

# FRANKLIN TOWNSHIP SCHOOL DISTRICT

## FOUNDATIONS FOR EXCELLENCE



2024-2029  
Strategic Plan



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# SUPERINTENDENT'S LETTER

Dr. Nicholas A. Diaz

Dear FTS Family,

We are thrilled to launch "Foundations for Excellence," a strategic initiative designed to redefine educational excellence within our schools. This carefully crafted plan sets the stage for transforming our students' present academic experiences into future successes, both in life and in their chosen careers.

"Foundations for Excellence" is born from a district-wide effort that embodies the strength, support, and vision of our educational community. It commits to elevating and connecting the critical elements of our educational system to meet the aspirations and needs of our students and community.

Looking ahead, we are guided by four key themes, each developed from the collective insights of our stakeholders:

**Fostering Student Engagement:** Cultivating active and participatory learning to unleash each student's full potential.

**Prioritizing Fiscal Responsibility:** Establishing a sustainable financial model that supports our educational goals.

**Enhancing Facilities & Resources:** Innovating and adapting our spaces to reflect the evolving nature of education.

**Community Integration Enhancement:** Deepening the ties between our schools and the community for a unified approach.

Each theme is a fundamental part of "Foundations for Excellence," helping us navigate from our current achievements to new heights. We aim to turn challenges into opportunities and visions into realities, ensuring every student is supported to reach their fullest potential.

I am immensely grateful for the dedication and commitment shown by every member of the Strategic Planning Committee. Your contributions are pivotal in achieving our vision.

I invite you all to join us on this transformative journey. Your engagement is essential as we dedicate ourselves to the **Foundations for Excellence**.

Warm regards,

Dr. Nicholas Diaz



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# THE STRATEGIC PLANNING TEAM

## Theme Leaders and Collaborators

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**DR. NICHOLAS DIAZ**

SUPERINTENDENT

**"Prioritizing Fiscal Responsibility" Theme Leader**



**DR. LINDSAY GOODITIS**

SCHOOL PRINCIPAL

**"Enhancing Facilities & Resources" Theme Leader**



**MRS. LAURA MARCHESE**

SUPERVISOR OF SPECIAL SERVICES

**"Improving Community Integration" Theme Leader**



**MRS. LAURA LOPICCOLO**

CURRICULUM COORDINATOR

**"Fostering Student Engagement" Theme Leader**



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# THE STRATEGIC PLANNING TEAM

## Theme Leaders and Collaborators

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**MRS. ALLISON LUCIANO**

BOARD OF EDUCATION  
VICE PRESIDENT

**"Prioritizing Fiscal Responsibility" Collaborator**



**MRS. SHANA FRONDORF**

BOARD OF EDUCATION MEMBER

**"Improving Community Integration" Collaborator**



**MR. BRETT PALMER**

BOARD OF EDUCATION MEMBER

**"Enhancing Facilities & Resources" Collaborator**



**MRS. LAURA SRETENOVIC**

TECHNOLOGY COORDINATOR

**"Enhancing Facilities & Resources" Collaborator**



**MR. JIM SCHWAR**

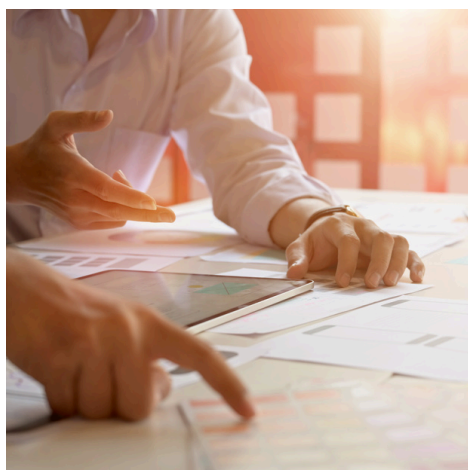
FACILITIES SUPERVISOR

**"Enhancing Facilities & Resources" Collaborator**



# THE PROCESS

## A Snapshot



- **Formation & Integration:** Franklin Township School district advertised to the general public participation in the strategic plan committee. All stakeholders were welcome to participate. Through extensive dialogue and input via surveys and public forums captured the heart of our educational system.
- **Insight & Responsibility:** Rigorous data collection and insightful analysis were employed to pinpoint central themes, prioritizing fiscal responsibility while mirroring our district's goals and aspirations.
- **Feedback & Refinement:** The initial strategic blueprint underwent meticulous refinement through the committee ensuring it addresses the enhancement of facilities and resources effectively.
- **Advancement & Engagement:** Culminating in our forward-looking five-year strategic plan, "Foundations for Excellence," champions student engagement, community integration, fiscal prudence, and infrastructural development. As we initiate this plan, a dedicated review process will be our compass, steering continual improvement and excellence.



# THEME I

Fostering Student Engagement

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# THEME I

## Fostering Student Engagement

### GOAL I

To implement a district-wide strategy for personalized learning experiences that cater to diverse student interests, abilities, and future aspirations.

### OBJECTIVE I

To Enhance Curriculum Customization

Activity	Persons Responsible	Resources Needed	Timeline
Assess Current Curriculum	Curriculum Coordinator, Principal, Subject Area Teachers	Assessment Tools, Reports, QSAC Review	<ul style="list-style-type: none"> <li>September 2026</li> </ul>
Collaborate with North Hunterdon Voorhees Articulation Groups	Curriculum Coordinator, Articulation Group Representatives	Meeting schedules, Curriculum documents	<ul style="list-style-type: none"> <li>Ongoing from September 2024</li> </ul>
Develop Flexible Learning Modules	Subject Matter Experts, Curriculum Coordinator	Digital Platforms, Content	<ul style="list-style-type: none"> <li>September 2025</li> </ul>
Pilot Test Flexible Learning "Paths"	Teachers, Administrators	Pilot Programs, Feedback Systems	<ul style="list-style-type: none"> <li>Pilot September 2026</li> </ul>
Train Teachers on Personalized Learning	Professional Development Staff	Training Workshops, Materials	<ul style="list-style-type: none"> <li>Ongoing with key sessions in Fall 2025</li> </ul>
Integrate Student and Parent Feedback	Curriculum Coordinator, Principal	Surveys, Focus Groups	<ul style="list-style-type: none"> <li>Continuous, starting Spring 2026</li> </ul>





# THEME I

## Fostering Student Engagement

### GOAL I

To implement a district-wide strategy for personalized learning experiences that cater to diverse student interests, abilities, and future aspirations.

### OBJECTIVE II

To Expand Extracurricular Offerings

Activity	Persons Responsible	Resources Needed	Timeline
Survey Student Interests	Guidance Counselor	Digital Survey Tools	<ul style="list-style-type: none"> <li>Fall 2024</li> </ul>
Design New Clubs and Activities	Club Coordinators, Teachers, Board of Education	Curriculum Resources, Staff, QEA Contract	<ul style="list-style-type: none"> <li>Design phase by Fall 2025</li> </ul>
Negotiate Stipends in QEA Contract	Administration, Board of Education, Teachers' Union	QEA Contract, Staff	<ul style="list-style-type: none"> <li>Fall 2024 - Spring 2025</li> </ul>
Leverage Community Opportunities for Partnership with other Local Districts	Athletic Director, Administration	Athletic Offerings	<ul style="list-style-type: none"> <li>Ongoing, as needed, starting Fall 2024</li> </ul>
Launch New Programs (Clubs, Activities, Electives)	Extracurricular Committee	Promotional Materials	<ul style="list-style-type: none"> <li>Launch in Fall 2025</li> </ul>



# THEME I

## Fostering Student Engagement

### GOAL II

To strengthen student support systems to ensure that every student has the opportunity to engage meaningfully with the school community and academic programs.

### OBJECTIVE I

Enhance Academic Support Services

Activity	Persons Responsible	Resources Needed	Timeline
Evaluate Existing Support Programs (Special Education, Intervention, G&T)	Guidance Counselor, Principal, Teacher Leaders, Special Education Supervisor	Assessment Tools	<ul style="list-style-type: none"> <li>Review by Fall 2024</li> </ul>
Expand Homework Help and Intervention Services	Principal, Curriculum Coordinator	Certified Staff, Space, QEA Contract	<ul style="list-style-type: none"> <li>Expansion by Fall 2025</li> </ul>
Implement Targeted Intervention Strategies	Teachers, Intervention Specialists	Training, Resources	<ul style="list-style-type: none"> <li>Implementation by Fall 2024</li> </ul>
Integrate Peer Mentors in Social Skills Groups	Student Leaders, Faculty Advisors, Counselors	Training Peer Mentors, Program Guidelines	<ul style="list-style-type: none"> <li>Development: Winter 2027; Launch: Fall 2028</li> </ul>



# THEME I

## Fostering Student Engagement

### GOAL II

To strengthen student support systems to ensure that every student has the opportunity to engage meaningfully with the school community and academic programs.

### OBJECTIVE II

Enhance Mental Health Support and Awareness

Activity	Persons Responsible	Resources Needed	Timeline
Implement Comprehensive Mental Health Training	Guidance Counselor, Special Services Supervisor	Training Modules, Expert Facilitators	<ul style="list-style-type: none"> <li>Starting Winter 2025</li> </ul>
Establish a School-Wide Mental Health Program	Guidance Counselor, Special Services Supervisor, Staff	Program Materials, Staff	<ul style="list-style-type: none"> <li>Rollout by September 2026</li> </ul>
Introduce Mental Health Awareness Campaigns	Communications Team, Student Leaders	Campaign Materials, Workshops	<ul style="list-style-type: none"> <li>Ongoing campaigns starting Fall 2027</li> </ul>
Create Student Support Groups	Guidance Counselor, Trained Facilitators	Meeting Spaces, Resources	<ul style="list-style-type: none"> <li>Setup by Fall 2027</li> </ul>
Implementation of the Nurtured Heart Approach	Health Services, Dreams Teams	Surveys, Data Analysis Tools	<ul style="list-style-type: none"> <li>Continuous evaluation starting Spring 2025</li> </ul>



# THEME II

## Prioritizing Fiscal Responsibility

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# THEME II

## Prioritizing Fiscal Responsibility

### GOAL I

To establish a robust financial framework that maximizes efficiency and non-tax revenue, strengthens oversight mechanisms, and ensures responsible resource utilization to support educational excellence.

### OBJECTIVE I

To optimize Financial Management Practices

Activity	Persons Responsible	Resources Needed	Timeline
Conduct Financial Efficiency Audits	Leadership Team	Audit Tools, External Auditors Findings	<ul style="list-style-type: none"> <li>Quarterly starting Fall 2024</li> </ul>
Implement Cost-Saving Initiatives	Leadership Team	Decentralized Budgets, Analysis Software	<ul style="list-style-type: none"> <li>Annually starting Fall 2024</li> </ul>
Review and Adjust Budget Allocation	Leadership Team	Financial Reports, Software Tools	<ul style="list-style-type: none"> <li>Biannual review, starting Fall 2024</li> </ul>
Train Staff on Budget Management	Business Office	Training Materials, Financial Experts	<ul style="list-style-type: none"> <li>Biannually, starting Fall 2024</li> </ul>
Develop Performance Metrics for Spending	Business Office	Data Analysis Tools, Performance Software	<ul style="list-style-type: none"> <li>Develop by September 2025</li> </ul>
Hire a Business Administrator	Board of Education Superintendent	Interview Committee Contract	<ul style="list-style-type: none"> <li>Interview Winter 2025</li> <li>Hire Fall 2025</li> </ul>



# THEME II

## Prioritizing Fiscal Responsibility

### GOAL I

To establish a robust financial framework that maximizes efficiency and non-tax revenue, strengthens oversight mechanisms, and ensures responsible resource utilization to support educational excellence.

### OBJECTIVE II

To Enhance Revenue Generation and Oversight

Activity	Persons Responsible	Resources Needed	Timeline
Identify New Non-Tax Revenue Sources	Leadership Team	Market Research, Feasibility Studies	<ul style="list-style-type: none"> <li>Explore options by Summer 2026</li> </ul>
Implement Enhanced Financial Oversight Protocols	Leadership Team	Monitoring Tools, Compliance Software	<ul style="list-style-type: none"> <li>Fall 2026</li> </ul>
Regularly Update Financial Compliance Training	Business Office	Training Programs, Updated Regulations	<ul style="list-style-type: none"> <li>Biannual training starting Summer 2025</li> </ul>
Monitor and Report Non-Tax Revenue Streams	Business Office	Reporting Systems, Audit Support	<ul style="list-style-type: none"> <li>Yearly reporting starting Summer 2027</li> </ul>
Establish Partnerships for Revenue Enhancement	Leadership Team, Community Liaisons	Partnership Agreements, Networking Events	<ul style="list-style-type: none"> <li>Begin partnerships by Winter 2028</li> </ul>



# THEME III

Enhancing Facilities & Resources

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# THEME III

## Enhancing Facilities & Resources

### GOAL I

To ensure that school facilities and resources align with and support the evolving educational programs and technological advancements for 21st-century learning.

### OBJECTIVE I

To Communicate Facilities and Resource Status

Activity	Persons Responsible	Resources Needed	Timeline
Develop a Comprehensive Communication Plan	Superintendent	Communication platforms, Staff training	<ul style="list-style-type: none"> <li>Plan development: Summer 2025</li> <li>Implementation: Fall 2025</li> </ul>
Launch a User-Friendly Parent Portal	IT Department, Superintendent	Software, IT support	<ul style="list-style-type: none"> <li>Development: Spring 2026;</li> <li>Launch: Fall 2027</li> </ul>
Dedicating a section to facilities and resources in the newsletters	Superintendent, School Principal	Newsletter software, Content creation	<ul style="list-style-type: none"> <li>First Issue: Fall 2024;</li> <li>Monthly thereafter</li> </ul>
Conduct Community Feedback Surveys	Superintendent	Survey tools, Analysis software	<ul style="list-style-type: none"> <li>First survey: Spring 2028</li> <li>Bi-annually thereafter</li> </ul>
Offer Multilingual Communication Options	Principal, Superintendent	Translation services (ex. Smore)	<ul style="list-style-type: none"> <li>Implementation: Fall 2024;</li> <li>Ongoing</li> </ul>





# THEME III

## Enhancing Facilities & Resources

### GOAL I

To ensure that school facilities and resources align with and support the evolving educational programs and technological advancements for 21st-century learning.

### OBJECTIVE II

To Upgrade and Modernize Educational Facilities

Activity	Persons Responsible	Resources Needed	Timeline
Audit Current Technology Use	IT Department, Tech Auditors	Audit Software, Hardware Specifications	<ul style="list-style-type: none"> <li>Initial audit by Winter 2026</li> </ul>
Develop a Technology Integration Plan	IT Department, Curriculum Coordinator, Principal	Integration Strategies, Training Programs	<ul style="list-style-type: none"> <li>Plan development by Fall 2027</li> </ul>
Procure Advanced Educational Technologies	Business Office, IT Department	Vendor Contracts, Funding	<ul style="list-style-type: none"> <li>Procurement phase by Spring 2028</li> </ul>
Train Staff on New Technologies	Professional Development Teams	Training Materials, External Trainers	<ul style="list-style-type: none"> <li>Ongoing, starting Fall 2027</li> </ul>
Evaluate Technology Impact on Learning	IT Department, Curriculum Coordinator, Principal	Data Collection Tools, Analysis Software	<ul style="list-style-type: none"> <li>Biannual evaluation starting Winter 2027</li> </ul>



# THEME III

## Enhancing Facilities & Resources

### GOAL II

To develop a comprehensive plan for the strategic use and maintenance of school facilities to foster a safe, accessible, and conducive learning environment.

### OBJECTIVE I

To Enhance Safety and Security Protocols in School Facilities

Activity	Persons Responsible	Resources Needed	Timeline
Review and Update Security Measures including Physical Security Modifications	School Safety Specialist, School Resource Officer, Technology Coordinator	Security Systems, Expert Consultations	<ul style="list-style-type: none"> <li>Review by Fall 2025</li> </ul>
Implement Updated Emergency Response Drills	Safety Committee, School Administrators	Drill Protocols, Training Materials	<ul style="list-style-type: none"> <li>Monthly drills starting Fall 2024</li> </ul>
Install Modern Safety Equipment	Facilities Development Team, Technology Coordinator	Surveillance Cameras, Alarms, Fire Safety Equipment	<ul style="list-style-type: none"> <li>Installation by Fall 2027</li> </ul>
Conduct Regular Safety Audits	School Safety Specialist, School Resource Officer	Audit Checklists, Reporting Tools	<ul style="list-style-type: none"> <li>Yearly starting Summer 2026</li> </ul>



# THEME III

## Enhancing Facilities & Resources

### GOAL II

To develop a comprehensive plan for the strategic use and maintenance of school facilities to foster a safe, accessible, and conducive learning environment.

### OBJECTIVE II

To Optimize Facility Accessibility and Utilization

Activity	Persons Responsible	Resources Needed	Timeline
Assess Current Accessibility Standards	Facilities Supervisor, Architect	Assessment Tools, Expert Insights	<ul style="list-style-type: none"> <li>Assessment by Winter 2025</li> </ul>
Review Existing Structures to ensure Accessibility	Facilities Supervisor, Architect	Construction Materials, Accessibility Devices	<ul style="list-style-type: none"> <li>Review by Summer 2025</li> </ul>
Optimize Space Utilization	Curriculum Coordinator, Facilities Supervisor, Principal	Space Planning Software, Data Analysis	<ul style="list-style-type: none"> <li>Optimization by Fall 2025</li> </ul>
Implement Flexible Learning Environments	Curriculum Coordinator, Facilities Supervisor, Principal	Modular Furniture, Technology Upgrades	<ul style="list-style-type: none"> <li>Implementation by Fall 2026</li> </ul>
Monitor and Adjust Space Usage	Curriculum Coordinator, Facilities Supervisor, Principal	Usage Monitoring Systems, Feedback Mechanisms	<ul style="list-style-type: none"> <li>Ongoing from Spring 2026</li> </ul>



# THEME IV

Improving Opportunities for Community Integration

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# THEME IV

## Improving Opportunities for Community Integration

### GOAL I

To foster a strong, collaborative partnership between the school district and community, enhancing educational outcomes and encouraging active participation in governance and activities.

### OBJECTIVE I

To strengthen Community Engagement and Communication

Activity	Persons Responsible	Resources Needed	Timeline
Create 'FTS Families' Mentorship Program	PTA, Principal	Program Guidelines, Volunteer Training	<ul style="list-style-type: none"> <li>Fall 2026</li> </ul>
Create Continuity in Teacher Communication to Families.	Principal, Teachers, IT	Training, website	<ul style="list-style-type: none"> <li>Launch by Fall 2025</li> </ul>
Initiate a 'Meet Your Educators' Series	Superintendent, Principal, Teaching Staff	Video Equipment, Online Platforms	<ul style="list-style-type: none"> <li>Fall 2027</li> </ul>
Implement a Digital Feedback System	Superintendent, Principal	Google Forms	<ul style="list-style-type: none"> <li>Launch by Spring 2025</li> </ul>
Organize Community Workshops	Principal, Community Leaders, Counselor	Workshop Materials, Facilities Use	<ul style="list-style-type: none"> <li>Fall 2028</li> </ul>



# THEME IV

## Improving Opportunities for Community Integration

### GOAL I

To foster a strong, collaborative partnership between the school district and community, enhancing educational outcomes and encouraging active participation in governance and activities.

### OBJECTIVE II

To Enhance Collaborative Decision-Making with the Community

Activity	Persons Responsible	Resources Needed	Timeline
Implement 'Students as Planners' Initiative	Student Council, Teachers, Principal, Counselor	Meeting Space, Administrative Support	<ul style="list-style-type: none"> <li>Marking Period based, starting Fall 2025</li> </ul>
Form a Community Advisory Committee	Superintendent, Principal, Community Members	Meeting Space, Administrative Support	<ul style="list-style-type: none"> <li>Assemble by Fall 2026</li> </ul>
Develop a Digital Policy "Suggestion Box"	Policy Committee, IT Department	Physical and Digital Platforms	<ul style="list-style-type: none"> <li>Launch by Winter 2026</li> </ul>
Facilitate 'Round Table Discussions' with Community Groups	Superintendent, Principal, Community Members	Meeting Spaces, Communication Tools	<ul style="list-style-type: none"> <li>Launch by Winter 2027</li> </ul>



# CONCLUSION



As we close the pages of our five-year strategic plan, "Foundations for Excellence," we look ahead with anticipation and resolve. This plan is not merely a document; it is a living blueprint that distills our collective aspirations into actionable steps. We acknowledge that our journey does not end here, it truly begins.

With the foundations set and our path forward charted, we embrace the responsibility of bringing this plan to life in our classrooms, our hallways, and our community. We recognize the strength in our unity, the potential in our diversity, and the power of our collaboration.

Every student, educator, family member, and community partner who contributed to this plan is integral to its success. As we move from planning to action, we carry with us the spirit of innovation, dedication to excellence, and a commitment to nurturing the excellence in every student.

In the spirit of continuous improvement, we will regularly reflect on our progress, celebrate our achievements, and adapt to emerging challenges and opportunities. Together, we will build the foundation for the extraordinary future we envision.

Thank you for participating in this pivotal moment in our district's history. Let us step forward with confidence, knowing that each stride we take is a step toward an excellent future for all.



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# BOARD OF EDUCATION

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- **JAMES GIORDANO, PRESIDENT**
- **ALLISON LUCIANO, VICE PRESIDENT**
- **COLLEEN CUMMINS**
- **SHANA FRONDORF**
- **CAROLINE LICWINKO**
- **CRAIG METZ**
- **BRETT PALMER**
- **DR. NICHOLAS DIAZ, SUPERINTENDENT**
- **MARK KRAMER, SBA/BOARD SECRETARY**



**Pictured (from L to R):** Board President James Giordano, Superintendent Dr. Nicholas Diaz, Vice President Allison Luciano





# COMMUNITY COLLABORATORS



## THANK YOU TO:

ALLISON BANKEN  
SARAH CASUSCELLI  
LEEANN KERST  
ANGELA MOUSHON  
NATIVIDADE MORAIS  
SYLVIA NAUGHTON  
KRISTEN PRENDERGAST  
ALISON RICCIARDI  
KIMBERLY THOMPSON

