

Strategic Plan

2021–2026

Prepared for:

The Califon Public School District

Facilitated by NJSBA Field Service Department

**Gwen H. Thornton, Field Service Representative
Maryann Friedman, Field Service Representative**



New Jersey School Boards Association
Serving Local Boards of Education Since 1914

3D Strategic Plan

Califon School District

2021-2026

Table of Contents

Acknowledgements

Executive Summary of Strategic Planning Process

Mission Statement

Goals and Objectives

Goal #1 – Student Achievement

Goal #2 – Facilities and Finance

Goal #3 – Community Engagement and Communications

Appendix A – Superintendent’s State of the District Report

Appendix B – Survey - Strengths and Challenges for the
Califon School District and Community

Appendix C – Action Plans for Goals

Acknowledgements

The Califon School District's 3D Strategic Planning process, completed during the 2020-2021 academic year, could not have occurred without the support, cooperation and dedication of the following people and groups:

Califon Board of Education

Christopher Keiser, President

Michael Reeves, Vice President

Rebecca Kipp- Newbold

Netz Sacro

Rita Lemley

Dr. Michele Cone, Superintendent

Cheryl Zarra, Business Administrator

New Jersey School Boards Association

Gwen H. Thornton, Field Service Representative

Maryann Friedman, Field Service Representative



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Tracy O'Brien
Alison Demarco
Cathy Smith
Kristin Meiser
Mary Voorhees

AND ALL THOSE WHO PARTICIPATED THROUGH THE SURVEY!



3D Strategic Planning Process

Executive Summary

A. Educating the Board to make an informed decision

The Board in the late fall of 2020, made a decision to develop a strategic plan using the 3D Strategic Planning Services available through the New Jersey School Boards Association.

The information included a review of the following information and requirements:

- commitment of time and resources
- school and community level involvement
- strategic planning to meet the needs of the district
- the Board's role in the process
- potential participants to be included in the process

The Board contracted with NJSBA for these services.

B. 3 D Strategic Plan Meetings

On February 1 and May 15th, 2021, Gwen H. Thornton and MaryAnn Friedman, Field Service Representatives, facilitated 2 Strategic Planning meetings.

Outcomes of these meetings include:

1. Strengths and Challenges/Opportunities,
2. The vision of the future for your district,
3. Goals and Objectives

Outcomes in the Strategic Planning Notebook are from the 2 the Strategic Planning Meetings are included in this report.

C. Developing the Action Plans

The Superintendent and Administrative Team will develop action plans to implement the 3D Strategic Plan. The action plans will include:

1. The actions necessary needed to accomplish the goals and objective
2. Select measures for accountability
3. Resources required
4. A timeline for implementation



D. Next Steps- The board will develop the strategic plan and the administration will develop action plans to implement each of the identified goals. The plan should be placed on your website for your staff and community members. A copy of the plan should be on your board table to provide a framework for your decision-making.



CALIFON VISION STATEMENT FOR OUR FUTURE

Califon will continue to honor our 100 year history and caring, small school community. Continue to be a central part of the larger Califon Borough community. Continue to deliver instruction that is meaningful and meets state standards. Continue to pursue individualized instruction, using technology to amplify learning and supporting the SEL, health and well-being of our entire community. Support the traditions that set Califon apart from other districts, maintaining open to all participation in recognized co-curricular areas, no-cut sports, cross-grade level units of instructions/lessons/special events.



GOALS

The three goal areas that emerged from the group are:

1. Student Achievement

2. Finance and Facilities

3. Community Engagement and Communications



GOAL AREA # 1

Student Achievement

Goal: Continue to expand and enhance 21st century learning opportunities that motivate and engage all learners/students.

Objectives:

- a. Personalized learning goals/plans, metacognition (helping learners to think about their learning), basic skills math, English language arts, science and critical thinking**
- b. 21st Century Skills, supporting digital literacy for all learners, expanding problem based learning (PBL), robotics, STEAM(science, technology, engineering arts and math), public speaking and presentation skills**
- c. Professional Development (PD)- setting aside specific days that are focused on PD, providing portion of the time for individuals to spend on personal PD and developing resources to apply those skills in real-time for students. Focus on educator wellness and retaining wonderful talent.**
- d. Growing increased student agency, voice and confidence through problem based learning, makerspaces, STEAM and other diverse learning experiences**
- e. Health and Wellness- Integrating social, emotional learning across the curriculum**



GOAL AREA # 2

Finance and Facilities

Goal: Create a safe and secure learning environment equipped to deliver 21st century programs

Objectives:

- a. Upgrade facilities to be more energy and cost efficient**
- b. Expand enrollment/seek alternate sources of revenue**
- c. Upgrade existing facilities to be more structurally modernized- classrooms, gym, auditorium and playground.**
- d. Finance technology expansion and upgrades**
- e. Seek and secure grants from local businesses and corporations to support increased revenue and programming.**



GOAL AREA # 3

Community Engagement and Communication

Goal: Foster ongoing engagement with our community and leverage technology to increase communication

Objectives:

- a. Focus on the Fine Arts through student art shows, concerts in the park, poster contests in stores/buildings
- b. Establish connections with the community by publicizing the unique opportunities our small school community provides
- c. Culture and Climate-engage the community in partnerships with students that would benefit both the community and the school through demonstration of student skills and talents
- d. School projects/activities in the community park; school garden, planters; a recess garden club, PBL around Califon, history of Califon, beautification of Califon, local history and contributions of its citizenry
- e. Actively advocating for the district at the state and local level
- f. Partnering with community members as mentors to bring knowledge and experience to our student
- g. Partnering with communities outside of Califon to provide students opportunities to expanding their cultural awareness
- h. Forge relationships with local colleges by offering student teaching hours in return for clubs and enrichment opportunities



- i. Expanding program with the HS sports programs to work with our students providing expanding athletic opportunities for our students**



Appendix "A"

Superintendent's State of the District Report



Califon School Strategic Planning 2020

State of Our School Presentation

Dr. Michele Cone



Tonight's Agenda

- Present the current state of Califon School
- Review our educational programs, technology, human resources, finance, facilities & school/community relations.
- Develop an understanding of the purpose & process of strategic planning
- Plan for next steps

QSAC

2019-2020

The Califon School received an overall rating of “high performing” by NJDOE in the five areas of QSAC evaluation:

- Instruction & Programs
- Fiscal Management
- Governance
- Operations
- Personnel

Educational Programs -Strengths

- Continuous refinement of curriculum to improve instruction
- High student achievement
- Standardized Assessments
 - LinkIt Benchmark Testing
 - NJSLA- ELA, Math & Science (Gr 5 & 8)
- Articulation w/ NHVHS
- Collaboration w/ NHVHS Math & Ela Coaches
- Cross collaborative teaching
- One-to-One technology K-8 devices
- Art, Music, Band, Chorus, Media, Physical Education, Health, Spanish
- Tuition Program - increased enrollment by 7% in 2019-2020
- In-school mental health services
- Social Emotional Programs
- Extra-Curricular programs
- Stem Education
- Problem-based Learning (PBL)
- Hour of Code
- Enrichment & GT program
- Full day Kindergarten
- Full day PreSchool
- Clubs & Sports
- Positive Climate & Small Class Size

Educational Programs -Challenges

- Enrollment decreases
 - Impact grade level classes
- Need to expand authentic learning opportunities in service learning & PBL
- Need to expand extra curricular choices
- Reduction in state aid impacts overall budget including programming
- Lack of Summer enrichment

Technology - Strengths

- SAMR Model Utilized
 - Integration of technology in instruction
- One-to-One chromebook program K-8
- Chromebooks for all staff
- Classroom desktop computers
- Smartboards
- iPads
- Document cameras
- Online curriculum programs & textbooks
- Bandwidth increase near completion
 - From 75 M to 300 M
- New Large screen monitor in PreK
- Google Classroom School
- Use of Skype for interacting with peers around the world
- Genesis Student Information System
- GoGuardian Platform Grades 5-8

Technology - Challenges

- Aging Smartboards that will need replacement
- Chromebook replacement expenses
- Staff support for technology-
 - Currently 2 days per week
- Targeted Professional development
 - Continue to increase level of technology integration

Human Resources - Strengths

- Streamlined administration
 - Combined Superintendent & Principal roles
 - Combined PT business Administrator & PT assistant to 1 FT Business Administrator
- Shared Services w/ Tewksbury CST
 - Collaborative relationship providing top rate education to our students
- Schedule optimizes staffing to meet student needs
- Increased custodial staff w/ PT position
- New staff mentor program
- Personalized learning with 4:1 student-to-teacher ratio
- 7 staff with Masters Degree or higher
- Average experience of teaching staff 15 years
- Professional Development Opportunities
 - Graduate course reimbursement
 - Articulation of all subjects w/ Voorhees HS and sending districts
 - Collaboration w/ Math & ELA coaches from NHVHS
- Superintendent articulation w/ all sending districts & NHVHS

Human Resources -Challenges

- Increased staffing costs due to increase in programs
- Increased staffing costs due to COVID
- Benefit cost increases to district as new employees are required to go on new state plan
- Affordable professional development
- Scheduling professional development (½ days, full days, etc)
- Summer PD opportunities
- Scheduling shared professional development experiences w/ sending districts

Finance -Strengths

- Responsible budgeting
 - Combined Superintendent & Principal roles
 - Combined PT business Administrator & PT assistant to 1 FT Business Administrator
 - Use of HCESC for discounts of **15-30%** off the catalog price
- Seeking grants to support security, professional development, technology & special education
- Increase in reserves
 - Capital reserves by \$30,000
 - Maintenance reserves by \$25,000
- Special Education shared service w/ Tewksbury Twp increasing quality of services
- Tuition program provides income resource & will continue to grow with our competitive rates

Finance - Challenges

- Operational costs of PPE under COVID regulations
- Cost of technology replacement
- Cost of facilities upkeep
- Tax Levy is main source of funding
- Debt Service payments through August 2021
- State Aid reduction of \$ 28,115 last year with additional reduction expected next fiscal year

Facilities - Strengths

- Smartboards in every classroom
- Continued maintenance
 - Boilers
 - Ventilation system
- Move from cable to fiber to increase bandwidth
 - From 75 M to 300 M
- AC Units & Dehumidifiers
- Increase in security
 - installation of cameras
 - door swipe card access
- Increase in access points for improved connectivity

Facilities - Challenges

- Address & plan for aging infrastructure
 - Boilers, roof, gutters, septic, windows & electric
- Need to replace aging technology such as Smartboards
- Classroom space considerations
 - Traveling art as room was expanded for Preschool
 - Addition of grade 3
 - Possible displacement of Resource classroom

School & Community Relations - Strengths

- Parent support & involvement
- School climate
- Parent-teacher relationships
- Community Service projects
- Relationship w/ NHVHS & sending districts to provide streamlined high school transitions
- Active & supportive PTA
- Relationship between BOE & CEA
- Relationship w/ Califon Boro & Community agencies
 - Fire Company
 - Boro Office
- Relationship w/ shared service
 - Washington Twp PD & work with Chief Almer

School & Community Relations - Challenges

- Current health crisis & impact on traditions & in-school programs
- Seek additional opportunities for students in programs such as Exxon Mobil and other STEM-related programs
- Seek service learning opportunities and other community partnerships for students

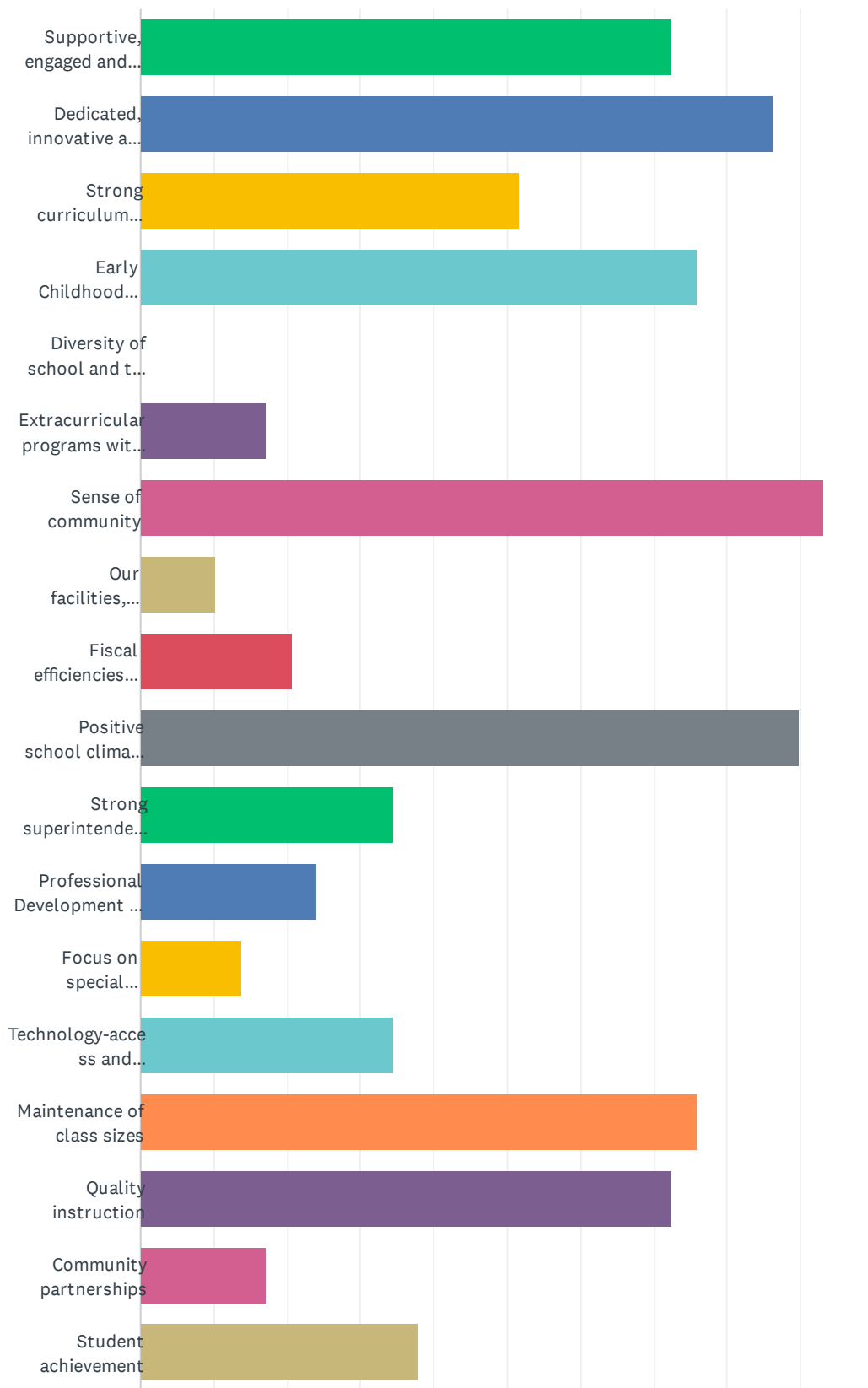
We look forward to planning the future together!

Appendix “B”
Outcomes from our Survey Following
Meeting #1
Strengths and Challenges/Opportunities

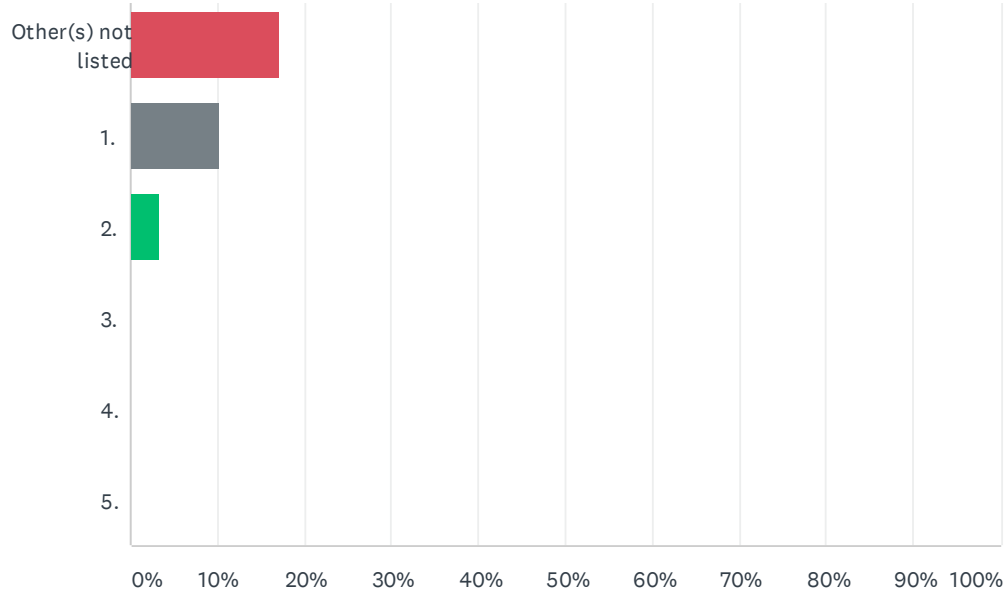


Q1 What do you believe are the top ten (10) strengths of the Califon School District?

Answered: 29 Skipped: 0



Copy of Califon School District Strategic Planning Meeting #1- Strengths/Challenges and Vision for the Future

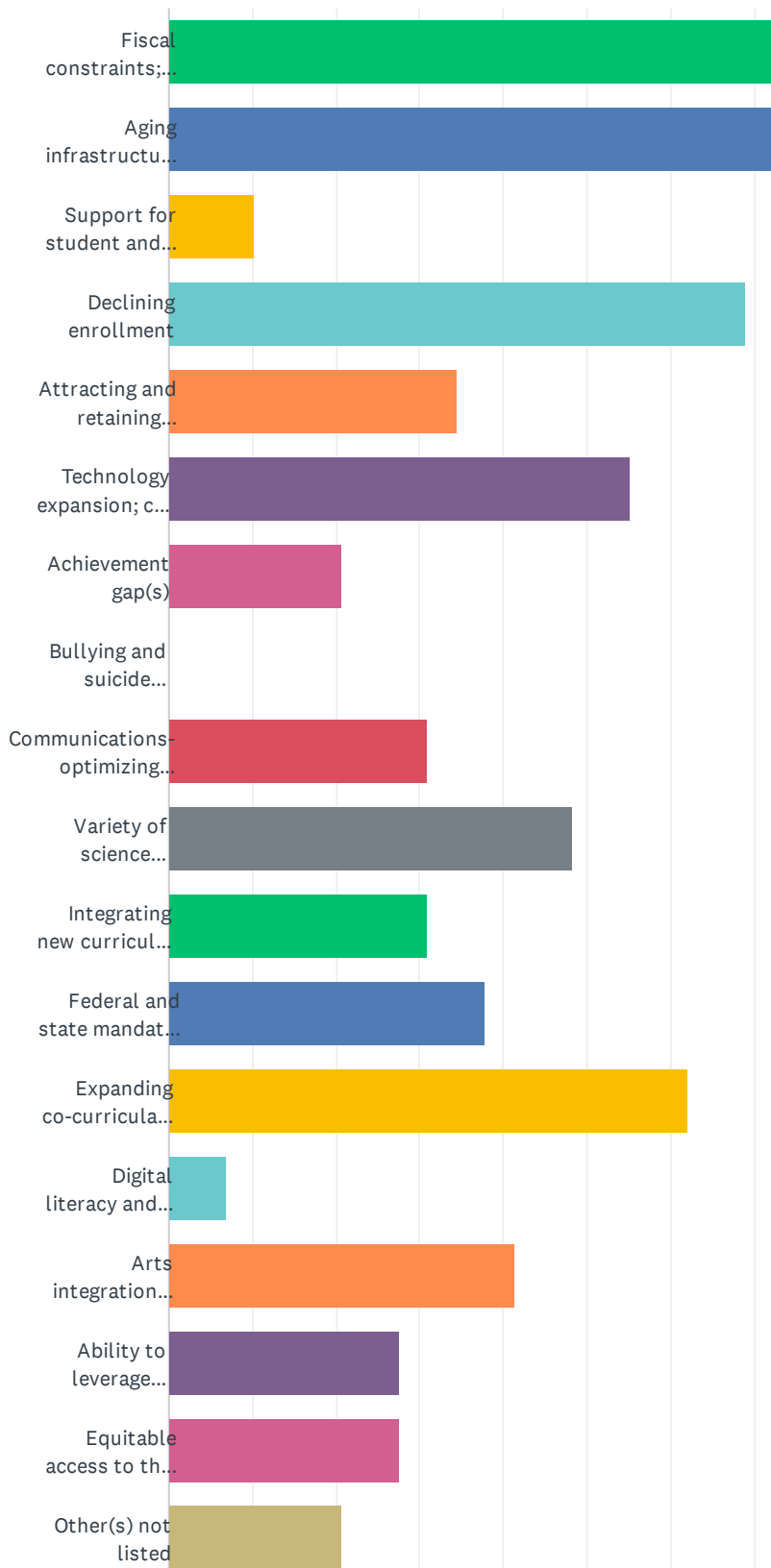


Copy of Califon School District Strategic Planning Meeting #1- Strengths/Challenges and Vision for the Future

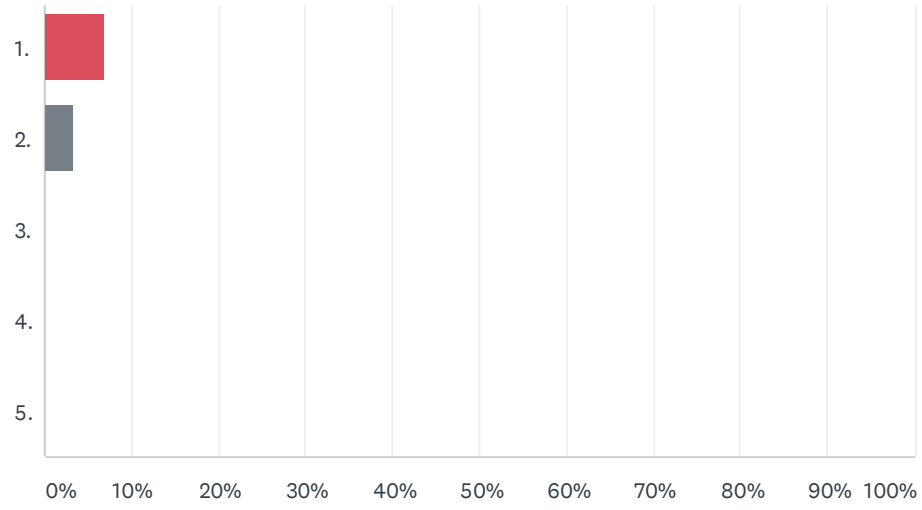
ANSWER CHOICES	RESPONSES	
Supportive, engaged and committed community with strong PTA involvement	72.41%	21
Dedicated, innovative and well trained teachers and administrators	86.21%	25
Strong curriculum -balance of academics and the fine and performing arts	51.72%	15
Early Childhood Education and full day kindergarten	75.86%	22
Diversity of school and the community	0.00%	0
Extracurricular programs with student involvement in athletics and the arts	17.24%	5
Sense of community	93.10%	27
Our facilities, buildings and grounds	10.34%	3
Fiscal efficiencies and budget management	20.69%	6
Positive school climate and culture	89.66%	26
Strong superintendent, stable board that is accessible and accountable	34.48%	10
Professional Development for staff	24.14%	7
Focus on special education	13.79%	4
Technology-access and infrastructure	34.48%	10
Maintenance of class sizes	75.86%	22
Quality instruction	72.41%	21
Community partnerships	17.24%	5
Student achievement	37.93%	11
Other(s) not listed	17.24%	5
1.	10.34%	3
2.	3.45%	1
3.	0.00%	0
4.	0.00%	0
5.	0.00%	0
Total Respondents: 29		

Q2 What do you believe are the top ten (10) challenges for the Califon School District?

Answered: 29 Skipped: 0



Copy of Califon School District Strategic Planning Meeting #1- Strengths/Challenges and Vision for the Future



Copy of Califon School District Strategic Planning Meeting #1- Strengths/Challenges and Vision for the Future

ANSWER CHOICES	RESPONSES	
Fiscal constraints; limited funding	72.41%	21
Aging infrastructure; maintaining and upgrading facilities	72.41%	21
Support for student and staff health and well being	10.34%	3
Declining enrollment	68.97%	20
Attracting and retaining diverse staff	34.48%	10
Technology expansion; cost of upgrades and improvements	55.17%	16
Achievement gap(s)	20.69%	6
Bullying and suicide prevention; anxiety reduction	0.00%	0
Communications-optimizing usage of technology	31.03%	9
Variety of science classes/STEAM programs	48.28%	14
Integrating new curriculum initiatives	31.03%	9
Federal and state mandates and changes	37.93%	11
Expanding co-curricular opportunities for students	62.07%	18
Digital literacy and citizenship	6.90%	2
Arts integration across the curriculum	41.38%	12
Ability to leverage technology to personalize education and meet the needs of all students	27.59%	8
Equitable access to the full curriculum and co-curricular programs	27.59%	8
Other(s) not listed	20.69%	6
1.	6.90%	2
2.	3.45%	1
3.	0.00%	0
4.	0.00%	0
5.	0.00%	0
Total Respondents: 29		

Q3 Please share your vision for the District. Looking out three years, absent any constraints, what will the Califon School District have achieved?

Answered: 18 Skipped: 11

#	RESPONSES	DATE
1	Continued personalized education with focus on STEM and the arts	4/2/2021 4:24 PM
2	updating facilities to more modern classroom standards, more upgrades to the building to increase technology capabilities, more STEAM enrichment	4/1/2021 12:25 PM
3	Consistent and strong academic standards that prepare children for ongoing scholastic success. Growth in enrollment.	4/1/2021 8:55 AM
4	Reduction of cost per student. Without significant increase in enrollment, the sustainability of the school will be in peril. Everything else about the school is wonderful.	3/30/2021 8:26 PM
5	In the next three years, Califon School will... *Remain in-person even as we deal with the lingering effects of COVID *Continue to honor our 100 year history and caring, small school community *Continue to be a central part of the larger Califon Borough community *Continue to deliver instruction that is meaningful and meets state standards *Continue to pursue our school goals of individualized instruction, using technology to amplify learning and supporting the SEL health and well being of the entire school community *Support traditions that set Califon School apart from other (larger) schools in the area: open-to-all participation in recognized teams like Debate and DI, no-cut sports, personalized graduation ceremony, cross-grade level units of instruction/lessons/special events. In three years, I see Califon School continuing to thrive, adapt, and improve as it has done for over 100 years!	3/30/2021 11:58 AM
6	A strong nurturing, individualized, competitive, supportive environment focused on valuing the student and staff.	3/30/2021 10:51 AM
7	Expanding the Choice program to Pre-K. Working closely with Leb Township to make smooth transitions where students can go back and forth without anxiety.	3/30/2021 10:39 AM
8	Sports teams for every season and 50% enrollment increase.	3/30/2021 10:29 AM
9	Raise the size and diversity of the classes and staff while still maintaining a tight knit community and not losing that individual attention to students. Upgrade facilities such as gym, playground, auditorium and add more involved extra curricular activities (after school arts, drama, language clubs). Increase the diversity of the school composition racially- or actively teaching the children about and/or partnering with communities outside of Califon to increase their exposure to diversity.	3/30/2021 10:27 AM
10	Increase enrollment, expansion of the tuition program, specialized programs in STEM and enrichment, summer enrichment opportunities	3/30/2021 10:07 AM
11	The district should merge with a larger local district to provide students the opportunity to have more diverse social dynamics, varied extra curricular activities, and quality education	3/5/2021 1:29 PM
12	We will have class sizes which move us out of the realm of possibility of closure yet are STILL SMALL. We increase access to unique and varied programs which center of building community, bringing different grades together and fostering a sense of belonging and purpose for all there.	3/5/2021 12:59 PM
13	Class size average 10 kids, top of the line technology. Great relationship with the high school	3/5/2021 12:37 PM
14	A curriculum based with more PBL and steam. Provide the students with more music and art.	3/5/2021 12:06 PM
15	I believe the district will continue forward and be successful with the addition of tuition students and all day Pre K to help with declining enrollment. I believe these 2 things combined with the struggles of the COVID pandemic have opened many people eyes outside of the	3/5/2021 11:04 AM

Copy of Califon School District Strategic Planning Meeting #1- Strengths/Challenges and Vision for the Future

Califon community as to how great this school is and can be. This coupled with our excellent educators and a positive school board will continue to breed the success that Califon school has always had

16	Califon School District will be more connected to the community.	3/5/2021 10:58 AM
17	We will have a robotics or steam programs aimed at children looking to learn and grow their knowledge	3/5/2021 10:57 AM
18	I'd really like to see ways to allow students to engage in more independent study and higher degrees of self-directed learning, particularly those students who feel unchallenged/bored, those who feel left behind, or anyone who could use a different pace than the "standard" curriculum. My kids both often feel that when they excel, they are simply given more of the same, which only increases their motivation *not* to excel. This is a challenge for teachers, but finding simple ways to direct those students to curriculum-relevant self-directed study, "learning outside the box" (e.g. programming coupled with math, creative writing coupled with language arts, DuoLingo coupled with foreign language study, etc.) would be a great supplement to meet teachers' goals while keeping kids feeling empowered and engaged.	3/5/2021 10:55 AM

Appendix "C"

Action Plans for Goals



**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 1
Student Achievement**

Goal Statement: To continue to expand and enhance 21st Century learning opportunities that motivate and engage all learners/students.

Objective 1: Personalized learning goals/plans, metacognition (helping learners learn to think about learning), Basic skills, math, English, Science and critical thinking.					
Major Activities	Staff	Resources	Timelines	Indicators of Success	
Provide PD to staff on goal setting & differentiation	Admin	PD Trainer & Resources	August 2021	PD Agenda	
All Teachers set annual individualized learning goals with all students resulting in students having a goal in each subject area.	Teachers Admin	LinkIt Benchmark Form A Other Data NJSLs	September	All students have a goal in each subject area including special subjects.	
Analyze student assessment data annually and implement targeted intervention strategies to close the achievement gap between student groups.	Teachers Admin	Data I&RS Committee Lesson Plans Observation	September/October	Number of students received I&RS & Services Implemented	
Analyze student assessment data annually and implement key differentiation strategies to support the progress of all learners.	Teachers Admin	Data Lesson Plans Observation	September/October June	Teachers differentiation as noted in lesson plans. Report on students progress on goals	

**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 1
Student Achievement**

Goal Statement: To continue to expand and enhance 21st Century learning opportunities that motivate and engage all learners/students.

Objective 2: 21 st Century Skills, supporting digital literacy for all learners, expanding problem-based learning (PBL), robotics, STEAM (Science, Technology, Engineering, Arts, Math), STEM (Science, Technology, Engineering, Math), public speaking and presentation skills.					
Major Activities	Staff	Resources	Timelines	Indicators of Success	
Provide opportunities for teacher collaboration to expand science & innovation classes in lab opportunities to all grade levels allowing for a co-teaching model in grades K-5.	Teachers Admin Scheduling Committee	Staff Time/Schedule	September 2021 (scheduling to take place in June 2021)	Schedule indicating lab opportunities Evidence of Co-Taught lessons within lesson plans	
Expand enrichment opportunities for a school-wide Renzulli Enrichment Model.	Teachers Admin	Staff Time/Schedule	Sept/Oct 2021	Student participation in enrichment opportunities Enrichment Schedule	
Provide after school enrichment opportunities such as Destination Imagination, & STEM clubs	CSA BA Staff	Staff Finances	Sept/Oct 2022	BOE Agenda- Approvals Number of opportunities and students participating	
Offer summer enrichment opportunities such as "mini" camps	Admin	Outside Vendor	June 2022	BOE Agenda- Approvals Total Student participation	

**Califon Public School
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**Goal Area # 1
Student Achievement**

Goal Statement: To continue to expand and enhance 21st Century learning opportunities that motivate and engage all learners/students.

Objective 3: Professional Development (PD) – setting aside specific days that are focused on PD (already being done). Provide a portion of the time for individual teachers to spend time on personal PD and developing resources to apply those skills in real-time for their students. Focus on educator wellness and retaining our wonderful talent.				
Major Activities	Staff	Resources	Timelines	Indicators of Success
Consult with staff to plan high-quality, site-based and district-wide professional development.	Admin Staff	Conferences Time Staff Survey	End of Year Conference/PDP planning	Teachers PD schedule PD Needs Survey Results
Teachers will have opportunities for independent PD as well as group PD for initiatives supporting the school goals & staff wellness.	Admin	Scheduled PD & PLC time	Throughout school year	Evidence of PD: PD Agendas Faculty Meeting Agendas PD Schedule
Participate in Articulation with High School	Teachers	Scheduled Time & Coverage	Throughout school year	Articulation Schedule
Highlight innovative or best teaching practices through activities such as teacher visitations, etc	Admin	Scheduled Time & Coverage	Throughout school year	Visitation Schedule PLC Notes

**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 1
Student Achievement**

Goal Statement: To continue to expand and enhance 21st Century learning opportunities that motivate and engage all learners/students.

Objective 4: Growing increased student agency and confidence through problem-based learning (PBL), makerspace, STEM, STEAM, and diverse learning experiences.					
Major Activities	Staff	Resources	Timelines	Indicators of Success	
Identify opportunities for students to connect units of study to service learning.	CSA Staff	Curriculum Lesson Plans PLC s	September 2021	PLC Minutes Evidence in Lesson Plans	
Implement community based learning opportunities through Makerspace, DI & PBLs.	CSA Staff	Curriculum Lesson Plans PLC s	September 2021	PLC Minutes, Invitations & schedule of community based opportunities	
Engage community stakeholders in opportunities for student learning in STEM & STEAM.	CSA Staff	Curriculum Lesson Plans PLC s	Winter/Spring 2022	PLC Minutes, Invitations & schedule of community based opportunities	

**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 1
Student Achievement**

Goal Statement: To continue to expand and enhance 21st Century learning opportunities that motivate and engage all learners/students.

Objective 5: Health & Wellness. Integrating social-emotional learning (SEL) across the curriculum.					
Major Activities	Staff	Resources	Timelines	Indicators of Success	
Gather and analyze data about student social-emotional health to inform decision-making.	CSA Climate Team	SEL Survey Climate Team Mtg Minutes	2021	SEL Survey Results	
Provide the opportunity for mindfulness support and implementation in classrooms district-wide.	CSA Staff	SEL Survey Climate Team	2021-2025	Climate Team Mtg Minutes BOE Agenda Approvals	
Research & Implement Social Emotional Program for whole child approach- (ie Responsive Classroom)	CSA Climate Team	SEL Survey Climate Team	Sept 2021	Climate Team Mtg Minutes BOE Agenda Approvals	
Implement PD for SEL programs	CSA Climate Team	Time Financial	2021-2025	PD Schedule BOE Agenda Approvals	
Provide opportunities for climate team to attend but not limited to NJ Bar SEL workshops	CSA BA	Time Financial	2021-2025	BOE Agenda Approvals	

**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 2
Facilities & Finance**

Goal Statement: Create a safe and secure learning environment equipped to deliver 21st Century programs.

Objective 1: Upgrade facilities to be more energy and cost efficient.				
Major Activities	Staff	Resources	Timelines	Indicators of Success
Maintain annual inspection & service for heating, cooling, ventilation & filtration systems.	CSA BA Maintenance	Vendor Time Finances	Sept 2021-2025	Schedule & Records of Annual Maintenance/Service of systems
Develop a Long Range Facilities Plan	CSA BA	Vendors Time Finances	2022	BOE approval of expenditure for and final LRFP
Seek green initiatives and grants opportunities such as Sustainable NJ.	CSA BA	Time NJDOE Various Resources	2021-2025	BOE approvals of Grants & Initiatives BOE Cmte Minutes

**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 2
Facilities & Finance**

Goal Statement: Create a safe and secure learning environment equipped to deliver 21st Century programs.

Objective 2: Expand enrollment / seek alternate sources of revenue.					
Major Activities	Staff	Resources	Timelines	Indicators of Success	
Explore development of district run before and after care program	CSA BA	Time/Schedule School Insurance Policy	2022-2023	Interest Survey results	Participation in program
Explore advertisement of tuition program	CSA BA	Time/Schedule Financial	2021-2022	Evidence of Advertisements online & print	
Expansion of social media promotion of the district	CSA BA Staff	Time/Schedule	2021-2022	Evidence of social media expansion	
Explore grant opportunities to fund student learning in STEM/STEAM, and SEL	CSA BA Staff	Time/Schedule PLCs	2022-2023	Grant Applications BOE Agendas Approvals	

**Califon Public School
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**Goal Area # 2
Facilities & Finance**

Goal Statement: Create a safe and secure learning environment equipped to deliver 21st Century programs.

Objective 3: Upgrade existing facilities to be more structurally modernized-classrooms, gym, auditorium, and playground.				
Major Activities	Staff	Resources	Timelines	Indicators of Success
Utilize LRFPP to plan, prioritize and schedule facility upgrades	BA CSA	LRFPP	2022-2025	Comte Meeting Minutes LRFPP
Conduct an energy efficiency analysis for green energy savings	BA	Time/Schedule Financials Vendor	Summer 2022	Analysis Results
Upgrade facilities with green energy applications	BA CSA	Time/Schedule Financials Various vendors	2022-2025	Schedule of Improvements BOE Meeting Minutes
Seek grants and alternative sources to fund facility upgrades	BA CSA	Time/Schedule	2022-2025	BOE Agenda Approvals Grant Applications

**Califon Public School
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**Goal Area # 2
Facilities & Finance**

Goal Statement: Create a safe and secure learning environment equipped to deliver 21st Century programs.

Objective 4: Financing technology expansion / upgrades					
Major Activities	Staff	Resources	Timelines	Indicators of Success	
Conduct a technology needs assessment	CSA BA	Time/Schedule Financial Technology Assessment	2022	BOE Agenda/Approval Assessment Results	
Develop a 5 Year District Technology Plan	Cmte Admin	Time/Schedule Financial	2022	Technology Plan BOE Agenda/Approval	
Expand learning opportunities in technology	CSA	Time/Schedule Financial	2022-2023	BOE Cmte Minutes BOE Agenda/Approval	
Seek grant funding for technology upgrades	Admin BA BOE	Time/Schedule	2022-2023	Grant Applications BOE Agenda/Approval	

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Strategic Plan
2021-2026**

**Goal Area # 2
Facilities & Finance**

Goal Statement: Create a safe and secure learning environment equipped to deliver 21st Century programs.

Objective 5: Grants from local businesses and corporations to increase revenue.				
Major Activities	Staff	Resources	Timelines	Indicators of Success
Seek grant funding for technology upgrades	Admin Staff	Time/Schedule Various resources	2022-2023	BOE Cmte Minutes BOE Agenda/Approval
Seek grants for green initiatives	CSA BA	Time/Schedule Various resources	2022-2023	BOE Agenda/Approval
Research & Implement educational foundation to support funding of special projects	CSA BA	Time/Schedule	2022-2023	BOE Agenda/Approval

**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 3
Community Engagement & Communication**

**Goal Statement:
Foster ongoing engagement with our community and leverage technology to increase communication.**

Objective 1: Focus on the Fine Arts through student art shows, concert in the park, poster contests in stores / buildings, etc.					
Major Activities	Staff	Resources	Timelines	Indicators of Success	
Create a liaison to the boro business group	CSA	Time/Schedule	2021-2022	BOE Agenda/Approval	
Create a School Arts Committee to develop a plan for school/Califon Boro Arts initiative	CSA Staff	Time/Schedule	2021-2022	BOE Agenda/Approval Cmte Minutes Schedule of events	
Seek community partnerships to provide student learning opportunities and bring artists & musicians into the school	CSA School Arts Committee	Time/Schedule	2021-2022	BOE Agenda/Approval Cmte Minutes Schedule of events	

**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 3
Community Engagement & Communication**

Goal Statement:

Foster ongoing engagement with our community and leverage technology to increase communication.

Objective 2: Communication – establish connections with the community by publicizing the unique opportunities that our small public school community provides.				
Major Activities	Staff	Resources	Timelines	Indicators of Success
Create a liaison to the boro business group	CSA	Time/Schedule	2021-2022	BOE Agenda/Approval
Develop a monthly Califon School newsletter	CSA Staff	Time/Schedule	2021-2022	School Publication for families
Explore adding teachers/class contributions to the Califon Crier	Admin Teachers	Time/Schedule	2021-2022	Publications in Crier
Expand teacher contributions to the Califon School social media posts	Teachers	Time/Schedule	2021-2022	Social Media Thread

**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 3
Community Engagement & Communication**

**Goal Statement:
Foster ongoing engagement with our community and leverage technology to increase communication.**

Objective 3: Culture & Climate – engage the community in partnerships with students that would benefit both the community and schools through demonstration of student skills and talents.				
Major Activities	Staff	Resources	Timelines	Indicators of Success
Create a liaison to the boro business group	CSA	Time/Schedule	Sept/Oct 2021	BOE Agenda Approval
Develop opportunities for students to learn and share their knowledge with the community.	CSA Staff Community Arts Cmte Service Club	Time/Schedule Financial	2021-2022	Schedule/Invitations: Science Fair. Trep\$, and other unique opportunities to share what they have learned.
Invite local business owners to judge and be part of school events.	CSA Staff	Time/Schedule	2021-2022	BOE Agenda Approval Schedule/Invitations

**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 3
Community Engagement & Communication**

Goal Statement:

Foster ongoing engagement with our community and leverage technology to increase communication.

Objective 4: School projects / activities in the community park. Possibly school garden, planters, a recess garden club, PBL projects around Califon, history of Califon, beautification of Califon, and people of Califon (students could interview seniors and engage the community toward the local history of Califon).				
Major Activities	Staff	Resources	Timelines	Indicators of Success
Create a School-to-Community Committee	CSA Staff	Time/Schedule	2022	Committee Meeting Minutes & List of members
Create a student Service Club to provide students with service learning opportunities	CSA Staff	Time/Schedule Financial	2022	BOE Agenda/Approval Club Meeting minutes List of student participants
Create a school newspaper to incorporate and share with the Califon Community	CSA Staff	Time/Schedule Financial	2022	Publication of school newspaper List of student participants

**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 3
Community Engagement & Communication**

Goal Statement:

Foster ongoing engagement with our community and leverage technology to increase communication.

Objective 5: Actively advocating for the district at the state and local level.				
Major Activities	Staff	Resources	Timelines	Indicators of Success
Create a school advocacy committee	CSA BA Staff	Time/Schedule	2022	List of Committee members Schedule and minutes of meetings
Utilize media to promote the school district to include media publication	CSA BA Staff	Time/Schedule	2022-2025	Example of media publications and hi lights Promotion of hi lights in local print & social media
Create opportunities to hi-light the district by inviting local and state representatives	CSA BA Staff	Time/Schedule	2022-2025	Invitations to local & state representatives Media promotion of visits

**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 3
Community Engagement & Communication**

Goal Statement:

Foster ongoing engagement with our community and leverage technology to increase communication.

Objective 6: Partnerships with community members as mentors to bring knowledge and experience to our students.					
Major Activities	Staff	Resources	Timelines	Indicators of Success	
Develop and implement opportunities for collaboration with the Califon Community through the School Arts Committee and the Student Service Club	CSA School Committees	Time/Schedule Financials Community Arts Committee	2022-2023	BOE Agenda Approval Community Arts Plan Committee Minutes	
Create a liaison to the boro business group	CSA	Time/Schedule	2022-2023	BOE Agenda Approval	
Invite community members to share their knowledge and to act as mentors to students.	CSA	Time/Schedule	2022-2025	Schedule/Report of events	

**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 3
Community Engagement & Communication**

Goal Statement:

Foster ongoing engagement with our community and leverage technology to increase communication.

Objective 7: Partnering with communities outside of Califon to provide students opportunities to expand their cultural awareness.				
Major Activities	Staff	Resources	Timelines	Indicators of Success
Develop a Cultural Learning Committee to develop an engagement plan	CSA BA Staff	Time/Schedule Financials Cultural Learning Committee	2022-2023	BOE Agenda Engagement Plan Committee Minutes
Seek opportunities to pair with partner schools in other communities	CSA Cmte	Time/Schedule Financials Cultural Learning Committee	2022-2023	Engagement Plan Committee Minutes
Utilize technology to meet virtually with schools from other communities	CSA Staff	Time/Schedule Financials Cultural Learning Committee	2022-2023	Committee Agendas Engagement Plan
Create opportunities for students to learn about culture from each other and from presenters.	CSA Staff	Time/Schedule Financials Cultural Learning Committee	2022-2023	Committee Agendas Engagement Plan

**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 3
Community Engagement & Communication**

Goal Statement:

Foster ongoing engagement with our community and leverage technology to increase communication.

Objective 8: Forge relationships with local colleges by offering student-teaching hours in returns for clubs and enrichment opportunities.					
Major Activities	Staff	Resources	Timelines	Indicators of Success	
Contact local universities to explore mutually beneficial opportunities	CSA BA	Local Universities	Sept 2022	BOE Committee Minutes	
Develop and seek state & local approvals for programs/clubs	CSA BA	Time NJDOE BOE	2022-2023	State & County Approvals BOE Agendas & Minutes	
Create teacher-student teacher relationships	CSA Staff	Time Financial	2022-2023	BOE Agendas & Minutes	
Implement clubs/activities	CSA BA Staff	Time Financial	2022-2023	BOE Agendas & Minutes	

**Califon Public School
Strategic Plan
2021-2026**

**Goal Area # 3
Community Engagement & Communication**

Goal Statement:

Foster ongoing engagement with our community and leverage technology to increase communication.

Objective 9: Expanding program with the HS sports programs as with volleyball coach to work with our students thus providing sports opportunities for our students.				
Major Activities	Staff	Resources	Timelines	Indicators of Success
Explore opportunities for collaboration with the HS Athletics program	CSA Athletic Dir	Schedule/Time	Sept/Oct 2021	CSA/Athletic Dir Meeting Minutes BOE Cmte Minutes
Participate in student sports invitationals at the HS such as Spring Track	CSA Athletic Dir	Schedule/Time Transportation	2021-2022	BOE Agenda/Minutes Sports Schedule
Invite HS coaches to the school for coaching and information on HS sports	CSA Athletic Dir	Schedule/Time	2021-2022	Schedule of events Athletic Dir Mtg Minutes
Seek opportunities for shared teams within sending districts	CSA Athletic Dir	Schedule/Time Transportation	2021-2022	BOE Agenda/Minutes Schedule of events