teacher Leaders	Throughout this strategic plan, continue building on existing programs and exploring opportunities for more of them.	Curriculum writing and curricular materials will have budgetary impacts.	BOE-approved plans for new, additional AP and dual-enrollment programs.
<b>1.8. Professional Development</b> to Achieve Goal #1	All District Staff	Continuously throughout this strategic plan.	Funds in 2017-2018, 2018-2019, and 2019-2020 budgets	District PD Plan, Sign-In Sheets, Staff Feedback via Surveys

## II. GOAL TWO: Foster Community Engagement

**A. Goal Statement:** Create synergy in district-wide communication efforts.

**Area of Concentration:** Digital, Written, and Verbal Communications

**1. Strategy:** Update and monitor methods of communication used by the district and schools to enhance the timeliness, accessibility and consistency of information provided to district stakeholders.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Completion Evidence
<b>1.1. DIGITAL COMMUNICATION</b>  <b>a.</b> Update website template to allow for better ADA compliance and viewability from a mobile device.	Coordinator of Policies, Regs & Communications; Supervisor of Instructional Technology; Director of Technology; District	Year One:  Fall 2017 Winter 2018 Spring 2018	Template revision and professional development budgeted in 17-18 school year.	New template activated on all websites.



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	and School based Web Curators			
<b>b.</b> Create handbook of guidelines and expectations for web curators including use of student work and photos.	Coordinator of Policies, Regs & Communications; Supervisor of Instructional Technology; Principals; District and School based Web Curators	Year One: Winter 2018 Spring 2018	No budgetary resources needed.	Web curator handbook
<b>c.</b> Provide Professional Development and feedback to web curators on a regular basis.	Coordinator of Policies, Regs & Communications; Supervisor of Instructional Technology; District and School based Web Curators	Year One: Fall 2017 Winter and Spring, 2018	No budgetary resources needed.	Meeting agendas and minutes.
<b>d.</b> Develop online media consent forms and protocols for use, to streamline posting of student photos and work.	Coordinator of Policies, Regs & Communications; Supervisor of Instructional Technology; Principals; District and School based Web Curators	Year Two: Summer 2018	No budgetary resources needed.	Online forms, protocols shared with staff and student families.
<b>e.</b> Evaluate and revise as needed, web curator handbook. Evaluate web curator job description and reporting structure to maximize	Coordinator of Policies, Regs & Communications; Supervisor of Instructional	Year Two: Summer 2018	Possible budgetary consequences in year three after review.	Revised handbook, updated job descriptions.

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effectiveness of information posted on the website.	Technology; Principals; Manager of Human Resources			
<b>f.</b> Investigate use and interest in mobile applications for classroom and district use. Investigate budgetary implications of mobile applications.	Coordinator of Policies, Regs & Communications; Supervisor of Instructional Technology; Director of Technology; Principals	Year Two: Fall 2018	Possible budgetary resources needed in year three, if mobile applications are implemented.	Parent survey, request for quote.
<b>g.</b> Investigate use of live streaming for school events; FHS television productions; athletics and community workshops. Investigate budgetary implications of live streaming.	Coordinator of Policies, Regs & Communications; Supervisor of Instructional Technology; Director of Technology; Principals	Year Two: Fall 2018	Possible budgetary resources needed in year three, if live streaming is implemented.	Staff/parent survey, request for quote.
<b>1.2. WRITTEN COMMUNICATION</b>				
<b>a.</b> Create template for student handbooks at the elementary; middle and high school level to promote consistency amongst schools.	Coordinator of Policies, Regs & Communication; Principals/School Administrative Staff	Year One Spring 2018	No budgetary resources needed.	Handbook template.
<b>b.</b> Publish newsletter featuring district initiatives.	Office of Curriculum & Instruction; Supervisor of Instructional Technology	Year One	No budgetary resources needed.	Reflections newsletter shared with staff and posted on website.
<b>1.3. WRITTEN and VERBAL COMMUNICATION</b>	Central Office, Coordinator of	Year One	No budgetary resources needed.	Policy and analysis.

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<p><b>a.</b> Create a translation services policy and determine specific district and school based needs for delivery of such services.</p>	<p>Policies, Regs &amp; Communication, Supervisor of ESL/Bilingual, Supervisor of Intervention Services</p>			
<p><b>b.</b> Reallocate and expand services as needed.</p>	<p>Central Office, Coordinator of Policies, Regs &amp; Communication, Supervisor of ESL/Bilingual, Supervisor of Intervention Services</p>	<p>Year Two</p>	<p>Budgetary consequences and allocation to be determined.</p>	<p>RFP if applicable. Translated documents and meeting schedules.</p>
<p><b>c.</b> Review and revise services as needed.</p>	<p>Central Office, Coordinator of Policies, Regs &amp; Communication, Supervisor of ESL/Bilingual, Supervisor of Intervention Services</p>	<p>Year Three</p>	<p>Budgetary consequences and allocation to be determined.</p>	<p>RFP if applicable. Translated documents and meeting schedules.</p>
<p><b>1.4. VERBAL COMMUNICATION</b></p>				
<p><b>a.</b> Assess district practice, streamline procedures and create guidelines regarding emergency and non-emergency telephone communications.</p>	<p>Coordinator of Policies, Regs &amp; Communication; Principals; Transportation Staff; Student Information Staff</p>	<p>Year One  Winter 2018 Spring 2018</p>	<p>No budgetary resources needed.</p>	<p>Written guidelines.</p>
<p><b>b.</b> Assess condition of school and district telephone systems.</p>	<p>Director of Technology; Supervisor of</p>	<p>Year Two Spring 2019</p>	<p>No budgetary resources needed.</p>	<p>Report on assessment.</p>

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	Buildings and Grounds			
<b>c.</b> Renew or revise telephone systems as indicated in assessment.	Director of Technology; Supervisor of Buildings and Grounds	Year Three	Budgetary consequences to be determined.	RFP if needed.
<b>1.5. Assess</b> effectiveness of communication tools.  Survey and/or meet with stakeholders including staff and parents to assess effectiveness of methods of communication.	Central Office; Coordinator of Policies, Regs & Communication; Principals and school administrative staff	Continuously throughout this strategic plan.	No budgetary resources needed.	Survey results, meeting minutes.
<b>1.6. Professional Development</b> to Achieve Goal #2	All District Staff	Continuously throughout this strategic plan.	Funds in 2017-2018, 2018-2019, and 2019-2020 budgets	District PD Plan, Sign-In Sheets, Staff Feedback via Surveys

**A. Goal Statement:** Create synergy in district-wide communication efforts.

**Area of Concentration:** Social Media

**2. Strategy:** Build and sustain a consistent social media presence.

Activity	Staff Involved	Timeline	Resources Needed	Completion Evidence
<b>2.1.</b> Obtain Board of Education approval for the use of district social media.	Superintendent	Year One Fall 2017	No budgetary resources needed.	Policy 9120 Public Relations Program.

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<p><b>2.2.</b> Create an administrative regulation governing the use of district social media. Update regulation as necessary.</p>	<p>Coordinator of Policies, Regs &amp; Communication; Supervisor of Instructional Technology</p>	<p>Year One: Fall 2017 &amp; continuing</p>	<p>No budgetary resources needed.</p>	<p>Administrative Regulation 9120R Public Relations Program.</p>
<p><b>2.3.</b> Create/manage Twitter accounts for senior staff, district administrators and building principals.</p>	<p>Supervisor of Instructional Technology; Central Office Admin; AD; Principals; Content Area Supervisors</p>	<p>Year One Winter 2018</p>	<p>No budgetary resources needed.</p>	<p>Twitter feeds posted on website.</p>
<p><b>2.4.</b> Create/manage Twitter accounts for other building level administrators.</p>	<p>Supervisor of Instructional Technology; Building Administrators</p>	<p>Year One Winter 2018</p>	<p>No budgetary resources needed.</p>	<p>Twitter feeds which supplement district and school accounts posted on website.</p>
<p><b>2.5.</b> Create/manage Twitter accounts for pilot group of teachers at all schools.</p>	<p>Supervisor of Instructional Technology; Teachers</p>	<p>Year One Winter 2018 Spring 2018</p>	<p>No budgetary resources needed.</p>	<p>Twitter feeds which supplement district and school accounts posted on website.</p>
<p><b>2.6.</b> Create/manage LinkedIn account for Human Resources and Personnel Department.</p>	<p>Manager of Human Resources and Personnel Services</p>	<p>Year One Fall 2017</p>	<p>No budgetary resources needed.</p>	<p>LinkedIn account.</p>
<p><b>2.7. Assess</b> effectiveness of communication tools.</p> <p>Survey and/or meet with stakeholders including staff and parents to assess effectiveness of methods of communication.</p>	<p>Central Office; Coordinator of Policies, Regs &amp; Communication; Principals and school administrative staff</p>	<p>Continuously throughout this strategic plan.</p>	<p>No budgetary resources needed.</p>	<p>Survey results, meeting minutes.</p>
<p><b>2.8. Professional Development</b> to Achieve Goal #2</p>	<p>All District Staff</p>	<p>Continuously throughout</p>	<p>Funds in 2017-2018,</p>	<p>District PD Plan, Sign-In Sheets, Staff Feedback via Surveys</p>

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		this strategic plan.	2018-2019, and 2019-2020 budgets
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**A. Goal Statement:** Create synergy in district-wide communication efforts.

**Area of Concentration:** District Image

**3. Strategy:** Cultivate a “brand” for FTPS by developing vehicles to portray FTPS in a consistent positive way.

Activity	Staff Involved	Timeline	Resources Needed	Completion Evidence
<p><b>3.1. FOCUS ON FRANKLIN</b></p> <p><b>a.</b> Create 3 video news magazines which focus on district initiatives as well as student staff and alumni success.</p>	Superintendent; Coordinator of Policies, Regs & Communications; District Television Production Project Editor	Year One:  Winter 2017 Spring 2018	Stipend budgeted for 2017-2018 school year.	Focus on Franklin video newsmagazines.
<p><b>b.</b> Create short school specific videos for use by the Human Resources Department in recruitment of teachers and administrative staff.</p>	Coordinator of Policies, Regs & Communications; District Television Production Project Editor; Manager of Human Resources and Personnel Services	Year One:  Spring 2018	No additional budgetary resources needed.	Short videos; feedback from new hires.

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<p><b>c.</b> Investigate sharing of short school specific videos with local real estate agents.</p>	<p>Coordinator of Policies, Regs &amp; Communications;</p>	<p>Year Two: Summer 2018 and ongoing</p>	<p>No budgetary resources needed.</p>	<p>Placement of videos venues to be determined.</p>
<p><b>d.</b> Investigate contests organized by professional associations and enter newsletters, videos or other publications as appropriate.</p>	<p>Office of Curriculum &amp; Instruction; Coordinator of Policies, Regs &amp; Communications; District Television Production Project Editor</p>	<p>Year Two: Summer 2018 and ongoing</p>	<p>Professional association dues as required.</p>	<p>Entrance material, awards.</p>
<p><b>e.</b> Expand the use of recent alumni under the supervision of the television production department to create 3- 4 video news magazines which focus on district initiatives as well as student staff and alumni success.</p>	<p>Superintendent; Coordinator of Policies, Regs &amp; Communications; District Television Production Project Editor; recent FHS alumni</p>	<p>Year Two</p>	<p>Budget in this area should remain flat.</p>	<p>Focus on Franklin video newsmagazines.</p>
<p><b>f.</b> Investigate incorporation of the Focus on Franklin videos into the CTE curriculum for the television production department of FHS to expand number of episodes that could be shared with stakeholders and further highlight our students/programs.</p>	<p>Director of FVPA; Coordinator of Policies, Regs &amp; Communications; District Television Production Project Editor</p>	<p>Year Three</p>	<p>No budgetary consequences for investigation. Implementation costs unknown at this time.</p>	<p>Proposal for curriculum revision.</p>

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<p><b>3.2 DISTRICT LOGO and MISSION STATEMENT</b></p> <p><b>a.</b> Feature the Warrior Head and the new district mission statement consistently on the district websites, on social media in classrooms and offices.</p>	<p>All Central Office and School Staff</p>	<p>Year One and Ongoing</p>	<p>No additional budgetary resources needed.</p>	<p>Websites; letterhead; district and school signage.</p>
<p><b>b.</b> Evaluate cost of materials to promote a positive district image. Develop budgets accordingly.</p>	<p>Coordinator of Policies, Regs &amp; Communication</p>	<p>Year Two and Three</p>	<p>Budget resources dependent upon evaluation.</p>	<p>Price quotes if necessary.</p>
<p><b>3.3. Assess</b> effectiveness of communication tools.</p> <p>Survey and/or meet with stakeholders including staff and parents to assess effectiveness of methods of communication.</p>	<p>Central Office; Coordinator of Policies, Regs &amp; Communication; Principals and school administrative staff</p>	<p>Continuously throughout this strategic plan.</p>	<p>No budgetary resources needed.</p>	<p>Survey results, meeting minutes.</p>
<p><b>3.4. Professional Development</b> to Achieve Goal #2</p>	<p>All District Staff</p>	<p>Continuously throughout this strategic plan.</p>	<p>Funds in 2017-2018, 2018-2019, and 2019-2020 budgets</p>	<p>District PD Plan, Sign-In Sheets, Staff Feedback via Surveys</p>

**B. Goal Statement:** Create and sustain partnerships with stakeholders to build a more effective learning community.

**Area of Concentration:** Student Family/School Partnerships

**1. Strategy:** Create family friendly events to share information and resources with student families.



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Activity	Staff Involved	Timeline	Resources Needed	Completion Evidence
<p><b>1.1.</b> Survey student families to determine the type of information or events which interest them, i.e., academic presentations for parents; school wide literacy and math nights, etc.</p>	<p>Principals; School Administration; Title I Committee if applicable</p>	<p>Year One and continuing.</p>	<p>No budgetary resources needed.</p>	<p>Survey results.</p>
<p><b>1.2.</b> Based on results of survey, host 1-2 events per year.</p>	<p>Principals; School Administration; Title I Committee if applicable</p>	<p>Year Two and continuing.</p>	<p>Budgetary resources may be needed depending upon event.</p>	<p>Flyers and meeting minutes surrounding events.</p>
<p><b>1.3.</b> Host college and career day events in every school. Encourage parents and grandparents to present.</p>	<p>Principals; School Administration</p>	<p>Year Two and continuing.</p>	<p>Some budgetary resources may be needed.</p>	<p>Flyers and meeting minutes surrounding events.</p>
<p><b>1.4.</b> Seek partnerships and grant opportunities to provide funding for special family health centered events.</p>	<p>Central and School Based Administrators</p>	<p>Year Two and continuing.</p>	<p>Some budgetary resources may be needed.</p>	<p>Reports from committee meetings.</p>
<p><b>1.5.</b> Seek partnerships and grant opportunities to provide funding for resources to support families, i.e., parent rooms in schools with access to the internet</p>	<p>Central and School Based Administrators</p>	<p>Year Two and continuing.</p>	<p>Some budgetary resources may be needed.</p>	<p>Reports from committee meetings.</p>

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and information on support programs.				
<b>1.6.</b> Host district wide event: Franklin's Finest featuring a curriculum expo and performing arts showcase.	Central office and school based staff	Year One and continuing	Resources budgeted.	Flyers, press articles.
<b>1.7. Assess</b> effectiveness of public engagement strategies.  Survey and/or meet with stakeholders to assess effectiveness of strategy/event.	Central Office; Coordinator of Policies, Regs & Communication; Principals and school administrative staff	Continuously throughout this strategic plan.	No budgetary consequences.	Survey results, meeting minutes.
<b>1.8. Professional Development</b> to Achieve Goal #2	All District Staff	Continuously throughout this strategic plan.	Funds in 2017-2018, 2018-2019, and 2019-2020 budgets	District PD Plan, Sign-In Sheets, Staff Feedback via Surveys

**B. Goal Statement:** Create and sustain partnerships with stakeholders to build a more effective learning community.

**Area of Concentration:** Secondary Students/Elementary Student Mentorships

**2. Strategy:** Encourage Secondary Level Student Participation with Elementary Level Students and Programs.

Activity	Staff Involved	Timeline	Resources Needed	Completion Evidence
<b>2.1.</b> Continue to participate in programs such as	Principals; Secondary Staff; Elementary Staff	Year One and continuing	Cost of curriculum and bussing where applicable.	Curriculum. Press coverage on events.

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Junior Achievement where FHS students work with our elementary students within an established curriculum.				
<b>2.2.</b> Create a forum for older students to visit middle and/or elementary schools which they had attended.	Principals; Secondary Staff; Elementary Staff	Year One and continuing	Bussing where applicable.	Flyers, surveys of students/parents in attendance.
<b>2.3. Assess</b> effectiveness of public engagement strategies. Survey and/or meet with stakeholders to assess effectiveness of strategy/event.	Central Office; Coordinator of Policies, Regs & Communication; Principals and school administrative staff	Continuously throughout this strategic plan.	No budgetary consequences.	Survey results, meeting minutes.
<b>2.4. Professional Development</b> to Achieve Goal #2	All District Staff	Continuously throughout this strategic plan.	Funds in 2017-2018, 2018-2019, and 2019-2020 budgets	District PD Plan, Sign-In Sheets, Staff Feedback via Surveys

**B. Goal Statement:** Create and sustain partnerships with stakeholders to build a more effective learning community.

**Area of Concentration:** Alumni Outreach

**3. Strategy:** Track and keep continual engagement with FTSP alumni.

Activity	Staff Involved	Timeline	Resources Needed	Completion Evidence
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<p><b>3.1.</b> Re-establish recent graduate alumni day where recent FHS graduates speak to FHS seniors about college life.</p>	<p>FHS Principal; Director of Guidance; FHS Staff</p>	<p>Year One: evaluation of past events and resources;  Year Two and Three: plan, execute and evaluate events.</p>	<p>No budgetary resources needed in year one. Year two and three may require funds.</p>	<p>Flyers for event, press coverage of event.</p>
<p><b>3.2</b> Seek and secure FHS graduates to speak at FHS graduation and FMS moving up ceremonies.</p>	<p>FHS and FMS Principal; Director of Guidance; District Alumni Staff</p>	<p>Year One and continuing.</p>	<p>No budgetary resources needed.</p>	<p>Programs and video of ceremonies.</p>
<p><b>3.3.</b> Utilize Naviance Alumni Tracker reporting.</p>	<p>Director of Guidance; FHS Principal and Staff</p>	<p>Year One and continuing.</p>	<p>This feature of the program is included in the 17-18 budget.</p>	<p>Alumni contact information. College outcome data.</p>
<p><b>3.4. Assess</b> effectiveness of public engagement strategies.  Survey and/or meet with stakeholders to assess effectiveness of strategy/event.</p>	<p>Central Office; Coordinator of Policies, Regs &amp; Communication; Principals and school administrative staff</p>	<p>Continuously throughout this strategic plan.</p>	<p>No budgetary consequences.</p>	<p>Survey results, meeting minutes.</p>
<p><b>3.5. Professional Development</b> to Achieve Goal #2</p>	<p>All District Staff</p>	<p>Continuously throughout this strategic plan.</p>	<p>Funds in 2017-2018, 2018-2019, and 2019-2020 budgets</p>	<p>District PD Plan, Sign-In Sheets, Staff Feedback via Surveys</p>

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**B. Goal Statement:** Create and sustain partnerships with stakeholders to build a more effective learning community.

**Area of Concentration:** School-Connected Organizations

**4. Strategy:** Coordinate planning by sharing calendars and holding articulation meetings with school-connected organizations.

Activity	Staff Involved	Timeline	Resources Needed	Completion Evidence
<p><b>4.1.</b> In conjunction with the PTSO President's Council, create, maintain and share one calendar of events</p>	<p>Coordinator of Policies, Regs &amp; Communication; Principals and school advisors to organizations</p>	<p>Years Two and Three</p>	<p>No budgetary resources needed.</p>	<p>Shared calendar</p>
<p><b>4.2.</b> Meet as needed with school connected organizations to inform the groups, address concerns.</p>	<p>Superintendent; Central Office Staff; Principals; school advisors to organizations</p>	<p>Continuously throughout the plan.</p>	<p>No budgetary resources needed.</p>	<p>Superintendent Reports; meeting minutes.</p>
<p><b>4.3.</b> Promote ability for school connected organizations to raise funds via FHS Athletic Complex signage.</p>	<p>Coordinator of Policies, Regs &amp; Communication; Principals; Athletic Director; school advisors to organizations</p>	<p>Years One, Two and Three</p>	<p>No budgetary resources needed</p>	<p>Signage at the FHS Athletic Complex.</p>
<p><b>4.4. Assess</b> effectiveness of public engagement strategies.</p>	<p>Central Office; Coordinator of Policies, Regs &amp; Communication; Principals and school administrative staff</p>	<p>Continuously throughout this strategic plan.</p>	<p>No budgetary resources needed.</p>	<p>Survey results, meeting minutes.</p>

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Survey and/or meet with stakeholders to assess effectiveness of strategy/event.				
<b>4.5. Professional Development</b> to Achieve Goal #2	All District Staff	Continuously throughout this strategic plan.	Funds in 2017-2018, 2018-2019, and 2019-2020 budgets	District PD Plan, Sign-In Sheets, Staff Feedback via Surveys

**B. Goal Statement:** Create and sustain partnerships with stakeholders to build a more effective learning community.

**Area of Concentration:** Business Community Outreach

**5. Strategy:** Foster and sustain relationships between FTPS and local business/corporate neighbors.

Activity	Staff Involved	Timeline	Resources Needed	Completion Evidence
<b>5.1.</b> Continue to partner with organizations and corporations on beautification projects.	Principals; school administrators and school staff	Years One, Two and Three	Any resources needed would be included in the district/school budget.	Completed school projects. Press coverage of projects.
<b>5.2.</b> Re-establish meet and greet event with local realtors.	Central Office; Director of Guidance; FHS Principal; Middle School Principals	Years Two and Three	Some budgetary resources may be needed.	List of attendees.
<b>5.3.</b> Create committee to evaluate ways in which the district currently partners with local business	Central Office; Director of Guidance; District Staff	Year Two: Summer 2018	No budgetary resources will be needed.	BOE Communication and Public Engagement Committee reports.

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and corporate neighbors.				
<b>5.4.</b> Expand committee to include members of the community with ties to local or corporate business in the area.	Central Office; Director of Guidance; District Staff	Year Two Fall and Winter  Year Three	Some budgetary resources may be needed dependent upon the work of the committee.	BOE Communication and Public Engagement Committee reports.
<b>5.5. Assess</b> effectiveness of public engagement strategies.  Survey and/or meet with stakeholders to assess effectiveness of strategy/event.	Central Office; Coordinator of Policies, Regs & Communication; Principals and school administrative staff	Continuously throughout this strategic plan.	No budgetary resources needed.	Survey results, meeting minutes.
<b>5.6. Professional Development</b> to Achieve Goal #2	All District Staff	Continuously throughout this strategic plan.	Funds in 2017-2018, 2018-2019, and 2019-2020 budgets	District PD Plan, Sign-In Sheets, Staff Feedback via Surveys

**B. Goal Statement:** Create and sustain partnerships with stakeholders to build a more effective learning community.

**Area of Concentration:** Franklin Township Municipal Departments; Other Local Organizations

**6. Strategy:** Foster, sustain, and expand relationships with Township and other community organizations.

Activity	Staff Involved	Timeline	Resources Needed	Completion Evidence
<b>6.1.</b> Coordinate with local organizations to	Central Office; Coordinator of	Years One, Two and Three	No budgetary resources needed.	Flyers, press coverage of events.

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participate in charitable events.	Policies, Regs & Communication; Principals			
<b>6.2.</b> Continue to contribute to Township newsletter	Coordinator of Policies, Regs & Communication; Principals	Years One, Two and Three	Monies for shared services included in district budget.	Franklin Times newsletter.
<b>6.3.</b> Schedule regular meetings with Township officials to discuss shared resources and other opportunities.	Superintendent Central Office Staff	Years One, Two and Three	No budgetary resources needed.	Superintendent reports.
<b>6.4.</b> Continue participation in Township events such as Franklin Day & CanalFest	Superintendent Central Office Staff	Years One, Two and Three	Some resources for displays will be budgeted.	Superintendent reports. BOE Communication and Public Engagement Committee reports.
<b>6.5. Assess</b> effectiveness of public engagement strategies.  Survey and/or meet with stakeholders to assess effectiveness of strategy/event.	Central Office; Coordinator of Policies, Regs & Communication; Principals and school administrative staff	Continuously throughout this strategic plan.	No budgetary resources needed.	Survey results, meeting minutes.
<b>6.6. Professional Development</b> to Achieve Goal #2	All District Staff	Continuously throughout this strategic plan.	Funds in 2017-2018, 2018-2019, and 2019-2020 budgets	District PD Plan, Sign-In Sheets, Staff Feedback via Surveys



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**B. Goal Statement:** Create and sustain partnerships with stakeholders to build a more effective learning community.

**Area of Concentration:** Adult Community

**7. Strategy:** Foster, sustain, and expand relationships with Township senior citizens and adult community residents.

Activity	Staff Involved	Timeline	Resources Needed	Completion Evidence
<p><b>7.1.</b> Continue and reestablish events for Township seniors and adult community members to visit schools, i.e. dress rehearsal for FVPA productions; career day volunteer opportunities; referendum project “tours”.</p>	<p>Central Office; Principals; school staff</p>	<p>Year One, Two and Three</p>	<p>Some budgetary resources may be needed for events.</p>	<p>Flyers, gold card sign up sheets.</p>
<p><b>7.2.</b> Continue and expand events to reach out to Township seniors and adult community members i.e. gold card sign up at Township senior center; FVPA students to visit centers; Superintendent to speak to adult</p>	<p>Superintendent; Central Office; Principals; school staff</p>	<p>Year One, Two and Three</p>	<p>Some budgetary resources may be needed for events.</p>	<p>Flyers, gold card sign up sheets.</p>

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community groups as invited.				
<b>7.3. Assess</b> effectiveness of public engagement strategies.  Survey and/or meet with stakeholders to assess effectiveness of strategy/event.	Central Office; Coordinator of Policies, Regs & Communication; Principals and school administrative staff	Continuously throughout this strategic plan.	No budgetary resources needed.	Survey results, meeting minutes.
<b>7.4. Professional Development</b> to Achieve Goal #2	All District Staff	Continuously throughout this strategic plan.	Funds in 2017-2018, 2018-2019, and 2019-2020 budgets	District PD Plan, Sign-In Sheets, Staff Feedback via Surveys

### III. GOAL THREE: Create an Equitable Transition

**A. Goal Statement:** Employ strategies to assist in improving “like learning experiences” to all students, including co-curricular activities, after restructuring.

**Area of Concentration:** Schedules; Field Trips; Sports; Clubs; Learning Programs

**1. Strategy:** Create and support equitable programs/learning opportunities for all students.

Activity	Staff Involved	Timeline	Budgetary Resources Needed	Completion Evidence
<b>1.1.</b> Ongoing program review	ESSA District Coherence Team	Beginning in Spring 2018 and ongoing thereafter.	No budgetary resources needed.	Sign-in sheets, agenda, and meeting notes.
<b>1.2.</b> Revise and issue Field Trip Regulation to address equal	Central Office Staff	Year One Spring, 2018	No budgetary resources needed.	Administrative Regulation R2340

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access for students eligible for free and reduced meals.				
<b>1.3.</b> Revise and issue Extracurricular Activity Regulation to address equal access for students eligible for free and reduced meals.	Central Office Staff	Year One Spring, 2018	No budgetary resources needed.	Administrative Regulation R5850
<b>1.4.</b> Continue and expand integrated athletic programs.	Director of PPS Athletic Director FHS and FMS Staff	Year One, Two and Three	Resources will be budgeted and grant opportunities sought as needed.	Program flyers
<b>1.5.</b> Continue and expand integrated extracurricular activities such as the One Warrior Club.	Director of PPS Principals and Staff of FHS and FMS	Year One, Two and Three	Resources will be budgeted and grant opportunities sought as needed.	Program flyers
<b>1.6. Assess</b> effectiveness of “like learning experiences” strategies.  Survey and/or meet with stakeholders to assess effectiveness of strategy.	Central Office; Coordinator of Policies, Regs & Communication; Principals and school administrative staff	Continuously throughout this strategic plan.	No budgetary resources needed.	Survey results, meeting minutes.
<b>1.7. Professional Development</b> to Achieve Goal #3	All District Staff	Continuously throughout this strategic plan.	Funds in 2017-2018, 2018-2019, and 2019-2020 budgets	District PD Plan, Sign-In Sheets, Staff Feedback via Surveys

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**B. Goal Statement:** Develop procedures to ensure equity among elementary and middle school campuses in terms of facilities, transportation, and human resources.

**Area of Concentration:** Facilities; Transportation; Redistricting; Staffing

**1. Strategy:** Effectively create and publicize plans connected to the restructuring of district schools.

Activity	Staff Involved	Timeline	Resources Needed	Completion Evidence
<p><b>1.1 FACILITIES</b> Continue to implement and publicize the One Less Move construction projects via Board of Education meeting presentations; Focus on Franklin videos and website postings.</p>	<p>Superintendent; Referendum Transition Coordinator; Coordinator of Policies; Regulations and Communications.</p>	<p>Year One</p>	<p>No budgetary resources needed.</p>	<p>Presentations; videos and website postings.</p>
<p><b>1.2 TRANSPORTATION</b> <b>a.</b> Create Board approved Transportation Attendance Areas  <b>b.</b> Post interactive program so families can locate attendance areas using their specific address.  <b>c.</b> Notify families of attendance areas.</p>	<p>Superintendent; Referendum Transition Coordinator; Transportation Supervisor; Principals</p>	<p>Year One  Year One</p>	<p>No budgetary resources needed.  Monies for interactive program will be needed.</p>	<p>Board of Ed. meeting minutes reflecting attendance zones.  Interactive program to determine attendance area.</p>

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<p><b>d.</b> Bid new transportation routes.</p> <p><b>e.</b> Notify families of bus route.</p>		<p>Year Two, Summer, 2018</p>	<p>Transportation routes will be bid and budgeted for the 18-19 school year.</p>	<p>RFP and Board of Ed. meeting minutes reflecting award of bus routes.</p>
<p><b>1.3 REDISTRICTING</b></p> <p><b>a.</b> Town Hall Meeting on One Middle School on Two Campuses</p> <p>Publicize and hold town hall meeting to discuss and obtain feedback and questions about the middle school schedule, extracurricular activities and athletics, transportation, zoning.</p>	<p>Superintendent; Central Office Staff; Referendum Transition Coordinator; Athletic Director (for middle school level); Principals</p>	<p>Year One: January 22, 2018</p>	<p>No budgetary resources needed.</p>	<p>Flyers, agenda from meeting, summary of public comment from meeting.</p>

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<p><b>b. Elementary School Meetings</b></p> <p>Schedule and hold school specific meetings at the elementary level where families, especially those who will be attending a new school in the Fall of 2018 will tour the new school and meet pertinent staff</p>		<p>Spring, 2018</p>		<p>Flyers, agenda from meeting, consistent presentations for all seven elementary schools.</p>
<p><b>1.4 HUMAN RESOURCES</b></p> <p><b>a.</b> Plan for utilization of balanced Human Resources across two middle school campuses and amongst seven elementary schools.</p>	<p>Central Office; Manager of Human Resources and Personnel Services</p>	<p>Year One, Fall 2017</p>	<p>Budgetary resources for the Claremont Road Principal and Head Custodian have been included in the 2017-2018 budget.</p>	<p>Board approved personnel reports.</p>
<p><b>b.</b> Create timeline for staffing of district elementary and middle schools</p> <p><b>c.</b> Survey staff for interest in re-assignment</p>	<p>Central Office; Manager of Human Resources and Personnel Services, Principals</p>	<p>Year One: Fall 2017</p>	<p>Any additional budgetary resources for personnel will be included in the 2018-2019 budget.</p>	<p>Board approved personnel reports.</p>

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<p><b>d.</b> Interview and seek BOE approval of Claremont Road Principal</p> <p><b>e.</b> Interview and appoint head custodian for Claremont Road School.</p> <p><b>f.</b> Assign/reassign and communicate assignments to staff for the 2018-2019 school year.</p>		<p>Winter, 2018</p> <p>Spring, 2018</p>		
<p><b>1.5. Assess</b> effectiveness of procedures to provide equity of facilities, transportation, and human resource procedures.</p> <p>Survey and/or meet with stakeholders to assess effectiveness of procedure.</p>	<p>Central Office; Coordinator of Policies, Regs &amp; Communication; Principals and school administrative staff</p>	<p>Continuously throughout this strategic plan.</p>	<p>No budgetary resources needed.</p>	<p>Survey results, meeting minutes.</p>
<p><b>1.6. Professional Development</b> to Achieve Goal #3</p>	<p>All District Staff</p>	<p>Continuously throughout this strategic plan.</p>	<p>Funds in 2017-2018, 2018-2019, and 2019-2020 budgets</p>	<p>District PD Plan, Sign-In Sheets, Staff Feedback via Surveys</p>