



Glassboro Public School District Strategic Action Plan

GOAL AREA: Curriculum and Instruction

Goal 1: Increase our focus on content-rich curriculum and create eager learners to be challenged

Objective 1: Develop World Language Model Program

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Convene a K-12 WL committee	Principals, WL teachers	Teachers, VPA supv.	Staff, parent, and student willingness	2021-22	Committee comprised of WL teachers, principals, supervisor
2. Develop WL Scope and Sequence	Curriculum Committee	2020 NJSLS World Languages	Teacher availability according to content area certification and site exclusivity (ie French teacher traveling to 5 schools)	2021-22	K-12 sequence with option of at least 3 separate language programs (i.e. Spanish, French, Italian) Elementary scope and sequence
3. Develop Feeder Program for elementary students	HS Students, teachers	HS WL students	Scheduling, travel	2022-2023	Student participation Student enrollment at secondary level in WL courses



Glassboro Public School District Strategic Action Plan

GOAL AREA: Curriculum and Instruction

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Objective 2: Increase access to and participation in rigorous academic classes, including honors and AP classes

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Expand AP course selection for grades 9-12	Principals, supervisors, AP teachers	State guidelines	Staffing/certification Student enrollment numbers	2021-26	Course enrollment Course additions
2. Expand honors course opportunities at 6-8 level	Supervisors, selected staff	Current resources	none	2021-26	Determine status of all offering at 7-12
3. Expand enrichment opportunities at elementary level to more students	GT Program Staff	GT		2021-2026	Enrollment of eager learners into GT program Participation in GT program
4. Create a Virtual Academy at the Secondary level to expand options for students post-pandemic	HS principal Guidance Counselors Supervisors Central Administration	Model Virtual Academy Programs Model cyber schools	Staffing Budgeting Technology (simulcasting) State approval	Ongoing with review	Creation of a Virtual Program that aligns with and satisfies state mandated graduation requirements
5. Run the Alternative Evening High School as a fully virtual program	AEHS Principal Guidance counselors	APEX Learning or other virtual platform including using our own staff and LMS	Staffing	2022-2023	AEHS to become fully virtual program



Glassboro Public School District Strategic Action Plan

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Objective 3: Rewrite prerequisites for classes; consider open enrollment (i.e., College Board) across the board

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Assemble a Course Requisite Panel at each school	Guidance counselors, principals, department supervisors, content area teachers	Course descriptions/overviews	Staff, parent, and student willingness,	2021-2022	Panel comprised of content area teachers, supervisors, principals, parents, and students
2. Establish fluid guidelines of course matriculation and requirements	Guidance counselors, principals, department supervisors, content area teachers	Curricula, state guidelines	Prevailing attitudes on the need for prerequisites .	2022-2023	Completed guidelines more reflective of student willingness and staff recommendation than student completion of minimum requirements



Glassboro Public School District Strategic Action Plan

GOAL AREA: Curriculum and Instruction

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Objective 4: Rewrite Program Planning Guide to invite more understanding of different levels of classes

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Establish concise course overviews and course ascension charts for a variety of tiers (i.e.: college prep, honors, AP)	Department supervisors, principals, and content area teachers	Curricula	Time, agreement on verbiage	2021-26	Course overviews reflective of content and curriculum, which are accepted and understood by all staff and administrators
2. Ongoing annual review of courses	Staff, student feedback	Current Course offerings	Time	2021-26	Any annual recommended additions, revisions, and modifications.



Glassboro Public School District Strategic Action Plan

GOAL AREA: Curriculum and Instruction

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Objective 5: Promote dual credit program with RCSJ/Rowan University/FDU and others

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Create GHS/Rowan Committee to review potential Rowan college credit course offerings at GHS	Teaching staff	Course listings from Rowan and GHS	Number of courses offered Number of qualified students	2021-26	Committee list at HS
2. Establish criteria for admittance to college level coursework	Guidance counselors RCSJ/RU liaison	Student grade at GHS, SAT etc.	Review criteria	2021-26	Number of students successfully completing college level courses



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Objective 6: Conduct an equity audit of existing curriculum

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Assess curricula at all levels from K-12 to identify areas that need support or resources for struggling and excelling learners AND for special education students	Principal, supervisors, teachers	Curriculum review cycle	Time (year by year review), volunteers	Ongoing with review	Year by year review and update of curriculum by subject area



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Objective 7: Define culturally relevant content and instruction

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Work with administrators and teachers to define what culturally relevant instruction looks like to Glassboro Public School District students	Principals, guidance counselors, curriculum committee, administrative council	CRT texts Educational research PDS representatives	Time, volunteers	2021-2022	Working definition for GPSD on what culturally relevant teaching is



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Objective 8: Identify a variety of content worth of immersion

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Assess academic texts and their worthiness by grade level and subject area	English/Language Art, Science and Social Studies staff and supervisors	Curriculum	Prevailing attitudes on the need for certain materials or texts	Ongoing with review	Curriculum units that include highly regarded literary and nonfiction works from a variety of authors, backgrounds, and time periods Adoption of high quality texts and anthologies and materials based on results of needs assessment



Glassboro Public School District Strategic Action Plan

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Objective 9: Work with curriculum committee to implement culturally relevant teaching strategies

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Assemble PD Panel	Principals, supervisors, teaching staff, counselors	Culturally relevant content and instruction referenced in objective 7 Rowan PD representatives	Volunteers	2021-2022	Diverse Professional Development Panel consisting of teachers, administrators, and counselors
2. Design and implement teacher centered and led PD	Principals, supervisors, teaching staff	Digital platforms for students and teachers Title 2 PD	Volunteers, funding	2021-2026	Teacher centered, teacher-led professional development that delivers effective methods for reaching culturally diverse students



Glassboro Public School District Strategic Action Plan

GOAL AREA: Curriculum and Instruction

Goal 1: Increase our focus on content-rich curriculum and create eager learners to be challenged

Objective 10: Align PD with goal and objectives

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Provide ongoing professional development opportunities for implementation of new curriculum and culturally relevant teaching and best instructional practices	Principals Teachers Supervisors Great Minds PD & Curriculum Support	In-house turnkey Book study Experts/vendor PD Title 2 funding	Time, cost	2021-2026	PD aligned to following: new curriculum, culturally relevant instruction Feedback from participants in PD



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Goal 2: Increase opportunities for elementary students to experience more hands-on activities and authentic tasks and for secondary students to take courses in a variety of trade-based and technical career fields, including content reflective of necessary adult skills

Objective 1: Include SEL/Mental Health

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Develop a comprehensive Multi-Tiered Systems of Support (MTSS) to address behavioral health needs of students.	Guidance Counselors CST Case Managers Community Partners	WhyTry program RTI resources Title 1 Schoolwide Mosaic Family Success Center??	Time Staff	2021-2026	The formation of student support programs such as building level support teams, data-based decision making, school-wide bullying prevention and interventions, positive behavioral interventions, counseling services, etc.



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Objective 2: Provide financial literacy course

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Reevaluate and strengthen criteria for financial literacy course	Principals, supervisors, Math and/or Business Education teachers	Curriculum, real world materials (checkbook, credit card statements, current interest rates, loan information, mortgage applications, etc...)	Time	Ongoing with review	Detailed course overview with specific objectives and course goals
2. Create a Business Academy at the high school based on existing academy model	Principals, supervisors, Math and/or Business Education teachers	Curriculum	Certification, staffing	2022-2023	Implementation of Business Academy at GHS
3. Develop financial literacy course for middle level grades	Principals, supervisors,	Curriculum	Certification, staffing	2022-2023	Implementation of mandatory financial literacy course in middle school



Glassboro Public School District Strategic Action Plan

GOAL AREA: Curriculum and Instruction

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Objective 3: Offer CAD/Coding

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Form a CAD/CAM/Coding subcommittee as an offshoot of the District EdTech Committee, include additional staff and other stakeholders.	Computer teachers, Librarian, engineering teachers, principal, additional teaching staff, supervisors	Certified staff, budget	Volunteers	Spring 2021	Subcommittee minutes with a mission statement, goals and objectives.
2. Identify current CAD/CAM/Coding experiences in GPSD; explore other exemplary programs (field trip); identify opportunities at Bowe, Bullock, Rodgers (club, curriculum)	CAD/CAM/Coding Committee	Existing computer and engineering curriculum	Time	2021-22	Record of findings; highlight existing programs on the school website; outline suggested alterations to curriculum/clubs/GT; creation of CAD/CAM/Coding courses
3. Integrate <u>2020 NJSL standards for Computer Science and Design Thinking</u> into existing K-12 curriculum	Curriculum committee (computer teachers, Supervisor, other staff)	<u>2020 NJSL standards for Computer Science and Design Thinking</u>	Time, budget	Summer 2021	Updated Curriculum document with infused 2020 NJSL standards



Glassboro Public School District Strategic Action Plan

GOAL AREA: Curriculum and Instruction

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Objective 4: Develop partnerships with local trade unions, contractors, and mechanics

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Establish contact with at least three private shop (nonunion) mechanics, dealerships, and contractors in Glassboro or the immediate area	Guidance counselors, teachers, community stakeholders	Community businesses and contractors	Volunteers, time, willingness of clients	2021-2022	Establishment of correspondence or agreement of partnership between district and client
2. Establish contact with at least one local trade union (electrical, carpenter, mechanical, teamster, elevator constructors, laborers, roofers, sheet metal, bricklayer, etc...)	Guidance counselors, teachers, community stakeholders	Local trade unions	Volunteers, time, willingness of clients	2022-2023	Establishment of correspondence or agreement of partnership between district and local trade union(s)
3. Establish activities and events between district and client(s) (ie: presentations, site visits, recruitment seminars)	Principals, guidance counselors, teachers, community stakeholders	Client resources, facilities, transportation	Willingness of clients	Ongoing	At least three annual events or activities in which clients present career information, allow site visits, and recruit students for current or future training or employment in a trade based field



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GOAL AREA: Curriculum and Instruction

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Objective 5: Develop a career mentorship program

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Establish a list of mentors for various career fields	Principal, GHS teachers, guidance counselors, board members, community stakeholders	Community businesses, parents, stakeholders, former students	Volunteers, time	2021-2022	Local mentors (parents, teachers, stakeholders, businesses) for at least twenty popular career fields
2. Conduct annual meetings between mentor/mentee	Principal, GHS teachers, guidance counselors, board members, stakeholders	Community businesses, parents, stakeholders, former students	Volunteers, time, facilities	Ongoing	Successful execution and documentation of mentor/mentee meetings which include site visits, hands-on education, and preparation/planning for path to career fulfillment/success



Glassboro Public School District Strategic Action Plan

[Note: We propose merging Goal 4, Obj. 6 into this objective because the 2 areas overlap so much and pertain to C&I.]

GOAL AREA: Curriculum and Instruction

GOAL 2: Increase opportunities for elementary students to experience more hands-on activities and authentic tasks and for secondary students to take courses in a variety of trade-based and technical career fields, including content reflective of necessary adult skills

Objective 6: Revise existing co-op program at GHS to incorporate work experience and skills relevant for succeeding in a career field

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Revise curriculum to implement work-study or employment hours as a course requirement	Principal, co-op teacher	Course description/course content	Time	2021-2022	Course requirement of employment with minimum number of hours (weekly, monthly, annually)
2. Expand Career fields for placement	CO-op teacher	Local businesses Local employers	Student interest Co-op program rewrite	Ongoing with review	Students pursue a wider variety of co-op experiences (i.e. staffer at Rowan, business offices, internships)
3. Revise curriculum to incorporate skills for procuring and maintaining successful employment	Principal, co-op teacher	Various business publications and job postings	Time, resources	2022-2023	Curriculum reflective of necessary professional skills (professionalism, workplace ethics/norms, resume writing, job interview procedures/behavior, business letter drafting, OSHA/work safety guidelines, etc...)



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GOAL AREA: Curriculum and Instruction

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Objective 7: Pursue grants or hire a grant writer to procure funding

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Analysis of hiring GW vs. a consultant	Administration/Board	Surveys, recommendations	Additional cost to budget	Ongoing with review	Approval of a grant writer
2. Alternative Funding Committee	Administration/Staff	Research grant opportunities	Staffing	Ongoing with review	Approval of grants
3. Revise existing grant writing policy	BOE committees	Existing policy	Commission based salary might make it difficult to attract writers	Ongoing with review	Revised policy



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Objective 8: Develop maker spaces for elementary aged students (i.e., robotics, woodworking, computer science)

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Assemble a PLN to explore maker spaces for elementary-aged students	Head of facilities, GT teacher, Librarian, computer teacher, principal, staff, supervisors	Staff	Volunteers, time	Fall 2021	PLN meeting minutes with mission statement, goals, and objectives
2. Visit (if possible) districts with established maker-spaces and curriculum	Maker Space PLN	Contacts in other districts, exemplar	Budget	Winter 2021	Record of visit: Vision board with examples of location, contents, schedule, cost.
3. Compile an itemized budget for Rodgers, Bullock, Bowe, and GIS Maker Spaces	PLN	Time, catalog of items, vision board	Budget	Spring 2022	Maker Space Itemized budget
4. Construction of makerspaces at elementary buildings	PLN Administration	Architect	Approval of consolidation plan		Development of makerspaces



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Objective 9: Explore introducing extracurricular clubs at the lower elementary level

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Create extracurricular clubs based on interest and need, i.e. STEM, SEL	Principals Certified Staff	Volunteers and stipends	Transportation, staff, supply costs CBA contracts	Ongoing	Board approved clubs Student attendance at clubs
2. Provide necessities/budget for program implementation: staff, supplies, transportation	Administration		CBA contracts	Ongoing	
3. Utilize NHS students from the high school to assist teachers and students	National Honor Society Students (to fulfill hours requirement) Certified Staff		Must be accompanied by a certified staff member when present with students, Transportation to Bullock & home	Ongoing	Students are assisting students/staff and are fully involved in the activities NHS hours are fulfilled



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Objective 10: Create STEAM program at lower elementary level

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Assemble a PLN to explore STEAM for Bullock/Rodgers	GT teacher, Librarian, computer teacher, principal, staff, supervisors	Volunteers, time Title IV	Volunteers, time	Fall 2022	PLN meeting minutes with mission statement, goals, and objectives
2. Visit (if possible) districts with established STEAM curriculum	STEAM PLN	Time, contacts in other districts Title IV		Winter 2022	Vision board with location, contents, schedule, cost.
3. Compile an itemized budget for Rodgers, Bullock STEAM	STEAM PLN	Time, catalog of items, vision board Title IV		Spring 2023	STEAM Itemized budget



Glassboro Public School District Strategic Action Plan

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Objective 11: Align PD with goals and objectives

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Provide ongoing professional development opportunities for implementation of CAD/Coding programs, career mentorship programs, and makerspaces/STEAM initiatives	Principals Teachers Supervisors Great Minds PD & Curriculum Support	In-house turnkey Book study Experts/vendor PD Title 2 funding	Time, cost	2021-2026	PD aligned to following: new curriculum, culturally relevant instruction Feedback from participants in PD



Glassboro Public School District Strategic Action Plan

GOAL Area: Facilities/Finance

GOAL 3: Create a safe and secure learning environment equipped to deliver educational programs that will prepare our students for the future

Objective 1: Optimize district space to reflect declining enrollment trends and reduced state aid

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Application to Decommission GIS	Architect/Board Approval	Architect Application	State approval	March 2021	Resolution to amend LRFP/decommission application approved by the BOE
2. Update LRFP	Architect/Board	Plans from Consolidation Study, Pre referendum study	State approval	April 30, 2021	Approval of LRFP at the State
3. Demographer's Report	Administration/Board	External Prof Svc		TBD	Report presented to the board



Glassboro Public School District Strategic Action Plan

GOAL Area: Facilities/Finance

GOAL 3: Create a safe and secure learning environment equipped to deliver educational programs that will prepare our students for the future

Objective 2: Upgrade classrooms and other spaces to meet the needs of educational programs and services to students

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Designate classrooms at the secondary level that can be used to develop trade skills and technical skills.	Facilities director, principal(s), administration	Architect	Budget Space required	2021-2026	Classrooms equipped to deliver Career and Technical Ed (CTE) programs
2. Conduct needs analysis of STEM classrooms and make sure they are equipped for new technology.	Facilities director, principal(s), administration, curriculum director	Needs assessment Teachers		TBD	Classrooms equipped for appropriate STEM activity
3. Coordinate makerspace classrooms at elementary and middle level.	Facilities director, principal(s), curriculum director	Architect Consolidation study	Budget Approvals	TBD	Development of makerspaces



Glassboro Public School District Strategic Action Plan

GOAL Area: Facilities/Finance

GOAL 3: Create a safe and secure learning environment equipped to deliver educational programs that will prepare our students for the future

Objective 3: Enhance technology in our buildings that will reflect current and future needs

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Equip classrooms with interactive whiteboards, webcams, Bluetooth headsets/microphones	Tech Supervisor, District Tech Director, Principals, Tech committee members, teaching staff, BA, maintenance staff	Budget	Budget, time	2021-2026	Fully equipped classrooms, teacher observations of tech integrated lessons, student engagement and performance on benchmarks
2. Provide ongoing (basic and advanced) PD for staff in use of interactive whiteboard/software	Tech Supervisor, District Tech Director, Principals, Tech committee members, staff, BA	Vendor PD offerings, in-house training by advanced teacher ambassadors	Budget, time	2021-2026	Attendance data for PD sessions, teacher observations of tech-integrated lessons
3. Include student representatives on District Tech Committee	Tech Supervisor, District Tech Director, Principals, Tech committee members, staff, Student government staff sponsors, Students	Student volunteers	Student willingness to represent student body	2021-2022	Student contributions to District Tech Committee on monthly minutes



Glassboro Public School District Strategic Action Plan

GOAL Area: Facilities/Finance

GOAL 3: Create a safe and secure learning environment equipped to deliver educational programs that will prepare our students for the future

Objective 4: Upgrade district infrastructure for safety and efficiency

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Review security plans and buildings	Admin/Supv B&G/Glassboro PD/SROs/OEM	Safety meetings, workshops, building audits	Funding	Ongoing	Implementation of Safety measures
2. Lighting projects	Admin/Supv B&G/Architect	Safety meetings, NJ Energy Savings Program	Funding	Ongoing	Lighting placed in strategic locations, lower energy cost, efficiencies



Glassboro Public School District Strategic Action Plan

GOAL Area: Facilities/Finance

GOAL 3: Create a safe and secure learning environment equipped to deliver educational programs that will prepare our students for the future

Objective 5: Research and develop alternate funding sources for facilities projects

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Referendum	Admin/Board/Referendum Committee/Bond counsel	Restart of Advisory Committee, Reports, Needs Assessments, resolutions	State timeline, lack of audit, disposal of building	TBD	Development of the referendum
2. P3 – Public Private Partnerships	Admin/Board/Town/Private	Marketing GIS	Cost, other mitigating factors including environmental issues	TBD	Plan to put forward to DOE, SDA Private partnerships
3. Sale of GIS	Admin/Board/Broker or Bid	Appraisal	Lack of buyers	TBD	Sale of property



Glassboro Public School District Strategic Action Plan

GOAL Area: Stakeholder Engagement

GOAL 4: Position Glassboro School District as a diverse, exceptional education system that adds value to the community at large

Objective 1: Using multiple channels to share our message by adopting various multimedia opportunities

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Survey various stakeholder groups to determine their preferred method of communication and participation	Community Affairs	Survey Tools	Not Applicable	2021	Survey is developed and conducted
2. Evaluate technology to engage all stakeholders and embrace those systems and methods valued by the community	Technology Building Principals Community Affairs	Funding Feedback from stakeholders	Funding	Ongoing	Schools and district communicate through multiple methods Schools use technology tools to optimize parent participation in parent advisory committees or other events
3. Develop a video or videos to highlight each building	Building Principals Community Affairs Television Technology Teacher	Funding	Cost of professional videographer if needed Potential for short shelf life due to changes in district	2022	Video is developed and shared



Glassboro Public School District Strategic Action Plan

GOAL Area: Stakeholder Engagement

GOAL 4: Position Glassboro School District as a diverse, exceptional education system that adds value to the community at large

Objective 2: Increase social media presence across the district through building, teacher, and counselor level links

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Buildings continue to use various platforms such as FB, Twitter, and/or Instagram, under guidance/approval of principals	Building Principals Teachers Counselors	Technology access Professional development	Not everyone uses social media	2021-2026	Each building uses social media
2. Research and understand how different demographic groups engage with social media platforms	Building principals Community Affairs	Research materials	None	2021-2022	Research is completed
3. Periodically track engagement on posts as a source of data collection	Building principals Community Affairs	Technology tools	Any limitations within the medium on tracking	2021-2026	Knowledge gathered areas receiving top engagement



Glassboro Public School District Strategic Action Plan

GOAL Area: Stakeholder Engagement

GOAL 4: Position Glassboro School District as a diverse, exceptional education system that adds value to the community at large

Objective 3: Partner within the community to promote diversity (e.g., CommUnity Day Event). Continue to promote and participate in community events through culture clubs, music programs, band, orchestra, etc.

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Collaborate with Borough of Glassboro and Rowan on potential partnerships, community projects, and marketing strategies	Administrators at all levels District Staff	Discussions with key partners	Funding for programs, projects or marketing	Ongoing	Partnership meetings Collaborative projects or strategies are evident
2. Attend or participate in diverse community events	Board members Superintendent District Staff	Information from Borough Student groups/clubs	Funding Current event limitations due to pandemic Knowledge of events	Ongoing	Actual attendance or participation



Glassboro Public School District Strategic Action Plan

GOAL Area: Stakeholder Engagement

GOAL 4: Position Glassboro School District as a diverse, exceptional education system that adds value to the community at large

Objective 4: Schedule open houses for incoming parents or others to explore programs

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Host GHS curriculum and programming night	GHS C&I Team, Admin Team GHS Staff	Staff and student participation Merchandise Display materials	Funding Any limit on gatherings	2022-2023	Comprehensive event is held
2. Evaluate hosting an open house for realtors and implement if feasible	Community Affairs in evaluation phase District or building administrators, if implemented	List of local realtors Building space Possible student participation Possible participation or assistance from the Borough	Any limit on gatherings	2021-2023	District brochure is updated/revised (2021-2022) Information is gathered and plans are made (2022-2023)
3. Host prekindergarten open house	JHR Principal Master Teacher Community/Parent Involvement specialist	Literature for distribution	Any limit on gatherings	Winter of 2022	Informative event is held



Glassboro Public School District Strategic Action Plan

GOAL 4, Objective 4 (continued)

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
4. Host sixth grade student and parent orientation	GIS Principal GIS Staff		Funding Any limit on gatherings	2021-2022	Informative event is held
5. Host kindergarten student and parent visitation	Bullock Principal Bullock Staff		Funding Any limit on gatherings	2021-2022	Informative event is held
6. Host third grade student and parent visitation	Bowe Principal Bowe Staff		Funding Any limit on gatherings	2021-2022	Informative event is held



Glassboro Public School District Strategic Action Plan

GOAL Area: Stakeholder Engagement

GOAL 4: Position Glassboro School District as a diverse, exceptional education system that adds value to the community at large

Objective 5: Highlight Early Childhood programs, Academies, Gifted and Talented, Co-Curricular/Athletic programs, and other value-added programs

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Communicate program successes, such as those above as well as those in special education	Community Affairs Building and District Admin. District Staff Board	Information from staff	Not Applicable	2021-2026	Accomplishments are spotlighted in a variety of ways throughout the district (2021-2026) District brochure is updated/revised (2021-2022)
2. Host prekindergarten parent workshops and Early Childhood Advisory Council meetings	JHR Principal Master Teacher Community/Parent Involvement specialist	Internal/external information on Early Childhood-related topics		2021-2026	Workshops and meetings take place.



Glassboro Public School District Strategic Action Plan

[This objective and these activities duplicate some of those in Curriculum and Instruction Goal 2, Obj. 6. We suggest merging the below Obj./Activities into that section, eliminating it here to avoid duplication.]

GOAL Area: Stakeholder Engagement

GOAL 4: Position Glassboro School District as a diverse, exceptional education system that adds value to the community at large

Objective 6: Develop employer partnerships for internships, apprenticeships, and mentorships in collaboration with college and career readiness programs

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Meet with local businesses/companies and government officials in effort to expand our Senior Experience and Co-Op Program.	GHS Admin Team/Business Department at GHS	Release Time; Funding	Schedule/Funding	2021-2026	Expansion of Program/Course Offerings
2. Revamp current business courses to ensure a coherent and rigorous course of study that aligns with NJSLS and provides opportunities to enroll in advanced placement (AP)/dual enrollment courses.	GHS Admin Team/Business Department at GHS	Funding; Site Visits; Training/Research;	Schedule/Funding	2021-2026	Expanded course offerings; Revised, robust, curriculum that aligns to national industry standards and provides students with field experience.
3. Expand Career/Technical Education offerings at GHS as a means to promote and support non-traditional occupations and labor organizations.	C&I Team in conjunction with Building Principal	Funding; Site Visits; Recruit and retain CTE Staff	Schedule/Funding	2021-2026	Newly developed CTE programs that allow for the attainment of industry-recognized certificates and credentials.



Glassboro Public School District Strategic Action Plan

GOAL 4, Objective 6 (continued) **See note on previous page.**

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
4. Continue to increase in-house work experiences for students in Community Based Instruction program to build toward placements in the community	GHS/CST Admin CBI teachers/staff	Planning Time; funding	Resources/funding	2021-2026	Increased internal experience opportunities that lead to community placements
5. Meet with local businesses to expand work experience and work placement for students in the CBI program	GHS/CST Admin CBI teaches/staff	Release time; work coaching staff	Schedule/staffing	2021-2026	Increase community resources for CBI program
6. Continue and increase connections with Division of Vocational Rehabilitation Services and Division of Developmental Disabilities	CST Admin CST Special Education teachers	Release time; DVRS	Schedule	2021-2026	Individual student meeting held with DVRS for transition supports. (State Indicator 14 data)



Glassboro Public School District Strategic Action Plan

GOAL Area: Stakeholder Engagement

GOAL 4: Position Glassboro School District as a diverse, exceptional education system that adds value to the community at large

Objective 7: Broaden PDS across the district and share best practices and accomplishments with stakeholders

Major Activities	Board/Staff	Resources	Constraints	Timelines	Indicators Of Success
1. Work with RU PDS to establish PIRs in each school	Rowan U PDS Administration Teachers	PDS liaison	RU PDS expansion after the pandemic	2021-2022	PIRs selected for schools without one
2. Participate in PDS District Alignment	Rowan U PDS National PDS consultations	PDS liaison PDS Teams	RU PDS expansion	2022-2026	GPSD becomes a PDS District