

Avon Elementary School

2023 - 2028 Strategic Planning Action Plan Year 1

Student Experience

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Collaborate with local schools to create additional enrichment opportunities for students	Dr. Michael-John Herits	Coordinated Professional Development (CPD)	Yearly Teacher Needs Assessment
	Eileen MacDonald	Sending District Collaboration	Professional Development Schedule
	AES Teachers	Education Consultants Schedule	Professional Development Plan
Develop a Peer Mentorship Program to help reinforce the pillars of our mission, build confidence in our students, and provide additional support	School Administration	Wingman Movement	Program Participation
	Guidance Department	Staff Training	Staff Training Schedule
	AES Staff	Grant Funding	

Climate and Culture

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Continue to grow communication between students, staff, parents, and community through social media (or other opportunities) to increase awareness, unity, and promote our school	Dr. Michael-John Herits	Community Partners/Organizations Participation	Community Partners Schedule and Participation (visitors to the school, informative sessions provided, classroom visits, student engagement)
	Eileen MacDonald	Classroom Newsletters	Position Created - District Webmaster
	AES Staff	Weekly School Wide Newsletter	Updated and Current Communicative Systems
		Community BOE Newsletter	Newsletters (by classroom/content area)
		School/Teacher Websites	Completed Editions and Deliverability
		AHSA	Introduction of Social Media platform(s)
		Social Media Outlets	Assembly Schedule - structured collaboration between departments and AHSA
Continue to provide opportunities that support physical, mental, and emotional wellness for our students and staff	Dr. Michael-John Herits	Community Partners	SEL curriculum and planned events
	Eileen MacDonald	SEL Curriculum	Staff Wellness Events - scheduled and interest/needs assessment
	Guidance Department	Climate & Culture Surveys	Assembly Schedule - structured collaboration between departments and AHSA

Finance and Facilities

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Complete the Long Range Facilities Plan (LRFP)	Dr. Michael-John Herits	Architectural Coordination and Consulting	Agreed and Accepted Proposal
	Amy Lerner		LRFP Developed and Delivered to BOE
Utilize the LRFP to apply for other grant opportunities	Dr. Michael-John Herits	NJDOE	Regular Planning Meetings with CSA
	Eileen MacDonald	USDOE	Updated Prioritization List of School/District Needs
	Amy Lerner	Funding	
Develop an ongoing assessment that continuously monitors emerging building needs	Dr. Michael-John Herits	LRFP	Projects Outlined in LRFP
	Bruce Smith - Facilities Mgr	Architectural Consulting	Building and Maintenance Reports/Status Updates
		Staff/Needs Assessment	Completed Projects and Work Orders
		Custodial Staff	Quarterly Monitoring Assessment

Community/Stakeholder Engagement and Involvement

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Enhance awareness of the school through external communication channels	Dr. Michael-John Herits	BOE Community Newsletter	Completed Editions and Deliverability
	Eileen MacDonald	Social Media Outlets	Introduction of Social Media platform(s)
	District Webmaster	School Website/Social Media	Updated Frequency of Web Site/ Social Media
Integrate community expertise into programming to benefit the students and school	Dr. Michael-John Herits	Community Partners/Organizations Participation	Community Partners Schedule and Participation (visitors to the school, informative sessions provided, classroom visits, student engagement)
	Eileen MacDonald		Integration and Utilization of the District's Connected Action Roadmap (CAR)
Create project-based learning (PBL) experiences that integrate community partners and resources	Dr. Michael-John Herits	Schoolwide PDP	Schoolwide Scheduled PD Sessions dedicated to PBL
	Eileen MacDonald	District Goals	Teaching Staff Submitted Lesson Plans
		Teaching Staff	Community Partnership and Collaboration

Avon Elementary School

2023 - 2028 Strategic Planning Action Plan Year 2

Student Experience

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Collaborate with local schools to create additional enrichment opportunities for students	Dr. Michael-John Herits	Coordinated Professional Development (CPD)	ONGOING - Yearly Teacher Needs Assessment
	Eileen MacDonald	Sending District Collaboration	ONGOING - Professional Development Schedule
	AES Teachers	Education Consultants Schedule	ONGOING - Professional Development Plan
Develop a Peer Mentorship Program to help reinforce the pillars of our mission, build confidence in our students, and provide additional support	School Administration	Wingman Movement	Program Participation - Expand Participation to Upper Elementary Grades
	Guidance Department	Staff Training	Staff Training Schedule
	AES Staff		

Climate and Culture

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Continue to grow communication between students, staff, parents, and community through social media (or other opportunities) to increase awareness, unity, and promote our school	Dr. Michael-John Herits	Community Partners/Organizations Participation	Community Partners Schedule and Participation (visitors to the school, informative sessions provided, classroom visits, student engagement)
	Eileen MacDonald	Classroom Newsletters	District Webmaster Updates and Site Maintenance
	AES Staff	Weekly School Wide Newsletter	Updated and Current Communicative Systems
		Community BOE Newsletter	Newsletters (by classroom/content area)
		School/Teacher Websites	Completed Editions and Deliverability
		AHSA	Social Media
		Social Media Outlets	Assembly Schedule - structured collaboration between departments and AHSA
Continue to provide opportunities that support physical, mental, and emotional wellness for our students and staff	Dr. Michael-John Herits	Community Partners	ONGOING - SEL curriculum and planned events
	Eileen MacDonald	SEL Curriculum	ONGOING - Staff Wellness Events - scheduled and interest/needs assessment
	Guidance Department	Climate & Culture Surveys	ONGOING - Assembly Schedule - structured collaboration between departments and AHSA

Finance and Facilities

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Complete the Long Range Facilities Plan (LRFP)	Dr. Michael-John Herits	Architectural Consulting	LRFP Review
	Amy Lerner		ONGOING - Regular Planning Meetings with CSA
			Updated Prioritization List of School/District Needs
Utilize the LRFP to apply for other grant opportunities	Dr. Michael-John Herits	NJDOE	ONGOING - Regular Planning Meetings with CSA
	Eileen MacDonald	USDOE	Review Prioritization List of School/District Needs
	Amy Lerner	Funding	
Develop an ongoing assessment that continuously monitors emerging building needs	Dr. Michael-John Herits	LRFP	ONGOING - Projects Outlined in LRFP
	Bruce Smith - Facilities Mgr	Architectural Consulting	ONGOING - Building and Maintenance Reports/Status Updates
		Staff/Needs Assessment	ONGOING - Completed Projects and Work Orders
		Custodial Staff	ONGOING - Quarterly Monitoring Assessment
			Building Needs Assessment Review

Community/Stakeholder Engagement and Involvement

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Enhance awareness of the school through external communication channels	Dr. Michael-John Herits	BOE Community Newsletter	ONGOING - Completed Editions and Deliverability
	Eileen MacDonald	Social Media Outlets	Social Media platform(s)
	District Webmaster	School Website/Social Media	ONGOING - Updated Frequency of Web Site/ Social Media
Integrate community expertise into programming to benefit the students and school	Dr. Michael-John Herits	Community Partners/Organizations Participation	ONGOING - Community Partners Schedule and Participation (visitors to the school, informative sessions provided, classroom visits, student engagement)
	Eileen MacDonald		ONGOING - Integration and Utilization of the District's Connected Action Roadmap (CAR)
Create project-based learning (PBL) experiences that integrate community partners and resources	Dr. Michael-John Herits	Schoolwide PDP	ONGOING - Schoolwide Scheduled PD Sessions dedicated to PBL
	Eileen MacDonald	District Goals	ONGOING - Teaching Staff Submitted Lesson Plans
		Teaching Staff	ONGOING - Community Partnership and Collaboration
			Distribution and Postings of Community Partnership and Collaboration Information

Avon Elementary School			
2023 - 2028 Strategic Planning Action Plan Year 3			
Student Experience			
Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Collaborate with local schools to create additional enrichment opportunities for students	Dr. Michael-John Herits	Coordinated Professional Development (CPD)	ONGOING - Yearly Teacher Needs Assessment
	Eileen MacDonald	Sending District Collaboration	ONGOING - Professional Development Schedule
	AES Teachers	Education Consultants Schedule	ONGOING - Professional Development Plan
Develop a Peer Mentorship Program to help reinforce the pillars of our mission, build confidence in our students, and provide additional support	School Administration	Wingman Movement	Program Participation - Integrate Participation to Upper Elementary Grades
	Guidance Department	Staff Training	Staff Training Schedule
	AES Staff		
Climate and Culture			
Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Continue to grow communication between students, staff, parents, and community through social media (or other opportunities) to increase awareness, unity, and promote our school	Dr. Michael-John Herits	Community Partners/Organizations Participation	Community Partners Schedule and Participation (visitors to the school, informative sessions provided, classroom visits, student engagement)
	Eileen MacDonald	Classroom Newsletters	District Webmaster Updates and Site Maintenance
	AES Staff	Weekly School Wide Newsletter	Updated and Current Communicative Systems
		Community BOE Newsletter	Newsletters (by classroom/content area)
		School/Teacher Websites	Completed Editions and Deliverability
		AHSA	Social Media
		Social Media Outlets	Assembly Schedule - structured collaboration between departments and AHSA
Continue to provide opportunities that support physical, mental, and emotional wellness for our students and staff	Dr. Michael-John Herits	Community Partners	ONGOING - SEL curriculum and planned events
	Eileen MacDonald	SEL Curriculum	ONGOING - Staff Wellness Events - scheduled and interest/needs assessment
	Guidance Department	Climate & Culture Surveys	ONGOING - Assembly Schedule - structured collaboration between departments and AHSA
Finance and Facilities			
Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Complete the Long Range Facilities Plan (LRFP)	Dr. Michael-John Herits	Architectural Consulting	LRFP Review to measure effectiveness of years 1 and 2
	Amy Lerner		ONGOING - Regular Planning Meetings with CSA
			Updated Prioritization List of School/District Needs
Utilize the LRFP to apply for other grant opportunities	Dr. Michael-John Herits	NJDOE	ONGOING - Regular Planning Meetings with CSA
	Eileen MacDonald	USDOE	Review Prioritization List of School/District Needs
	Amy Lerner	Funding	
Develop an ongoing assessment that continuously monitors emerging building needs	Dr. Michael-John Herits	LRFP	ONGOING - Projects Outlined in LRFP
	Bruce Smith - Facilities Mgr	Architectural Consulting	ONGOING - Building and Maintenance Reports/Status Updates
		Staff/Needs Assessment	ONGOING - Completed Projects and Work Orders
		Custodial Staff	ONGOING - Quarterly Monitoring Assessment
			Building Needs Assessment Review
Community/Stakeholder Engagement and Involvement			
Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Enhance awareness of the school through external communication channels	Dr. Michael-John Herits	BOE Community Newsletter	ONGOING - Completed Editions and Deliverability
	Eileen MacDonald	Social Media Outlets	Social Media platform(s)
	District Webmaster	School Website/Social Media	ONGOING - Updated Frequency of Web Site/ Social Media
Integrate community expertise into programming to benefit the students and school	Dr. Michael-John Herits	Community Partners/Organizations Participation	ONGOING - Community Partners Schedule and Participation (visitors to the school, informative sessions provided, classroom visits, student engagement)
	Eileen MacDonald		ONGOING - Integration and Utilization of the District's Connected Action Roadmap (CAR)
Create project-based learning (PBL) experiences that integrate community partners and resources	Dr. Michael-John Herits	Schoolwide PDP	ONGOING - Schoolwide Scheduled PD Sessions dedicated to PBL
	Eileen MacDonald	District Goals	ONGOING - Teaching Staff Submitted Lesson Plans
		Teaching Staff	ONGOING - Community Partnership and Collaboration
			ONGOING - Distribution and Postings of Community Partnership and Collaboration Information

Avon Elementary School

2023 - 2028 Strategic Planning Action Plan Year 4

Student Experience

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Collaborate with local schools to create additional enrichment opportunities for students	Dr. Michael-John Herits	Coordinated Professional Development (CPD)	ONGOING - Yearly Teacher Needs Assessment
	Eileen MacDonald	Sending District Collaboration	ONGOING - Professional Development Schedule
	AES Teachers	Education Consultants Schedule	ONGOING - Professional Development Plan
Develop a Peer Mentorship Program to help reinforce the pillars of our mission, build confidence in our students, and provide additional support	School Administration	Wingman Movement	Program Participation - Expand Participation to all Elementary Grades
	Guidance Department	Staff Training	Staff Training Schedule
	AES Staff		

Climate and Culture

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Continue to grow communication between students, staff, parents, and community through social media (or other opportunities) to increase awareness, unity, and promote our school	Dr. Michael-John Herits	Community Partners/Organizations Participation	Community Partners Schedule and Participation (visitors to the school, informative sessions provided, classroom visits, student engagement)
	Eileen MacDonald	Classroom Newsletters	District Webmaster Updates and Site Maintenance
	AES Staff	Weekly School Wide Newsletter	Updated and Current Communicative Systems
		Community BOE Newsletter	Newsletters (by classroom/content area)
		School/Teacher Websites	Completed Editions and Deliverability
		AHSA	Social Media
		Social Media Outlets	Assembly Schedule - structured collaboration between departments and AHSA
Continue to provide opportunities that support physical, mental, and emotional wellness for our students and staff	Dr. Michael-John Herits	Community Partners	ONGOING - SEL curriculum and planned events
	Eileen MacDonald	SEL Curriculum	ONGOING - Staff Wellness Events - scheduled and interest/needs assessment
	Guidance Department	Climate & Culture Surveys	ONGOING - Assembly Schedule - structured collaboration between departments and AHSA

Finance and Facilities

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Complete the Long Range Facilities Plan (LRFP)	Dr. Michael-John Herits	Architectural Consulting	LRFP Review to measure effectiveness of years 2 and 3
	Amy Lerner		ONGOING - Regular Planning Meetings with CSA
			Updated Prioritization List of School/District Needs
Utilize the LRFP to apply for other grant opportunities	Dr. Michael-John Herits	NJDOE	ONGOING - Regular Planning Meetings with CSA
	Eileen MacDonald	USDOE	Review Prioritization List of School/District Needs
	Amy Lerner	Funding	
Develop an ongoing assessment that continuously monitors emerging building needs	Dr. Michael-John Herits	LRFP	ONGOING - Projects Outlined in LRFP
	Bruce Smith - Facilities Mgr	Architectural Consulting	ONGOING - Building and Maintenance Reports/Status Updates
		Staff/Needs Assessment	ONGOING - Completed Projects and Work Orders
		Custodial Staff	ONGOING - Quarterly Monitoring Assessment
			Building Needs Assessment Review

Community/Stakeholder Engagement and Involvement

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Enhance awareness of the school through external communication channels	Dr. Michael-John Herits	BOE Community Newsletter	ONGOING - Completed Editions and Deliverability
	Eileen MacDonald	Social Media Outlets	Social Media platform(s)
	District Webmaster	School Website/Social Media	ONGOING - Updated Frequency of Web Site/ Social Media
Integrate community expertise into programming to benefit the students and school	Dr. Michael-John Herits	Community Partners/Organizations Participation	ONGOING - Community Partners Schedule and Participation (visitors to the school, informative sessions provided, classroom visits, student engagement)
	Eileen MacDonald		ONGOING - Integration and Utilization of the District's Connected Action Roadmap (CAR)
Create project-based learning (PBL) experiences that integrate community partners and resources	Dr. Michael-John Herits	Schoolwide PDP	ONGOING - Schoolwide Scheduled PD Sessions dedicated to PBL
	Eileen MacDonald	District Goals	ONGOING - Teaching Staff Submitted Lesson Plans
		Teaching Staff	ONGOING - Community Partnership and Collaboration
			ONGOING - Distribution and Postings of Community Partnership and Collaboration Information

Avon Elementary School

2023 - 2028 Strategic Planning Action Plan Year 5

Student Experience

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Collaborate with local schools to create additional enrichment opportunities for students	Dr. Michael-John Herits	Coordinated Professional Development (CPD)	ONGOING - Yearly Teacher Needs Assessment
	Eileen MacDonald	Sending District Collaboration	ONGOING - Professional Development Schedule
	AES Teachers	Education Consultants Schedule	ONGOING - Professional Development Plan
Develop a Peer Mentorship Program to help reinforce the pillars of our mission, build confidence in our students, and provide additional support	School Administration	Wingman Movement	Program Participation - Expand Participation to all Elementary Grades
	Guidance Department	Staff Training	Staff Training Schedule
	AES Staff		

Climate and Culture

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Continue to grow communication between students, staff, parents, and community through social media (or other opportunities) to increase awareness, unity, and promote our school	Dr. Michael-John Herits	Community Partners/Organizations Participation	Community Partners Schedule and Participation (visitors to the school, informative sessions provided, classroom visits, student engagement)
	Eileen MacDonald	Classroom Newsletters	District Webmaster Updates and Site Maintenance
	AES Staff	Weekly School Wide Newsletter	Updated and Current Communicative Systems
		Community BOE Newsletter	Newsletters (by classroom/content area)
		School/Teacher Websites	Completed Editions and Deliverability
		AHSA	Social Media
		Social Media Outlets	Assembly Schedule - structured collaboration between departments and AHSA
Continue to provide opportunities that support physical, mental, and emotional wellness for our students and staff	Dr. Michael-John Herits	Community Partners	ONGOING - SEL curriculum and planned events
	Eileen MacDonald	SEL Curriculum	ONGOING - Staff Wellness Events - scheduled and interest/needs assessment
	Guidance Department	Climate & Culture Surveys	ONGOING - Assembly Schedule - structured collaboration between departments and AHSA

Finance and Facilities

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Complete the Long Range Facilities Plan (LRFP)	Dr. Michael-John Herits	Architectural Consulting	LRFP Review to measure effectiveness of years 3 and 4
	Amy Lerner		ONGOING - Regular Planning Meetings with CSA
			Updated Prioritization List of School/District Needs
Utilize the LRFP to apply for other grant opportunities	Dr. Michael-John Herits	NJDOE	ONGOING - Regular Planning Meetings with CSA
	Eileen MacDonald	USDOE	Review Prioritization List of School/District Needs
	Amy Lerner	Funding	
Develop an ongoing assessment that continuously monitors emerging building needs	Dr. Michael-John Herits	LRFP	ONGOING - Projects Outlined in LRFP
	Bruce Smith - Facilities Mgr	Architectural Consulting	ONGOING - Building and Maintenance Reports/Status Updates
		Staff/Needs Assessment	ONGOING - Completed Projects and Work Orders
		Custodial Staff	ONGOING - Quarterly Monitoring Assessment
			Building Needs Assessment Review

Community/Stakeholder Engagement and Involvement

Objectives / Related Tasks / Action Steps	Staff Responsible	Resources	Evidence / Success Indicators
Enhance awareness of the school through external communication channels	Dr. Michael-John Herits	BOE Community Newsletter	ONGOING - Completed Editions and Deliverability
	Eileen MacDonald	Social Media Outlets	Social Media platform(s)
	District Webmaster	School Website/Social Media	ONGOING - Updated Frequency of Web Site/ Social Media
Integrate community expertise into programming to benefit the students and school	Dr. Michael-John Herits	Community Partners/Organizations Participation	ONGOING - Community Partners Schedule and Participation (visitors to the school, informative sessions provided, classroom visits, student engagement)
	Eileen MacDonald		ONGOING - Integration and Utilization of the District's Connected Action Roadmap (CAR)
Create project-based learning (PBL) experiences that integrate community partners and resources	Dr. Michael-John Herits	Schoolwide PDP	ONGOING - Schoolwide Scheduled PD Sessions dedicated to PBL
	Eileen MacDonald	District Goals	ONGOING - Teaching Staff Submitted Lesson Plans
		Teaching Staff	ONGOING - Community Partnership and Collaboration
			ONGOING - Distribution and Postings of Community Partnership and Collaboration Information