

# FAIR LAWN SCHOOL DISTRICT STRATEGIC PLAN

2018-2023

## Health, Wellness, & Social Purpose DISTRICT GOALS AND OBJECTIVES ACTION PLAN



### **GOAL STATEMENT:**

**To support the mental, emotional, and physical well-being of students to enable them to maintain a healthy balance between school and social life.**

### **OBJECTIVES:**

- 1. Provide opportunities for students to develop empathy and appreciation for diversity.**
- 2. Provide programs that support the emotional and mental health of students.**
- 3. Create a sense of belonging, community, and acceptance within each school building (with an emphasis on social media).**

## OBJECTIVE 1

Provide opportunities for students to develop empathy and appreciation for diversity.

Major Activities	Board/staff	Resources	Timelines	Indicators of Success
1. Administer a building climate survey in order to identify mental health needs.	Administration, teachers, building support staff, community partnerships	<ul style="list-style-type: none"> <li>• Computer generated survey</li> </ul>	2018-2019	A combined averaged response rate of 50% climate survey.
2. Analyze climate survey results to identify specific building related needs in order to address culture and climate	Health, Wellness, and Social Purpose Committee	<ul style="list-style-type: none"> <li>• Administration will provide time for committee to meet.</li> </ul>	2018-2020	Written report identifying needs with recommendations for developing and implementing new programs, activities and events.
3. Develop and implement additional programs, activities, and events.	Middle School and High School Staff, Students Assistance Counselor, Child Study Team, World Language Supervisor, Student Services Supervisor and Building Administration	<ul style="list-style-type: none"> <li>• BOE financial support, PTO/PTA grants, master schedule planning time. Designate classrooms and supplies.</li> </ul>	2018-Ongoing	Implementation of new programs, activities, and events culminating in an improved culture and climate.

<p>4. Continue implementation of existing assemblies, classroom activities, school-wide events (guest speakers, team building, volunteer opportunities, and teacher directed instruction focused on character building.)</p>	<p>Middle School and High School Staff, Students Assistance Counselor, Child Study Team, World Language Supervisor, Student Services Supervisor and Building Administration.</p>	<ul style="list-style-type: none"> <li>Board of Education financial support, fundraising, PTO/PTA, PLC planning time. Designated classrooms and supplies.</li> </ul>	<p>2018-ongoing</p>	<p>Implementation of events and activities that foster a sense of belonging, and an understanding of cultural diversity,</p>
<p>5. Support and develop school clubs and after school activities to build student awareness of cultural identities and students with disabilities</p>	<p>Middle School and High School Staff, Students Assistance Counselor, Child Study Team, World Language Supervisor, Student Services Supervisor and Building Administration</p>	<ul style="list-style-type: none"> <li>Designated classrooms within the High School and Middle School. Board of Education continued financial support.</li> </ul>	<p>2018-2023</p>	<p>Increased student participation in school clubs and activities.</p>

## OBJECTIVE 2

**To support the mental, emotional, and physical well-being of students to enable them to maintain a healthy balance between school and social life.**

Major Activities	Board/staff	Resources	Timelines	Indicators of Success
1. Enhance opportunities for students to engage in individual and group therapies within the school district.	SAC, School Based Mental Health Clinicians, and CST	<ul style="list-style-type: none"> <li>Mental Health Clinicians</li> </ul>	2017 - 2023	Improved academic and social functioning for students enrolled in the program.
2. Engage additional school district stakeholders in the development of wrap-around programs to support K-12 students.	Student Assistance Counselor, School Based Mental Health Clinicians, Child Study Team Members, Building Administration	<ul style="list-style-type: none"> <li>Community Organizations and Mental Health Clinicians.</li> </ul>	2018 - 2019	Form a school-based Health, Wellness & Social Purpose Committee who will meet once a year to develop goals and plan at least one activity.
3. Explore additional opportunities for community partnerships to increase awareness of emotional and mental health (Ex: Community Health Fair, Drug	District Administration, Community Organizations, Health Teachers, Child Study Team Members, SAC,	<ul style="list-style-type: none"> <li>Use of the LEAD organization and SAC to develop in-house programs..</li> </ul>	2018-2023	Attendance at county-wide professional development conferences.

<p>Awareness Programs, Etc)</p>	<p>LEAD Program Coordinator</p>			
<p>4. Refine the assessment protocol for students who present a risk to self and/or others.</p>	<p>Student Assistance Counselor, School Based Mental Health Clinicians, Child Study Team Members, Building Administration</p>	<ul style="list-style-type: none"> <li>• Mental Health Sub-Committee of Bergen County.</li> </ul>	<p>2018-2019</p>	<p>A written protocol including flow charts and forms.</p>

### OBJECTIVE 3

**Create a sense of belonging, community, and acceptance within each school building with an emphasis on digital literacy.**

Major Activities	Board/staff	Resources	Timelines	Indicators of Success
1. Create web page within district website to promote and highlight district mental health initiatives and community mental health resources.	Technology Director, Supervisor of Student Services, School Based Mental Health Clinicians, Child Study team.	<ul style="list-style-type: none"> <li>• Communication Liaison and Director of Educational Applications and Training.</li> </ul>	2019-2020	Creation of the web page and heightened community awareness surveyed by website use.
2. Provide professional learning opportunities to parents and community members at the building and district level related to the goal.	District and Building Administrators, School Based Mental Health Clinicians, Child Study Team, SACs	<ul style="list-style-type: none"> <li>• Professional Development provided by Mental Health Clinicians.</li> </ul>	2018-2023	At least one parent professional development event will be held per year beginning in 2018-2023 and each year after.
3. Promote and expand school based environmental clubs and initiatives which support mental and physical wellness.	Principals, Supervisors, Club Advisors, Fair Lawn Green Team, Self-Contained Programs	<ul style="list-style-type: none"> <li>• Provision of classrooms and materials for clubs.</li> </ul>	2018-2023	Participation in school-based environmental groups and numbers of such groups increase.

**Culture, Community & Family**  
**DISTRICT GOALS AND OBJECTIVES ACTION PLAN**



**GOAL STATEMENT:**

**To create a culture and climate of inclusion, fostering respect for and acceptance of diversity.**

**OBJECTIVES:**

- 1. To review, update and strengthen curriculum at all levels with an emphasis on culture, community and family.**
- 2. To explore best practices that enables diverse families to participate in the school community.**
- 3. To create cultural opportunities for all to learn about and share their heritage.**
- 4. To provide the tools that our students will need to create a positive and empathetic culture.**

## OBJECTIVE 1

**To review, update and strengthen curriculum at all levels with an emphasis on culture, community and family.**

Major Activities	Board/staff	Resources	Timelines	Indicators of Success
1. Evaluate current district initiatives, programs, and curriculum that promote a culturally competent and proficient school.	Supervisors, teachers and principals	<ul style="list-style-type: none"> <li>● Current curriculum</li> <li>● Identify strengths and areas needing additional resources</li> <li>● Current initiatives, programs</li> </ul>	2018-2019	Initiatives, programs, and curriculum needs and areas to supplement are identified.
2. Identify areas of curricular focus across content areas that support and relate to students' own experience, points of reference, and cultural/behavioral norms.	Supervisors, teachers and principals	<ul style="list-style-type: none"> <li>● Communicate with media specialists at Maurice Pine Library for recommendations.</li> <li>● Budget for additional resources, both print and digital, using district and community funding</li> </ul>	2019-2020 Elementary 2020-2021 Middle 2021-2022 High School	Expanded resources available to students, parents and staff which support culturally competent schools.



## OBJECTIVE 2

**To explore best practices that enables diverse families to participate in the school community.**

Major Activities	Board/staff	Resources	Timelines	Indicators of Success
<p>1. Collect attendance data at each building level for parent/teacher conferences, and building-based events to determine a baseline of high and low interest parent involvement.</p>	<p>Administrators School Support Staff</p>	<ul style="list-style-type: none"> <li>● Community School</li> <li>● Local Businesses</li> <li>● Identification of available programs</li> </ul>	<p>2018-2019</p>	<p>Review of data to identify high/low parent involvement</p> <p>Review data analytics of read parent emails and flyer distribution</p>
<p>2. Increase community participation and attendance at district and building level functions and events with lower attendance rates by partnering with PTA/PTO to promote events or create events to increase such involvement.</p>	<p>Supervisors, principals, teachers, staff,</p>	<p>Data analysis of current function and activity attendance</p>	<p>Ongoing</p>	<p>Increased attendance in events as evidenced by ongoing data collection and feedback from PTO Council representatives.</p>

<p>3. Invite local community members/agencies to present and/or visit Fair Lawn's schools, which complements the strengthened curriculum</p>	<p>Supervisors, principals, teachers, staff, parents</p>	<ul style="list-style-type: none"> <li>● Local businesses</li> <li>● Parent community</li> <li>● Rotary</li> <li>● District Communication Liaison</li> <li>● Municipal Alliance</li> </ul>	<p>Ongoing</p>	<p>Data collection that indicates increased involvement of local community members and agencies</p>
<p>4. Develop a communication approach to inform families where English is not the native language.</p>	<p>World Language/ELL Supervisor Special Education Supervisor</p>	<ul style="list-style-type: none"> <li>● Communicate information in multiple languages</li> <li>● Translation agency</li> <li>● Building level principals</li> <li>● Community School (Home Language Surveys)</li> <li>● District's Communication Liaison</li> </ul>	<p>Ongoing</p>	<p>Shared translated documents PRISE in Multiple Languages Native Language Liaisons Bilingual CST/Teacher Representatives Utilize ten current website languages and add to list Utilize links to Google Translate via Google Docs</p>
<p>5. Develop community partnerships with organizations, community groups and businesses to support participation of Fair Lawn's diverse community.</p>	<p>Administration, staff, parents, and community</p>	<ul style="list-style-type: none"> <li>● Local businesses</li> <li>● Parent community</li> <li>● Rotary, Municipal Alliance, etc.</li> <li>● District Communication Liaison</li> </ul>	<p>Ongoing</p>	<p>Spotlight newer community partnerships</p>

### OBJECTIVE 3

**To create cultural opportunities for all to learn about and share their heritage.**

Major Activities	Board/staff	Resources	Timelines	Indicators of Success
1. Expand equitable opportunities for participation in extra- and co-curricular activities made available to students of all gender, ability, and socioeconomic groups.	Staff, Community School, PTA/PTO	Promotional flyers	Ongoing	Additional offerings and participation of students, families and staff Flyer Analytics
2. Partner with Community School to offer courses or guest speaker series, selected from community, to increase diversity awareness for all groups.	Community School Staff Administration Community Members	Community School Events Calendar Collaboration with Community School to develop offerings	Ongoing	Selection of Diverse array of course offerings

### OBJECTIVE 4

**To provide the tools that our students will need to create a positive and empathetic culture.**

Major Activities	Board/staff	Resources	Timelines	Indicators of Success
1. Supplement curriculum to include a social and emotional learning platform at the elementary and middle school level.	Teacher, BOE, curriculum committee	Sanford Harmony/Social Emotional Learning Curriculum Health Promotion Wave (elementary and middle) Culture Community and Family (Social Studies curriculum)	2018-2019 BOE Approval 2018-2019 PD Opportunities Ongoing implementation of curricula	Board of Education approval of curriculum Rollout of PD for staff Integration of Sanford Harmony/Social Emotional Learning into the already existing wellness curriculum
2. Based on student learning needs, explore ways to expand inclusive opportunities for at-risk students within the general classroom	Teachers, staff	Collaboration between I & RS Committee, CST and other community level resources. Regular meetings with I & RS, CST	Ongoing	Addition of district or building level initiative(s) to meet needs of at-risk students (i.e., Response to Intervention)
3. Provide ongoing professional development for staff regarding program options, (i.e., co-teaching, social and emotional learning) using a combination of teacher	Teachers, both general and special education, and paraprofessionals	Sanford Harmony/Social Emotional Learning Curriculum Co-Teaching and Universal Design for Learning Flipped Classroom	Ongoing	Successful implementation of Sanford Harmony/Social Emotional Learning through creation of lesson plans Percentage of students in LRE

<p>teams, Houses, and PLCs. as well as outside resources.</p>				
<p>4. Expand ways within the elementary, middle and high school level for students to integrate with more contained classes, either within the school day, for special events, or during sports/clubs using the newly developed school schedule.</p>	<p>Administration, teachers and students</p>	<p>School Schedule School Clubs School Athletics</p>	<p>2019-2010</p>	<p>Actual Integrated Experiences</p>
<p>5. Expand opportunities for students, through community partnerships, to include a wider array of learning experiences.</p>	<p>Administration Community School Community Organizations</p>	<p>Local business groups Colleges and Universities</p>	<p>Ongoing</p>	<p>Introducing a mentor program which connects local business owners with guidance department Exploring credit opportunities at the community college level Creation of a positive and empathetic culture within the larger Fair Lawn community,</p>

**Personalized Learning & Academic Excellence For All  
DISTRICT GOALS AND OBJECTIVES ACTION PLAN**



**GOAL STATEMENT:**

**To develop comprehensive curriculum that engages and support students of all ages and abilities.**

**OBJECTIVES:**

- 1. To develop analytical thinkers to enhance problem solving opportunities.**
- 2. To expand personalized learning/alternative learning opportunities and offer more course options**
- 3. To support teacher collaborative learning to ensure academic excellence for all.**
- 4. To integrate 21st Century skills and concepts for college and career readiness**

**OBJECTIVE 1**

**To develop analytical thinkers to enhance problem solving opportunities.**

<b>Major Activities</b>	<b>Board/staff</b>	<b>Resources</b>	<b>Timelines</b>	<b>Indicators of Success</b>
Build master schedules that incorporate and support individualized and extended learning opportunities.	Administration, teachers, staff, and students.	K-5 Schedule developed to include an extended learning period for all grade levels.	Spring 2017- Summer 2018	Periods that connect data-driven individual learning goals and ancillary support (e.g., literacy, math, REACH, ELL, speech, O/T)
Provide time for collaboration dedicated to developing personalized/extended learning opportunities.	Principals, supervisors, district coaches/specialists, teachers.	Targeted professional collaboration on instructional practices that differentiate, support and extend students' academic learning.	2018-2019	Google Shared Drive publication of a menu of instructional practices and activities (e.g., leading small strategy groups based on common learning needs or conferring with individual students on learning goals) with ongoing menu revisions based on teacher collaboration.
Define analytical thinking across content and grade level.	Principals, supervisors, district coaches/specialists, teachers.	Dedicate faculty meeting time to defining critical thinking at each grade level and developing grade level lessons to be used on a rotating basis.	2018-2019	<ul style="list-style-type: none"> <li>● Collaborative work district wide to indicate critical thinking components of lessons in standards.</li> <li>● Professional conversations during pre/post observations</li> </ul>

**OBJECTIVE 2**

**To expand personalized learning/alternative learning opportunities and offer more course options**

<b>Major Activities</b>	<b>Board/staff</b>	<b>Resources</b>	<b>Timelines</b>	<b>Indicators of Success</b>
Identify opportunities within the existing schedule for students to explore choice, STEAM based hands-on activities.	District administration, teachers, student focus groups	Explore additional hands-on/ supplemental age appropriate STEAM materials, such as <i>MakerSpace</i> kits.	2019-2021	<ul style="list-style-type: none"> <li>• Team meetings and minutes</li> <li>• Visits to other school districts</li> </ul>
To provide additional time dedicated to individual conferences and small-group learning opportunities for students	Principals, supervisors, teachers	Personalized learning goals supported by individualized conferences and strategy groups.	2018-2019	Conference/Small group formative assessment data
Research middle school scheduling options that provide more choice in students' rotation period selection.	Administration, teachers, students	Scheduling collaboration, research of other districts	2018-2020	Shared findings of enhanced exploration/rotation periods in the secondary schools
Continuously explore the possibility of developing and adding high school electives.	Administration and teachers	Scheduling collaboration, research of other districts	2018-2023	Expanded and improved high school course offerings



**OBJECTIVE 3**

**To support teacher collaborative learning to ensure academic excellence for all.**

<b>Major Activities</b>	<b>Board/staff</b>	<b>Resources</b>	<b>Timelines</b>	<b>Indicators of Success</b>
To provide more differentiated professional learning opportunities for teachers	Administration, Board of Education, teachers	Strategic planning of in-service: <ul style="list-style-type: none"><li>● Required grade level PD</li><li>● PD based on choice and professional learning goals</li></ul>	2018-2023	<ul style="list-style-type: none"><li>● District PD Schedule</li><li>● Data-driven PD for all teachers</li><li>● PD based on survey/teacher choice</li><li>● Collaborative and differentiated professional learning opportunities for teachers that meet the needs of their students.</li></ul>
To provide collaborative opportunities for instructional staff to create STEAM lessons	Principals, supervisors, teachers	Google Applications/Shared Drives Grade level/faculty meeting time	2018-2023	Newer STEAM learning outcomes

**OBJECTIVE 4**

**To integrate 21st Century skills and concepts for college and career readiness**

<b>Major Activities</b>	<b>Board/staff</b>	<b>Resources</b>	<b>Timelines</b>	<b>Indicators of Success</b>
Expand STEAM programs both inside and outside of the classroom.	Administration, Board, HS Principal, Supervisors, SLE Coordinator	Research other districts electives in STEAM as well as extra curricular opportunities.	2018-2023	Expanded selection of STEAM electives and extracurricular activities
Focus on understanding and communicating ideas in different modes (e.g., information graphs, video, music)	Supervisors, principals, teachers	Professional development such as our university partnership with MSUNER (Montclair State University Network for Educational Renewal) Professional collaboration	2018-2023	Projects in multimodal argumentation that are reflective of post-secondary skills.
Explore opportunities for dual credit for both college bound and non-college bound students.	Administration, Board, HS Principal, Supervisors, SLE Coordinator	Research other districts, communicate with neighboring colleges.	2018-2023	Creation of pathways for students to incorporate College and Career Readiness opportunities.

<p>Further investigate Senior Options/School to work opportunities for all students.</p>	<p>Administration, Board, HS Principal, Supervisors, Structured Learning Experience (SLE) Coordinator, Job Coaches</p>	<p>Research other districts, communicate with neighboring colleges.</p>	<p>2018-2023</p>	<p>Expanded school to work options</p>
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**Technology**  
**DISTRICT GOALS AND OBJECTIVES ACTION PLAN**



**GOAL STATEMENT:**

**To develop digital learning environments to foster student understanding for success in the 21st century.**

**OBJECTIVES:**

- 1. Increase access to virtual learning experiences.**
- 2. Ensure the technology infrastructure meets district needs.**
- 3. Increase integration of technology with the curriculum.**
- 4. Create a professional development plan for the teachers.**
- 5. Prepare students to participate in a technical world.**

**OBJECTIVE 1**

**Increase access to virtual learning experiences.**

<b>Major Activities</b>	<b>Board/staff</b>	<b>Resources</b>	<b>Timelines</b>	<b>Indicators of Success</b>
<p>1. Research and Explore Virtual Learning</p>	<p>Administration, educational staff</p>	<p>Collect professional articles relating to Virtual Learning and how it is established in a school district (e.g., <a href="#">"Exploring the Effectiveness of Online Education in K-12 Environments"</a> (Picciano, 2015))</p> <ul style="list-style-type: none"> <li>● Collect information on current practices within the school district that relate to Virtual Learning (e.g., NEWSELA, IXL, Khan Academy, database research, links to online content, modes for virtual presentations)</li> </ul>	<p>September 2018- June 2019</p>	<ul style="list-style-type: none"> <li>● Google Form Survey</li> <li>● Identify some model virtual learning classrooms</li> </ul>
<p>2. Integrate Virtual Learning opportunities into the curriculum.</p>	<p>Administration, educational staff</p>	<ul style="list-style-type: none"> <li>● Future Ready Schools <a href="#">"Education and Practice and Classroom Practice"</a> Gear</li> <li>● Revise curriculum</li> </ul>	<p>June 2019-ongoing</p>	<ul style="list-style-type: none"> <li>● Completed Curriculum</li> </ul>

**OBJECTIVE 2**

**Ensure the technology infrastructure meets district needs.**

<b>Major Activities</b>	<b>Board/staff</b>	<b>Resources</b>	<b>Timelines</b>	<b>Indicators of Success</b>
1. Administer a technology survey in order to ascertain present status. Areas to address incorporating: - Hardware/Software needs	Technology Committee	Survey through Google Form	Spring 2018	<ul style="list-style-type: none"> <li>● Completed survey</li> </ul>
2. Hire an agency to conduct a technology audit to determine current status of the district	Superintendent, Administrators	Outside auditing agency	Spring/Summer 2018	<ul style="list-style-type: none"> <li>● Completed audit</li> </ul>
3. To develop a technology plan based on the results of the technology audit.	Technology Committee	<ul style="list-style-type: none"> <li>● Survey results from the needs assessment and technology audit</li> <li>● Research other business/schools technology plans.</li> </ul>	Fall 2018-ongoing	<ul style="list-style-type: none"> <li>● Board of Education approval of technology plan.</li> </ul>

<p>4a. Create a 5 year cyclical technology budget which addresses resources, staff development, hardware needs, equipment updates/replacement, and technology support.</p> <p>4b. Explore opportunities for grants and alternative funding.</p>	<p>Technology Committee &amp; Business Office</p>	<ul style="list-style-type: none"> <li>● Research available grants, corporate donations, and other funding opportunities.</li> <li>● Research leasing vs purchasing equipment to afford the newest equipment/software needs.</li> <li>● Document personnel needs in each building in terms of student/staff enrollment.</li> </ul>	<p>Fall 2018-ongoing</p>	<ul style="list-style-type: none"> <li>● Approval of technology budget by Board of Education.</li> <li>● Allocation of funding</li> </ul>
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**OBJECTIVE 3:**

**Increase Integration of Technology within the Curriculum**

<b>Major Activities</b>	<b>Board/staff</b>	<b>Resources</b>	<b>Timelines</b>	<b>Indicators of Success</b>
<p>1. Form committee to assess current educational technologies and investigate additional appropriate educational technologies that could be incorporated into the curriculum.</p>	<p>Principals, Supervisors, educational staff</p>	<ul style="list-style-type: none"> <li>● Current curriculum</li> <li>● Educational websites</li> <li>● <a href="#">TIM website</a>. The Technology Integration Matrix (TIM) provides a framework for describing and targeting the use of technology to enhance learning.</li> <li>● <a href="#">New Jersey Future Ready Schools website &amp; resources</a></li> <li>● webinars on technologies</li> <li>● Journal articles on technologies</li> </ul>	<p>January 2019-June 2019</p>	<ul style="list-style-type: none"> <li>● Committee notes</li> </ul>
<p>2. Develop plan for curriculum integration by content.</p>	<p>Principals, Supervisors, teacher committee</p>	<ul style="list-style-type: none"> <li>● Current curriculum</li> <li>● Educational websites</li> <li>● TMI website</li> <li>● webinars on technologies</li> <li>● Journal articles on technologies</li> </ul>	<p>January 2019-June 2019</p>	<p>Completed curriculum</p>



<p>3. Rewrite curriculum to incorporate identified technologies.</p>	<p>Principals, Supervisors, teachers</p>	<ul style="list-style-type: none"> <li>● Curriculum</li> <li>● Identified educational technologies</li> </ul>	<p>June 2019-ongoing</p>	<p>Completed curriculum</p>
<p>4. Identify staff members who score high on the matrix and have them model and turnkey information</p>	<p>Educational Staff</p>	<p>Depends on the identified technological resources</p>	<p>Fall 2018-ongoing</p>	<p>Completed workshops, In-Service days, PLC,</p>

**OBJECTIVE 4**

**Create a professional development plan for the teachers.**

<b>Major Activities</b>	<b>Board/staff</b>	<b>Resources</b>	<b>Timelines</b>	<b>Indicators of Success</b>
1. Develop a teacher/administrator Technology PD committee	Administration, Educational Staff	Collect professional articles relating to PD technology	Spring 2019	<ul style="list-style-type: none"> <li>● Committee formed comprised of all stakeholders</li> </ul>
2a. Administer technology self assessment to staff(assessment will measure their level of technology proficiency) 2b.Set realistic goals in staff PDP's based on self assessment data.	Administration, educational staff	TIM, iteach, <a href="http://www.frsnj.org/">http://www.frsnj.org/</a>	Spring 2019-ongoing	<ul style="list-style-type: none"> <li>● Completed assessments</li> <li>● Staff PDPs</li> </ul>

<p>3. Develop a plan for district Professional Development on technology.</p>	<p>Administration, educational staff</p>	<ul style="list-style-type: none"> <li>● Survey results will be utilized to create PD opportunities for staff</li> <li>● Provide a combination of outside PD as well as utilizing in-house talent and knowledge.</li> <li>● .Develop guides and resources for useful links/flipped classroom</li> </ul>	<p>Fall 2019-ongoing</p>	<ul style="list-style-type: none"> <li>● Workshop agendas</li> <li>● Mentor plan for new staff</li> </ul>
<p>4. Explore a plan to provide a tech coach in each building.</p>	<p>Administration</p>	<p>Stipend position</p>	<p>Fall 2019-ongoing</p>	<ul style="list-style-type: none"> <li>● Staff utilizing school tech coach, schedules</li> </ul>

## Objective 5

Prepare students to participate in a technical world.

Major Activities	Board/staff	Resources	Timelines	Indicators of Success
1. Implement the Commitment Phase of Future Ready Schools	Administration, BOE, staff	NJ Future ready schools website: <a href="http://www.frsnj.org/">http://www.frsnj.org/</a>	September 2018-June 2019	<ul style="list-style-type: none"> <li>● Superintendent will sign "The Pledge"</li> <li>● Board will enact resolution</li> <li>● District and Schools future ready teams are formed</li> <li>● District self assessment</li> <li>● District pre-commitment application</li> </ul>
2a. Define STEAM in the Fair Lawn Public Schools 2b. Survey the activities, curriculum and courses which we currently offer.	Administration	<ul style="list-style-type: none"> <li>● Presentation previously created by subject area supervisors regarding STEAM</li> <li>● TCNJ (STEM Degree Program for provisional teachers)</li> </ul>	Spring 2018	<ul style="list-style-type: none"> <li>● Completed definition and surveys</li> </ul>
3a. District/School Visitations to districts that have a high performing STEAM program.	Administration, educational staff	Develop sets of uniform questions to ask during visitations.	Spring 2018-Fall 2019	<ul style="list-style-type: none"> <li>● Visitations</li> <li>● Correspondence with schools</li> <li>● Partnerships with schools</li> </ul>

<p>b. Explore partnerships within the County (virtual/distance learning opportunities and/or send receive and/or shared services agreements)</p>				
<p>4. Facilitation of district wide STEAM Expo/Events.</p>	<p>Administrators and educational staff</p>	<p><a href="https://educationcloset.com/2017/05/01/40-steam-apps-websites/">https://educationcloset.com/2017/05/01/40-steam-apps-websites/</a>  <a href="https://www.educatorstechnology.com/2017/02/20-great-steam-websites-for-young.html">https://www.educatorstechnology.com/2017/02/20-great-steam-websites-for-young.html</a>  <a href="https://www.doanecademy.org/around-campus/steam-fair-2017">https://www.doanecademy.org/around-campus/steam-fair-2017</a>  <a href="http://frameworksinstitute.org/stem-learning.html">http://frameworksinstitute.org/stem-learning.html</a></p>	<p>2019 - 2020 and ongoing</p>	<ul style="list-style-type: none"> <li>• Completion of STEAM Expo/Events.</li> </ul>