



The Bridge to 2028

The Old Bridge Township Public School District
2023-2028 Strategic Plan



Old Bridge Township School District
Local Pride & Global Impact



Our Mission

Recognizing that each person has an inherent worth, it is the mission of the Old Bridge Public Schools to empower each student to learn, to achieve success, and to become a confident, productive member of a pluralistic, global society prepared to face the challenges of the 21st century. ***We believe that:***

- Learning is a lifelong process.
- All children can learn.
- Education is a shared responsibility among the schools, the child, the family, and the community.
- All students are entitled to a safe, supportive learning environment.
- Self-esteem is necessary for successful learning.
- The development of curriculum is an on-going and cyclical process.
- The district should provide a dynamic curriculum that recognizes the various needs and learning styles of the students.
- An appreciation of the arts and humanities enhances the education of the whole child.
- All students should be taught to appreciate and respect the cultural differences in our society.
- All students are worthy of educational opportunity, respect, tolerance, and fairness.
- Schools should prepare students to function successfully in society.
- All children should be encouraged to rise to their highest level of achievement.



Our Strategic Plan

The Old Bridge Township School District 2023-2028 Strategic Plan is designed to respond to primary stakeholder priorities in concert with our mission and vision. The plan is a theory of strategies, action steps, goals, activities, and targets. It sets forth a shared vision that is purposeful and directed toward setting higher standards for our students and staff, always driven by equity and excellence.

The development of the plan was a collaborative process that documented thousands of conversations, survey questions, and comments. To further engage in the process, the District convened the Strategic Planning Committee, an all-stakeholder large group committee comprised of Board of Education members, civic & business leaders, law enforcement, parents, students, teachers, principals, and central office staff, and a focus group representing the constituents of the stakeholder group. The focus group performed the task of narrowing the collected data. “The Bridge to 2028” captures the perspectives of internal and external stakeholders and translates them into a set of informed priorities for the next five years.



Focus Area 1:

Students Excelling

💡 Identify *student strengths and student areas of concern* with student growth portfolios for improved targeted programming. Expand upon *executive functioning skills and media literacy* for students.



💡 Instill *civic responsibility, student leadership, and student advocacy* within all schools for every learner.

💡 Advance opportunities for students in the areas of the *universal pre-k, academic support services, the performing arts, and athletics*.





Focus Area 1:

Students Excelling

💡 Utilize the power of *Family Academy* (Parent University) events to *strengthen the home-school connection* and *enhance teacher/family communications*.



💡 Implementation of programs centered around *student motivation*.

💡 Promote school communities where *acceptance, awareness, and accessibility* are modeled and expected as the norm.





Focus Area 2 & 3:

Communication, Community Involvement, and Facilities

🏠 Technology Resources

Conduct an analysis of our website and communication tools to better serve our connections with the families we serve.



🏠 Student Voice

Conduct Town Hall style meetings for students to share their views on how schools can better serve the needs of the learner and have student voices shared at Board meetings.

🏠 Facility Assessment

Conduct a feasibility study of our schools to have the greatest efficiency and effectiveness for the needs of all learners.





Focus Area 4:

Human Resources – Staff Recruitment and Retention

★ Professional Responsibilities

Review the time afforded to our valued professionals to manage the Professional Responsibilities educators perform beyond the task of instruction.



★ Outreach to Future Educators

Partner with universities and recruitment agencies to market Old Bridge Township Public Schools as the premier district to teach and continue learning.

★ Recruitment in a Competitive Market

Develop initiatives within our own schools to inform learners about the possibilities of a career in education within their home community and incentivize options for new teachers to begin their profession in Old Bridge Public Schools.





Students Excelling

Our main goal is to create and sustain a diverse and inclusive environment which promotes achievement/success of all learners

STRATEGY	ACTION STEPS
<p>Student Excelling</p>	<ol style="list-style-type: none"> Utilizing Data based decision making to identify student strengths through the MTSS model; 90th percentile and above Continue to have Data Integration Specialists after ESSER finances are allotted for analysis of grade level, building and subject area trends HS MTSS framework Trainings for all teachers 6-8; student supports embedded into RTI classes 6-12; parent trainings Create a class; training for secondary staff in implications of media literacy (6-12) ; parent trainings Further advance student leadership opportunities across all grade levels K-12. Focusing on elementary students to highlight self-advocacy skills within their guidance programs Teaching students to be active and responsible members of the greater township committee Continue with Character Education initiatives to include topics of acceptance, awareness, and accessibility
<p>Career Preparation and academic understanding</p>	<ol style="list-style-type: none"> Develop four (4) annual trainings for parents which will be offered in-person and on-demand once the training is completed Review use of Student Growth Portfolios at Elementary Level and develop model for possible Middle School implementation Develop consistent district-wide communication plan and review Apptegy options for pushing out communication Goal setting program starting grade 3 through grade 7 in alignment with executive functioning through guidance; review course offerings at secondary level to introduce student-interest courses to provide student "choice" at Middle School and enhance High School offerings



Students Excelling (cont.)

Our main goal is to create and sustain a diverse and inclusive environment which promotes achievement/success of all learners

STRATEGY	ACTION STEPS
<p>Program Implementation</p>	<ol style="list-style-type: none"> 1. Develop a comprehensive plan to progressively increase preschool participation across the district and move towards a universal pre-school program 2. Adding coaches and updating/adding outside facilities for athletic programs 3. Review ESL population each year and provided targeted assistance to specified groups 4. As we review the movement towards larger school sizes, the DOSS will look to expand the Elementary ICR program in other buildings 5. Review Challenge Program legislation and reviewing district implementation at all grade levels to ensure compliance with NJ legislation 6. Explore the district policy on class size in comparison to surrounding districts



Communication and Community Involvement

STRATEGY	ACTION STEPS
<p>Centralized Communication Vehicle</p>	<ol style="list-style-type: none"> 1. Develop consistent communication plan and review Apptegy options for pushing out communication; Review plan to refresh student district devices 2. Principals lead Family Academy session prior to Open House sessions 3. Refer task to PTA President's Council
<p>Student Feedback</p>	<ol style="list-style-type: none"> 1. Student Town Halls- 2@HS prior to late bus 2 Daytime events for MS & Elementary with Central Administration & Board 2. Establish video highlights to share on District Website



Facilities and Finance

STRATEGY	ACTION STEPS
<p style="text-align: center;">Create Modernized Facilities</p>	<ol style="list-style-type: none"> 1. Feasibility study and redistricting plan 2. Review referendum possibilities for additional facilities upgrades and expansion of existing schools 3. Implement referendum and hold public forums to address public concerns 4. Two elementary schools generate revenue through Preschool Grants 5. Review current HVAC systems within the district 6. Review possibilities for EV buses 7. Car port with solar panels at multiple buildings 8. Develop consistent communication plan and review Apptegy options for pushing out communication



Human Resources-Staff Recruitment and Retention

STRATEGY	ACTION STEPS
<p style="text-align: center;">Incentivize, satisfy, and retain quality professionals</p>	<ol style="list-style-type: none"> 1. Review administrative responsibilities and assignments to enhance professional development opportunities 2. Review contacts and connections to colleges 3. Review the possibility of adding teacher assistants to the work study program; Establish a Future Educator Development Club 4. Review possibility of creating a Director of Human Resources to oversee the department 5. Introduce as a part of the contractual negotiations for the end of the teachers' contract Review possibilities for EV buses