



Bright Futures

The Strategic Plan for Paterson Public Schools 2009 – 2014

Vision Statement: To be a leader in educating New Jersey's urban youth

Mission Statement: To prepare each student for success in the institution of higher education of their choosing and in their chosen career

Priority I: Effective Academic Programs

Goal 1: Increase Student Achievement

- Aligned instructional system
- Extended learning opportunities
- High quality teachers in each classroom
- Restructure schools
- Evaluation of academic programs

Goal 2: Create Healthy School Cultures

- Effective Schools Initiative
- Attendance and truancy initiative
- Student government associations

Goal 3: Improve Graduation Rate, Reduce Dropout Rate

- High school renewal initiative
- District-wide K-12 progression plan

Goal 4: Improve Internal Communication

- Internal communication plan
- Teachers' Roundtable
- Principals' Roundtable
- Students' Roundtable
- Student forums

Goal 5: Progression Planning For School and Administrative Positions

- Principals' and Assistant Principals' preparation program

Goal 6: Increase Academic Rigor

- Gifted and talented program
- Honors and advanced placement
- International Baccalaureate program

Goal 7: Professional development (teachers and administrators)

Priority II: Safe, Caring and Orderly Schools

- Goal 1: Create Schools with Healthy School Cultures and Climates**
- Goal 2: Improve Student Discipline**
- Review and revise student code of conduct
 - Expand alternative schools
 - In-school suspension programs
 - Professional development (classroom management)
- Goal 3: School Uniforms (elementary/middle)**
- Goal 4: Student Advisories**
- Goal 5: Character Education**
- Goal 6: Review and Revise Student Assignment/School Choice Plan**
- Goal 7: Facilities are clean and safe and meet 21st century learning standards**

Priority III: Family and Community Engagement

- Goal 1: Create Family and Community Engagement Plan**
- Parent/teacher organizations in each school
 - District-wide PTA/PTO council
 - Ad hoc community-based committees and task forces
 - Annual community forums
- Goal 2: External Communications Plan**
- Goal 3: Customer Service Focus (Schools)**
- Professional development for all staff
 - Translation and interpretation services
- Goal 4: Partnerships with Community Organizations, Agencies, and Institutions**
- CEO roundtable
 - Roundtable for institutions of higher education
 - Faith-based initiatives
- Goal 5: Full Service Schools (Community Schools)**
- Goal 6: Parent Education**

Priority IV: Efficient and Responsive Operations

- Goal 1: Increase Accountability for Performance**
- Revise performance appraisal system
 - Periodic assessment of services
 - Team building at all levels
 - Revamp operational procedures
 - Automate administrative functions
 - Whistle-blowers box
- Goal 2: Customer Service Focus**
- Improve internal communications
 - Improve responsiveness to current and emergent needs district-wide
 - Professional development in best practices for operational functions
 - Suggestion box (online and at district office)
- Goal 3: Increase Capacity**
- Reorganize and restructure district administration
 - Professional development
 - Update technology and instructional applications