

**Orange Public Schools  
Strategic Planning and Vision  
2013 - 2016**



**Working Together We Grow**



**Orange Board of Education  
Approved: June 10, 2013**



# Message

## A MESSAGE FROM THE CHAIRS

MESSAGE FROM THE CHAIRS

Dear Orange Community,

We are both honored and excited to share with you the Orange Elementary School's new strategic plan, "Working Together We Grow." As education evolves with new and improved programming, advanced technology, and concerns about health and safety, it is the fiduciary responsibility of the Board of Education to clearly map out our district's goals to ensure the current and future needs of our children are being met.

This strategic plan establishes the mission, vision, and beliefs for the school district and will serve as a foundation to achieve our goals and objectives for the next three years. Its creation involved careful consideration by administrators, Board of Education members, parents, teachers, and community members to determine what the focus areas of action will be going forward. It challenges us to take risks, to be adaptive, and to focus on continuous improvement. It presents strategies to improve results, objectives to realize goals, and action plans with ongoing monitoring to measure performance. The strategic plan lives in our classrooms, our schools, our children, our staff, and our community.

In our modern world, it no longer matters what our children know; it matters what they can do. They need to find accurate 'just-in-time' information and process it logically... *and* creatively. To the end that this strategic plan seeks to address differentiation for our advanced students, as well as for our strugglers; to the end that it advances our students' access to technology; to the end that it can make their homework more relevant and real-world and make their real world safer and more healthful; to the end that communicating these ideals becomes a community-wide focus, we are excited about digging in and bringing this strategic plan, "Working Together We Grow," to life.

We want to thank everyone involved in the plan's creation. It has been a labor of love for our children and our community. We look forward to our staff embracing these goals, our children enjoying more opportunities, and our community benefiting as a whole, because working together WE grow.

Amy Criscuolo, Board of Education  
Lynn K. McMullin, Superintendent

*In September of 2012, the Orange Public Schools set in motion a long-range planning process to include input from parents, community members, and staff. From the community-wide survey, and from the deep conversations about our schools, we have written this strategic plan to guide our decision-making and goals for the next three years.*





## Vision OUR MISSION

The Orange Elementary School District recognizes that the education of each child is the shared responsibility of every member of our community.

Our goal is to inspire and empower each student to achieve academic excellence, embrace social and individual responsibility, and lead with integrity. We believe all individuals should be valued and treated with respect.

We are committed to:

- *Providing powerful academic challenges*
- *Respecting individual and community values*
- *Nurturing personal growth*
- *Taking pride in our children and celebrating their successes*
- *Promoting school and community spirit*
- *Enhancing lifelong learning through technology*
- *Believing all children deserve a childhood*
- *Creatively, confidently building the future*

*Together we will make a difference.*





## Our Beliefs FROM THE COMMITTEE

*“Just as seeds require a nurturing environment that will stimulate growth and development, so do our children in the Orange Public Schools. It is with conviction that the strategic plan will be the vehicle that will create a positive and safe environment for all children in our schools to grow and develop to their greatest potential.”*

Deanna Pucillo, Parent

*“I saw the process as teachers, parents, board members, and administrators coming together as one voice, pledging their commitment to the children of Orange.”*

Valerie Anton, Teacher

*“I believe that the foundation of a life-long learner starts in our schools. With this strategic plan, students across our community will enter middle school with a strong understanding of each subject but also a grasp on technology, teamwork, and a drive to continue learning in and out of the classroom.”*

Diane Brown, Board of Education

*“Our collective work demonstrates the ability of our teachers, parents, administrators, and board members to come together and make a conscious decision to do what is best for our children. This strategic school plan represents our investment in the shaping of our schools in a way that will provide children with the greatest opportunities for academic success and personal development.”*

Kai Graves, Administrator

Valerie Anton  
Diane Brown  
Erica Campbell  
Amy Criscuolo  
Kai Graves  
Monica Harned  
Kathy Haughton  
Jill Madigan  
Lynn K. McMullin  
Kristie Panico  
Deanna Pucillo  
Alexandra Winkelman  
Marci Young





# Process

## THE PLANNING PROCESS

### September 2012

Invitations went out through the web, email, and the local press to teachers, parents, and wider community to join the committee. Committee was formed.

### October 2012

First committee meeting was held on October 23<sup>rd</sup> from 4:00 – 7:00 pm. Additional 3-hour meetings scheduled. A new 'Mission Statement' was drafted.

### November 2012

A community-wide satisfaction survey was posted on the web; a staff survey was posted; a survey of students in grades 2, 4, and 6 was completed in the computer labs. Committee researched and analyzed the strategic planning process. The mission statement was reviewed and revised.

### January 2013

Mission statement was adopted by our committee. Committee began analyzing Orange's data and discussing the findings. Data was grouped into areas of study. Committee began analyzing other districts' strategic plans.

### February 2013

Data analysis and further discussion revealed focus areas and the beginnings of goals. A format was chosen. A draft began to take shape.

### March 2013

Mission Statement was presented to the Board of Education for a first reading. The rough draft of the 'Working Together We Grow' began to take shape.

### April 2013

Drafting and revising took place. New Mission Statement was adopted by the Board of Education.

### May 2013

The final draft of the plan was presented to the Board of Education for a first reading.

### June 2013

Board of Education adopted 'Working Together We Grow' as its 3-year strategic plan.





# Orange

## OUR DATA STUDY

A GLIMPSE AT OUR DATA

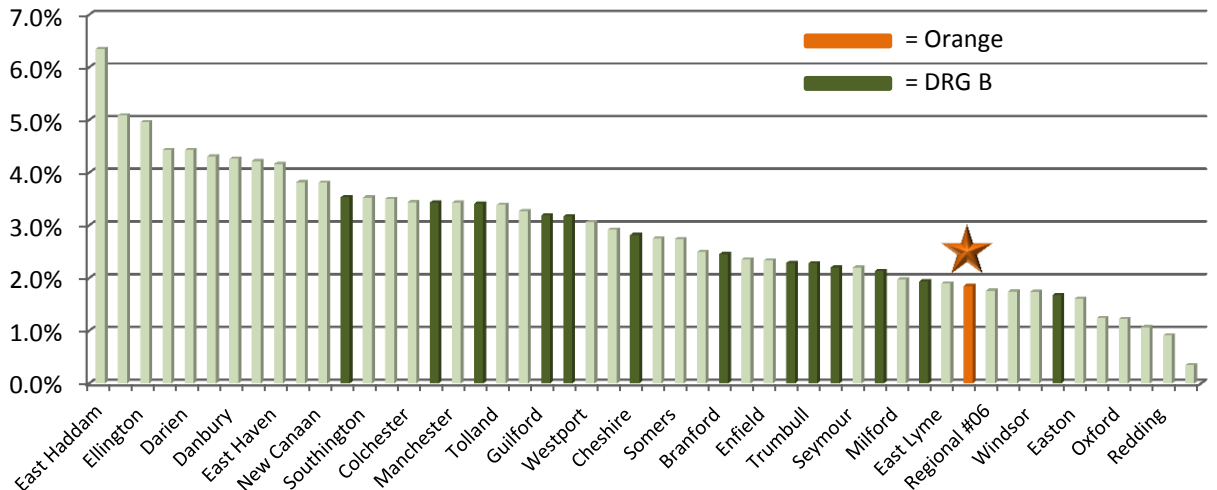
Demographics do not indicate significant areas of need.

	Percent		
	Orange	DRG	State
Students Eligible for Free/Reduced Lunch	2.8%	8.4%	34.1%
Students who are English Language Learners	3.3%	2.0%	5.6%
Students identified as Talented/Gifted	2.2%	6.4%	4.0%
Students in Special Education	10.2%	10.1%	11.4%
Kindergarten students who attend a preschool	98.7%	91.2%	80.2%

Based on the State's CMT, our students have made significant growth over time.

Grade 5 Students at Goal (in 2012)					
		2010 3rd grade	2011 4th grade	2012 5th grade	% change
Reading	--	80.9%	87%	92.2%	+11.4
Writing	--	79.3%	91.4%	87.1%	+7.8
Math	--	86%	90.3%	92.4%	+6.4
Grade 6 Students at Goal (in 2012)					
	2009 3rd grade	2010 4th grade	2011 5th grade	2012 6th grade	% change
Reading	70.5%	78.7%	75.8%	92.2%	+21.7
Writing	72.9%	80.5%	86.7%	87.2%	+14.3
Math	84.2%	89.5%	92.9%	92.4%	+8.2

Orange has demonstrated a responsible approach to spending over time.





# Orange OUR DATA STUDY

Our Survey, titled 'Strategic Planning Survey,' was advertised in the local presses, advertised on the web, and emailed to organizations, such as the Chamber of Commerce. We posted it at the library and in a large print version. The on-line survey was open for 5 weeks.

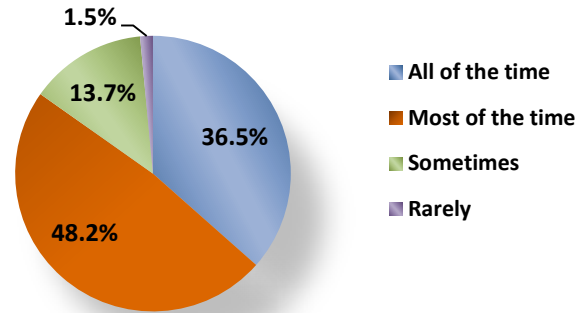
- 460 people responded.
- 75% were community members with one or more children in the schools.
- 67% had been residents of Orange for 8 or more years.
- There were 86 data points and 6 comments boxes throughout the survey.
- Questions included school environments, communications, our attention to health and wellness, academic achievement, the success of programs, and the relative importance of the items we were assessing. For example:
  - 44% felt we were 'average or above' at 'providing programs for students who were academically gifted.'
  - 86% indicated that 'providing programs for students who were academically gifted' was 'extremely important' or 'somewhat more important than other items.'
- There were 593 write-in comments.

The 'Strategic Planning Survey' is available by clicking below or on the webpage at:

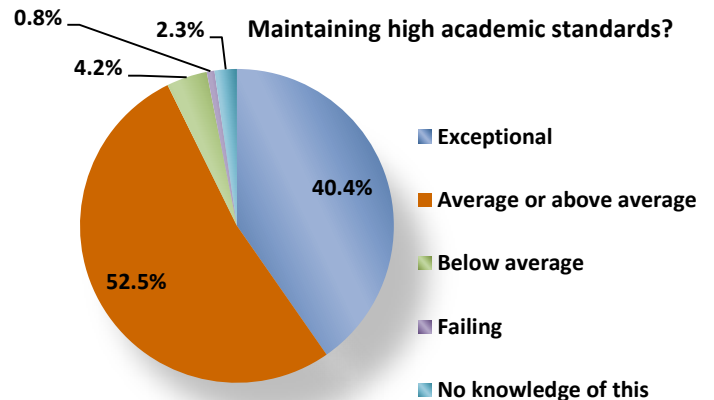
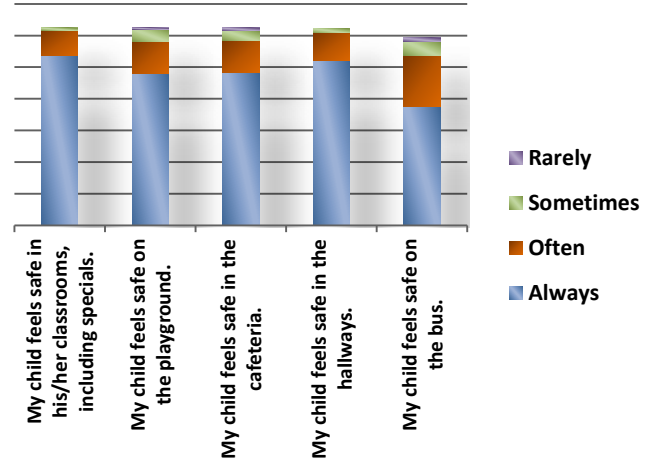
[View Survey here](#)

[www.oess.org](http://www.oess.org)

Do you feel that the school is preparing your child, or children, with skills needed for success at the next stage of his/her/their education and beyond?



Does your child feel safe...?





# Focus Area #1

## CURRICULUM AND INSTRUCTION

### GOAL 1: TRANSITIONS

*I*nvestigate opportunities to better prepare students and their families for the transitions between schools.

*D*evelop programming for decision-making, time-management, and Internet and social media safety.

*I*nvestigate full-day Kindergarten.

#### UNDERLYING CONSIDERATIONS:

How can we ensure...

- Our children and their parents are best prepared for the transitions between schools?
- Our children are prepared for each new step?
- Our Kindergarten students transition to Grade 1 knowing their individual academic and social strengths?
- Our Grade 6 students arrive at Amity Middle School Orange with the right skill set for their academics, time management, and organization?
- Our students are 'cyber smart'?
- Our children are strong decision-makers?







# Focus Area #1

## CURRICULUM AND INSTRUCTION

### GOAL 2: DIFFERENTIATION

**C**omplete a district-wide, Kindergarten – Grade 6 homework study, including summer assignments.

**I**nvestigate the Learning Enrichment Activities Program (LEAP), including the effectiveness of screening, staffing, and time.

**I**nvestigate a summer school program appropriate for all students.

#### UNDERLYING CONSIDERATIONS:

How can we ensure...

- We are meeting every child's individual needs?
- We differentiate for our children who are excelling?
- Homework will be equally challenging for all students?
- Our students understand the relevance of their homework?
- Summer homework activities maintain students' skills and their interests?
- More students benefit from summer school?





# Focus Area #1

## CURRICULUM AND INSTRUCTION

### GOAL 3: ALIGNMENT OF CURRICULUM & INSTRUCTION

**E**nsure the curriculum, materials, supplies, textbooks, and classroom instruction are aligned school-to-school and grade-to-grade.

**I**nvestigate opportunities for streamlining, such as for grade reconfiguration and looping.

**E**xpand and align the 21<sup>st</sup> Century program's before-and-after school curriculum and instruction across the district, including academic clubs and 'Science, Technology, Engineering, and Math' (STEM) activities.

#### UNDERLYING CONSIDERATIONS:

How can we ensure....

- Students in the same grade receive the same *curriculum* classroom-to-classroom and across the district?
- We implement the same *instructional* models classroom-to-classroom and across the district?
- We provide equal access to quality materials and technology?
- All students become critical thinkers and creative problem-solvers?
- These same principles are extended to our 21<sup>st</sup> Century program?





# Focus Area #2

## SAFE AND SECURE SCHOOLS

### GOAL 1: BULLY-FREE ENVIRONMENTS

**C**omplete and publish the Safe Schools Plans.

**E**nsure school improvement goals include feedback from parent and student surveys and support the Safe Schools Plans.

**I**mplement 'Positive Behavior Intervention and Supports' (PBIS).

#### UNDERLYING CONSIDERATIONS:

How can we ensure...

- The Orange Public Schools successfully prevents bullying in the classrooms and cafeterias, and on playgrounds and buses?
- All children feel safe and know they are valued?
- Our school communities are sensitive to diversity in all forms?





# Focus Area #2

## SAFE AND SECURE SCHOOLS

### GOAL 2: SAFETY AND SECURITY POLICIES

**R**eview and implement security policies for staff, visitors, and volunteers.

**C**ontinue to investigate school safety and security issues and concerns.

#### UNDERLYING CONSIDERATIONS:

How can we ensure...

- Our schools are consistently well-supervised and monitored?
- We certify that visitors and volunteers are consistently and appropriately screened?
- Steps are taken to improve parking lot and playground safety?
- Additional security measures are implemented as new security information becomes known?





# Focus Area #3

## STUDENT HEALTH AND WELLNESS

### GOAL 1: HEALTHY FOODS

**E**nsure the food sold and offered to children in school meets health and safety standards.

**I**nvestigate healthy alternatives to food-based celebrations and rewards.

#### UNDERLYING CONSIDERATIONS:

How can we ensure...

- Policies and procedures protect our children with food allergies?
- The food we provide our children meets health and safety standards?
- The food distributed to children in classrooms, coming from outside the schools, is safe and healthy?
- Our lunch menu options are healthy and appealing to our children?
- We are teaching our children to lead healthier lifestyles?





# Focus Area #3

## STUDENT HEALTH AND WELLNESS

### GOAL 2: HEALTHY LIVING CURRICULUM

*W*ork within the limits of the school day to investigate additional opportunities for children to engage in structured exercise.

*I*ncorporate principles of healthy living into the physical education curriculum.

#### UNDERLYING CONSIDERATIONS:

How can we ensure...

- Our students celebrate events and are rewarded for their successes with healthy alternatives to food offerings?
- More opportunities for physical activity?
- Our curriculum includes healthy life-style basics, such as drinking water, wearing protective gear, and using sunscreen?
- Our students will develop the skills needed to improve their ability to cope with stress?





# Focus Area #4

## COMMUNICATIONS

### GOAL 1: THE DISTRICT WEBPAGE

**E**nsure universal, district-wide paths for communication with parents using the webpage, including posting homework and summer packets.

**I**mprove the 'Virtual Backpack.'

**I**nvestigate additional options for electronic communications.

#### UNDERLYING CONSIDERATIONS:

How can we ensure...

- We communicate effectively with our parents and wider community?
- We develop and use the webpage so our parents access it and receive accurate and up-to-date information?
- We develop the skills and understandings which will enable our teachers to use our webpage to communicate more effectively with parents?
- We expand our reach through additional technologies as they become available to us?





# Focus Area #4

## COMMUNICATIONS

### GOAL 2: COMMUNICATION WITH PARENTS

*I*mprove teachers' communication with parents.

*I*nvestigate ways in which parents can both learn about and give input into the educational programming of the district.

*C*onduct parent workshops for concepts such as new district technology, special programs, the transitions to Grade 1 and Amity Middle School Orange, Internet safety, and curriculum initiatives.

#### UNDERLYING CONSIDERATIONS:

How can we ensure...

- We improve our communication with parents about the expectations of our curriculum and instruction?
- Our parents learn about, and support at home, what is happening in their children's classrooms?
- Our parents learn about and participate effectively in new initiatives and programs?
- Our parents are encouraged to partner with us to make their children academically and socially successful?







# Focus Area #5

## BOARD OF EDUCATION

### GOAL 1: BUILDING COMMUNITY

*I*mprove communication between the Board of Education and the community.

*D*evelop a mentoring program for new Board of Education members.

*I*nvestigate ways in which the district can bring the four schools together as a community.

#### UNDERLYING CONSIDERATIONS:

How can we ensure...

- We communicate new initiatives and programs the Board of Education undertakes?
- We involve the community in the budget development process?
- We share, and even celebrate, the district's successes?
- We improve the intra-school communications and capitalize on the opportunities for shared efforts and resources?





# Focus Area #5

## BOARD OF EDUCATION

### GOAL 2: CAPITAL IMPROVEMENTS

*Ensure buildings are maintained and upgraded by investing in our assets through a capital improvement plan.*

#### UNDERLYING CONSIDERATIONS:

How can we ensure...

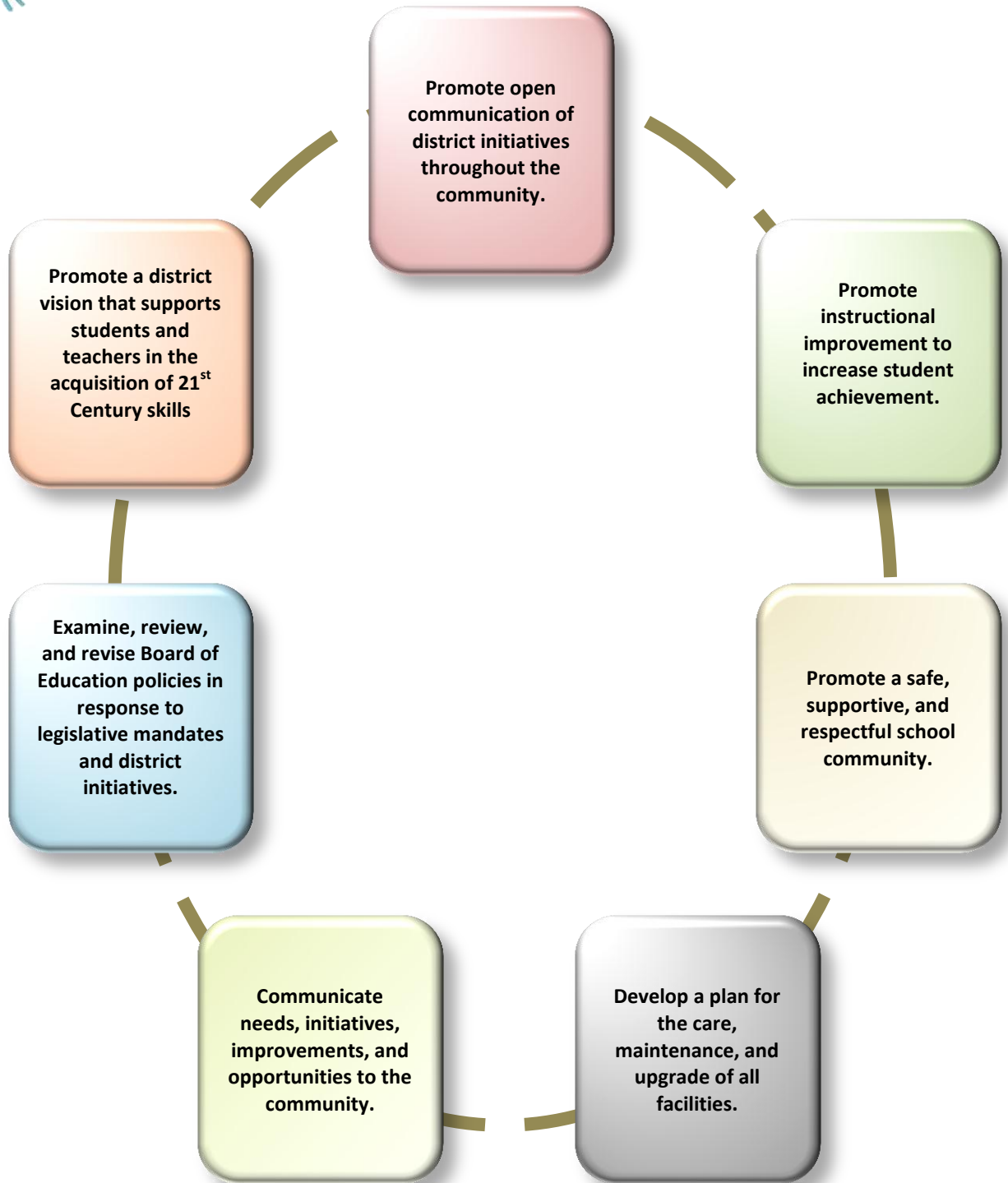
- We make the repairs, modifications, and replacements as needed in our schools?
- We beautify our classrooms and common areas?
- Our students and staff value and take care of our facilities?
- We accomplish the long list of repairs and much-needed improvements evident in our schools?





# Planning

FROM 2013 TO 2016





# Monitoring MONITORING OUR PROGRESS

MONITORING OUR ONGOING PROGRESS

## Action Plan

**Focus Area:** #2. Safe and Secure Schools

**Goal:** #2. Continue to investigate school safety and security issues and concerns.

#	Action Step	Who:	Due:	Completed:
1.	<p>Implement the security projects funded through the bond package.</p> <ul style="list-style-type: none"> <li>• Constructions</li> <li>• Development of policies</li> <li>• Communication of policies</li> <li>• Training and professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Business Manager</li> <li>• Facilities Director</li> <li>• BOE Security Committee</li> </ul>	December 2013	
2.	<p>Review the latest security and safety audits and develop a schedule for the implementation of the recommendations.</p>	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Business Manager</li> <li>• Facilities Director</li> <li>• Fire Marshall</li> <li>• Police</li> </ul>	December 2013	
3.	<p>Review and update the "Emergency Operations Guide for the Orange Public Schools."</p>	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Business Manager</li> <li>• Facilities Director</li> <li>• Fire Marshall</li> <li>• Police</li> </ul>	August 2013	
4.	<p>Develop and implement safe traffic patterns at all school facilities.</p>	<ul style="list-style-type: none"> <li>• Facilities Director</li> <li>• Highway Department</li> </ul>	August 2014	
5.	<p>Develop and practice lock-down protocols for the 21<sup>st</sup> Century program.</p>	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Business Manager</li> <li>• Police</li> </ul>	October 2013	
6.	<p>Develop contingency plans for a catastrophic loss of a school building or part of a building.</p>	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Business Manager</li> <li>• Facilities Director</li> </ul>	December 2013	

