

# **October 2021**

# **Strategic Plan Update**

**Dr. Joseph Campisi,  
Superintendent,  
Berlin Borough School District**

# Goal 1

**FOCUS AREA: WHOLE CHILD**

**GOAL STATEMENT: Develop an academic focus that promotes student development and long-term success by encouraging interpersonal skills and creating opportunities that nurture creativity, wellness, self-accountability and service through instructional areas of: self-awareness, self-management, responsible decision making, healthy relationship skills, and social & civic awareness.**

- **Revival of Interact, a school based extension of Rotary**
- **Student Government supporting Veterans Day Luncheon**
- **The Character Education Committee is highlighting students for their positive character traits each month.**
- **Student of the Month and Superintendent's Awards recognize students for their academics, behaviors, and positive attitudes in school.**
- **Sports teams and individual players are recognized for their efforts and performance during morning announcements.**

- **In-Service professional development with JudyAnn McCarthy about Nurtured Heart Approach.**
- **Mrs. McCarthy is also working with students with anxiety about returning to school.**
- **The Peer-Mediaton program is beginning at this time as well.**
- **Professional development through inservices, faculty meetings, and weekly newsletters regarding Growth Mindset.**

- **Introduction of Elementary instruction of SEL.**
- **Professional development for core content areas to integrate SEL into the curricula, particularly for ELA and special area classes in the Middle School.**
- **As we revise and update our curricula the elements of digital literacy and citizenship will be put in as part of the 21st Century Skills**
- **The administration is working with the local Police to bring in someone from the Camden County Prosecutor's Offices that specializes in Digital and Internet Safety.**

## **Goal 2**

**FOCUS AREA: COMMUNICATION/COMMUNITY ENGAGEMENT**

**GOAL STATEMENT: Strengthen community engagement and parent support to enhance relationships between parents, families, school and community.**

- **All news blasts and weekly newsletters to the community are posted on the BCS Facebook page.**
- **All communications are sent out via the Blackboard email systems, the BCS app, and the BCS FaceBook page.**
  - **The BCS Facebook Page is also embedded directly on the BCS Website.**
- **Monday morning newsletter are sent to parents using this 3 methods as well to keep parents informed of upcoming events and important information/reminders.**

- **The Cultural Proficiency and Equity Stakeholder Group has developed a recruitment process to diversify our staff members.**
- **We plan to hold a virtual job fair on January 12, 2022.**



- **Open Houses were held during the summer to help with the transition back to full onsite learning.**
- **The Berlin Rotary and local boy scouts and girl scouts troops were invited to the BCS Middle School Open House 2021.**
- **Beginning in November, each Principal and the Superintendent will have weekly virtual office hours designated for the purpose of educating parents on the need for their involvement.**
- **The administrators will try to have some special guests during these times as well.**

## **Goal 3**

**FOCUS AREA: STAFF SUPPORT**

**GOAL STATEMENT: To attract, develop and retain excellent quality staff with a focus on relevant professional development through mindfulness and cultural responsiveness and 21st century teaching strategies.**

- **Each Principal sent out a survey to the staff regarding professional development choices as well as needs for professional learning.**
- **We have reached out to set up a virtual town hall with Dr. Walter Greason regarding Cultural Responsiveness.**
- **We are also in the process of re-establishing our Student Equity Group as we continue to use multiple perspectives as part of our educational process.**

- **As our curriculum is updated we will continue to pilot different resources to provide the staff with the most up to date resources.**
- **The will also include professional development regarding Best Practices when using new materials and techniques.**
- **Such as the summer professional development that was offered by Dr. Eric Milou as well as the professional development for the Reveal Mathematics Series.**

- **As the year progresses, the administration in conjunction with the Health Office will use the Wellness Committee to implement programs that promote staff health and wellness.**
- **A survey was sent out to the staff about taking part in a fitness activity once a week after school with some type of culminating activity towards the end of the year.**

# Goal 4

**FOCUS AREA: OPERATIONS/RESOURCES/INFRASTRUCTURE**

**GOAL STATEMENT: Using our Operations, Resources, and Infrastructure to enhance the learning environment for all students; ensuring safety, accessibility, health, and being eco-friendly.**

- **We will be reviewing the different “Green Initiatives” that we can build off of while re-establishing a “Green Committee.”**
- **The HSA has earmarked the funds raised during the Boosterthon for Green Initiatives.**

- **There is an open line of communication and meetings with the local police, first responders, and emergency management personnel regarding:**
- **Emergency Procedures**
  - **Updates and revisions are currently taking place**
- **Police presence during emergency drills**
  - **With a debrief after the conclusion of the drill**
- **Emergency management has helped us acquire more masks (free of charge)**



- **At the current time, budgeting for the 2022-2023 school year is in the preliminary stages.**
- **We are carefully planning and budgeting using the ESSER and ARP funding to maximize the funding and to ensure anything implemented is sustainable after the grant funds are exhausted.**

- **Teachers collaborated at October in-service to review technology resources related to their curriculum.**
- **We are evaluating each program to determine effectiveness of usage as new technology that is available via new curricula series.**

# **Goal 5**

**FOCUS AREA: PROGRAMS/ACTIVITIES/CURRICULUM**

**GOAL STATEMENT: Over the next five years we will develop and continually enhance the curriculum, programs and activities offered at BCS to ensure that outgoing BCS students are performing at/or above grade level and are adequately prepared for their secondary education (i.e. high school or technical school).**

- **Each month we continue to update our curriculum in different areas.**
- **We also review the data published by EdReports regarding curricular-resource effectiveness and alignment with the NJSLS.**
- **As we make our way back to normalcy we will be using our Student Government, Student Equity Group, and other groups of students to seek their input regarding our programs and activities.**

- **Communication for this year has begun with Eastern**
- **We are determining dates for vertical articulation in the different core areas**

Thank you for your continued  
support for the growth of the  
BCS students!

Next updates:  
January 2022  
April 2022  
June 2022