

Developed: July 17, 2024

Updated: August 14, 2024, September 11, 2024, October 9, 2024, November 13, 2024, December 11, 2024, January 8, 2025, February 19, 2025, March 12, 2025, April 9, 2025

**2024-2025 ADMINISTRATOR GOALS / BOARD GOALS**  
**Action Plan (Goal) #1**  
**Curriculum / Student Achievement/Professional Development**

Major Activities	Staff	Resources	Timeline	Indicators of Success
Effectively continue to implement district programs, including using benchmark assessments to monitor student progress and drive instruction in the classroom. Focus will be made specifically in the area of Mathematics and Computer Science and Design Thinking.	<ul style="list-style-type: none"><li>• Superintendent</li><li>• Business Administrator</li><li>• Principal/Supervisor</li><li>• Director of Special Projects</li><li>• Board of Education</li><li>• Technology Coordinator</li><li>• Teachers</li><li>• Intervention Coaches</li><li>• Guidance Counselors</li><li>• School Social Worker</li><li>• School Psychologists</li></ul>	<ul style="list-style-type: none"><li>• District Professional Development Plan</li><li>• In-District Coaching and Professional Development</li><li>• SRI-ETTC / Stockton University</li><li>• Link-It Software for assessment</li><li>• Supplemental Websites surrounding Computer Science &amp; Design Thinking (processing data, coding, etc.)</li><li>• PMI</li><li>• Resiliency Program</li><li>• Counseling Programs</li><li>• Morning Meeting Program</li></ul>	6/30/25	<ul style="list-style-type: none"><li>• Staff training to secure knowledge of best math practices, Computer Science and Design Thinking Curriculum, Data Driven Instructional Tools, as well as social emotional learning tools and programs</li><li>• Staff evaluation and feedback documentation of successes and needs</li><li>• Use of formal staff evaluations to monitor the use of data and implementation of program components</li><li>• Measure student progress through formative and summative evaluations</li><li>• Student benchmarking as indicator of success</li><li>• Increase in individual student achievement goals</li><li>• Increase in the overall wellness of students.</li><li>• Production and distribution of professional development resources, face to face and webinar, professional development sessions, and follow-up collaboration in a PLC setting</li></ul>

**UPDATES**

September 2024 and ongoing - Benchmark assessments (LinkIt, DORA, ADAM, KEA)  
September 2024 and ongoing - Character Strong curriculum is infused in morning meetings  
9/9/24 CLS Climate Committee Meeting  
9/12/24 EHCCS Grade Level Team PLC Meetings  
9/23/24 CLS Climate Committee Meeting  
9/26/24 EHCCS Grade Level Team PLC Meetings  
10/7/24 CLS Climate Committee Meeting  
10/10/24 EHCCS Grade Level Team PLC Meetings  
10/11/2024-ELA teachers attended Science of Reading- @EHCCS  
10/11/2024- Math educators received training in Best Practices in Math - Innovamat @ EHCCS  
10/11/2024- Social Studies and Math teachers had training in Nearpod. @EHCCS

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10/11/2024- All staff received training from Mr. McKnight "Creating Resilient-Trauma Responsive Schools" @EHCCS  
10/11/2024- Special area teachers had training on ACES/trauma overview. @EHCCS  
10/17/24 District Hibster Training for Administration, CST, and Guidance Staff  
10/21/24 CLS Climate Committee Meeting  
10/23/2024- Shelter English Instruction training was presented to all staff @EHCCS  
10/23/2024- BSI teachers and coaches had UFLI training. @EHCCS  
10/23/2024- LinkIt PD to go over data based decision making based on benchmark assessments. @EHCCS  
10/24/24 EHCCS Grade Level Team PLC Meetings  
10/24/24 EHCCS Grade Level Team PLC Meetings  
11/4/24 CLS Climate Committee Meeting  
11/13/24 All staff received training from Mr. McKnight "Creating Resilient-Trauma Responsive Schools"  
11/14/24 EHCCS Grade Level Team PLC Meetings  
11/25/24 CLS Climate Committee Meeting  
12/2/24 CLS Climate Committee Meeting  
12/4/24-All staff k-8 received training from Interactive Kids "Behavior Basics"  
12/4/24- PreK staff received training from Pre K coach Laura Derringer "Transitions and Developmentally Appropriate Practices"  
12/5/24 EHCCS Grade Level Team PLC Meetings  
12/16/24 CLS Climate Committee Meeting  
12/19/24 EHCCS Grade Level Team PLC Meetings  
1/6/25 CLS Climate Committee Meeting  
1/8/2025 Faculty Meeting on Sheltered English Instruction in both schools  
1/9/25 EHCCS Grade Level Team PLC Meetings  
1/22/2025 CLS staff SEI and project based learning training  
1/23/25 EHCCS Grade Level Team PLC Meetings  
1/27/25 CLS Climate Committee Meeting  
2/5/2025-All staff k-8 received Sheltered English Instruction Training  
2/5/2025- All staff received training on McKinney Vento  
2/5/2025- K-8 staff received training LinkIt- SMART goals and intervention manager  
2/10/25 CLS Climate Committee Meeting  
2/13/2025 EHCCS Grade Level Team PLC Meetings  
2/14/2025- K-8 staff received training on Creating Resilient- Trauma Responsive Schools with Mr. McKnight  
2/14/2025-PreK staff received training on Language and Literacy in The Creative Curriculum for PreSchool  
2/19/2025-All staff k-8 received training from Interactive Kids "Behavior Basics"  
2/19/2025- Selected math professionals reviewed math materials and rubric to provide feedback on materials/resources  
2/24/25 CLS Climate Committee Meeting  
2/27/2025 EHCCS Grade Level Team PLC Meetings

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3/7/2025-All staff k-8 received Character Strong training

3/10/25 CLS Climate Committee Meeting

3/13/2025 EHCCS Grade Level Team PLC Meetings

3/19/2025- K-8 staff received training on Creating Resilient- Trauma Responsive Schools with Mr. McKnight

3/24/25 CLS Climate Committee Meeting

3/25/25 EHCCS NJPSA PD on Addressing Student Conduct Away from School Grounds

3/26/2025-All staff @EHCCS grades 4-8 received information on NJSLA and procedures at the EHCCS

3/26/2025- Prek- 3 received training on Seesaw with Hannah during a Zoom

3/27/2025 EHCCS Grade Level Team PLC Meetings

4/7/25 CLS Climate Committee Meeting

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## 2024-2025 ADMINISTRATOR GOALS / BOARD GOALS

### Action Plan (Goal) #2

### Community Relations

Major Activities	Staff	Resources	Timeline	Indicators of Success
Engage the EHC Community in the planning and implementation of the EHC public schools' educational program.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Business Administrator</li> <li>• Principal</li> <li>• Supervisor of Early Childhood/LDTC</li> <li>• Director of Special Projects</li> <li>• Board of Education</li> <li>• Child Study Team</li> <li>• School District Solicitor</li> </ul>	<ul style="list-style-type: none"> <li>• NJSBA</li> <li>• City Council</li> <li>• Faith Based Organizations</li> <li>• Youth Organizations</li> <li>• PTO</li> <li>• Business Community</li> <li>• Parents/Guardians</li> <li>• EHC Municipal Alliance</li> <li>• EHCEA</li> <li>• Atlanticare Community Healthy Schools Initiative</li> <li>• Rutgers Agricultural Experiment</li> <li>• Kiwanis</li> <li>• Let Us Eat Please Initiative</li> <li>• YMCA</li> <li>• Atlantic County Prosecutor's Office</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>• Expansion of public relations program within the school district</li> <li>• Continue the use of TV Media Distribution Center at EHCCS</li> <li>• Continued use of the Connect-ED communication system</li> <li>• Increased parent and community participation in school sponsored events</li> <li>• Increased use of multi-media outlets such as school website, Facebook, Instagram &amp; ClassDojo</li> <li>• Survey staff, parents and community of educational direction and strategic plans.</li> </ul>

### UPDATES

8/20/24 Groovin' Into a New School Year, Back to school event @ CLS

8/22/24 Back to School Carnival @ EHCCS

9/27/24 Family Fitness Night REACH Program at EHCCS

10/4/24 ACPO Presentations @ EHCCS

10/10/24 Fire House Visitation @ CLS

10/15/24 Illusion Maker Assembly

10/15-18/24 Book Fair During School Hours

10/16/24 Books in Your Backyard preschool and kindergarten family event @ CLS

10/16/24 Book Fair Family Night @ CLS

10/18/24 Humane Society/Brandin Bryant Assembly @ CLS

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10/18/24 REACH had a family engagement night. During the event, Brandin Bryant (NFL star) shared valuable insights on bite prevention and dog safety, followed by a reading of his latest book, "Can I Pet That Dog?" @EHCCS

10/22/24 2nd Grade Chef in Class

10/22/24 Fall Family Fun Night @ CLS

10/28/24 & 10/30/24 ACPO Presentations @ EHCCS

11/4/24 Greater Egg Harbor Magnet Program Presentations @ EHCCS

11/14/24 Ruby Bridges Walk to School Day - District

11/14/24 Rowan Virtua School of Osteopathic Medicine Science Presentation @ EHCCS

11/20/24 AtlantiCare Chefs in the Classroom Presentation @ EHCCS

11/22/24 AtlantiCare Thanksgiving Event @ EHCCS

11/22/24 REACH Family Game Night @EHCCS

11/27/24 Pedestrian Safety Assembly K 3rd grade @ CLS

12/4/24 Festival of Hope Event @ EHCCS

12/9/ 24 ACPO Presentation @ EHCCS

12/4/24 Festival of Hope

12/17/24 Parent Advisory Committee/ Special Education Parent Advisory Group Meeting

12/19/24 Preschool parent workshop and Gingerbread house making activity

1/15/25 Preschool and Kindergarten Books in Your Backyard Family event @ CLS

1/10/25 Travel Plan walk through- updated plan and came up with a plan of action

1/22/25 Invited Board Members to Let Us Eat Please Fundraising event in Feb

1/15/25 Books in Your Backyard preschool and kindergarten family event @ CLS

1/21/25 Maschio's Food Advisory Meeting

1/28/25 American Heart Association Assembly K-3

1/31/25 Shared Travel Plan surveys on Dojo in English and Spanish

2/7/25 Kindergarten Football with Families

2/18/25- Travel Plan parent survey- Safe Route to School

2/18/25 CLS Family Fitness Night

2/25/25 CLS Dental Presentations

2/25/25 Preschool family workshop and End of Study Celebration, Pet Parade

2/25/25 CLS K-1st Grade Winter Concert

2/26/25- SEPAG/PAC meeting

2/27/25- Captain's Table event

2/28/25- Family Engagement Night- Reach- Financial Literacy focus

3/3/25 - 3/6/25 CLS Library Book Swap Drop Off

3/4/24 CLS No Bully Magis Show Assemblies

3/5/25 Preschool/Kindergarten Books in Your Backyard

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3/5/2025- start of Stockton volunteers during REACH  
3/8/25 EHCCS Are You Smarter Than A Knight Trivia Competition Event  
3/11/25 Preschool Drum 2B Fit  
3/12/25 - 3/13/25 Library Book Sway Pick Up  
3/19/25 EHCCS National Junior Honor Society Event  
3/18/28 CLS St. Joseph's Lacrosse Team visit to 2nd grade  
3/20/25 Atlantic County 8th Grade Dialogue Event  
3/28/25 CLS Pep Rally  
3/28/2025- Family Engagement Night/ACUA clean up  
4/8/25 CLS Bike Safety Assembly  
4/9/25 Preschool Mother Goose Assembly

**2024-2025 ADMINISTRATOR GOALS / BOARD GOALS****Action Plan (Goal) #3****Personnel / Finance**

<b>Major Activities</b>	<b>Staff</b>	<b>Resources</b>	<b>Timeline</b>	<b>Indicators of Success</b>
To institute and outline necessary incentives to attract desired highly qualified teaching and administrative staff to plan for the successful future of the district.	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Business Administrator</li> <li>• Principal</li> <li>• Supervisor of Early Childhood/LDTC</li> <li>• Director of Special Projects</li> <li>• Board of Education</li> <li>• School District Solicitor</li> <li>• Technology Coordinator</li> <li>• Supervisor of Buildings and Grounds</li> </ul>	<ul style="list-style-type: none"> <li>• New Jersey School Boards Association</li> <li>• New Jersey Association of School Administrators</li> <li>• Atlantic County Office of Education</li> <li>• Stockton University</li> <li>• NJSchooljobs.com</li> </ul>	6/30/25	<ul style="list-style-type: none"> <li>• Complete Staff Roster</li> <li>• Fully staffed buildings</li> <li>• Create a plan that will provide a vehicle to attract highly qualified teachers and administrators to ensure a succession plan that will ensure increased and improved quality in every position that is vacated and by attrition increase the current standards that govern the vacated position.</li> <li>• Seek out grant opportunities where possible to help offset increasing salaries and benefits costs</li> <li>• Develop plans to be able to sustain beneficial positions originally added with grant funding</li> </ul>

**UPDATES**

8/6/24 EHCCS SMT meeting  
8/7/24 EHCCS SMT meeting  
8/8/24 EHCCS SMT meeting  
8/14/24 A. Shulby attended The Culture of Safety Advantage: Improving Teacher Retention & Student Success professional development  
8/20/24 District administration conducted literary review of <https://www.fastcompany.com/90381852/how-to-conduct-an-exit-interview-that-isnt-terrible>  
8/21/24 CLS Climate Committee Meeting  
8/22/24 CLS Climate Committee Meeting  
8/22/24 EHCCS SMT meeting  
8/23/24 EHCCS SMT meeting  
8/29/24 Newly implemented staff dress code.  
8/29/24 Pins awarded to staff members for 10, 15, 20 and 25 years of service at district wide professional development day.  
9/9/24 CLS Climate Committee Meeting

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9/9/24 EHCCS SMT meeting  
9/23/24 CLS Climate Committee Meeting  
9/23/24 T. Macchione attended “From Surviving to Thriving: Strategies for Reclaiming Joy in your School” professional development  
10/3/24 G. Forester attended Hot Issues in School Law professional development  
10/7/24 CLS Climate Committee Meeting  
10/7/24 EHCCS SMT meeting  
10/8/24 G. Forester attended Addressing Staff Mental Health Issues professional development  
10/21/24 CLS Climate Committee Meeting  
10/22/24 & 10/23/24 A. Shulby & A. Milazzo attended NJ School Boards Convention  
11/4/24 CLS Climate Committee Meeting  
11/4/2024 EHCCS SMT meeting  
11/25/24 CLS Climate Committee Meeting  
12/2/24 CLS Climate Committee Meeting  
12/2/2024 EHCCS SMT meeting  
12/11/24 G. Forester attended Promoting Strong Staff Relationships  
1/6/25 CLS Climate Committee Meeting  
1/6/25 EHCCS SMT meeting  
1/27/25 CLS Climate Committee Meeting  
2/10/25 CLS Climate Committee Meeting  
2/10/25 EHCCS SMT meeting  
2/24/25 CLS Climate Committee Meeting  
3/10/25 CLS Climate Committee Meeting  
3/10/25 EHCCS SMT meeting  
3/24/25 CLS Climate Committee Meeting  
4/7/25 CLS Climate Committee Meeting  
4/7/25 EHCCS SMT meeting



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**2024-2025 ADMINISTRATOR GOALS / BOARD GOALS**  
**Action Plan (Goal) #4**  
**Board Professional Development Training**

Major Activities	Staff	Resources	Timeline	Indicators of Success
Board of Education will direct professional development opportunities towards increasing Board members' knowledge and skills in policy making, ethics and governance.	<ul style="list-style-type: none"><li>• Superintendent</li><li>• Business Administrator</li><li>• Board of Education</li><li>• School District Solicitor</li><li>• Technology Coordinator</li></ul>	<ul style="list-style-type: none"><li>• New Jersey School Boards Association</li><li>• Training provided to BOE members as needed</li><li>• NJASA</li></ul>	6/30/25	<ul style="list-style-type: none"><li>• Increase in Board members involvement and attendance at trainings, programs, conferences and workshops offered by NJSBA throughout the 2024-2025 school year</li><li>• Provide all BOE documents electronically.</li><li>• Continue Board of Education training with a focus on ethics and Board policies</li><li>• Board of Education will participate in on-site NJSBA workshop(s).</li><li>• Maximize federal grant funding to afford high-quality professional development sessions on not only academic topics, but social emotional topics as well</li></ul>

**UPDATES**

7/12/24 Electronic copy of 7/17/24 agenda and attachments to Board  
8/9/24 Electronic copy of 8/14/24 agenda and attachments to Board  
9/6/24 Electronic copy of 9/11/24 agenda and attachments to Board  
10/4/24 Electronic copy of 10/9/24 agenda and attachments to Board  
11/6/24 Electronic copy of 11/13/24 agenda and attachments to Board  
12/6/24 Electronic copy of 12/11/24 agenda and attachments to Board  
1/3/25 Electronic copy of 1/8/25 agenda and attachments to Board  
2/14/25 Electronic copy of 2/19/25 agenda and attachments to Board  
3/7/25 Electronic copy of 3/12/25 agenda and attachments to Board  
4/4/25 Electronic copy of 4/9/25 agenda and attachments to Board

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## 2024-2025 ADMINISTRATOR GOALS / BOARD GOALS

### Action Plan (Goal) #5

#### Facilities / Finance

Major Activities	Staff	Resources	Timeline	Indicators of Success
Commence and oversee NJ DOE and grant approved building and facility projects.	<ul style="list-style-type: none"><li>• Superintendent</li><li>• Business Administrator</li><li>• Principals/Supervisors</li><li>• Supervisor of Buildings &amp; Grounds</li><li>• IT Coordinator</li><li>• Board of Education</li><li>• School District Solicitor</li></ul>	<ul style="list-style-type: none"><li>• PS&amp;S Architecture &amp; Engineering, P.C. (Architect of Record)</li><li>• NJ SDA-ROD Grant (Chiller)</li><li>• Phoenix Advisors (Debt consultants)</li><li>• Equipment Lease Purchase (Chiller)</li><li>• NJ DCA Local Recreation Improvement Grant (Playground)</li><li>• Contractors include TBD for Chiller and Lighting Replacement vendors, as well as Blum, SJ Floor and Glass, and Ben Shaffer for other smaller projects.</li></ul>	Ongoing	<ul style="list-style-type: none"><li>• SDA ROD Grant submittals (Chiller)</li><li>• State approval of construction related projects (Chiller)</li><li>• Financing through equipment lease purchase (Chiller)</li><li>• Continue to update the Long Range Facilities Plan accordingly and incorporate future facilities projects into future budgets.</li><li>• Commence and oversee the NJ DOE approved Chiller replacement at the EHC Community School.</li><li>• Lighting Replacement Project (conversion to LED) at EHC Community School</li><li>• Completion of visitor management systems at both schools, as well as door replacements at the entryway of the Charles L. Spragg School</li><li>• Playground upgrades to the Grades K-2 play area at the Charles L. Spragg School</li></ul>

### UPDATES

10/28/2024 T.Macchione call with G. Powell from Ben Shaffer to add to preschool playground

8/2024 & 9/2024: Both buildings visitor management systems are in place and working well

9/2024: New interior and exterior doors in vestibule at CLS

10/9/2024: Awarded Chiller Bid at EHCCS to Falasca Mechanical

10/11/2024: Conducted Health and Safety Evaluation of School Buildings Checklists for both schools

10/21/2024: Emailed FSG to review proposal regarding lighting replacement project at EHCCS

10/24/2024: Pre-construction meeting with Architect and Falasca regarding Chiller at EHCCS

11/5/2024: Updated District Comprehensive Maintenance Plan and Form M-1 (Annual Maintenance Budget Amount Worksheet)

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12/3/2024: BOE, Admin, and other staff attended JIF Awards Dinner
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