

**SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY
PUBLIC BOARD MEETING
SEPTEMBER 25, 2025**

RESOLUTION 4862

FOR ACTION

SUBJECT: APPROVE DISTRICT GOALS 2025–2026 SCHOOL YEAR

BE IT RESOLVED THAT the Board of Education approve the following District Goals for the 2025–2026 school year as presented, and as augmented by the document of subgoals, measurable outcomes, and mid–year targets that have been created by the District:

1. Strategic Plan:

- a. By June 2026, the District will develop and adopt a Strategic Plan that reflects community aspirations for students, as evidenced by:
 - i. Selection of a strategic planning service provider by September 2025.
 - ii. Formation of a Strategic Planning Steering Committee by November 2025.
 - iii. Completion of draft and final plan for Board approval by June 2026.

2. Student Achievement:

- a. By June 2026, the District will increase student achievement by implementing a multi-tiered system of support, a K–9 smartphone ban policy, a new CHS Freshman Academy, and a new K–8 math series adoption, as evidenced by:
 - i. Administration of a universal math screener by October 2025.
 - ii. Identifying Tier 2 and 3 students by November 2025.
 - iii. Development of school based MTSS teams October 2025.

3. Special Services:

- a. By June 2026, the District will strengthen academic culture and climate through collaborative learning, equitable access, and partnering with C&I department, as evidenced by:

- i. Co-creation of ICRS instructional rubric by October 2025
- ii. Schedule bi-weekly shared planning session between C&I/SS and conduct ICRS classroom walkthroughs by November 2025.
- iii. Formalization of EBR scope and sequence by November 2025.

4. Operational Culture and Climate:

- a. By June 2026, the district will enhance operational efficiency and collaboration through the development of a multi year financial plan, strengthening leadership capacity, implementing strategies that reduce staff turnover and increase engagement/satisfaction, as evidenced by:
 - i. Formation of a Steering Committee/Baseline audit November 2025.
 - ii. Implementation of at least two fiscal strategies integrated into a community communication plan January 2026.
 - iii. Develop "stay interview" protocol & disseminate to staff < 4 years by November 2025.
 - iv. Monitor number of staff < 4 years participating in new retention programs by March 2026.