GOAL AREA #1: To academically, socially, and emotionally prepare students for a successful future as active contributing members of their community

Objectives:	Increase Awareness of and preparation for career options (K-12), including college, vocational, and military options	Provide students with the skills to enhance self-esteem, build healthy relationships, and work through conflict to reap positive outcomes	Integrate the effective use of relevant technologies and digital citizenship to achieve short and long term goals	Develop pathways for student choice, self guided learning, and increased option II opportunities to better individualize instruction and programming
Major Activities:	* Establish a Career day/week; bringing outside business in to present various careers * Partner with union halls for the trades; host a job fair; bring trades and continue to bring 2 year colleges to college fair * Continue to offer TREPS, SLE, Tomorrow's Teachers, and investigate ROTC and other programs *Partner with PCCC to implement dual enrollment courses	* Incorporate programs, including motivational speakers and/or other relevant programs (i.e. Victory Road, Bucket Filler program, Breaking the Cycle, etc.) * Implement aspects of character education, including Second Step Curriculum and PBSIS * Expand mindfulness program in the district through Pandora Healing and other programs	* Expand our use of innovative technology within the Pre-K - 12 classroom * To continue to provide opportunities for students to learn to use technology in a safe, responsible and appropriate manner *Partner with Kiker Learning to support teachers continued growth and implementation of innovative technologies and best practices	* Provide opportunities for student choice through virtual learning and other opportunities for individualized instruction * Tracking the students earlier in their high school career to ensure courses are taken to be available for SLE Senior year * Implement self-guided learning through a STEM Capstone project and other work study programs
Success Indicators:	* Guidance to set up college fair; principals to implement a career fair/week; coordinate with the Stakeholders to include: PTO, BOE, community (Rotary, Chamber of Commerce) *Administration to coordinate dual enrollment course offerings	* Administration and staff, student surveys, Character Education/Mindfulness Committees, PLC, ScIP committee, PTO, BOE	* Successfully implement a 1:1 environment at HHS and LMS * Support teachers in their continued growth and use of innovative technologies and best practices * Use of website such as Common Sense Media * Teachers will provide classroom activities that promote and support Digital Citizenship	* Monitor progress of small learning communities at HHS and adjust as needed * Increase awareness of high school offerings at the middle school to support successful transition to HHS * Evaluation of programs by Guidance, CST, and Administration
Resources:	* Support from BOE, PTO's, local businesses and community *Partnership with PCCC (Passaic County Community College) *Project Lead the Way	* Promote access to support resources (guidance dept., case managers, peer counselors) * Encourage cooperation with community resources (police, youth clubs, civic groups, etc)	* Staff and student exposure through in-house Google Certified trainers will provide relevant experiences so students can apply learned skills * Staff and students will utilize current curriculum and available resources to promote digital citizenship *Increased technology support by additional computer technician	* Hawthorne Public Schools Career Pathway Resource * Virtual learning experiences
Staff Responsible:	Administration, Staff, and Community Organizations, PCCC Dual Enrollment Coordinator	Administration, Staff, and Outside Presenters	Administration, Staff, and Educational Consultants	Administration, Staff and Students at HHS
Timeline:	2018-2022	2018-2022	2018-2022	2018-2022

GOAL AREA #2: To provide comprehensive and rigorous learning experiences to best prepare students for future success as lifelong learners

Objectives:	Improve and provide on-going, meaningful professional learning opportunities that are relevant to staff and student needs	Create learning opportunities that promote individualized educational experiences by incorporating student input	Identify and assess all students individual needs for adequate and appropriate interventions	Continuously integrate innovative technology to enhance teaching and learning
Major Activities:	* Utilize school based data teams to analyze data to incorporate instructional shifts * Analyze teacher evaluation data to determine strengths and weaknesses in instruction * Annually conduct needs assessment to determine future professional learning opportunities * Support College Board teacher training, including AP Summer Institute	* Survey of students both past and present * Meetings with pre-existing groups (i.e. student council, peer leadership)	* Ongoing review of student data to identify individual areas of weakness * To determine appropriate interventions based on review of data *Launched K-12 NJTSS program	* Continue to expand our use of innovative technology within the Pre-K - 12 classroom * Successfully Implement 1:1 environment in HHS and LMS * Continue to provide course opportunities that incorporate innovative technologies (i.e. Project Lead the Way, PLTW Engineering, Cybersecurity, Robotics, etc.)
Success Indicators:	* Identified areas of weakness * Plans for Professional Development * Ongoing review of progress and new data * Growth in identified academic areas	* Programs needs are evaluated based on student input	* Information from school based data team, including BSI, 504, I&RS, grade-level teams, departments and guidance *Evaluating student Renaissance, Achieve 3000, IXL, Reading A-Z.	* Teacher Evaluation * Walkthrough data * Student Feedback
Resources:	* Realtime * All other data platforms available to staff *Results of Needs Assessment	* Meetings with student groups and analysis of student surveys	* Continued training in data analysis and appropriate interventions	* Ongoing Professional Development * Additional technology staff to support 1:1 environment
Staff Responsible:	Administration and Staff	Administration, Staff, Former and Current Students	Administration and Staff	Administration, Staff, Technology Dept. and Consultants
Timeline:	2018-2022	2018-2022	2018-2022	2018-2022

GOAL AREA #3: To cultivate a positive and supportive culture so the students can continue to learn and grow.

Objectives:	Increase staff awareness of student mental health strategies (create stronger relationships)	Explore alternative educational opportunities throughout the grades	Expand Support Staff	Coach students about coping skills (success and failure), problem solving, conflict resolution, and prepare students to communicate verbally
Major Activities:	* PD Training for staff on coping skills for anxiety, social emotional learning, instructional practices for the whole child * Offering resources for staff wellness *Implement Social Emotional Learning curriculum for K-5	* Explore shared time vocational opportunities for high school students * Evaluate the possibility of implementing a flex period for students who may be in need of additional instructional support/stress management/coping skills * Expanding the use of Peer Mentoring at HHS	* Create wellness committees at each individual building level * Additional Elementary Counselor * Additional Middle School Counselor * Guidance Counselor with SAC Certification *Partner with Tri County Behavioral Health and West Bergen Mental Health	* Incorporate these skills into daily practice * Expand Peer Leadership program *Implement group counseling, peer counseling, and academic and emotional support at the elementary level
Success Indicators:	* Survey to staff on use and effectiveness	* Determination of available programs * Administrative staff working to develop programs that can be implemented around instructional time and budgeting * Coordinate with Advisors of Peer Leadership program	* Review data on caseloads (school refusal, risk assessments) * Reviewing impact and effectiveness of current staff	* Train staff * Teacher Evaluation * Feedback from advisors of Peer Leadership program
Resources:	* PD for staff to support positive culture and climate * Mindfulness activities / resources	* Time in the school day to provide flex period around instructional practices * Peer Mediation program that has been found to be successful * Possible implementation of Peer Group Connection class at high school level * Budgeting for shared time vocational programs	* Need for additional funding * Training for wellness committee the building *Contracting with outside agencies/consultants	* Professional Development for all
Staff Responsible:	Administration, Staff, and Consultants	Administration, Staff, Peer Leaders and Peer Leadership Advisors	Administration and Staff	Administration and Staff
Timeline:	2018-2022	2018-2022	2018-2022	2018-2022