RINGWOOD PUBLIC SCHOOLS

STRATEGIC PLAN

YEAR 1

2030



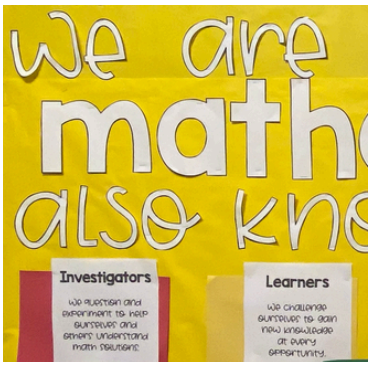














Great Schools. Great Futures.

Table of Contents

1 District Information
2 Superintendent's Welcome
3 Overview of the Process
4 Theory of Action
5 Goal #1
6 Goal #2
7 Goal #3
8 Goal #4
9 Goal #5
10 Conclusion

District Information

MISSION

The Ringwood Board of Education is dedicated to creating life-long learners by providing students with the educational programs, life experiences, and appropriate facilities necessary for success in the world of today and the world of tomorrow.

DISTRICT ENROLLMENT

1,038 Total Students

ADDRESS

121 Carletondale Road
Ringwood, NJ 07456

WEBSITE

www.njrps.org

STAFF

112 Teachers
6 Administrators
12 Child Study Team Members
4 Nurses
3 Counselors
2 Media Specialists

Robert Erskine Elementary School

Grades Pk - 3

Peter Cooper Elementary School

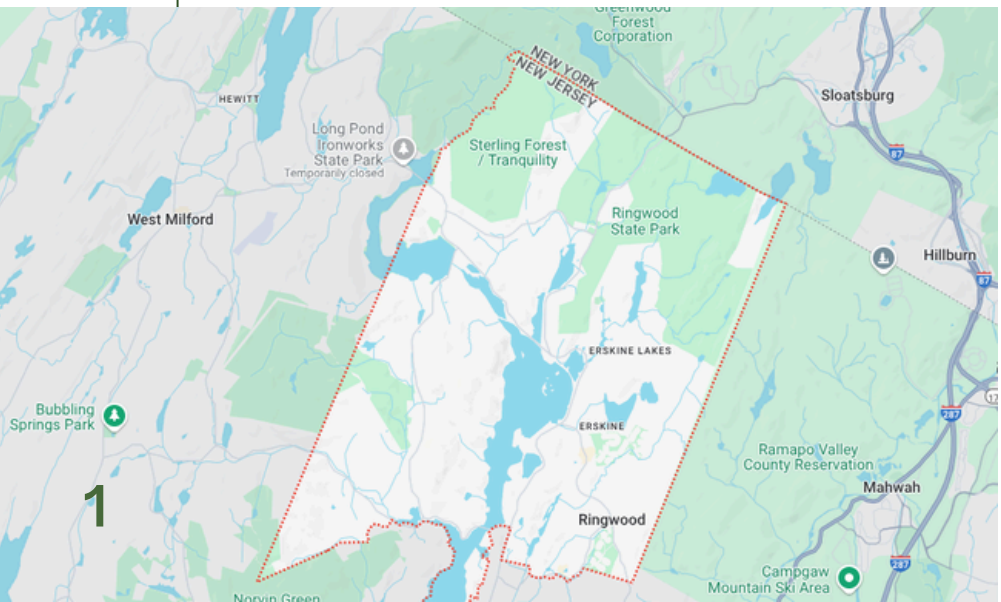
Grades Pk - 3

E G Hewitt Intermediate School

Grades 4 - 5

Martin J Ryerson Middle School

Grades 6 - 8



Superintendent's Welcome



Dear Ringwood School District Community,

It is with great pride and excitement that I present the Ringwood School District Strategic Plan for 2025–2030, a roadmap that will guide our efforts to create a brighter future for our students, staff, and community. This plan reflects the collective vision of our stakeholders—parents, educators, administrators, board members, and community partners—who came together with a shared commitment to advancing the success and well-being of every student in our district. Through thoughtful discussions, meaningful collaboration, and a deep analysis of our strengths, challenges, and opportunities, we have crafted a plan that is both ambitious and attainable.

This strategic plan represents more than just goals; it reflects the values and aspirations of our community. It is grounded in five priority areas: enhancing the student experience, supporting our staff, improving facilities, ensuring responsible resource allocation, and strengthening community engagement. Each objective has been carefully designed to address the needs of our district and position us to thrive in an ever-changing educational landscape. I extend my deepest gratitude to all who contributed to this process and invite every member of our community to join us in bringing this vision to life. Together, we can ensure that the Ringwood School District remains a place where all students can grow, achieve, and succeed.

Sincerely,

Dr. Kevin Brentnall

Superintendent of Schools





01

Overview of the Process



Foundation

The strategic planning process began on October 9, 2024, at Martin J. Ryerson Middle School, where approximately 40 community members—including parents, teachers, administrators, and board members—formed an advisory committee. This diverse group established a strong foundation by:

- Developing a shared understanding of the district's current state.
- Identifying key strengths, challenges, and opportunities.
- Defining top priorities to guide planning over the next five years.

Goals

Building on this foundation, the second meeting on November 13, 2024, integrated insights from a district-wide community survey. Through data-driven discussions, five priority areas emerged:

- Student Experience – Enhancing academic and extracurricular opportunities.
- Staff Support – Strengthening professional development and workplace culture.
- Facilities Improvement – Ensuring modern, well-maintained learning environments.
- Resource Allocation – Aligning financial and operational planning with district needs.
- Community Engagement – Fostering stronger partnerships and communication.

These priorities shaped the core goals that will drive the district's strategic direction.

Objectives

During the final advisory meeting on December 4, 2024, participants worked collaboratively to refine the goals into clear, measurable objectives. These objectives serve as critical benchmarks to track progress and ensure alignment with the district's long-term vision.

Action

With the goals and objectives established, the administration will now develop a detailed action plan outlining the specific initiatives, timelines, and resources required to achieve the strategic vision. This plan will serve as a roadmap for implementation and accountability.

The strategic planning process will culminate in the presentation of the final plan to the Board of Education on February 26, 2025.





Theory of Action

The Ringwood School District will implement its strategic plan through a phased and collaborative process to ensure sustainable improvements. By following clear timelines, involving stakeholders, and focusing on outcomes, we will achieve our shared vision.

In **Year 1**, we will research, assess, and plan actionable strategies. The findings and insights from this year will inform the pilots and initiatives launched in **Year 2**, where we will test approaches and use feedback to refine and improve. In **Year 3**, these refined practices will be expanded for greater impact, building on the lessons learned from previous years. By **Year 4**, we will focus on sustaining successful practices and further refining processes based on cumulative progress. Finally, in **Year 5**, we will evaluate the overall impact, sustain progress, and transparently share results with the community.

This plan is designed to evolve with the insights and progress of each year, ensuring continuous improvement and lasting success for the district.

Cultivate an inclusive learning environment





Foster a positive and collaborative work environment

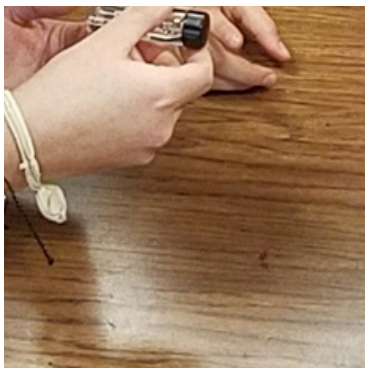


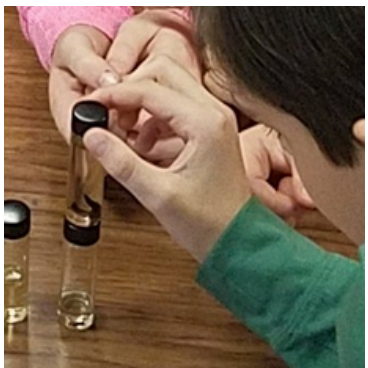
Ensure all district facilities are safe





Strategically allocate and maximize school funding





Foster a culture of connectivity

GOAL #1

Cultivate an inclusive learning environment that fosters individualized academic growth and emotional resilience, ensuring every student can reach their unique potential and develop a lifelong passion for learning.



Curriculum

Progress Monitoring

Wellness

Objective

Curriculum: Develop a unified vision for evidence-based teaching and learning by aligning curriculum and instruction to equip students with essential skills, deepen their understanding, and foster their ability to apply knowledge in new contexts and real-world situations.

Progress Monitoring: Implement a comprehensive system for collecting, analyzing, and utilizing student data to inform instructional decisions, monitor student progress, and continuously improve teaching and learning practices.

Wellness: Develop and implement comprehensive programs and initiatives that prioritize students' physical, emotional, and mental well-being, cultivating a supportive environment where every student can thrive both academically and personally.

Year 1 Activity Highlights

Establish District Curriculum & Assessment Team; Create a vision for Teaching & Learning; Develop a five-year Curriculum Review Plan; Rollout revised ELA Curriculum Grades 4 -8; Revise ELA Curriculum Grades K-3; Revise math curriculum K-8; Revise STEM/Tech/Library Curriculum

Develop a Comprehensive Assessment Framework; Continue Staff Training on the collection and analysis of data to support instruction and student outcomes; Review of Intervention and Referral Services and MTSS.- RTI; Analyze Benchmark Assessments to ensure correlation to student learning outcomes

Assess current wellness initiatives; conduct needs assessment surveys among students and staff; explore partnerships with local mental health organizations.

GOAL #2

Foster a positive and collaborative work environment to enhance staff morale and cultivate a school culture that supports staff well-being, professional growth, and student success.



Empowerment | Communication | Celebration

Objective

Empowerment: Create a positive and supportive work environment that fosters teacher morale, engagement, and a strong sense of community by empowering staff through initiatives that encourage passion sharing, collaborative opportunities, and professional growth.

Communication: Foster a transparent and inclusive culture by establishing open communication channels and actively involving staff in decision-making processes to build trust and a strong sense of community.

Celebration: Establish a comprehensive system for recognizing and celebrating individual and team accomplishments to foster a culture of appreciation, motivation, and sustained high performance.

Year 1 Activity Highlights

Conduct staff surveys and focus groups to assess current morale, engagement, and professional development needs for improvement; Implement a Staff Wellness Committee; Assess Mentoring of new staff.

Review results of Survey; Assessment of hiring practices; Create a staff advisory committee, composed of representatives from each school, to collaborate with district leadership; Conduct a communication audit to assess current communication channels and identify areas for improvement; Create opportunities for staff input on school-wide initiatives and policies.

Develop a recognition program framework; identify key milestones and achievements to celebrate; pilot the recognition program in selected schools.

GOAL #3

Ensure all district facilities are safe, efficient, and responsive to current and future needs by prioritizing upgrades or realignment where appropriate, guided by community collaboration and cost-effectiveness.



Emergency Preparedness

Long-Term Facilities Planning

Efficiency and Sustainability

Objective

Emergency Preparedness: Strengthen the safety and security of all school facilities by enhancing emergency preparedness protocols, upgrading security systems, and improving emergency infrastructure.

Long-Term Facilities Planning: Develop a long-term facilities plan that addresses future enrollment trends, programmatic needs, and infrastructure improvements, ensuring the district's facilities support current and future educational goals.

Efficiency and Sustainability: Improve operational efficiency and sustainability by implementing energy-saving initiatives, modernizing systems, and adopting environmentally responsible practices that reduce costs and promote long-term resource conservation.

Year 1 Activity Highlights

Conduct a security audit of all facilities; research best practices in emergency preparedness; create an initial plan for infrastructure upgrades.

Assess current infrastructure conditions; project future enrollment trends; explore options for modernization and expansion.

Conduct energy audits; explore renewable energy options; evaluate current resource utilization and identify areas for cost-saving improvements.

GOAL #4

Strategically allocate and maximize school funding to support student achievement, teacher retention, and facility enhancements while pursuing innovative partnerships and resource redistribution to strengthen underfunded areas.



Efficient Budgeting

Long-Term Fiscal Planning

Transparency

Objective

Efficient Budgeting: Strategically allocate district resources to maximize student achievement, improve teacher retention, and enhance the learning environment by prioritizing programs, initiatives, and facility improvements, ensuring alignment with the district's long-term goals.

Long-Term Fiscal Planning: Ensure the long-term financial health of the school district by diversifying funding sources, optimizing resource allocation, and minimizing operational costs while maintaining a high level of service to students.

Transparency: Foster a strong and collaborative relationship with the community by ensuring open and transparent communication regarding district finances, actively seeking community input on financial decisions, and building trust through clear and consistent demonstration of responsible fiscal stewardship.

Year 1 Activity Highlights

Conduct a financial audit to identify efficiency opportunities; assess program funding priorities; explore grant opportunities and partnerships; Establish a Funding Prioritization Task Force to review requests and ensure alignment with strategic goals.

Research diverse funding sources; evaluate current resource allocation practices; develop a multi-year financial plan; Evaluate vendor contracts and operational expenses to identify potential cost reductions without compromising service quality.

Conduct stakeholder surveys on fiscal priorities; create transparent budgeting reports; host community forums on financial planning.

GOAL #5

Foster a culture of connectivity and collaboration by engaging community resources and stakeholders across all schools to support enriched student experiences, inclusive activities, and ongoing dialogue that strengthens relationships and trust.



Community Learning

COMMUNITY Partnerships

School Climate

Objective

Year 1 Activity Highlights

Community Learning: Broaden student learning experiences beyond the traditional classroom by leveraging community resources to provide authentic, real-world learning opportunities that foster critical thinking, problem-solving, and career exploration.

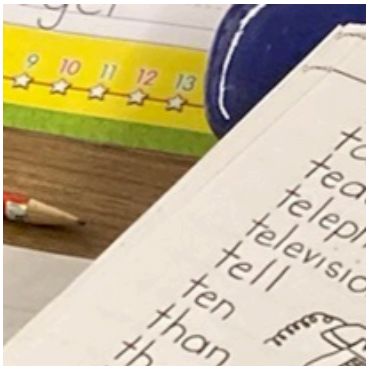
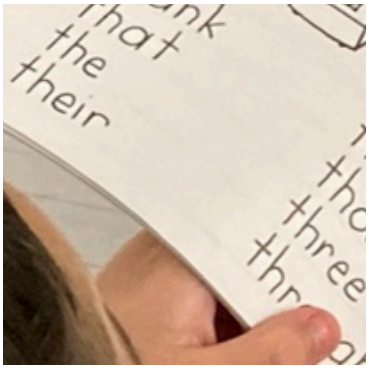
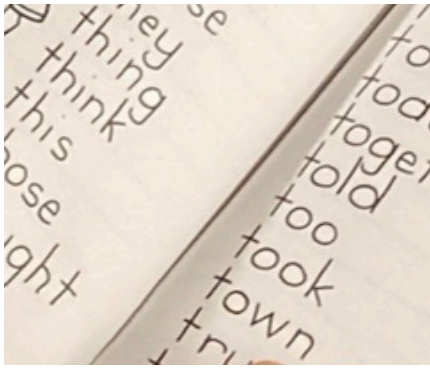
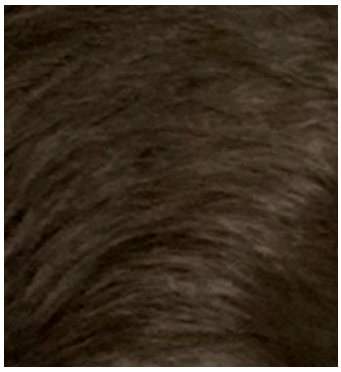
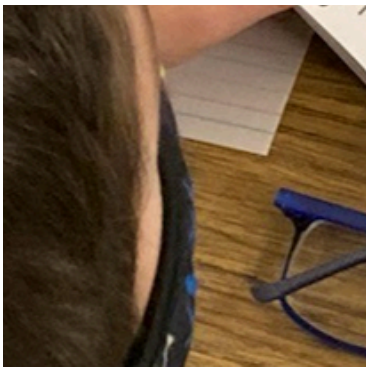
Launch family education workshops on student learning, mental health, and technology use to support engagement at home. Encourage two-way communication through surveys and parent advisory groups.

Community Partnerships: Create a strong and supportive partnership between home and school by actively engaging families in their children's education, fostering open communication, and building a shared understanding of student needs and goals.

Assess current levels of family engagement; explore tools for enhancing communication with families; plan initial events for community collaboration.

School Climate: Cultivate a school climate that values and celebrates diversity, promotes inclusivity for all students and staff, and ensures that all stakeholders have a voice in shaping the school community and feel valued and respected.

Survey stakeholders on current school climate; develop an action plan to address identified gaps; Assess current climate initiatives district wide

Thank You

We are grateful to the Education Foundation for their generous financial sponsorship, which made this strategic planning process possible.

This plan came together because of the teamwork, ideas, and dedication of our parents, teachers, administrators, board members, and community partners. Your input and support were key to shaping a vision that reflects what our community values most.

We are especially thankful for everyone who took part in surveys, meetings, and discussions along the way. Your voices have been a guiding force throughout this process and will continue to play a big role as we move forward. Together, we've laid the groundwork for an exciting future, and we are looking forward to making this vision a reality for all students, staff, and families in the Ringwood School District.