



Strategy #1:

We will provide a physical environment conducive to learning with the tools necessary to actively engage students

Action Plan#1

Research and select a cost effective means to control temperature variations in the building.

Benefits

- A/C will increase learning outcomes (Research Based)
- Eliminate heat related health concerns for students and staff
- Use of classrooms during the summer months
- Eliminate the need to move classes during the days of extreme heat

Cost

- Electrical upgrade
- Equipment purchase
- Installation
- Estimated Cost for Main Building and Gym: \$10 million
- Approximately 50% of main building is air conditioned
- Utilities cost: Difficult to estimate
- Maintenance of equipment

Action Plan#2

Evaluate current status, plan and
implement 1:world initiative

Benefits

- 1:1 benefits Students with Special Needs and At-Risk Students
- Most students prefer learning with technology, which in turn leads to a better attitude towards learning as well as giving them more confidence.
- Technology in learning allows for individualized learning

Benefits cont...

- Student centered constructivist approaches to education leads to better achievement in testing as well as preparing students with the skills necessary in the modern workplace.
- 1:1 Prepares Students for the **Future** regardless of their chosen path
- Provide technology to students who otherwise would not have it available to them at home

Cost

- Cost of devices, over how much time?
- Cost of any upgrades to infrastructure
- Cost of additional tech personnel
- Cost of Technology Instructional coach(s)
- Cost of appropriate Professional Development

Action Plan#3.1

Security- Create a closed front entrance to minimize the traffic inside RV and create a safer environment.

Benefits

- Keeps visitors for main office and attendance in a contained area instead of in the main office hallway.
- Added layer of security
- Less visitor traffic throughout the building
- Enhanced sense of security for staff/students

Cost

- Cost to reconfigure entrance vestibule:
- Costs for interchanging main office and nurse's office
- Addition of new wiring, plumbing, etc.
- Estimated cost for the tangible cost above is \$1 million
- False sense of security, many other doorways

Action Plan#3.2

Security- Create a safer environment for an open campus utilizing guards to supervise walkways between buildings.

Benefits

- Adds a layer of security between classes
- Flex hours to provide security guard at other times
- Added layer of security
- Enhanced sense of security for staff/students

Cost

- Cost to add 1 or 2 security guards if needed, part time or full time
- False sense of security, many doorways and campus is still open

Action Plan#3.3

Security- Assess the perception of
safety and security

Benefits

- Provides an in-depth profile of RV's particular strengths and needs.
- Rapidly and precisely assesses student, parent, and school personnel perceptions of RV
- Provides school with starting point for climate improvement

Cost

- Cost of survey: reached out to National School Climate Center for information week of 5/22 and have not received a response.
- Feedback is from a sample of stakeholders but may not represent all.
- Those most disaffected may not complete survey

Action Plan#4

Fieldhouse - Complete the planning and preparation for adding a Field House facility to RV

The NEED for Multi purpose Field house and WHY now?

1. Present and Future lack of instruction space
2. Lack of locker room space
3. Inadequate training/practice space
4. Inability to divide up space for curricular and extracurricular activities during and after school hours

Lenape Regional

102 *rooms*

400 *less students*

Shawnee

98 *rooms*

500 *less students*

Rancocas Valley Regional

87 *rooms*

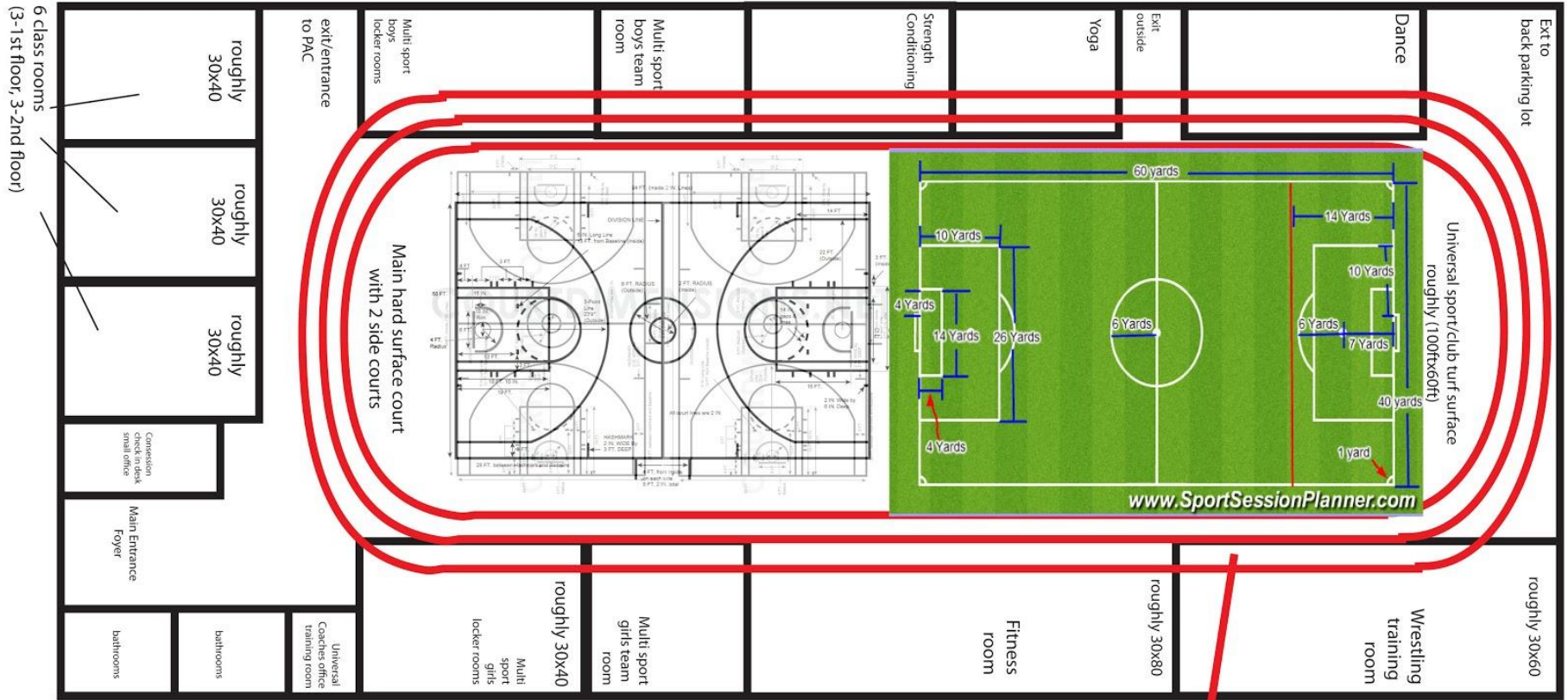
Rancocas Valley Regional High School





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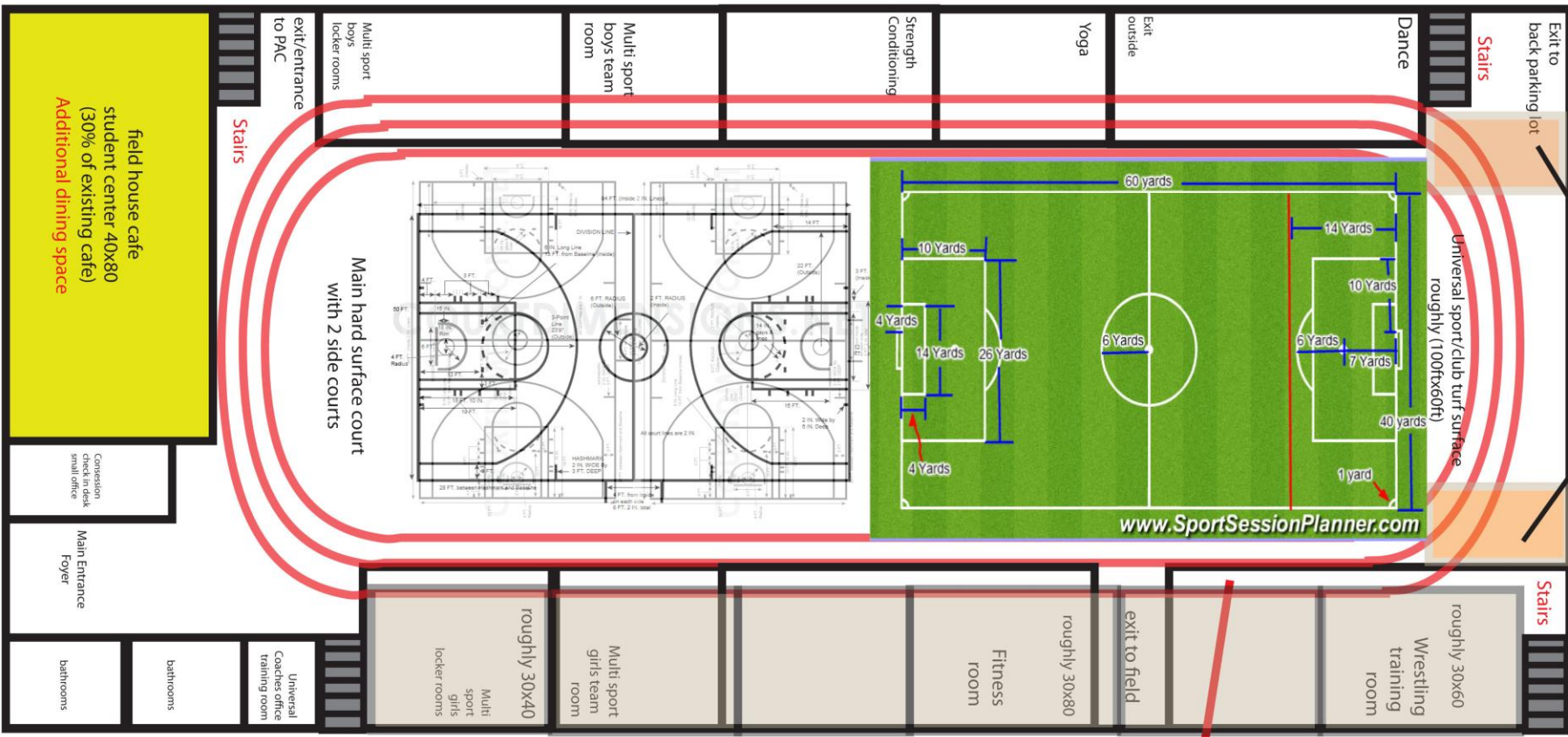
Potential rooms on top of all perimeter rooms because of 2nd floor

2 lane 2nd floor track
 (Utilize empty space above 1st floor rooms)
 1st floor 2 lane track around perimeter of courts/turf

Rancocas Valley Regional High School



Long jump pits that are below covered floor



light brown rooms/classrooms over those 1st floor rooms

Potential rooms on top of all perimeter rooms because of 2nd floor

2 lane 2nd floor track
(Utilize empty space above 1st floor rooms)

1st floor 2 lane track around perimeter of courts/turf

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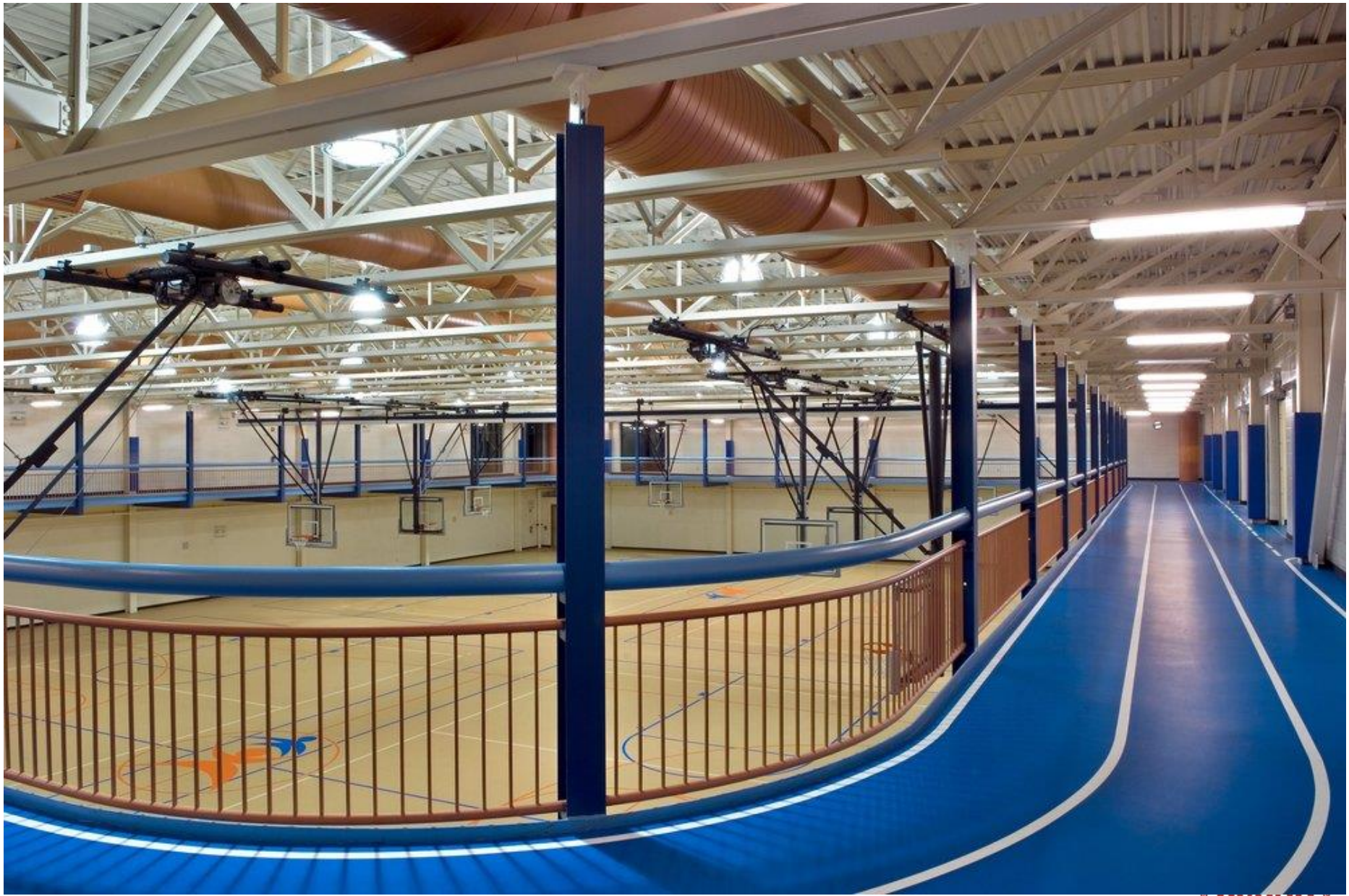
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Benefits

- 1.12 month facility for school/community
- 2.10 NEW academic classrooms...
- 3.5 new areas to instruct, train, and practice...
- 4.(2) hard surface universal courts, universal small sided turf...
- 5.new updated fitness room, new updated wrestling room,team meeting space (college recruitment/coaches)
- 6.Indoor track and field training

Cost

- Cost of construction
- Cost of moving of current tennis courts behind the football field
- Cost of area to maintain, heat/electric, furnish...
- Cost to electrical incoming to service to school



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Action Plan#5

Redevelop the Annex to host an
Alternate school in addition to the
Flip program

Benefits

- Allows for students to return from RCBC Alt-school
- Free up space at main campus
- Increase number of student spots
- Could have tuition students
- Could assist current home instruction students with mental health issues
- Flexible schedule

Benefits

- Control over curriculum
- Reduce drop-out rate
- Increase counseling services
- Sets up a transition program to bring students back to the main campus
- Could promote more positive school feeling

Cost

- Increased staffing to include: teachers, nurse, administrator, counselor
- Building renovations
- Estimated Cost of Renovation: \$1 million according to architect
- Estimated Staffing Cost: Based on tuition for Out of District Students and staffing cost the District will break even.

Cost cont....

- Cost for technology, furniture, security and food service
- Utilities cost

Action Plans for Strategy #2

Mission Statement

The Rancocas Valley Regional High School District, a forward-thinking learning institution, empowers every student with the knowledge and skills to be a contributing member of the community by providing meaningful curricular and extracurricular experiences.

Strategy #2:

We will design and implement educational programs that address the learning needs of every student.

Action Plan 1: Co-curricular

Result statement: Expand opportunities for students to explore career and post-secondary pathways, including and in addition to the traditional college track.

- Information gathering
- Communication
- College/Career Fair and related events
- Minors/Endorsements

Why we are seeking this result: ALL post-secondary pathways are in need of illumination, as well as programmatic and co-curricular enrichment.

Action Plan 1: Co-curricular

Costs

Curriculum and instruction

Transportation

Time

Benefits

Better-informed decisions

Better-prepared graduates

Complements
alumni/community plans

Action Plan 2: 8th Gr. Transition & Articulation w/ Guidance

Result statement: Improve articulation and collaboration among parents, students and counselors to support a seamless transition for 8th graders to RV, and enhance communication with guidance office during their high school career.

- Outreach to sending districts
- Survey students for goals/aspirations
- Support for at-risk students

Why we are seeking this result: We must refine this traditionally challenging transition, requiring cohesion among all districts and within RV.

Action Plan 2: 8th Gr. Transition & Articulation w/ Guidance

Costs

Transportation

Stipends

Time

Benefits

Better informed decisions

Consistent messages to sending districts

Increased support for students

Action Plan 3: Levels/Rigor

Result statement: Evaluate the impact of our current academic levels and improve the consistency of rigor in all levels.

- Define and articulate to all
- PD for all
- Student placement
- Grading
- Tracking and its impact

Why we are seeking this result:

Learning is at the core of our mission, and we simply must explore these many facets and converge on some core and perhaps uncommon principles.

Rancocas Valley Regional High School



Action Plan 3: Levels/Rigor

Costs

Time and PD

Change

Benefits

Meeting the needs of all

Clarity of purpose

Alignment and cohesion

Action Plan 4: Student Development & Support

Result statement: Improve student support systems and personalized programs to prepare all students for success and fulfillment after high school.

- Survey students for goals/aspirations
- Mentoring
- Parent support
- Seminars for social/emotional and career planning

Why we are seeking this result: We must educate the WHOLE student (and parent) in order to provide authentic, personalized support.

Action Plan 4: Student Development & Support

Costs

Time

Stipends

Professional Development

Benefits

Personalization for all students

Improved teacher/student connections

Investment in preparing every student for post-graduation success

Action Plan 5: Scheduling

Result statement: Explore scheduling innovations that meet the needs of curricular and co-curricular plans while addressing deficits of current schedule.

- Strengths/deficits of schedule
- Needs of district
- Research options

Why we are seeking this result: We must ensure that our use of “time” best supports our Mission, Goals and Strategic Plan.

Action Plan 5: Scheduling

Costs

Consultant Fee

Contract considerations

Anxiety/uncertainty

Benefits

Time for solutions

Better use of school day

Increased ability to meet
needs of teachers &
students



Action Plan #1: Re-Establish RV Alumni Association

The Need

Our graduates are exceptionally loyal to the school attributing a great deal of their future personal and professional success to their educational experience both inside and outside of the classroom.

RV alumni are in need of an organization not only to assist in such practicalities as coordinating class reunions, but also to contribute back to their alma mater in a variety of ways.

Costs

- **Hosting costs for external RV Alumni website (\$2000)**
- **Community Partnership Coordinator stipend (\$2000)**
- **Operational activity costs (\$3000)**
- **Insufficient response from RV alumni**
- **Competing demands on time and talents of alumni by colleges, workplace, and other organizations**

Benefits

- **Accurate list of contact information for alumni**
- **Accountable individuals to organize activities**
- **Future financial support from alumni**
- **Connections established for guest speakers, employment, etc**
- **Establishment of RV Alumni Board**
- **Enhanced good will between RVRHS and alumni**

Action Plan #2: Re-Establish RV Foundation



EDUCATION
FOUNDATION

The Need

RVRHS serves not only the educational needs of five sending districts, but also contributes to the livelihood of the surrounding communities through the contributions of its students, staff, and families.

The RV Foundation is needed to facilitate partnerships between the school and local businesses, organizations, and community groups that could benefit everyone. Through mutual support we can advance the mission of the school, while promoting the work of our local partners.

Costs

- **Hosting costs for RV Foundation website (\$2000)**
- **Insufficient response from potential donors**
- **Competing demands on time and talents of Foundation Board of Directors**

Benefits

- **List of potential donors**
- **Financial support for individuals, clubs, school-related organizations for projects benefiting RVRHS and furthering school mission**
- **Establishment of RV Foundation Board of Directors**
- **Enhanced good will between RVRHS and community (donors and recipients)**

Action Plan #3: Re-Establish RV Adult Education Program

The Need

Learning is a lifelong process. An Adult Education Program can serve the needs of learners of any age who seek to further their education whether through formal coursework or enrichment activities.



Adult Education
Learning for Work and Life

Costs

- ECA stipend for Adult Education Program Coordinator (\$2500/year – covered by registration/course fees)
- Advertising costs (\$500/year)
- Stipends for course instructors (covered by registration/course fees)
- Facilities usage expenses (lighting, heating/AC, security, maintenance) – should not add to current expenditures
- Insufficient response from public to run program and recoup operating costs
- Inability to meet demand for specific course(s) due to lack of instructor(s) or other circumstances
- Wear and tear on buildings and grounds

Benefits

- Increased opportunities for stakeholders to gain academic and/or enrichment knowledge and skills at affordable cost.
- Increased community awareness of RVRHS programs, offerings, and services.
- Potential savings for some program participants continuing to pursue college degree, professional certification or employment.
- Increased support for mission of RVRHS

Costs

- **ECA Stipend for Marketing/PR Coordinator (\$2500/year)**
- **Cost of marketing materials (signage, promotional items, meeting expenses, etc) (\$3000-\$5000/year)**
- **School website hosting (\$3000/year)**
- **Time commitment for staff and volunteers involved with promotional events**

Benefits

- **Improved public image of RVRHS**
- **Increased community awareness of RVRHS curricular and extracurricular programs, offerings, and services**
- **Promotion of school-wide and individual (students, staff, alumni, etc) accomplishments**
- **Increased student enrollment**
- **Increased participation by students, parents, community stakeholders, and alumni in school-sponsored activities**
- **Increased support for mission of RVRHS**

Action Plan #5: Improve partnerships with local community colleges and provide additional programs for students to extend their learning.

The Need

At a time where college and career readiness at the high school level is critical for future success as a contributing member of society, there is a need for RVRHS to coordinate programs with local community colleges.

Students must have the opportunity to gain dual college credit as well as attend courses not available at the high school.



Costs

- Annual bus transportation for student participants (\$350/day)
- Insufficient response from students to run RCBC program
- Added responsibilities for Director of Curriculum & Instruction and CAP Coordinator

Benefits

- Increased opportunities for students to gain college credit at affordable cost while attending high school
- Possible attainment of associate's degree by RV students before graduating high school
- Early entry of students into job market with 2-year college degree
- Potential savings in college costs for students continuing to pursue a bachelor's degree at Rowan or other qualifying colleges/universities (transfer credit)
- Collaboration between RVRHS and RCBC

Strategy 4

We will provide experiences that deepen the understanding and appreciation of diversity.

Committee Members

Sara Shelley

Alisa Thiede

Danet Poteat

Alexandra Reiner

Valeska Ochoa

Stephen Joseph

Nicole Doyle-Santili

Keri Jones

Jarred Phillips

William Cann

Jaina Winston

Bouchra Heiba

Strategy 4 Origins

Responsibility

Personal Achievement

Vision

Global Awareness

Inclusiveness

Service to Others

Interpersonal Connectivity

Potential

Dignity

Communication

Engagement

Result Statement I:

Improve student, staff, and community exposure to experiences about culture and diversity.

Action Steps

- Delegate to the diversity committee the task of promoting all aspects of diversity within the school culture.
- Celebrate cultural observances and traditions through monthly cultural lunch and learns for staff and students.
- Increase publicity of upcoming/past cultural events (i.e. World Language Festival, Holiday Concert, club events, etc.) through school related social media and/or a monthly newsletter or RVTV (monthly or weekly student prep cultural info show)
- Add cultural diversity into curriculum via field trips, guest speakers, and other cultural events/workshops.
- Increase connection with RV alumni who can offer more diverse opportunities and experiences.

Action Steps

- Extend a formal invitation to the sending districts to take part of cultural programs.
- Partner with local businesses to showcase the school.
- Identify relevant training methods “ workshops, speakers, materials” to increase the professional knowledge on diversity
- Require teachers to explore the inclusion of diverse material during curriculum revision.
- Incorporate a diversity component to Freshmen Orientation

Benefits

- Increased participation in cultural events
- Increased number of the monthly cultural experiences
- Enhanced student, staff, and community understanding appreciation of diversity

Costs

- Professional development
- Field trips
- Guest Speakers Fees
- Coordination with the sending school districts
- Planning time for the committee members
- Reluctance to participate in diversity professional development

Result Statement II:

Incorporate active recruitment strategies into the hiring process to recruit diverse staff, faculty, and administrators.

Action Steps

- Identify ways to look for the inclusion of diversity in résumés and cover letters.
- Advertise open positions specifically to Historically Black Colleges, Hispanic Serving Institutions, and minority Greek organizations.
- Train administrators in methods for hiring diverse staff.
- Create a Future Teachers of America club.
- Partner with the RV Alumni Foundation to better track alumni who enter the teaching profession.
- Attend diversity career fairs.

Benefits

- Further diversified staff
- Improved hiring procedure and protocol
- Narrowed achievement gap
- Increased creativity as students benefit from varying teacher viewpoints
- Improved school climate by allowing all students to have a role model

Costs

- Professional development cost for administrators
- Diversity Career Fair fees and costs
- Career Fair Attendee Expenses
- Loss of work time for administrators
- Risk of not finding suitable candidates
- Resistance from staff and community towards the recruitment effort

Result Statement III:

Collect and analyze data to define the achievement gap at RV and create plans to remediate it.

Action Steps

- Create a data team to Investigate data that would be beneficial in identifying an achievement gap.
- Develop a list of data needs
- Revisit and verify the accuracy of demographic collection methods.
- Analyze prospective data and establish an achievement gap measurement method through the data team.
- Develop data supported action plans.

Benefits

- Improves understanding of the achievement gap at RV
- Identification of area of weakness in student performance
- Creation of goals for the diversity committee
- Correction of the existing demographic data
- More data available to the teachers

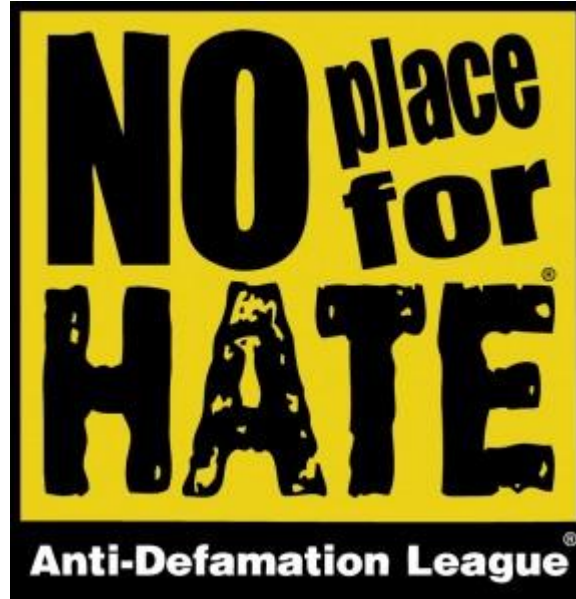
Costs

- Cost for daily substitute for those attending Data Team meetings
- Identification and correction of misleading data
- Missing the instructional time for the teachers attending the meeting

Result Statement IV:

Implement the Anti-Defamation League's No Place for Hate initiative.

No Place for Hate



Action Steps

- Apply and sustain the criteria to be a “No Place For Hate” school by applying to the ADL
- Engaging schools in at least three anti-bias activities:
- Develop opportunities for staff to assist educators in learning about current event topics through the lens of diversity, bias and social justice (including but not limited to the following)
- Select students to engage in peer leadership training through the Anti-Defamation League and turn-key the training at RVRHS through student lunch & learn opportunities.
- Collaborate with sending districts.

Benefits

- Recognition as No Place for Hate School
- Reduced number of HIB filings
- Increases of staff and student morale
- Improves school safety
- Additional opportunities for student leadership

Costs

- Enrollment and continuation of *No Place for Hate* designation
- Event Cost and location
- Schedule interference for larger events
- Gathering volunteers for the events

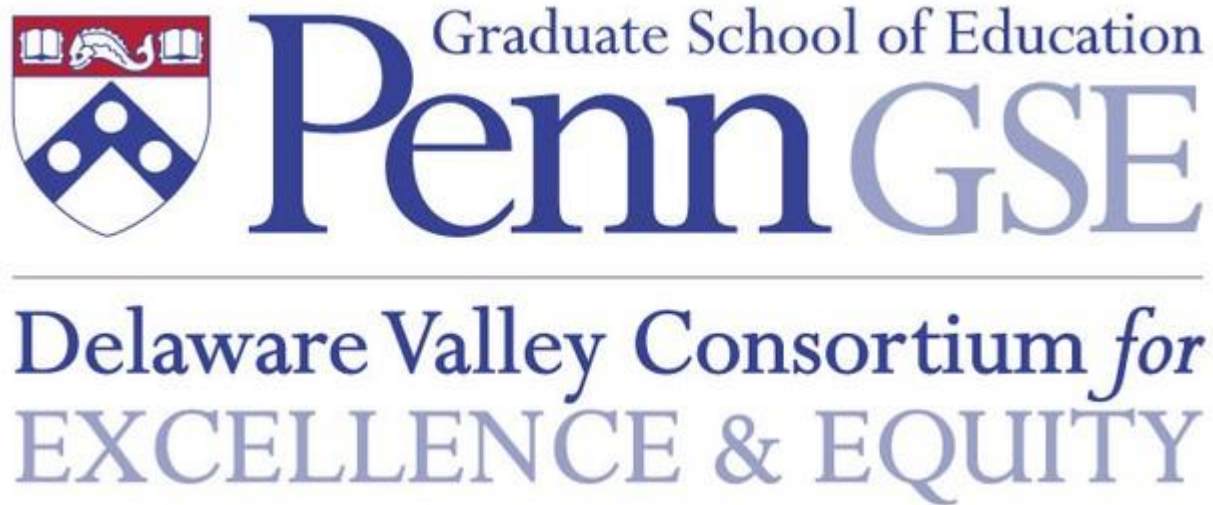
Result Statement V:

Establish a community wide diversity committee.

Action Steps

- Recruit community stakeholders to serve on the committee
- Define the mission and goals of the diversity committee.
- Enter the Delaware Valley Consortium for Excellence and Equity.

Delaware Valley Consortium for Excellence and Equity



Rancocas Valley Regional High School



Benefits

- “Increased academic performance, engagement, and future access of their students of color, first-generation college attendees, students of economic disadvantage, and other traditionally marginalized student groups.” *
- Professional development for teachers
- Increased networking opportunities between RV students and those from other districts

*University of Pennsylvania Delaware Valley Consortium for Excellence and Equity

Costs

- Delaware Valley Consortium for Excellence and Equity enrollment and trip fees
 - Estimated Cost of Membership: \$15,000 PD budget
- Substitute cost for teachers attending the event