

C O M P A S S S S

C O M P A S S 2.0

Strategic Planning at the Freehold Regional High School District

IMPLEMENTATION ROADMAP

2018.05.08
Compass 2.0



The Freehold Regional High School District

Board of Education

Mr. Michael Messinger

President

Marlboro Township

Mr. Peter Bruno

Vice President

Howell Township

Mr. Carl Accettola

Colts Neck Township

Mrs. Diana Cappiello

Englishtown Borough

Mr. Samuel Carollo

Freehold Township

Mrs. Amy Fankhauser

Howell Township

Mrs. Kathie Lavin

Farmingdale Borough

Mr. Heshy Moses

Freehold Borough

Mrs. Jennifer Sutera

Manalapan Township

Administration

Mr. Charles B. Sampson

Superintendent

Dr. Nicole Hazel

Chief Academic Officer

Mr. Sean Boyce

*Assistant Superintendent for Business
Administration / Board Secretary*

Ms. Shanna Howell

Director of Curriculum & Instruction

Mr. Michael Dillon

Director of Guidance & Operations

Dr. Jennifer Sharp

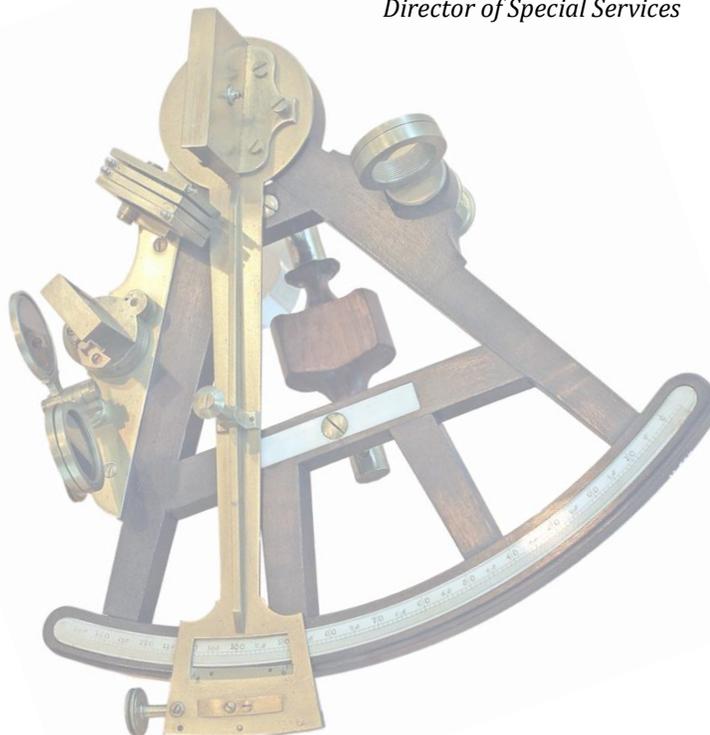
Director of Personnel

Ms. Donna Evangelista

Director of Planning, Research & Evaluation

Dr. Teresa Taylor

Director of Special Services



The Compass Project

Internal Coordinator

Dr. Nicole Hazel
Chief Academic Officer

Steering Committee Members

Whole Child

Mr. Michael Dillon
Chair
Director of Guidance & Operations

Mr. Shawn Currie
Co-Chair
Assistant Principal, Colts Neck High School

Ms. Melissa Regal
Co-Chair
Teacher, Marlboro High School

Mr. Jeremy Braverman
Principal, Howell High School

Ms. Jerrilynn Acevedo
Assistant Principal, Freehold High School

Ms. Jennifer Williams
Guidance Supervisor, Freehold Township High School

Ms. Rachael VanDeVusse
Guidance Counselor, Colts Neck High School

Ms. Holly Fabiyan
Guidance Counselor, Freehold High School

Ms. Dana Paribello
Teacher, Freehold High School

Mr. George Herbert
Teacher, Freehold Township High School

Ms. Susan Kearns
Guidance Counselor, Freehold Township High School

Mr. Matthew Coulson
Teacher, Howell High School

Ms. Julie Adkins
Child Study Team, Howell High School

Ms. Jacquelyn Dunfee
Teacher, Manalapan High School

Equity and Opportunity

Dr. David Bleakley
Chair
Principal, Marlboro High School

Ms. Kristine Jenner
Co-Chair
Supervisor, Howell High School

Ms. Nancy Bailey
Co-Chair
Teacher, Marlboro High School

Dr. Teresa Taylor
Director of Special Services

Ms. Stephanie Mechmann
Administrative Supervisor of Curriculum & Instruction

Ms. Elizabeth Higley
Principal, Freehold Township High School

Ms. Linda Jewell
Principal, Freehold High School

Dr. Lavetta Ross
Assistant Principal, Manalapan High School

Ms. Angelique Gauthier
Supervisor, Freehold Township High School

Mr. Todd Curtis
Teacher, Howell High School

Ms. Tara Fehring
Teacher, Manalapan High School

Ms. Amanda Sousa
Guidance Counselor, Marlboro High School

Steering Committee Members

Student Growth and Learning

Ms. Shanna Howell

Chair

Director of Curriculum & Instruction

Dr. Brian Donahue

Co-Chair

Principal, Colts Neck High School

Ms. Jennifer Guirguis

Co-Chair

Teacher, Colts Neck High School

Ms. Renee Schneider

District Supervisor of Instruction

Ms. Kelli Velez

Administrative Supervisor of Special Services

Ms. Michele England

Assistant Principal, Howell High School

Ms. Leighanne Recktenwald

Supervisor, Freehold High School

Mr. Joseph Santonacita

Teacher, Colts Neck High School

Mr. Christopher Vona

Teacher, Freehold High School

Ms. Kerry O’Neill

Teacher, Freehold Township High School

Ms. Kristy Gerdes

Teacher, Howell High School

Ms. Frances Stevenson

Guidance Counselor, Howell High School

Mr. Scott Horton

Teacher, Manalapan High School

Mr. Matthew Sauter

Teacher, Marlboro High School

Community Partnerships

Dr. Jennifer Sharp

Chair

Director of Personnel

Dr. Adam Angelozzi

Co-Chair

Principal, Manalapan High School

Ms. Nicole Dombrowski

Co-Chair

Teacher, Howell High School

Mr. Sean Boyce

Assistant Superintendent for Business

Administration/Board Secretary

Ms. Donna Evangelista

Director of Planning, Research and Evaluation

Mr. Joseph Robinson

Administrative Supervisor of Guidance & Operations

Mr. Oscar Diaz

Administrative Supervisor of Curriculum & Instruction

Ms. Rebecca Policastro

Communications & District Projects Coordinator

Ms. Shae-Brie Dow

Assistant Principal, Freehold Township High School

Ms. Jeannette Bruno

Assistant Principal, Marlboro High School

Mr. Adam Brusotti

SECA, Freehold Township High School

Ms. Dawn Ferro

Teacher, Colts Neck High School

Mr. Timothy Lee

Teacher, Freehold High School

Mr. Joshua Mehl

Teacher, Freehold Township High School

Mr. Travis Newman

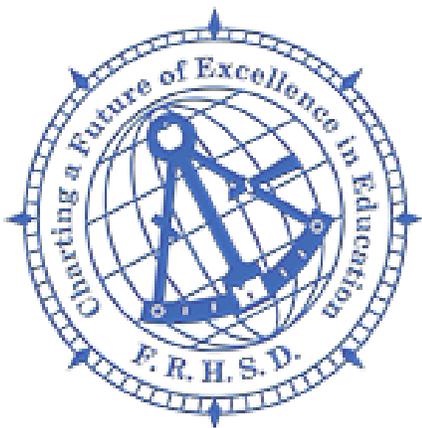
Teacher, Manalapan High School

Ms. Ginny Vega

Guidance Counselor, Manalapan High School

Table of Contents

Strategic Plan Origins <i>Compass 2.0</i> Strategic Plan	1
Mission and Commitments	2
<i>Compass 2.0</i> Strategic Plan Four Core Areas	3
Core Area – Whole Child	4-5
Theory of Action Action Plans	
Core Area – Equity and Opportunity	6-7
Theory of Action Action Plans	
Core Area – Student Growth and Learning	8-9
Theory of Action Action Plans	
Core Area – Community Partnerships	10-11
Theory of Action Action Plans	



Strategic Plan Origins

Compass 1.0 - School Years 2011-2012 through 2016-2017

The Freehold Regional High School District (FRHSD) Strategic Plan is known as *Compass*. In the summer and fall of 2011 the Steering Committee, comprised of multiple stakeholder groups, identified three visionary threads in the existing Mission Statement to guide our work during school years 2011-2012 through 2016-2017.



These threads—*lifelong learning, comprehensive education, and supportive environment*—were not merely truisms for school district mission statements, but closely held values of the American public education system that have their roots in the one room schoolhouse. Despite their age, they are no less relevant today. In fact, we often wonder if they are finally coming into their own in the modern world.

The FRHSD successfully completed *Compass 1.0* at the end of the 2016-2017 school year. Analysis of *Compass 1.0* results during its five-year implementation support the continued relevance of the three visionary threads as a basis for *Compass 2.0*. *Compass 2.0* will guide our work and support our current mission for the next five years, school years 2017-2018 through 2021-2022.

{ The schools of the Freehold Regional High School District form a diverse and supportive community offering innovative and comprehensive programs that inspire students to maximize their potential, preparing them to navigate an evolving global society. }

Compass 2.0 - School Years 2017-2018 through 2021-2022

Compass 2.0 development was collaborative and data informed. Feedback was gathered from staff, current and former students, parents, and other community members. During the early months of the 2017-2018 school year, Superintendent Charles Sampson engaged the Board of Education, community members, parents, students, and leadership teams in conversations about the district's mission statement, commitments, district successes, and areas of growth on our continued path toward the fulfillment of our mission.

Through our *Compass 2.0* project, the Freehold Regional High School District has mapped priorities and projects through the 2021-2022 school year. *Compass 2.0* has four core areas that support our mission:

- Whole Child
- Equity & Opportunity
- Student Growth and Learning
- Community Partnerships

The Steering Committee convened four Action Planning Teams—one for each focus area—to develop a Theory of Action. This framework includes actions plans within each area to support realization of our mission and priorities. Each core area's plan is structured to create a feedback loop of measuring, learning, building, and implementing toward fulfillment of our goals and mission.

Details for each of the four core areas including its Theory of Action and Action Plan follow.

Mission

The schools of the Freehold Regional High School District form a diverse and supportive community offering innovative and comprehensive programs that inspire students to maximize their potential, preparing them to navigate an evolving global society.

Commitments

In the implementation of this Strategic Plan, we commit to the following core ideas.





Compass 2.0 Strategic Plan **Four Core Areas**

Whole Child

We will inspire individual student goals through a safe, healthy, challenging, engaging and supportive learning environment.

Equity & Opportunity

We will maximize opportunities and access, and support students in their academic goals.

Student Growth and Learning

We will deliver curriculum and instruction that ensures the development and growth of individual student goals.

Community Partnerships

We will engage our school community and external partners to provide authentic learning opportunities for students.

Compass 2.0 Strategic Plan

Whole Child

We will inspire individual student goals through a safe, healthy, challenging, engaging and supportive learning environment.

The Freehold Regional High School District embraces the tenet that each student must be supported in the area of social-emotional learning so they can achieve their full potential academically, socially, and emotionally. Therefore, it is imperative that we continue to develop student mindsets, skills, and attitudes so our students can meet or exceed the demands of high school, college, and career. By leveraging a comprehensive support system of intentional practices and programs facilitated by a cohort of professionals, counselors, teachers, administrators and community members, FRHSD students will develop a growth mindset that fosters success in all facets of their life. Utilizing these supports, students will accentuate and foster social, emotional, and relational competencies to set and reach personalized goals.

Theory of Action:

When, we

- implement practices to build skills and competencies
- guide and assist students with academic and social emotional outcomes-based goal planning
- cultivate a positive school climate
- encourage student participation in extra- and co-curricular programs

Then, students will

- reach their full potential for success in school, careers, and life
- be prepared to achieve their desired outcome
- thrive and have a sense of belonging in their school community

Compass 2.0 Strategic Plan

Whole Child

We will inspire individual student goals through a safe, healthy, challenging, engaging and supportive learning environment.

Action Plans:

1. Program Planning

- a. Inventory and assess existing programs that support the whole child
- b. Investigate, select, and implement character education programs & positive behavior supports
- c. Initiate programs and structures that foster relationship building between teachers and students and among students
- d. Collect and showcase evidence of student growth toward individual goals
- e. Create a modernized, flexible physical learning space that fosters collaboration and critical thinking
- f. Encourage student participation in extra- and co-curricular programs

2. Student Supports

- a. Continue to offer transition supports between grade levels
- b. Continue to expose students to academic, social, and post-secondary opportunities so desired outcomes can be achieved
- c. Continue to promote and encourage students to participate in athletics, clubs, activities, and groups to enhance involvement and connections to school community

Compass 2.0 Strategic Plan

Equity and Opportunity

We will maximize opportunities and access, and support students in their academic goals.

The Freehold Regional High School District values the principles of equity and opportunity. We will maximize opportunities and access and support every student in achieving, academic and co-curricular goals. We understand that each student's journey through his/her high school years is unique. We work steadfastly to ensure that each student's experience in academic and co-curricular activities provides them with a rich education that both exposes them to a diversity of learning opportunities and prepares them well for their post-secondary endeavors. We aim to ensure that these learning opportunities allow all students to further develop their existing interests and passions as well as to discover new interests and passions as they progress through their four-year journey.

Theory of Action:

When, we

- maximize opportunities and access
- monitor student performance and target academic supports

Then, students will

- develop competence and confidence for success in school and their desired outcomes
- be prepared for academic success

Compass 2.0 Strategic Plan

Equity and Opportunity

We will maximize opportunities and access, and support students in their academic goals.

Action Plans

1. Program Planning

- a. Standardize student and staff use of technological platforms
- b. Improve communication to students and parents regarding student programming options
- c. Increase vertical articulation to ensure alignment and cohesiveness in curriculum and instruction
- d. Ensure authentic learning opportunities and connections to the real world through programming
- e. Provide professional learning opportunities for teachers and staff to support every student in academic and co-curricular goals

2. Student Supports

- a. Review and improve support services for students (i.e. Intervention and Referral Services (I&RS), Bridge Program, Summer Program etc.)
- b. Continue to develop supports for students to meet grade level proficiency

Compass 2.0 Strategic Plan

Student Growth and Learning

We will deliver curriculum and instruction that ensures the development and growth of individual student goals.

The Freehold Regional High School District is committed to developing programs and initiatives that advance student growth and learning, leading to preparedness for students' desired outcomes including readiness for college and career. Curriculum is developed collaboratively to ensure high expectations for all students. We believe in a growth based assessment model to encourage student ownership in their learning.

Theory of Action:

When, we

- deliver a common standards-aligned curriculum
- incorporate varied and authentic student centered learning practices
- develop and utilize assessments aligned to standards that inform instructional decisions

Then, students will

- be equipped to realize their desired college and career outcomes
- engage in a modern learning experience
- actively construct knowledge in order to advance their own learning

Compass 2.0 Strategic Plan

Student Growth and Learning

We will deliver curriculum and instruction that ensures the development and growth of individual student goals.

Action Plans

1. Instructional Programming

- a. Develop a 3-year program review cycle that assures a consistent, scheduled examination of all content areas
- b. Develop a 5-year curriculum review cycle that assures a consistent, scheduled examination of all content areas for the delivery of modern learning toward outcomes
 - i. Provide enhanced implementation opportunities for newly developed curricula as appropriate
- c. Identify and design courses and career and technical opportunities that equip students to realize their individual goals

2. Monitoring of Student Growth and Learning

- a. Develop tools and resources to support teachers and students in mastering and measuring progress of New Jersey Student Learning Standards (NJSLS) to provide student centered authentic learning
- b. Conduct an inventory of state and district standardized assessments in order to identify assessment/curricular needs, gaps, and overlaps
- c. Develop means to assess students' performance against identified standards and communicate students' academic progress in a timely manner

3. Instructional Practices

- a. Continue to strengthen and broaden the repertoire and appropriate selection of teaching strategies to cognitively engage students in meaningful standards-aligned instruction
- b. Integrate the strategic use of technology to improve collaboration, intentionally develop career skills applicable in all careers such as communication, collaboration, document production with modern tools and problem solving to support students in realizing their desired outcomes
- c. Integrate the strategic use of technology to improve professional collaboration and increase workflow efficiencies

Compass 2.0 Strategic Plan

Community Partnerships

We will engage our school community and external partners to provide authentic learning opportunities for students.

The Freehold Regional High School District is committed to forging and nurturing internal and external relationships that will help support the array of student needs and interests related to learning. Relationships built and strengthened among students, faculty and staff, [internal] and the community at large [external] will help extend the learning experiences and opportunities for the student body. We believe that community partnerships provide students with invaluable tools, skills, and experiences that provide a real-world connection that reinforces classroom learning and contextualizes it in the world that awaits them after their formal schooling is completed. We understand that communication is the cornerstone of positive and mutually supportive relationships, and to that end, the district is committed to empowering all stakeholders: students, teachers, and families with timely information in an accessible format. We value the input of all members of our school community including graduates, who have a unique perspective needed for meaningful organizational reflection and growth. We seek to fulfill all aspects of the community partnership action plan in order to forge, expand, and enhance internal and external relationships that will support and empower our students to make purposeful connections along their career path.

Theory of Action:

When, we

- build and engage our internal and external community connections
- convey information and resources to parents/guardians, community stakeholders, and district staff to support students in authentic learning opportunities

Then, students will

- have access to authentic experiences
- select and connect classroom experiences to support their own career path

Compass 2.0 Strategic Plan

Community Partnerships

We will engage our school community and external partners to provide authentic learning opportunities for students.

Action Plans

1. Community Connections

- a. Evaluate, implement, and strengthen community partnerships that provide authentic learning experiences
- b. Identify gaps and continue to forge meaningful and mutually beneficial relationships with community organizations (businesses, non-profits, local governments, municipal service agencies, higher education, other school districts, etc.)
- c. Expand opportunities for student community service within the district's curriculum or extra-curricular program
- d. Continue to build partnerships with K-8 sending districts to explore areas for high school students to engage in authentic experiences with K-8 district students
- e. Build meaningful and purposeful connections with district alumni to expand current student exposure to career options and other post-secondary choices
- f. Expand opportunities for students to interact with community representatives

2. Staff Connections

- a. Encourage continuity of leadership and empower teacher leadership within the school community through the continuation of the Aspiring Administrator Academy
- b. Maintain a comprehensive staff recruitment, induction, and mentoring program to support the needs of new members of the district staff as they transition into the organization and its professional learning community

3. Communication

- a. Continue to implement and maintain various means of communication and collaboration within the school community and beyond
- b. Support and expand opportunities for students to collaborate across the district