

Livingston Public Schools DISTRICT GOALS/STRATEGIC PLAN 2024-2025

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Livingston Public Schools

Empowering all to Learn, Create, Contribute & Grow



Why Align District Goals with the Strategic Plan?

- Goals are areas we have determined through the strategic planning process that we want to highlight, prioritize and develop.
- Consistency of goals provides for deeper impacts and clear direction.
- District and Strategic Plan Goals are not the only focus of the Board or the Administration. We have many areas of focus.



DISTRICT GOAL/STRATEGIC GOAL 1 - Teaching and Learning

Investigate and identify highly valued instructional elements for the development of an instructional framework around which to build common language of instruction, authentic learning experiences and assessment, and a real-world context to foster curriculum development and student and educator growth.



DISTRICT GOAL/STRATEGIC GOAL - Teaching and Learning

We believe that effective instruction is:

- Cultivated in a safe, caring, and brave learning environment.
- Rooted in clearly stated and understood objectives, expectations, and criteria.
- Informed by student performance and targeted feedback.
- Creating opportunities for students to actively engage in sense-making.
- Interconnected.



ACTION STEPS - Teaching and Learning 2024-2025

- Administrator and Teacher Leader retreat unpacking the Livingston Lens.
- Building and department professional development plans surround selected Focuses of Livingston Lens.
- Began implementation of Universal Screener for student performance informed instruction.
- Developed “criteria maps” for classroom practice of the Livingston Lens focuses.
- Presented to the Board of Education the values and priorities we have determined as a District.
- Created cross-discipline and grade articulation PD developing common language and classroom “look-fors.”
- Reset the District Professional Development Committee to curate programing based on the focuses.
- Collectively built a repository of resources for teachers and administrators.
- Reintroduced the Coaching Observation encouraging the use of new strategies rooted in a focus.
- Conducted District-wide Instructional rounds using criteria maps created through PD.
- Further work on data teams including the creation of a secondary team.
- Elementary Schedule Review Committee to be formed.
- Formalized evaluation criteria for recognizing impact of the Livingston Lens, short and long term.



DISTRICT GOAL/STRATEGIC GOAL 2 - Safety and Wellness

Ensure the emotional well-being and mental health of all our students through a strong feeling of connectedness, a sense of belonging to their school community, and an awareness of the resources and support available to students and families.

In an effort to thwart the negative impacts of stress and mental illness, and as the Strategic Plan 2022-2027 indicates “implementing the programming, resources, and opportunities to address the priority gaps to build the skills necessary to develop healthy habits for a well-balanced life.”



ACTION STEPS - Safety and Wellness

Cultivate a safe, caring, and brave learning environment.

Nested and Interconnected

- Continue to support a strong community connection through engaging presentations regarding safety and wellness for families through our SAC, School Counseling, and building level programming.
- Continue to utilize our resources in and out of the district to assess and respond to matters of safety and wellness
- Continue to provide effective educational opportunities to increase positive student-to-student and teacher-to-student interactions around culture and equity.
- Ensure community/advisory time in order to foster relationships between adults and students and strengthen relationships and build connections based on mutual respect, with teachers valuing the individuality of each student and students expressing the feeling of belonging and safety in their classrooms.



ACTION STEPS - Safety and Wellness

Parent/Community Connections Regarding Mental Health

- SAC and school-based parent events regarding managing student and parent stress were a specific focus for this year.
 - *15 Minute Child Break*
 - *Just Talk About It*
 - *Supporting Teens By Reducing Their Stress and Ours*

Student Facing Opportunities

- Mental Health First Aid Training for Sophomores and New Staff
- LHS Grade Level Meetings - *Panel Discussion on Social Media, Group Texting, etc*
- Middle School Advisory Lessons and Speakers:
 - *I'm Just a Kid With an IEP*
 - *Natural High*
 - *Living Voices*

Topics (just a few examples): Neurodiversity, Intent vs. Impact, Empathy
- Elementary Morning Meetings and Caring Communities



DISTRICT GOAL/STRATEGIC GOAL 3

Leadership and Governance

Enlist staff leaders to contribute to the process of comprehensive self-evaluation and reflection, and work with administrators and content area supervisors to ensure the continuation of the alignment of district efforts to incorporate values-based practice.



ACTION STEPS - Leadership and Governance

Cultivate a safe, caring, and brave learning environment.

- Working with the new School Safety Specialist to identify areas of school security improvements worked on during the 2024/2025 for 2025/2026 implementation, in the areas of:
 - Improve conditions in the event of a prolonged school lockdown: crisis buckets in in each classroom and office.
 - Update security drills based on new training of our School Safety Specialist. Train staff in new directives from NJDOE
 - Toured our self-contained classrooms twice during the school year with first responders
 - Emergency communication protocols: Integrate emergency communication systems
 - Formally securing and visit alternative evacuation sites



ACTION STEPS: Leadership and Governance

- Updating Critical infrastructure Maps
- Integrating panic buttons and update system
- Introduction of a visitor management system in each school
- “Live” Police training in our schools
- Updating and adding to the MOA
- Unification plan development and training
- Increase security procedures at Central Office
- Exterior strobe light at schools for emergencies
- Communicate our security needs with special schools that meet with our students
- Continue to work with LPD concerning traffic and safety around schools
- Technology safety protocols and training for staff.



DISTRICT GOAL/STRATEGIC GOAL 4

Community and Culture

Engaging all stakeholders, especially students and their families and guardians, in educational programs is essential to creating a community of equity in our school district. Ensure just outcomes for each student, raise marginalized voices, and challenge imbalances of power and privilege.



ACTION STEPS - Community and Culture

Rooted in clearly stated and understood objectives, expectations, and criteria.

Implement recommendations from the LPS Equity Response Committee and US2

- Establish the LPS Equity Response Committee to review equity audit and establish vision in the area of equity and inclusion;
- Re-establish the Equity Leadership Team to set the goals and strategies for 2024-2025 school year and expand committee to include building equity coaches, building student equity advisors, building anti-bullying specialists, and building principals;
- Implement strategies & goals as defined by the LPS Equity Response Committee and US2;
- Maintain forward movement with the district work related to implementation of professional development, 100%, and student voice in our school buildings.
- Assess progress towards these expectations mid-year and end of year



ACTION STEPS - Community and Culture

Theme-Organizational Alignment

1. Expectations/Foundational Alignment/100%s

- Establish school-specific interpretation and success metrics for district-level 100%s
- Define roles, responsibilities, and expectations for Equity Coaches, Anti-Bullying Specialists, and District Equity Leadership Team members
- Compile glossary of terms for all constituents

2. Sense of Belonging/Authenticity/Relationships

- Curate resources for five (5) unique lessons for each grade band to be introduced to multiple identities with a focus on relationships and authenticity

Identity - Authenticity

Diversity – Circle of Trust

Justice – Bullying

Action – Being an Upstander/Taking Action

Hearing Different Perspectives

3. Environment of Accountability/Restorative Practices

Strategies for Meeting our Goals

- Building-Level Coaching
- District-Level Coaching for District Equity Leadership Team-Aligned (DELTA)
- Book Study
- Review & Finalize Roles & Responsibilities for all roles (DELTA Members, Anti-Bullying Specialist, Equity Coach, & Student Equity Advisor)
- Development of a Glossary of Terms
- Lesson Planning and Review
- Idea and Resource Sharing Across Schools
- 100%s Alignment
- Crosswalk between Portrait of a Graduate and 100%s and character education work
- CARES Certification

Looking forward to a presentation from the District Equity Response Team at the June 3, 2025 Meeting of the BOE



ACTION STEPS: Finance and Facilities

Interconnected

- Meet with the Facility Committee of the Board through the fall and winter of 2024 to review the facility improvement options provided by the Long Range Facility Committee in order to review recommendations to the LBOE and the Long Range Facility Committee in the spring of 2025. Work with district architect on costs and very preliminary design as well as our financial advisors on cost projects and wrapping possible referendum into current obligations.
- LBOE to, based on the work of the Long Range Facility Committee, identify, produce, and promote a consensus plan for moving forward to present to the community during the spring of 2025.



DISTRICT GOAL/STRATEGIC GOAL 5

Finance and Facilities

Take inventory of the District's facilities to determine current strengths, deficiencies, uses, and needs. Coordinate with town officials and management to gain an understanding of future District needs through regular Liaison Committee meetings, ensuring that our facilities meet the diverse needs of our student population. This should include school facilities and athletic fields and courts. From that investigation, devise a long-range facilities plan. Evaluate current investment in flexible classroom spaces throughout the District.



ACTION STEPS - Finance and Facilities 2024-2025

We did not meet the goal to present a plan to the community in spring 2025.

We have accomplished the following:

- District Administration and Facility Manager met with principals and supervisors to go over 2023/2024 LRFP Community Committee options and discuss any additional needs since that LRFP work was completed (Winter 2025).
- Shared preliminary facility options with Facility/Finance Committee of the LBOE (Winter 2025).
- The Superintendent and LBOE Facility Committee members have met with the Town's Livingston Mall development consultant and planners. (February 2025).
- Engaged district architect to develop preliminary schematic drawings and budgeting of options (April 2025).
- Engaged demographer to complete study. This is challenging due to town development that is planned and occurring (April 2025).



ACTION STEPS: Finance and Facilities 2024-2025

- Share Facility Options and cost analysis with LBOE Facility/Finance Committee (Summer/Fall 2025).
- Share preliminary architect cost analysis with financial advisor to determine preliminary text impact and possible wrapping cost into current obligations.
- Share Facility Options to LBOE and invite former LFRP Committee to hear facility options and administration facility recommendation (Fall 2025).
- LBOE votes on administration facility recommendation (Fall 2025).
- District Architect submits documentation to the NJDOE for approval and for possible funding/debt service (Spring/Summer 2026).
- Choose referendum date during 2026/2027 school year.



Questions?

