

**PISCATAWAY TOWNSHIP PUBLIC SCHOOLS**  
**2014 – 2015 ACTION PLAN with SMART GOAL**  
**PISCATAWAY TOWNSHIP HIGH SCHOOL**

“All good-to-great organizations began the process of finding a path to greatness by confronting the brutal facts of their current reality.”

From Good to Great, by Jim Collins

**Objective #1: Academic:**

By June 2015, 87% of all high school final grades will be passing.

GOALS	ACTIVITIES/INTERVENTIONS	STAFF	TIMELINES	RESOURCES	EVALUATION CRITERIA
<p>Our Reality: Last year, 16% of all final grades were not passing</p> <p>Our Goal: Reduce the total number of all failing final grades by 20%</p>	<ul style="list-style-type: none"> <li>Conduct incoming 9<sup>th</sup> grade outreach and data collection</li> </ul>	<ul style="list-style-type: none"> <li>Central Office Testing Instructional Team</li> <li>CST (L.R.)</li> <li>AP (Dr. Ritchie)</li> </ul>	Aug - June	<ul style="list-style-type: none"> <li>Access to Student Records</li> </ul>	<ul style="list-style-type: none"> <li>Monitor MP Student Progress</li> <li>Review Dept Intervention Strategies</li> </ul>
	<ul style="list-style-type: none"> <li>Redesign Cohort Meeting Structure &amp; Focus</li> </ul>	<ul style="list-style-type: none"> <li>Principal</li> <li>APs</li> <li>Dept Chairs</li> </ul>	Aug - June	<ul style="list-style-type: none"> <li>Professional Development opportunities. District and/or facilitations that address effective teaching strategies</li> </ul>	<ul style="list-style-type: none"> <li>Set Agendas</li> <li>Monitor Meeting Minutes</li> <li>Allow for Report Out</li> </ul>
	<ul style="list-style-type: none"> <li>Reduce large # of Student Repeater Courses</li> </ul>	<ul style="list-style-type: none"> <li>Principal</li> <li>Scheduling Chair</li> <li>APs</li> </ul>	Aug – Sept	<ul style="list-style-type: none"> <li>Teacher Schedules</li> <li>Master Schedule</li> </ul>	<ul style="list-style-type: none"> <li>Schedule</li> <li>Student Date/Census Report</li> </ul>
	<ul style="list-style-type: none"> <li>Data review and analysis by department</li> </ul>	<ul style="list-style-type: none"> <li>Dept Chairs</li> <li>Teachers</li> </ul>	Sept – June	<ul style="list-style-type: none"> <li>Data 13-14</li> <li>Develop Smart Goal by Dept.</li> </ul>	<ul style="list-style-type: none"> <li>Mins. from Dept Meeting</li> <li>MP Grades</li> </ul>
	<ul style="list-style-type: none"> <li>Provide training for inclusion teachers as well as for non core teachers</li> </ul>	<ul style="list-style-type: none"> <li>Cohort AP's</li> <li>Dept Chairs</li> <li>Special Ed Supervisor</li> </ul>	Aug – June	<ul style="list-style-type: none"> <li>Cohort/PLC meeting</li> <li>Common Planning</li> <li>Best Practices</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation/ Observations</li> <li>Common Planning Activity Log</li> <li>Lesson Plans</li> <li>Mins of PLC meeting</li> </ul>

**Objective #2: Discipline**

By June 2015, through the implementation of interdisciplinary strategies and ongoing character educational program, Piscataway High School will reduce referrals in target area populations by 15%.

GOALS	ACTIVITIES/INTERVENTIONS	STAFF	TIMELINES	RESOURCES	EVALUATION CRITERIA
<p>Our Reality: Last year, 57% (1041) of all disciplinary referrals were recorded as insubordination, disrespect to staff, open defiance, disruptive behavior</p> <p>Our Goal: Reduce the number of disciplinary referrals in the above mentioned categories by 15%</p>	<ul style="list-style-type: none"> <li>Classroom management and PD training/workshop</li> </ul>	<ul style="list-style-type: none"> <li>High School Teachers</li> <li>Dept Chairs</li> </ul>	Sept – June	<ul style="list-style-type: none"> <li>District/School Training</li> <li>PD 360</li> <li>Danielson Framework</li> <li>Haven/Counsel/CST, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Teacher survey</li> <li>Individual Teacher Data - MP</li> </ul>
	<ul style="list-style-type: none"> <li>Collect and analyze monthly data in discipline target areas</li> </ul>	<ul style="list-style-type: none"> <li>Deans</li> <li>Counselors/CST</li> <li>APs/Principal</li> </ul>	Sept – June	<ul style="list-style-type: none"> <li>Referrals</li> <li>IEPs</li> <li>Counseling logs</li> </ul>	<ul style="list-style-type: none"> <li>Discipline data</li> <li>Meeting Minutes</li> <li>AP &amp; Dean Meetings</li> </ul>
	<ul style="list-style-type: none"> <li>Implementing character education throughout interdisciplinary practices</li> </ul>	<ul style="list-style-type: none"> <li>Teachers</li> <li>Dept Chairs</li> <li>APs</li> <li>Counselors</li> </ul>	Sept – June	<ul style="list-style-type: none"> <li>Monthly focus on character education</li> <li>Student recognition programs</li> </ul>	<ul style="list-style-type: none"> <li>Monitor lesson plans</li> <li>Dept Minutes/Agenda</li> <li>Assemblies</li> </ul>
	<ul style="list-style-type: none"> <li>Develop Peer Mediation/Conflict resolution framework</li> </ul>	<ul style="list-style-type: none"> <li>Dept Chair/Counselors</li> <li>Deans</li> <li>Teacher Advisors</li> </ul>	Sept – June	<ul style="list-style-type: none"> <li>Students</li> <li>Training for Students</li> </ul>	<ul style="list-style-type: none"> <li>Functional PHS operational system for peer monitoring</li> </ul>
	<ul style="list-style-type: none"> <li>Early warning identification for students that demonstrate need informal interventions</li> </ul>	<ul style="list-style-type: none"> <li>Teacher</li> <li>Guidance Counselor</li> <li>Dean</li> <li>Dept Chair</li> </ul>	Sept- June	<ul style="list-style-type: none"> <li>Pre-Referral Process</li> </ul>	<ul style="list-style-type: none"> <li>Pre-referral</li> <li>Logs of student meetings</li> </ul>

**Objective #3: Culturally Responsive**

By June 2015, we will increase our student/staff involvement by 3-5% in the areas of clubs, activities, athletics and other support-related programs.

GOALS	ACTIVITIES/INTERVENTIONS	STAFF	TIMELINES	RESOURCES	EVALUATION CRITERIA
<p>Our Reality: Last year, 78% of our total students/staff population participated the areas of clubs/ activities (1,276), athletics (560).</p> <p>Our Goal: Increase 3-5% the overall participation in clubs/ activities, athletics and other support-related programs offered at PHS.</p>	<ul style="list-style-type: none"> <li>Monthly Student Recognition Program (citizenship models PHS behavior)</li> <li>Athlete of the week</li> <li>Spirit Week</li> <li>Clubs &amp; Activities Outreach</li> </ul>	<ul style="list-style-type: none"> <li>Deans</li> <li>AP</li> <li>AD</li> <li>Coaches</li> <li>Club Advisors</li> </ul>	Sept – June	<ul style="list-style-type: none"> <li>Certificates</li> <li>Letters to Parents</li> <li>Principal-Student Council Members</li> <li>Coordinator of Community Programs</li> </ul>	<ul style="list-style-type: none"> <li>Monthly report generated by Chief Report</li> </ul>
	<ul style="list-style-type: none"> <li>Staff Recognition program above &amp; beyond</li> </ul>	<ul style="list-style-type: none"> <li>Student</li> <li>APs</li> <li>Dept Chair</li> </ul>	Per MP	<ul style="list-style-type: none"> <li>Students/Parents</li> <li>Staff</li> <li>Dept Chairs</li> <li>Aps/Principal</li> </ul>	<ul style="list-style-type: none"> <li>Online Survey</li> <li>M.A.D referral forms</li> </ul>
	<ul style="list-style-type: none"> <li>Assembly programs for students/staff</li> </ul>	<ul style="list-style-type: none"> <li>SLT Team</li> <li>Counselors</li> <li>Deans</li> </ul>	Sept – June	<ul style="list-style-type: none"> <li>Focused grade level assembly for heritage recognition</li> <li>TV &amp; Radio station</li> </ul>	<ul style="list-style-type: none"> <li>Survey by counselors</li> <li>At least one per MP</li> <li>Lesson plans cross all departments</li> </ul>
	<ul style="list-style-type: none"> <li>Mentoring programs Becoming a Chief Leadership Track</li> </ul>	<ul style="list-style-type: none"> <li>Mr. Viney</li> <li>Mr. Bizzell</li> <li>Counselors/CST</li> </ul>	Aug – June	<ul style="list-style-type: none"> <li>Students 11<sup>th</sup> and 12<sup>th</sup> Grade</li> </ul>	<ul style="list-style-type: none"> <li>Student Survey</li> <li>Genesis Student Data</li> </ul>
	<ul style="list-style-type: none"> <li>Refine mentoring/parental outreach practices for individuals and groups PHS target population</li> </ul>	<ul style="list-style-type: none"> <li>Ms. Jordan</li> <li>Mr. Larry Lester</li> <li>Ms. Travis</li> <li>Dr. Gayles</li> <li>Ms. Jefferson</li> <li>Rutgers Scholars</li> </ul>	Sept – June	<ul style="list-style-type: none"> <li>Academic Data</li> <li>Attendance Data</li> </ul>	<ul style="list-style-type: none"> <li>Develop a succinct mission and agenda of sustainability</li> <li>Student survey</li> <li>Parent Survey</li> </ul>

The Core of our work will align with the Danielson's Model: Domain Two: Classroom Environment & Domain Three: Instruction