District Goals & Strategic Plan Annual Update



Rockaway Township
Administrative Team

April 15, 2026

Administrative Team

Dr. Richard R. Corbett	Superintendent of Schools
Ms. Megan S. Slamb	School Business Administrator
Mr. Alfonso Gonnella	Director of Curriculum, Instruction, and Professional Development
Ms. Anita West	Director of Human Resources
Ms. Kathryn Pietrowski	Director of Student Services
Mr. Abraham Elder	Chief Technology Officer
Mr. Dustin Bayer	Principal of Copeland Middle School



District Goals 2025 -2026

01

By June 2026, the district will increase the percentage of students meeting or exceeding expectations on the NJSLA in English Language Arts (ELA) and Mathematics by an additional 5% across all grade levels (4–8) compared to the 2024–2025 performance results.

Director for Curriculum, Instruction, & PD (A.G.)

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By the end of each instructional unit during the 2025–2026 school year, 100% of district math teachers will administer the “End of Unit” i-Ready assessment. In ELA, 100% of teachers in grades K–2 will administer the SuperKids Benchmark Assessments, Grade 3 teachers will administer the Magnetic Reading End-of-Unit Assessment, and teachers in grades 4–8 will administer the Common Assessments outlined in the District Curricula.

Director for Curriculum, Instruction, & PD (A.G.)

03

Improve the climate and culture in each school by completing the following items:

- Revising the district Culture and Climate Surveys to be more relevant to current needs.
- Decreasing the number of confirmed HIBs.
- Sending nine counselors to Strauss-Esmay HIB training with uniform messaging.
- Sending five district principals to the Strauss-Esmay HIB training with uniform messaging.
- Continuing to review and dissect exemplars of HIBs.

Director of Human Resources (A.W.)

District Goals 2025 -2026

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- Teachers will create engaging presentations that reflect instructional practices and programming in the district.
- Coordinate topics and events that are aligned with the district curricula.
- Provide parents with a schedule of topics and dates for presentations.
- Survey parents on the effectiveness of presentations.

Superintendent (R.R.C.)
Director for Curriculum, Instruction, & PD (A.G.)

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Continue addressing the district's facility needs through the systematic execution of the district's Long-Range Facilities Plan (LRFP), while incorporating any emergent needs that necessitate amendments to that plan.

Create a sustainable cyclical schedule of repair and replacement across the district to ensure buildings remain in their best possible operating condition at all times.

Business Administrator (M.S.)



RTSD STRATEGIC PLAN 2023 - 2028

Academics

1	Create a supportive bilingual program that promotes literacy and academic skills and incorporates the child's primary language.	⚽
2	Implement a process that promotes coherence and alignment of district-wide curriculum.	🟧
3	Promote social and emotional development to help students become productive and contributing citizens.	⚽
4	Apply practical and proactive solutions to address early intervention and special education needs.	⚽
5	Create a balanced technological approach between school and home which promotes digital citizenship and student accountability.	⚽

Culture

1	Create a centralized communication process that consolidates correspondences among the schools and district.	🟧
2	Expand mental health opportunities for students and staff.	⚽
3	Increase community involvement through parent education academies while offering students equally robust extracurricular opportunities.	⚽
4	Create a cohesive Code of Conduct applicable to all schools.	◐
5	Bolster grade level transition plans for students and teachers.	⚽
6	Provide student leadership and service learning opportunities.	⚽
7	Ensure academic and extracurricular consistency among schools.	⚽
8	Establish districtwide PTA collaboration.	🟧

Infrastructure

1	Plan a referendum to address the growing student population.	X
2	Improve the exterior aesthetics.	⚽
3	Update the long-range facilities plan.	🟧
4	Conduct an audit to improve school/district security.	🟧

⚽ Ongoing

🟧 Complete

◐ In Progress



Academics and Student Services

Increasing NJSLA Proficiency in Grades 4–8

- 24-25 Data Review (Principals)
  - 24-25 Deep Data Dive (Staff)
    - Grade Level Goals
      - Common Assessment Implementation
        - SuperKids
        - i-Ready
        - ELA/Math/Science
      - District-wide Instructional Plan
        - Teacher Walkthroughs



DG I
SP A1,2 & C7

Increasing NJSLA Proficiency in Grades 4–8

- New Teacher Roundtable (Harry Wong)
- i-Ready Instructional Rounds
- Continued focus on Conquer Math and CPA Method
- Dyslexia Screener/Literacy Tasks
- Streamlined RtI Process (LinkIt Intervention Manager)
- Mid-Year i-Ready Data Reviews



Increasing NJSLA Proficiency in Grades 4–8

- Continued MLL/Literacy Training at CAD and CMS
- Staff training on new NJSLA-A
- QSAC Action Plan



Ensuring 100% Assessment Administration Across Grades K–8

i-Ready End of Unit Assessments

SuperKids Benchmark Assessments (K-2)

Magnetic Literacy End of Unit Assessments (Grade 3)

LinkIt Teacher Generated Assessments

DG I,2
SP A2
& C7

Increasing NJSLA Proficiency in Grades 4–8

Apply practical and proactive solutions to address early intervention and special education needs.

- Streamlined RtI process and support through the Tiers
- Additional Reading Specialist at KDM and Copeland
- Monthly RtI LEAD team meetings
- Link It - Intervention Manager





Improving Climate and Culture Across All Schools

- Prevention is Key - mental health services
- CAP (Comprehensive Adolescent Program)
- Continued implementation of district SEL program/Character Strong
- NJ4S Tiered Supports
- 5th to 6th grade teacher and CST articulation
- Transitioning to middle school SEPAC presentation
- Special education high school articulation



Strengthening Family Engagement Through Academic Presentations

- Family Math Night
- MLL Night
- Author/Literacy Night (Jay Cooper)
- SEPAC - Morris County Parent Training Series
- Parent Academies
  - March 25: Grades 3–5 Reading & Math
  - April 29: Grades K–2 Reading & Math
  - May 20: Preventing the Summer Slide





Creating a Balanced Approach to Student Technology Use

Use of Technology



- Digital Citizenship embedded into the Elementary Library/STEAM Curriculum
- Ongoing 1:1 Student Initiatives
  - “Graduate with your Chromebook”
  - Device coverage & Acceptable Use Policy
  - Expanded family control (GoGuardian Parent App)

Classroom Technology



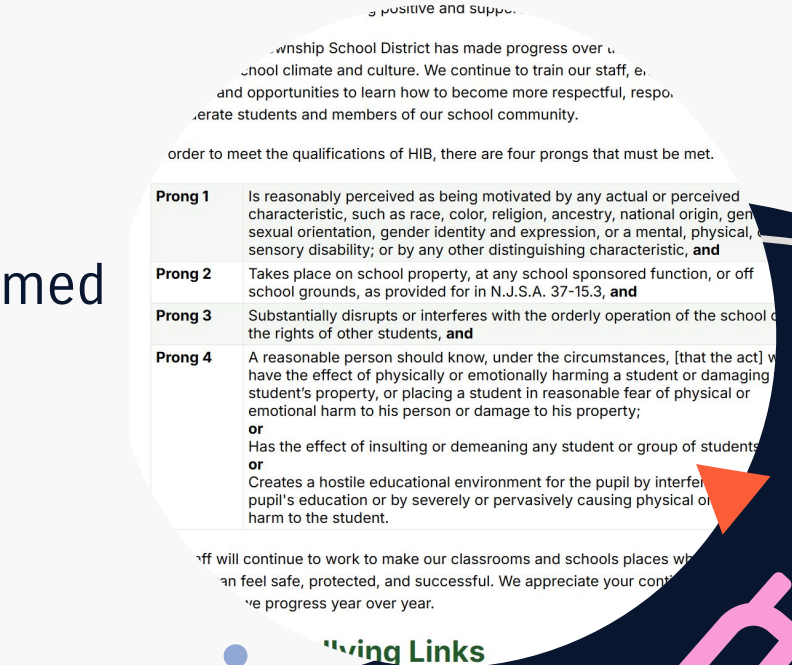
- Technology that engages direct student learning
- Informed contextual standardization
- Continuous improvement cycle
- Mobile / adaptable classrooms
  - Interactive boards
  - Client-side tech per user
- Supportive infrastructure

SP A5


Culture

Harassment, Intimidation, & Bullying

- The four prongs
- Code of Conduct violation v. affirmed HIB
- Three confirmed HIBs leads to a corrective action plan



positive and suppo

wnship School District has made progress over t

hool climate and culture. We continue to train our staff, e

and opportunities to learn how to become more respectful, respo

erate students and members of our school community.

order to meet the qualifications of HIB, there are four prongs that must be met.

Prong 1	Is reasonably perceived as being motivated by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gen sexual orientation, gender identity and expression, or a mental, physical, sensory disability; or by any other distinguishing characteristic, **and**
Prong 2	Takes place on school property, at any school sponsored function, or off school grounds, as provided for in N.J.S.A. 37-15.3, **and**
Prong 3	Substantially disrupts or interferes with the orderly operation of the school the rights of other students, **and**
Prong 4	A reasonable person should know, under the circumstances, [that the act] have the effect of physically or emotionally harming a student or damaging student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property; **or** Has the effect of insulting or demeaning any student or group of students **or** Creates a hostile educational environment for the pupil by interfe pupil's education or by severely or pervasively causing physical o harm to the student.

ff will continue to work to make our classrooms and schools places wh

n feel safe, protected, and successful. We appreciate your cont

e progress year over year.

lying Links

DG 3
SP C1,4

Harassment, Intimidation, & Bullying

THIS YEAR WE:



Continued to utilize HIBster reporting, streamlining the whole process to a more cohesive format district-wide.



Are revising the climate and culture surveys. Drafts were due today.



Sent all district counselors and administrators to Strauss Esmay training.



Continued and expanded upon our system of review to discuss complex cases.



Held District ABS Meetings - October 13, 2025, December 16, 2025 and February 11, 2026.



Maintained a standardized communication process.





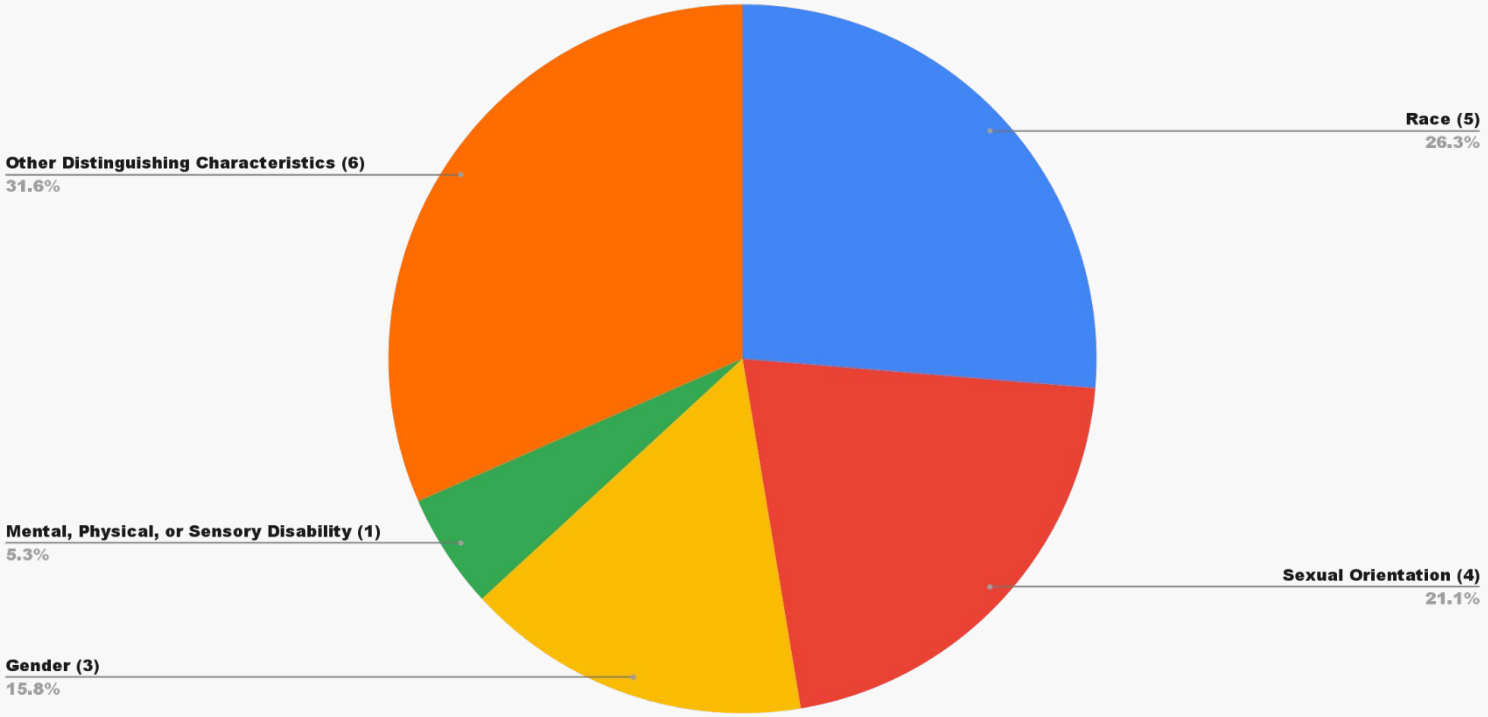
Harassment, Intimidation, & Bullying DATA

School	2024-2025 HIB	# Confirmed	% Confirmed	2025-2026 HIB (Thr. 3/31/26)	# Confirmed	% Confirmed	Comparison of Percent Confirmed Cases
Birchwood	4	1	25 %	12	3	25%	No Change
Dwyer	2	1	50 %	1	0	0%	↓ 50 %
DBO	30	17	57 %	15	2	13%	↓ 44 %
KDM	1	0	0 %	0	0	0%	No Change
Stony Brook	2	0	0 %	1	0	0%	No Change
Copeland	70	21	30 %	59	14	24%	↓6 %
DISTRICT	109	40	37%	88	19	22%	↓ 15 %



The Characteristics by the Numbers

No Idenfitiable Nature for Unsubstantiated HIBs (69)



Harassment, Intimidation, & Bullying

Characteristics Comparison

Characteristics	2024-2025 Confirmed HIBS	2025-2026 Confirmed HIBS (Through 3/31/26)	Change
Race	9	5	↓4
Color	1	0	↓1
Religion	1	0	↓1
Ancestry	0	0	-
National Origin	0	0	-
Gender	4	3	↓1
Sexual Orientation	1	4	↑3
Gender Identity and Expression	1	0	↓1
Mental, Physical, or Sensory Disability	5	1	↓4
Other Distinguishing Characteristic	12	6	↓6
No Identifiable Nature (Unfounded)	69	69	-

DG 3
SP C1,4

Harassment, Intimidation, & Bullying

2025-2026 DATA AT A GLANCE



HIB listening session scheduled for April 22, 2026 at 6:00 pm at CMS.



There is a marked increase in the elementary schools in the last few years - matters are being addressed.



As of 3/31/2026, there are 12 open HIBs. Some will have been closed by the date of this presentation.

DG 3
SP C1,3,4

Restorative Practices
Climate & Culture at CMS

The 2025–2026 school year at Copeland reflects a focused investment in leadership development, meaningful service, and strategic supports to help all students thrive.

Leadership

- Unified Sports
- We Dine Together
- Lead 4 Change
- *Interact

Service

- *Malala Fund Fundraiser
- *Collections: Baby Bundle, Nourish NJ, Toys for Tots, & OSCAR
- *Senior Citizen Visit to CMS – *SpongeBob The Musical*
- *St. Jude Valentine's Day Cards
- Month of the Military Child Activities
- 5th Grade Visits to CMS

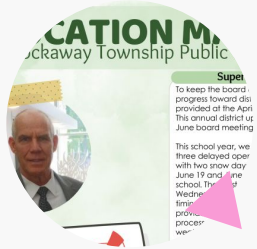
Supports/Interventions

- *CAP Program
- *Cougar CLIMB
- PIK Groups
- *Quiet Lunch Room

*New in the 2025-2026 School Year



Create Centralized District Communication



Education Matters



Human Resources



School Websites



Social Media

LinkIt

LinkIt!
Collect. Analyze. Grow

SP C1

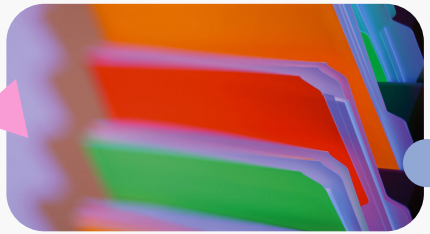
Bolster Grade Level Transition Plans for Students and Teachers

LinkIt!
Collect. Analyze. Grow.

Implementation of the LinkIt platform



5th to 6th Grade articulation meetings



Grade level drive and resource sharing for all grades

SP C5

District-wide Staff and Student Handbooks

- Copeland Middle School Code of Conduct was updated for the 23-24 School Year
- Elementary School Code of Conduct will be implemented next school year
- Comprehensive Staff Handbook to be released July 1



Increase Community Involvement via Parent Education and Extracurricular Opportunities

Hosted three Academy Nights centered around district curricula

Author Day held at each school featuring Jay Cooper

After school clubs

Family Math Night
Over 300 parents & students attended

Monthly SEPAC meetings both in-person and virtual

3rd Annual Wellness Fair on May 7th, 2026 with over 30 vendors

Speaker Cornell Thomas



District Service Learning Opportunities

Supporting Family Needs

- Toys for Tots
- North Porch Donations
- Holiday Toy Drives
- Halloween Costume Drive
- Birthday Bags for Food Pantries
- Direct Support for Loss
- Hygiene item collection for NourishNJ

Food Drives

- Soup'er Bowl
- Spring Into Action Kids Helping Kids
- Canned Food Drives
- Rockaway Food Closet Drive
- Seasonal and Holiday Food Drives
- Cereal Bowl Drive

Clothing Drives

- Pajama Drives
- Mitten Tree
- Spring/Winter Clothing Drives
- Sock Drives
- Baby Bundle Item Collection

Honoring Heroes

- Cards for Veterans
- Police Go Bags
- Fire Department Snacks
- Month of Military Child Activities

Learning Events

- TREP$ Marketplace
- Engineering and Science Fairs
- Kessler Musical Performances
- GATE 5th Grade Visits

Protecting the Environment

- Earth Day Clean Up
- Community Clean Up

Animal Care

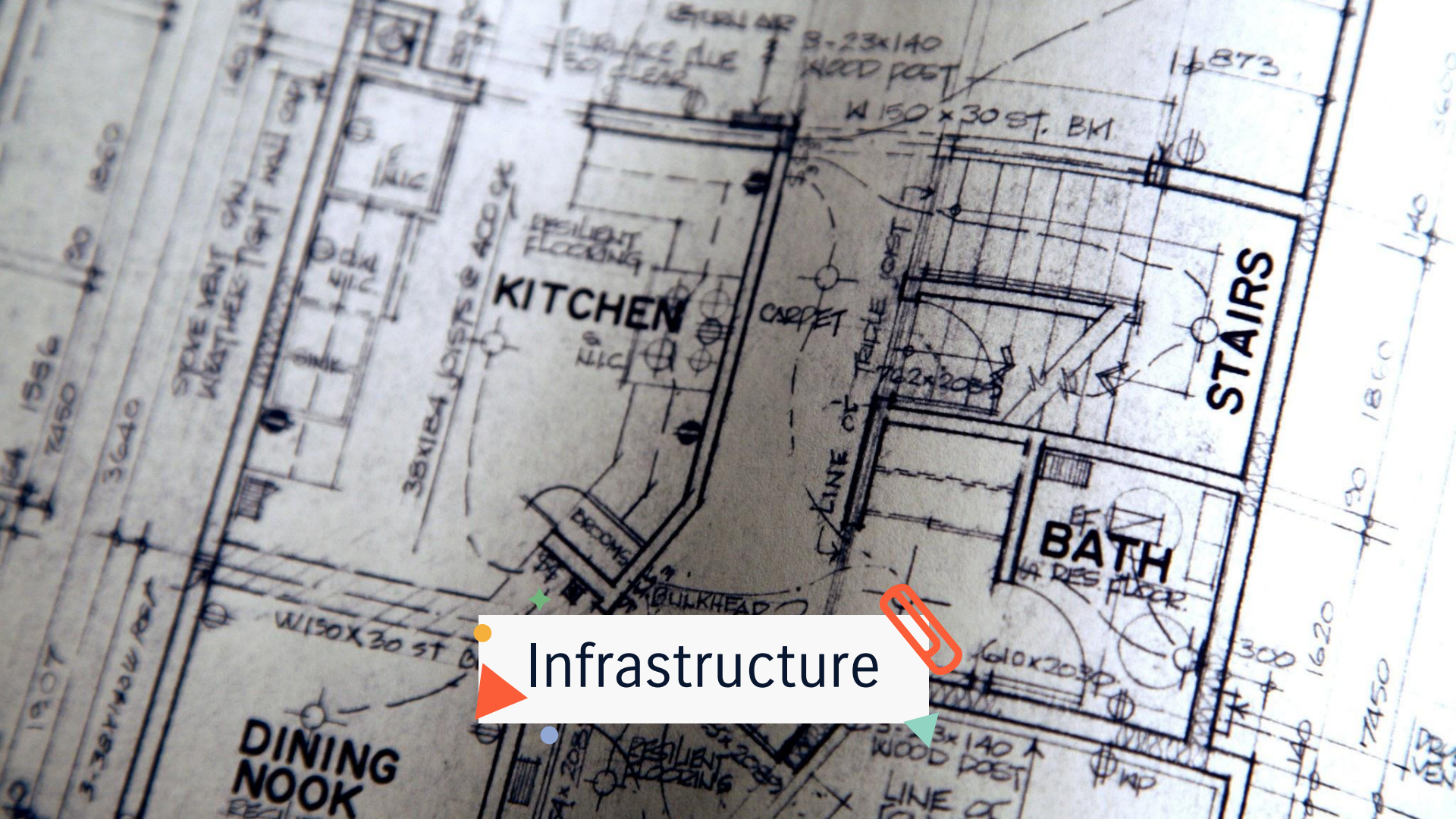
- Coins for Cuteness
- Animal Shelter Food & Item Drives
- Dollars for Dogs

School Spirit

- Flower Planting
- Courtyard Cleanup
- Girl Scout Beautification Project
- Book Fair Coin Drive
- Autism Awareness & Acceptance Week
- Unified Sports Club

Modeling Citizenship

- 4U Crew
- The Great Kindness Challenge
- Cards and Visits Local Senior Citizens
- Peer Mentor & Social Programs
- Supporting Lower Grades
- Malala Fund
- Service Projects



Infrastructure

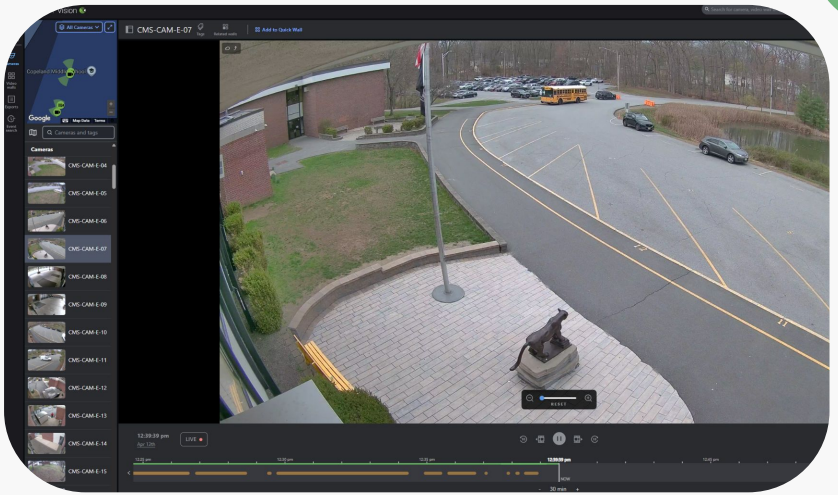
Technology that Supports Operations

- Ongoing network and server upgrades
- On Premise and Cloud Based server virtualization
- Reorganization of IT Closets
- Preparation for future upgrades including
  - Wireless access points - Elementary and Admin Buildings
  - Cameras - Elementary and Admin Buildings
  - Servers - Resilient Infrastructure and Backup
- Enhanced CyberSecurity Initiatives
  - NIST (National Institute of Standards and Technology) compliant Cybersecurity Rubric



Technology Enhancing Security

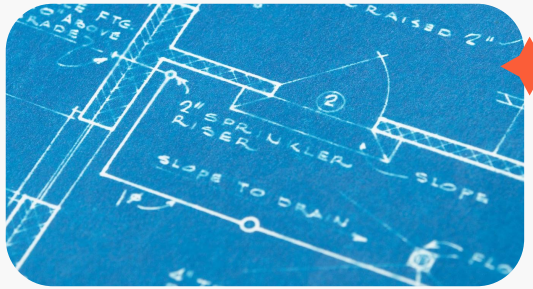
- Parental access and management of student internet use
- Door access management
- Disaster recovery
- Emergency response and notifications
- Cyber security audit and implementations
- Visitor check in systems - Raptor
- Multifactor Authentication
- Attendance Management System
- Camera Installations to Elementary Schools and District Buildings



SP 14

Sustain Facilities Through Strategic Planning and Lifecycle Maintenance

Long Range Facilities Plans



- The LRFP has been fully updated as of the 2024-25 School Year

District Maintenance Plan

Rockaway Township Public Schools
District Maintenance Plan

- The District Maintenance Plan will be fully updated by the end of the 2025-26 School Year

DG 5
SP I3

Buildings and Grounds



Flooring, Bleacher Replacement, KDM Windows, CMS Audio Upgrade, Camera Replacements, Phone System Replacement

- All the construction based projects for summer 2025 were completed on schedule
- We are still in the process of concluding our work on camera installations

Audit to Improve School Security

- We have completed an internal audit of our needs
- A third party audit is being coordinated in consultation with our insurance brokerage



DG 5
SP I2,3,4

District Improvements: CMS



Window Replacements



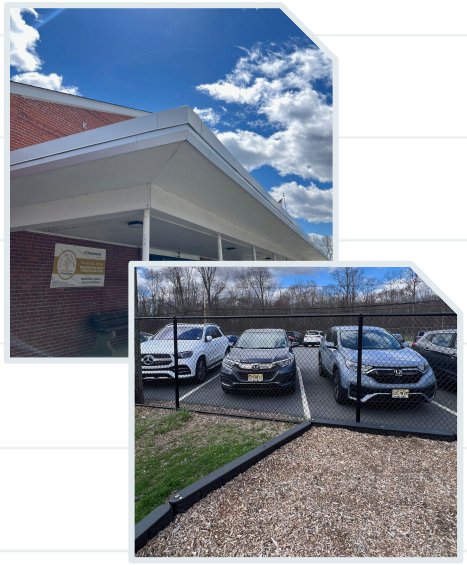
Water System Repairs



Projector Installation

DG 5
SP I2,3,4

District Improvements: Elementary Schools



KDM Overhang & Fence



BW Building Painting & Refrigerator Repair



DBO HVAC Unit Repairs

DG 5
SP 12,3,4

Community Outreach

3 PTA General Assemblies

- August 19, November 10, April 27

3 Academy Nights

- Linked to District Curriculum
  - SuperKids
  - Magnetic Reading
  - iReady
  - District MLL Night
- Avoiding the Summer Slide
- HIB Listening Session - April 22

Education Matters

- Curriculum & Instruction / Human Resources / Department of Student Services / School updates
- Ten issues

Community Wellness Fair

Senior Citizen SpongeBob Jr./Dinner

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Thanks!

Do you have any questions?

Rockaway Township School District
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