

**A VISION FOR THE  
OXFORD CENTRAL  
SCHOOL**

**STRATEGIC PLAN 2021-2026**

## **Acknowledgements**

The Oxford Township School District's Strategic Planning process began during the 2020-2021 school year and completed during the summer of 2021. This project could not have been possible without the support, cooperation and dedication of the following people:

### **Oxford Township Board of Education**

Mrs. Suzanne Taranto, President

Mr. John Brus, Vice President

Mr. Jacob Burlas

Mrs. Linda Koufodontes, Left August 2021

Mrs. Kristen MacLean

Mr. Brian O'Neil, Began September 2021

Mr. William Ott

Mr. Michael Zulla

## **Administrative Staff**

Mr. Robert J. Magnuson, CSA / Committee Member  
Mrs. Julie Rienzi, Director of Special Services / Committee Member, Left August 2021  
Mrs. Nancy DeRiso, Business Administrator / Committee Member

## **Strategic Planning Committee**

Mrs. Arlene Janusz	Mr. Brian O'Neil
Mrs. Catherine Cucciniello	Mrs. Lisa DeMarco
Mrs. Nancy DeRiso	Mrs. Christina Sadel
Mrs. Cristen Tierney	Mrs. Fatima Lainez
Mrs. Hillary Werner	Mrs. Jennifer Russo
Mr. John Brus	Mrs. Julie Rienzi
Mrs. Kelly Suyker	Mrs. Suzanne Taranto
Mrs. Kristen Cutro	Mrs. Tara Olsen
Mrs. Linda Koufodontes	Mr. Michael Bloom
Mrs. Olena Kushper	Mrs. Georgette Miller

# The Oxford Learning Community

## Mission Statement

Students are:

- 🐾 Inspired to believe and achieve
- 🐾 Challenged in a caring and character building environment
- 🐾 Enabled to make positive contributions to their community

## Oxford Student Motto

Be CORRECT

- 🐾 Courage
- 🐾 Optimism
- 🐾 Responsibility
- 🐾 Respect
- 🐾 Empathy
- 🐾 Citizenship
- 🐾 Trustworthiness

**GOAL: Fiscal Management**

**STRATEGY: Develop alternative sources of revenue – School-based/ OCS Foundation**

Major Activities	Staff	Resources	Timelines	Indicators of Success
Re-Establish the OCS Education Foundation	Administration Parents Community Members	Foundation members time and energy to re-establish the Foundation	Early September discussion with the community and with parents during Back to School Nights, Conferences	-Solicit feedback from participants -Revised Foundation website/links -New Exec Committee
Develop new grant sources	OCS Staff Administration	Release time and PD time to develop grants	On-going and developed annually	Grant applications submitted to BOE
Develop a school-wide fundraising event	OCS Staff/ Club Advisers	Flyers/ radio/ social media	Held in the February/March	Feedback from participants
Secure licenses for small games of chance	Education Foundation Executive Committee	Funds for state paperwork filing	Annually	Receipt of certificate(s)

Major Activities	Staff	Resources	Timelines	Indicators of Success
Develop community partnerships with organizations, community groups and businesses	Administration, OCS Staff, Parents and Community	-Local businesses -School-based groups -Local community groups <i>i.e.</i> Municipal Alliance, Rotary Club -District communication	On-going and annual	Spotlight community partnership

GOAL: Personnel Management  
 STRATEGY: Build Upon Strengths

Major Activities	Staff	Resources	Timelines	Indicators of Success
Supporting More Students	Teachers, Administration, Support Staff	Current Staff, Literacy Instructors, <i>STEM Lab training, Free typing resources</i>	2012-2026	Reaching a greater number of students with support – student records
Staff Flexibility	Teachers, Administration	-Current Staff, professional development to address classroom needs and new state initiatives, - <i>Stipends for other positions HIB, Schedule Coord., MyAccess and IntoMath Benchmarks</i>	On-going	Increased Professional Development opportunities for all staff, evaluation of PD
Continued Shared Services	Administration, CST	Working with cluster schools, Warren County schools and WCSSSD	On-going	Continued use of shared services, savings demonstrated in budget.

GOAL: Personnel Management

STRATEGY: To continue to meet the needs of all students

Major Activities	Staff	Resources	Timelines	Indicators of Success
Music Instruction Full-Time	Additional time: teacher and administration	Funds needed to implement full-time music, <i>possible online supplementation due to increase in Chromebooks</i>	On-going	Implementation of a full-time Music program
Spanish Instruction Full-Time	Additional time: teacher and administration	Funds needed to implement full-time program, <i>possible online supplementation due to increase in Chromebooks</i>	On-going	Implementation of a full-time Spanish program
Full Response to Intervention Program	Administration	Staffing and funding, <i>Specifically literacy instruction, Tiered RTI</i>	On-going	Implement a full RTI program
Future Needs of Special Learners	Administration, additional teacher	Shared services, budget funds, <i>GATE instruction, STEM lab</i>	On-going	Implementation of additional support programs

GOAL: Instruction and Program  
 STRATEGY: Continue to Improve Student Performance

Major Activities	Staff	Resources	Timelines	Indicators of Success
Continue to see Student Growth Percentiles increases	Teachers, paraprofessionals, administration	Curriculum implementation, Study Island Benchmarks, RTI LA and Math, Start Strong, NJSLA	2021-2026	State Student Growth Percentile results, school-wide score improvement
Curriculum Updates	Teachers, administration, Warren Hills cluster	WH Cluster meetings (MS), WH District Paid Writer Curriculum	2021-2026 as required by the state	Completed and approved curriculum Posted to School website
Textbook Adoption	Teachers, administration, community	Sample textbook series, primary sources, supplemental reading, Social Studies series	2021-2026	New textbooks acquired, new supplemental reading acquired
Technology Implementation	Teachers, administration, Technology Contractors	STEM Room, Plan for replacing old CBs/ incorporating new ones, JDM, Education for Teachers, Early Coding/OZOBots, PTA, OCS Foundation	2021-2026	Implementation of new technologies



GOAL: Instruction and Program

STRATEGY: Continue to Improve Student Performance

Major Activities	Staff	Resources	Timelines	Indicators of Success
Develop new schedule for school to implement new programs and achieve greater student support	OCS staff representatives, administration	Genesis, staff input, research from other districts, budget funds, My Access, Shared Reading Services	2021-2026	New schedule developed
Develop new cohesive RTI program for the primary grades focused on ELA & Math along with a schedule	Staff, Reading Specialists, Director of Special Services, CST members	Federal funds, District funds	2021-2026	Staffing to support students and RTI
Create a Career Fair mini-week activity	OCS Staff	WHHS/ WCTech Guidance staff, NJDOE, Volunteer speakers	Spring 2022	Annual Career Fair in place and Career Week activities implemented
All Students achieving at or above grade level	Faculty, administration, BOE	Annual budget, PD, staffing support, scheduling support	2021-2026	Increased student growth percentiles and assessment scores (Study Island/ NJSLA), reading assessments/writing assessments
Annually meet all state monitoring	Administration, BOE	Administration/BOE time and effort	2021-2026	Approved SOA/QSAC

GOAL: Instruction and Program

STRATEGY: Develop a plan to increase volunteerism in our students and staff population

Major Activities	Staff	Resources	Timelines	Indicators of Success
Implement a community volunteer initiative	Students, staff, BOE, community	School calendar dates, volunteer and community group presentations	2021-2026	-Develop a policy to promote and implement volunteerism -Annual report to the BOE/ community

GOAL: Operations

STRATEGY: Parent Volunteering

Major Activities	Staff	Resources	Timelines	Indicators of Success
Education Foundation	Parent volunteers for Executive Committee	Social media/ SchoolMessenger/ school website	Develop executive committee Spring 2022	Committee formed
Education Foundation	Parents/ admin/ staff	Same	Develop annual calendar of events	Calendar established
Classroom/ School Volunteers	OCS parents and community members	Social media/ school website/ flyers	Annually	List of school volunteers developed/ annual increase in volunteers
Partnerships with corporate sponsors	Notices written and mailed to corporations/	Volunteers, computer time and supplies	Annually	New corporate sponsors secured
Develop new funding for district	Parents, administration, community leaders	Grant writing incentives, annual budget, crowd-sourcing	Annually	New revenue attained

**GOAL: Operations**

**STRATEGY: Creating a school environment that is energy efficient and environmentally responsible**

Major Activities	Staff	Resources	Timelines	Indicators of Success
Continue to monitor the facility for energy savings	Administration, BOE members, community members,	Accounting procedures, billing analysis, discussion with outside contractors	2021-2026	Annual report to the BOE
Investigate a solar energy plan	Administration, BOE, community committee, contractors	State and Federal grants	2021-2026	Development of solar plan
Continue to identify methods to reduce carbon footprint	Staff, students, parents, community leaders,	NJ Green/ Best Practice schools, PD funds, budget funds for publicity campaign, grants	2021-2026	Identify annually methods to reduce the OCS carbon footprint
Update to Long Range Facility Plan	Administration, staff, community members	Budget funds, grants, supplies	2021-2026	Updated LRFP and supporting QSAC Documents

GOAL: Operations

STRATEGY: Investigate District Consolidation/ Regionalization

Major Activities	Staff	Resources	Timelines	Indicators of Success
Research Consolidation/ Regionalization	CSA, Warren Hills Regional CSA, Warren County Executive County Superintendent, Warren County Business Administration	Budget funds 24 <sup>th</sup> Legislative District representatives	2021-2026	Regionalization Plan research completed and presented
Monitor and adjust building security	WTPD, administration, Staff, BOE	Annual budget, research of Best Practices, WTPD input, district Architect	2021-2026	Memorandum of Agreement with Law Enforcement annually New security equipment

GOAL: School Climate and Culture

STRATEGY: Increase the Level of Pride in OCS felt by Students, Faculty, Staff, Alumni and the Community

Major Activities	Staff	Resources	Timelines	Indicators of Success
Continue to institute the educational and social interactions between our 7/8 grade students and primary grade student	Faculty, students, parent volunteers, administration	Time set aside for planning	2021-2026	Regular classroom visits held, projects produced and shared
Develop Peer Leadership program continuing to incorporate the Warren Hills HS Peer Leadership program to guide student interactions.	Faculty, students, administration	Annual budget, research other districts, meeting times, PD and training	2021-2026	On-going Peer Leaders program, creation of esteem building activities, calendar for Peer Leadership programs
Continue to develop and financially support more extra-curricular activities	Administration, faculty, BOE	Research, surveys, annual budget, additional funding sources, OCS Foundation, OCS PTA	2021-2026	Creation of new activities
Develop new student rewards for positive behavior	Administration, faculty, community volunteers	Research from other districts, funding to support rewards	2021-2026	Creation of recognition program

GOAL: School Climate and Culture

STRATEGY: Increase the Level of Pride in OCS felt by Students, Faculty, Staff, Alumni and the Community

Major Activities	Staff	Resources	Timelines	Indicators of Success
Staff Self-Care + Wellness: Provide access to programs for self-care and wellness (physical/mental health) for all district staff	Faculty, Administration, BOE	Research, OCS Budget, Grant opportunities, Federal and State funding	2021-2026	Creation of programs, professional development

**GOAL: School Climate and Culture**

**STRATEGY: Continue to develop Promising Practices and a variety of academic and extra-curricular programs to promote a positive school climate**

Major Activities	Staff	Resources	Timelines	Indicators of Success
Build a solid team for character education committee for social/emotional learning	Staff, administration, community volunteers, School Climate Team	Annual budget, grant resources, school calendar, CORRECT Program	2021-2026	Committee formed and meeting calendar developed
Continue to develop and financially support more extra-curricular activities	Administration, faculty, BOE	Research, surveys, annual budget, additional funding sources	2021-2026	Creation of new activities
Develop quarterly school spirit activities –including staff activities	Staff, administration, community volunteers, PTA, OCS Foundation	Research from other school districts, annual budget, Municipal Alliance, Safe Routes to School \$, grant money	2021-2026	Calendar of events scheduled

**Activities could include:**

- Having the students nominate a student of the month
- Lego Club (after school)
- Spotlight Board
- Continue Spirit Days/ Weeks
- Expanding with peer leadership with Warren Hills and WC Technical School
- Speakers about safety issues including bullying
- Explore programs to have special needs kids and typical kids work together to help understand the differences
- Mindfulness bulletin board
- Walking Club/ Yoga for students and teachers.
- After school Zumba
- Field Day
- Shop-Rite Healthy snacks club
- Knitting Club (volunteer basis)
- Kindness awards both students and faculty
- Girls on the Run
- Goodies to the teachers’ lounge. Coffee, water, snacks...



## Accountability of Efforts

A Strategic Plan will not be effective if the plan is not revisited from time to time and evaluated for progress. This plan will be evaluated annually.

Throughout each year, the plan will be evaluated on the following criteria:

- A continued increase in standardized assessment scores (Linkit Benchmarks, Study Island Benchmarks, MyAccess and NJSLA). 80%-85% of students should be in the typical to above average growth range;
- Continued increase in the Student Growth Percentiles, as provided by the NJDOE;
- A decrease in the achievement gaps in our student groups;
- Continue to survey graduating 8<sup>th</sup> grade students to improve school programs (Google Forms);
- Continue to develop survey of Oxford students who are in 9<sup>th</sup> grade. Survey would be done electronically after the first marking period of school;
- Average daily Attendance to 95% or above;
- Evaluate HIB reports with School Safety Committee as per statute;
- Evaluate curriculum update timelines annually;
- Evaluate textbook adoption timelines annually;
- Analyze technology requirements each year. Staff input would be gathered in December;
- Annually present the Strategic Plan update via the school website;
- Provide annual updates of school programs and Strategic Plan for parents at the Spring Music concert;
- Report to the school board the annual savings from energy efficiency plan;
- Cooperation between community resources and school district should be highlighted annually in an end of the year newsletter.