



### Contributors:

Michele Altobelli, Cynthia Apalinski, Linda-Ann Burt, Lakhia Carter, Denise Cleary, Rita Cruz-Suarez, Kristi DePalma, Celia Dipolvere, Michele Dorney, Edith Duckett, Caryl Ederer, Gail Fazio, Jan Flanagan, Marie Fosket, Nicole Frankonis, Judy Gahr, Kimberly Garland, Rose Goldstein, Gregory Grasso, Wayne Happel, Barthlomew Healy, Debra Heffernan-Louka, Joyce Hirsch, Yelena Horre, Christopher Kolibas, Patricia Kowalski, Kevin LaMastra, Joann Lord, Matthew Lorenzetti, Renata Marchesi, Tanya Martin-Cooper, Tania Miguelez, Lindsey Mottley, Michael Nappe, Suzanne Olivero, Susan Parashis, Alphonsina Paternostro, Michael Pekosz, Toni Perez, Mary Petty, Derrick Potts, Dona Preston, Angela Principato, Leah Push, Lisa Rieckhoff, Megan Romero, Suzanne Rothausser, Debra Sager, Caitlin Sanders, Laura Scamardella, William Simonitis, Marie Stefanick, Archie Strazzella, Rokhsana Suggs, Valeria Thompson, Raymond Topoleski, Zareena Uddin, Steven Viana, Cheryl Waite, Michael Walters, Vickie Wean, Kcyronne Zahir, Margaret Zucosky

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To the staff of Linden Public Schools for their continued professionalism and dedication to the students and community they serve.



## Linden Public Schools Strategic Plan 2015-2020

Danny A. Robertozzi, Ed.D.  
*Superintendent of Schools*

Denise Cleary  
*Assistant Superintendent*

Kathleen A. Gaylord  
*Business Administrator, Board Secretary*

### Board Members:

Bryan A. Russell (*President*)

Susan L. Hudak (*Vice President*)

Alexander Alvarez, Dawn Beviano, Tracey Birch, John Kolibas, Raymond J. Topoleski, Theresa Villani

# Executive Summary

## A Message from the Superintendent, Danny A. Robertozzi, Ed.D.

*The Linden Public School District stands at the threshold of an exciting point in time. We continue to see an increase in our college acceptance rate at incredibly prestigious schools and we also continue to prepare students for the careers that await them post high school. Linden Public Schools has much to be proud of in terms of athletic accomplishments, artistic achievement, and overall student recognition.*

*The world is changing, and the Linden Public School District is committed to promoting global citizenship by preparing our students with exemplary instruction and accessibility to cutting-edge technology. The purpose of our Five Year Strategic Plan is to provide a road map for the continued success of our district. I look forward to working with our community and stakeholders during these next five years.*

*We truly are a "District of Distinction."*



# Vision and Mission

## Vision:

The Linden Public School District is committed to developing respect for diversity, excellence in education, and a commitment to service, in order to promote global citizenship and ensure personal success for all students.

## Mission:

The mission of the Linden Public School District is to promote distinction through the infinite resource that is Linden's diversity, combined with our profound commitment to instructional excellence, so that each and every student achieves their maximum potential in an engaging, inspiring, and challenging learning environment.



# Academic Achievement Curriculum and Instruction

## Goals:

All students will have the educational opportunities and experiences needed to ensure overall academic achievement and personal growth. Additionally, all teachers will have the tools and support systems available to achieve instructional success.

## Objectives:

- All students will have access to a rigorous curriculum across grade levels and disciplines.
- The district will continually foster the improvement of instruction.
- District factors, including disparities in academic achievement, will be examined and addressed.
- Teacher involvement will be sought in shaping school improvement.



# Academic Achievement Curriculum and Instruction

## Strategies (Elementary Level):

Create a district-wide schedule for supervisor/teacher-led grade level or discipline meetings and cross grade level meetings to set a common standard.

### Year 1:

- Analyze overall schedule and look for opportunities to collaborate
- Designate a point person and create initial schedule

### Year 2:

- Begin implementation
- Solicit teacher input for number and frequency of meetings
- Review, adapt, and implement schedule for next academic year

### Year 3:

- Continue with implementation
- Review, adapt, and implement schedule for next academic year

### Year 4:

- Continue with implementation
- Review, adapt, and implement schedule for next academic year
- Evaluate overall process and determine successes and weaknesses

### Year 5:

- Final evaluation to determine overall success of 5 year implementation
- Determine next steps





# Academic Achievement Curriculum and Instruction

*Supervisors support ongoing professional development to enhance professional knowledge base and unify expectations. Opportunities will be provided for coaches and teachers to model lessons that support the curriculum.*

## **Year 1:**

- Assess needs of students and staff

## **Year 2:**

- Designate point person and create initial schedule to merge with the needs assessment
- Review, adapt, and implement schedule for next academic year

## **Year 3:**

- Continue with implementation
- Review, adapt, and implement schedule for next academic year
- Reassess teacher needs

## **Year 4:**

- Continue with implementation
- Review, adapt, and implement schedule for next academic year
- Evaluate overall process and determine successes and weaknesses

## **Year 5:**

- Final evaluation to determine overall success of 5 year implementation
- Determine next steps



# Academic Achievement Curriculum and Instruction

*Create a teacher professional development academy to support ongoing professional development and provide teacher training in data review and analysis*

## **Year 1:**

- Conduct needs assessment
- Compile and analyze results for review

## **Year 2:**

- Present findings to stakeholders
- Develop a plan to enhance professional development

## **Year 3:**

- Implement plan

## **Year 4:**

- Review, adapt, and implement plan for next academic year
- Evaluate overall process and determine success and weaknesses

## **Year 5:**

- Final evaluation to determine overall success of 5 year implementation
- Determine next steps



# Academic Achievement Curriculum and Instruction

*Provide opportunities for family involvement to support student academic achievement*

## **Year 1:**

- Assess family needs
- Create a plan based on needs

## **Year 2:**

- Outline parent goals for involvement
- Create resources and references
- Promote and distribute

## **Year 3:**

- Review parent participation
- Create additional resources
- Identify the most successful resources and programs

## **Year 4:**

- Continue to promote parental involvement
- Survey parents and utilize feedback to continue planning

## **Year 5:**

- Determine next steps to promote successful parental involvement



# Academic Achievement Curriculum and Instruction

*Create a district team to oversee curriculum development*

## **Year 1:**

- Identify members for a curriculum development team
- Establish roles of team members

## **Year 2:**

- Begin review of curriculum
- Promote curriculum expectations
- Set goals for curriculum team

## **Year 3:**

- Implement plan

## **Year 4:**

- Evaluate and adapt plan according to needs

## **Year 5:**

- Continue to review and update curriculum



# Academic Achievement Curriculum and Instruction

*Review time allotments for best implementation of technology goals at the elementary level, and incorporate additional technology opportunities for grades Pre-K-2*

## **Year 1:**

- Review time allotments for all subject areas
- Determine time allotment, resources, and focus necessary for technology growth

## **Year 2:**

- Create a plan for implementation
- Secure resources and necessary approvals to carry out implementation

## **Year 3:**

- Begin implementation of plan
- Continually monitor and assess plan for effectiveness

## **Year 4:**

- Evaluate and adapt plan according to needs

## **Year 5:**

- Continue to review, update, and implement plan



# Academic Achievement Curriculum and Instruction

*Create a district-wide character education program*

## **Year 1:**

- Form a character education planning team
- Research successful options, plans, and programs to consider towards the development of a district-wide character education program

## **Year 2:**

- Develop a cohesive character education program for district-wide implementation
- Provide staff training

## **Year 3:**

- Secure resources for plan implementation
- Begin implementation of district-wide character education program

## **Year 4:**

- Evaluate and adapt plan according to needs

## **Year 5:**

- Continue to review, update, and implement plan



# Academic Achievement Curriculum and Instruction

*Analyze assessment tools, measures, and criteria at the elementary level*

## **Year 1:**

- Form teams to evaluate assessments in each subject area
- Determine the instructional impact of assessments

## **Year 2:**

- Create an assessment master schedule
- Provide teacher training in utilizing data to inform instructional decision-making

## **Year 3:**

- Solicit feedback from teachers, administrators, parents, and students regarding appropriateness of assessments
- Continue teacher training in utilizing data to inform instructional decision-making

## **Year 4:**

- Evaluate and adapt plan according to needs

## **Year 5:**

- Determine next steps



# Academic Achievement Curriculum and Instruction

*Strategies (Secondary Level):*

*Review the process for curriculum writing. Revisions will be continuous and inclusive of all stakeholders*

## **Year 1:**

- Explore online curriculum builder programs
- Create district curriculum templates in accordance with QSAC requirements and student needs

## **Year 2:**

- Begin the rewrite/revision process using curriculum builder template

## **Year 3:**

- Form department curriculum teams to write/revise core curriculum
- Form a district curriculum evaluation team that reviews curriculum
- Adopt a curriculum evaluation rubric to assess newly developed curriculum

## **Year 4:**

- Evaluate and adapt plan according to needs

## **Year 5:**

- Determine next steps

