



# From Roots to Results: District and Strategic Mid-Year Goals Report

**Opportunities, Challenges, and Growth**

**March 27, 2024**

**Superintendent of Schools, Dr. Kari McGann**

# District Goals


1. The District will establish an ad hoc “Rigorous Learning Committee” with the task of developing strategies needed to achieve rigorous learning, which will in turn be shared with the school communities.
2. The District will create a long-range facility plan and financially prepare to implement the plan.
3. The District will target opportunities for increasing revenue to the District through alternative methods other than tax increases on the public community (i.e., application to grants and increasing revenues through facility rentals.)





**District Goal #1: The District will establish an ad hoc “Rigorous Learning Committee” with the task of developing strategies needed to achieve rigorous learning, which will in turn be shared with the school communities.**

## Why the need for a Rigorous Learning Committee?

 2023-2028 STRATEGIC PLAN					
GOAL 1: Academic Excellence for All, Student Learning The District will provide a comprehensive and rigorous educational experience that connects and expands students' knowledge while engaging and empowering all learners to synthesize and apply their skills and understandings in meaningful ways.					
Objective 1.1: Communicate a clear definition of rigorous educational experiences, including the phrase “highly cognitively engaged,” to promote a common understanding.					
STRATEGIES	ACTIVITIES	PERSON(S) RESPONSIBLE	RESOURCES	TIMELINE	ACHIEVED & EVIDENCE GATHERED
a. Establish a “Rigorous Learning Committee” through an Ad Hoc Committee	•Meet at least quarterly to discuss progress and implementation.	Superintendent	Book studies Professional articles	Fall 2023	
	•Develop a definition of rigorous learning, including the phrase “highly cognitively engaged”, create common vocabulary between grade levels and schools to clearly articulate district understanding of the goal.		Conferences & Workshops List of best practices	Spring 2024	
	•Create a shared drive of links and articles.			Spring 2023	

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# Rigorous Learning: District Goal #1



District Goal #1: The District will establish an ad hoc “Rigorous Learning Committee” with the task of developing strategies needed to achieve rigorous learning, which will in turn be shared with the school communities.

Flemington-Raritan  
School District  
Rigorous Learning  
Ad-Hoc Committee

December 12, 2023  
Flemington-Raritan School District  
Dr. Kari McGann, Superintendent of Schools

FLEMINGTON-RARITAN  
SCHOOL DISTRICT





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## Rigorous Learning: District Goal #1



### Rigorous Learning Committee Members

Courtney Angiuli  
Hanan Attiyah  
Kim Bostory  
Kelly Bowers  
Lori Castronuovo  
Sabina Catalano  
Izabela Cohen  
Dr. Michelle Cook  
Ariej Dawood

Caitlin Giles-McCormick  
John Giotis  
Sarah Stangota  
Danielle Stewart  
Amy Switkes









# Rigorous Learning: District Goal #1

c. Develop school-level and department visions.	*Work with the Rigorous Learning Committee and Administrative Team to articulate the goal and vision.	Principals, Supervisors, Director of Pupil Services, Assistant Superintendent		Spring 2024	
d. Communicate results to the broader school community.	*Prepare articles for various publications. *Communicate information to Special Education Parent Advisory Group and Parent Teacher Organizations.	Principals, Supervisors, Director of Pupil Services, Assistant Superintendent	School and district newsletters, website, parent resources, PTO meetings, Superintendent's Newsletter	Spring 2024	

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	and vision.	Services, Assistant Superintendent			
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## Rigorous Learning: District Goal #1

1. Rigorous Learning engages all students individually, accounts for learner variability, needs and accessibility while redefining challenges and expectations.
2. Rigorous Learning is when students are highly cognitively engaged in deepening their understanding in order to further develop their skills of problem solving, creativity, critical thinking, analyzing, and building on previous experiences. This will include appropriate productive struggle in a positively reinforced environment, taking into account students' grade level standards and the individual needs of students, utilizing methods such as scaffolding guidance.
3. Rigorous Learning
  - \* Understand the “Why” (teachers, parents and students)
  - Transcends memorization - demanding active engagement with complex ideas.
  - Dynamic process that demands critical thinking and analysis - to apply concepts to real-world problems.
  - \* Communicating with families.
4. Rigorous Learning will ensure that FRSD K-8 students are actively and highly cognitively engaged in a thoughtfully planned learning experience resulting in lifelong learners.





District Goal #2: The District will create a long-range facility plan and financially prepare to implement the plan.

## **District Goal #2: The District will create a long-range facility plan and financially prepare to implement the plan.**

**SSP Architects:** Tammy Stouchko and Adam Finkle from SSP Architects presented some of their findings from the Long Range Facility Plan walkthroughs from each school.

**Data Collection:** Data was collected from each school with input from administration at each school.

**Future Plans:** Mr. Finkle highlighted examples of possible projects from each school and discussed areas of building envelope type projects, projects related to curriculum and board goals and wish list projects.



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**5 Priority Categories:** 1 representing high priority items and 5 representing wish list items, including prioritizing these items for each building.

**Presentation of the Plan:** The plan will then be presented to the committee and will require board approval to accept.

**Final Date:** The LRFP is on target to be completed by April 2024.



**Flemington-Raritan  
School District**




**RENT A  
SPACE**

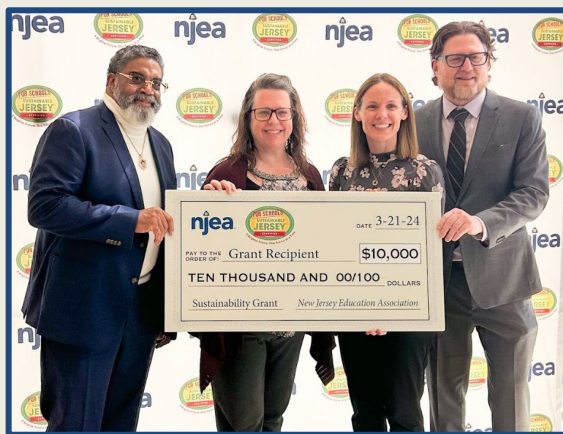
Looking for a space to hold a special event, celebration, meeting, or gathering? Our schools and grounds are available to rent!

- Athletic Fields
- Auditoriums
- Cafeterias
- Gyms
- Libraries
- Parking Lots
- Theater



Contact FRSD  
E-mail: [ryan.mooney@frsd.us](mailto:ryan.mooney@frsd.us)  
Visit: [www.frsd.k12.nj.us/rental](http://www.frsd.k12.nj.us/rental)

**District Goal #3: The District will target opportunities for increasing revenue to the District through alternative methods other than tax increases on the public community (i.e., application to grants and increasing revenues through facility rentals).**

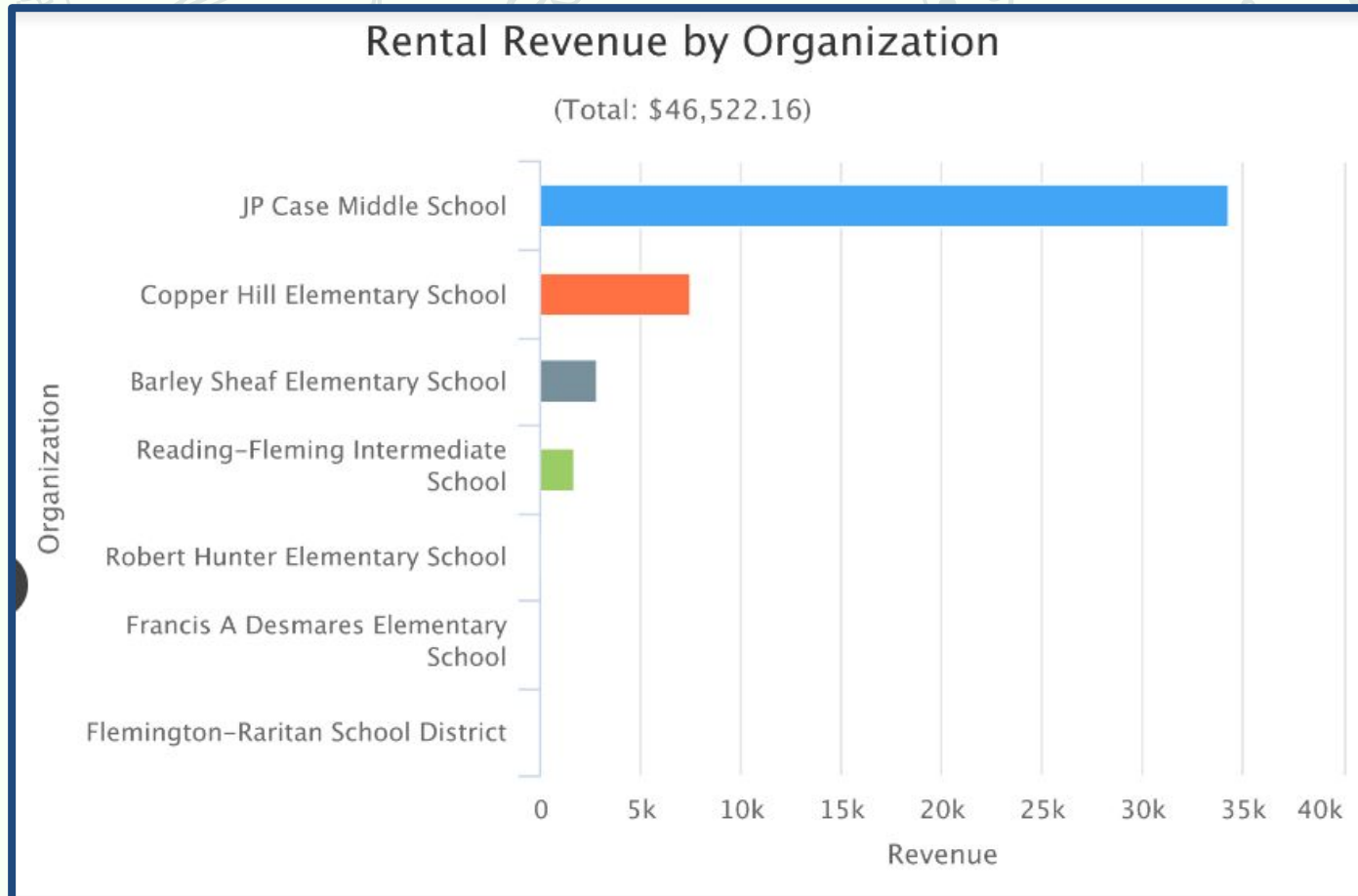




**April 1, 2022 - March 31, 2023:**

**\$46,522.16**

**The District's  
Facility Usage  
Partner,  
Facilitron,  
reported  
revenue for  
the April,  
2022 through  
March, 2023  
usage.**

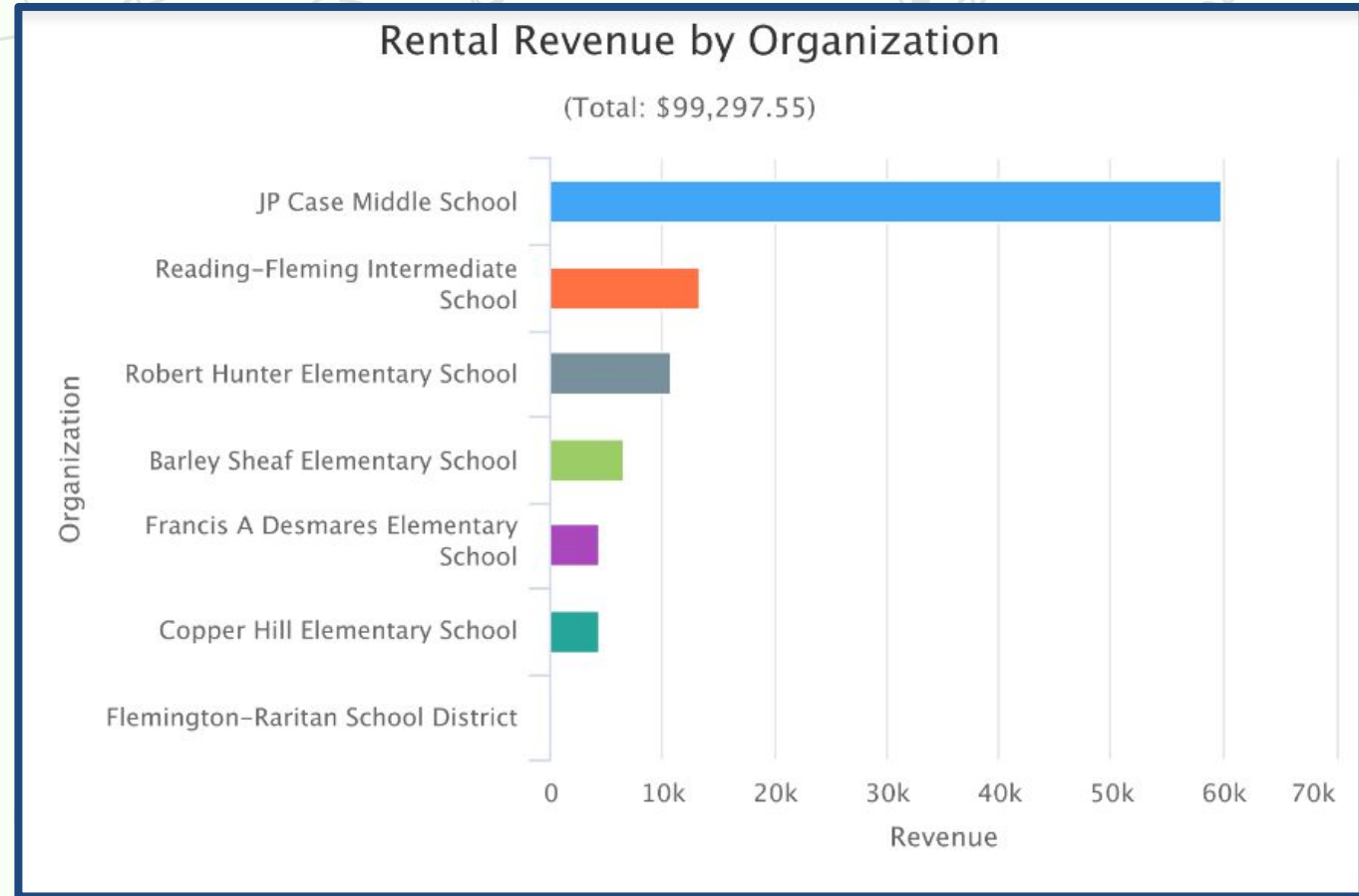


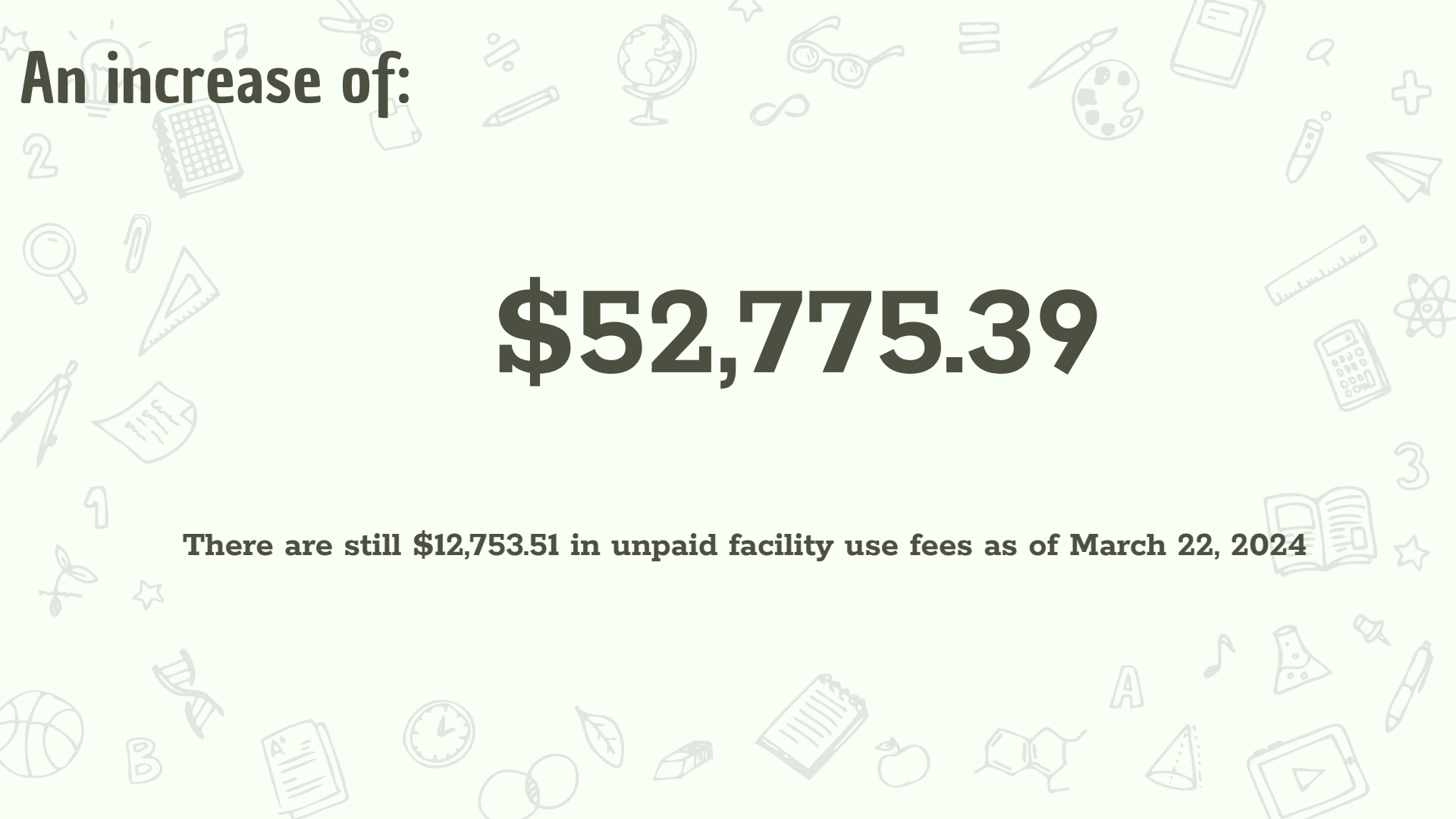
**April 1, 2023 - March 22, 2024:**

**\$99,297.55**

**The District's expenses aren't shown in these reports. Expenses include:**

- **custodial overtime**
- **police officer coverage**
- **utilities**
- **paper towels**
- **hand soap**
- **cleaning chemicals**



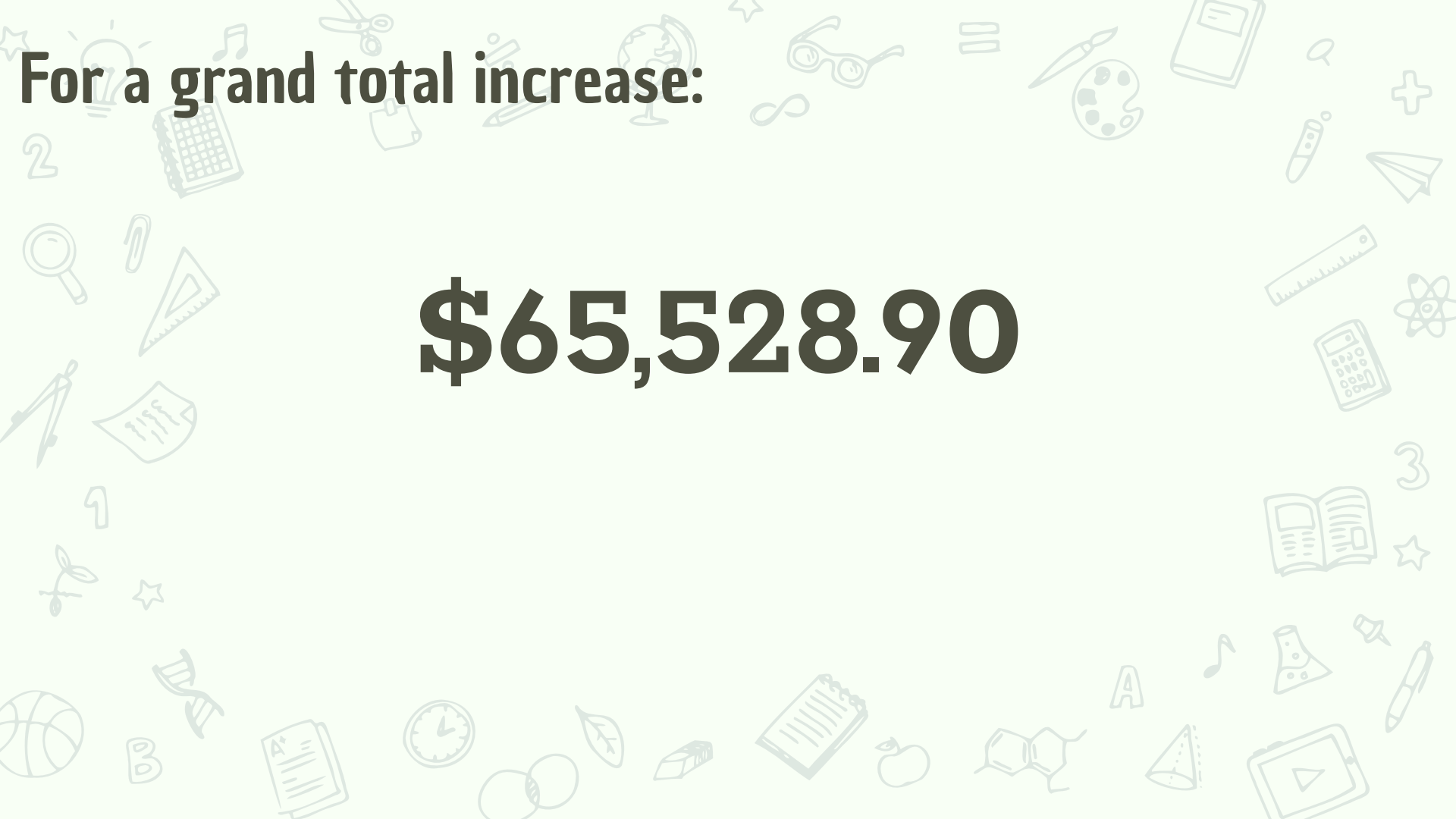


**An increase of:**

**\$52,775.39**

**There are still \$12,753.51 in unpaid facility use fees as of March 22, 2024**





**For a grand total increase:**

**\$65,528.90**

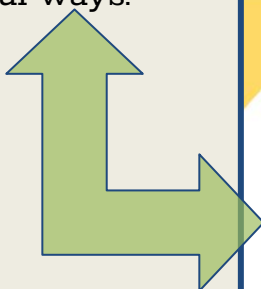
# Strategic Goals

1. Academic Excellence for All, Student Learning
2. Social-Emotional Health, including Mental Health Supports
3. Unified Community Engagements and Outreach
4. Staff Recruitment and Retention
5. Finance and Facilities/Security



## Strategic Goal #1: Academic Excellence for All, Student Learning

**Strategic Goal #1 Detail:** The District will provide a comprehensive and rigorous educational experience that connects and expands students' knowledge while engaging and empowering all learners to synthesize and apply their skills and understandings in meaningful ways.



<div> <div> </div> <div> <b>Flemington-Raritan</b> School District </div> </div>				
2023-2028 STRATEGIC PLAN GOALS				
GOAL 1: Academic Excellence for All, Student Learning	GOAL 2: Social-Emotional Health, including Mental Health Supports	GOAL 3: Unified Community Engagements and Outreach	GOAL 4: Staff Recruitment & Retention	GOAL 5: Finance and Facilities/Security
<p>The District will provide a comprehensive and rigorous educational experience that connects and expands students' knowledge while engaging and empowering all learners to synthesize and apply their skills and understandings in meaningful ways.</p>	<p>Strengthen our multi-tiered system of support within the district to target the social, emotional, and mental health needs of students.</p>	<p>The district will create opportunities to foster unity between the community and the school district in order to strengthen partnerships and develop a shared responsibility for student success.</p>	<p>Create an enticing and competitive work environment to attract and retain high-quality candidates representative of students' diverse backgrounds in the Flemington Raritan Regional School District community.</p>	<p>Ensure the finance and facilities needs are budgeted to upkeep and meet the needs of the growing district.</p>
<p>1.1 Communicate a clear definition of rigorous educational experiences, including the phrase "highly cognitively engaged," to promote a common understanding.</p> <p>1.2 Research and evaluate rigorous learning practices that meet the needs of all learners.</p> <p>1.3 Implement authentic student-centered experiences that activate rigorous learning.</p> <p>1.4 Provide the professional learning necessary to support this strategic goal.</p>	<p>2.1 Utilize school and district data to create a culturally unified district.</p> <p>2.2 Establish a district-level multi-tiered system of support inclusive of members with various expertise to develop a universal screener and tiers of intervention.</p> <p>2.3 Employ community support to establish an asset-based community resource to provide parent programs and portals of support.</p> <p>2.4 Plan professional development on signs and awareness that encourage prevention and intervention practices to address the mental health of children.</p> <p>2.5 Identify a systemic approach for instructional practices in the classroom setting for teachers and support personnel with consideration to the triage needs of students throughout the day.</p>	<p>3.1 Purposefully work to create a culturally unified district.</p> <p>3.2 Cultivate family involvement.</p> <p>3.3 Plan unified community engagement and outreach experiences.</p>	<p>4.1 Increase the applicant pool and fill vacant positions.</p> <p>4.2 Retain high-quality staff and faculty members.</p>	<p>5.1 Prepare the District budget that targets the short and long-term objectives of the district.</p> <p>5.2 Consider all stakeholders in the budgeting process to increase fiscal responsibility and awareness through communication and continued transparency.</p>



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<div>   <div>Every Student Every Day Every Opportunity</div> </div>					
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b. Research professional resources that support the district's study of Rigorous Learning	*Begin with a leadership book study on <i>The Wisdom of the Bullfrog</i> by Admiral McRaven. Book on leadership lessons, organizational transitions, ethical dilemmas, etc.  *Continue with another book, <i>Creating Cultures of Thinking</i> by Ron Ritchhart, to establish a common understanding.  *Professional Development Committee will research other resources.	Assistant Superintendent, Principals, Supervisors, Committee members, and Rigorous Learning Committee.	<i>Wisdom of the Bullfrog</i> by Admiral McRaven and <i>Creating Cultures of Thinking</i> by Ron Ritchhart  <a href="http://www.psy.harvard.edu/professional-development/">http://www.psy.harvard.edu/professional-development/</a>  Dylan William: Formative Assessment PD Resources	Fall & Winter 2023  Winter 2023  Spring 2024	✓  ✓

Page 1 of the District's twenty-two page detailed document which guides our work in Flemington-Raritan Regional School District.



## **Strategic Goal #2: Social-Emotional Health, including Mental Health Supports**

- Working with the State of New Jersey and New Jersey Statewide Student Support Services network to help countless more students focus on mental health wellness.
- Partnering with the Department of Children and Families and the Children's System of Care to more fully support the needs of our young people
- Ensuring that families know about New Jersey Perform Care support.
- Partnering with local law enforcement to receive "Handle with Care Notices"

[CDC Adolescent Behaviors and Experiences Survey](#)

[The CDC's Adolescent Behaviors and Experiences Survey – Using Intersectionality and School Connectedness to Understand Health Disparities During the COVID-19 Pandemic](#)



Strategic Goal #2:  
Strengthen our multi-tiered system of support within the district to target the social, emotional, and mental health needs of students.

## **Strategic Goal #2: Social-Emotional Health, including Mental Health Supports**

- Effective Schools Solutions maintained at three schools; JP Case, Robert Hunter, and RFIS.
- Additional nurse hired in the 2021-2022 school year, maintained for the 2022-2023 and the 2023-2024 school year.
- Additional guidance counselor hired and maintained for the 2023-2024 school year.



## Strategic Goal #3: Unified Community Engagements and Outreach



Strategic Goal #3 Detail: The District will create opportunities to foster unity between the community and the school district in order to strengthen partnerships and develop a shared responsibility for student success.





## Strategic Goal #4: Staff Recruitment and Retention:

- Retaining high-quality educators through robust professional development, mentoring, training, and a teacher's contract that is competitive with starting salaries.
- Offering longevity pay in teachers contract.

Strategic Goal #4 Detail: Create an enticing and competitive work environment to attract and retain high-quality candidates representative of students' diverse backgrounds in the Flemington Raritan Regional School District community.



# Thank you

I welcome your questions.

