

# Little Silver School District Goals and Objectives

## ACTION PLAN 2023-2028

**GOAL AREA:** Health & Wellness

**GOAL STATEMENT:** To improve programs and initiatives that focus on the staff and students of the district in the areas of health and wellness

**OBJECTIVE #1:** Provide opportunities for staff health and wellness

Major Activities	Staff	Resources	Constraints	Timelines	Indicators of Success
<b>Research</b>					
- Creation of a partnership with staff wellness vendors to support personal growth and to provide training/resources for the staff.	Admin	Professional Networks & Organizations Other Districts Professional Literature Internet	Time Budget Staff Capacity	June 2024	List of staff wellness vendors Summary of training/resources
- Benefits provided through health insurance provider that focus on staff health and wellness	Admin	Health Insurance Provider Health Insurance Broker Other Districts	Time	June 2024	List of benefits provided through health insurance provider
- The potential of establishing a teacher health and wellness committee	Admin Staff	Professional Literature Other Districts	Time Staff Capacity	June 2024	Summary of staff health/wellness committee benefits
<b>Development</b>					
- Invite representative to educate the staff on beneficial programs available to them through health insurance provider	Admin	Health Insurance Provider Health Insurance Broker Other Districts	Time	Sept 2024 and then ongoing	Health insurance representative attendance at staff training
- Provide opportunities for staff to participate in health and wellness activities, such as: * Walking groups * Yoga * Meditation * Breathing exercises * Nutritional cooking * Health screenings	Admin Staff Health & Wellness Committee	Outside Organizations/Vendors Other Districts Sponsors	Time Budget Staff Capacity	Sept 2027 and then ongoing	Calendar of activities Attendance at health & wellness activities
- Establish a district health and wellness committee	Admin Staff	Professional Literature	Time Budget Staff Capacity	Sept 2024	Training for committee members Agendas of committee meetings
<b>Assessment</b>					
- Data collection related to the increase in staff health and wellness	Admin Professional Organization/ Vendor	Professional Networks & Organizations Other Districts Professional Literature Internet	Time Budget	Summer 2025	Data collection and analysis reports

- Participation in HorizonBFit, Worksite Wellness, & Blue365 among other benefits provided by health insurance provider	Admin Staff	Health Insurance Provider Health Insurance Broker Other Districts	Time Staff Capacity	Sept 2027 and then ongoing	Increased staff attendance rates Increased participation in health benefit programs Increase participation in health and wellness committee/committee led events
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**OBJECTIVE #2: Encourage communication of staff appreciation**

Major Activities	Staff	Resources	Constraints	Timelines	Indicators of Success
<b>Research</b> - Identify means in which the following stakeholders can communicate appreciation to staff: * Staff to staff * Student to staff * Administration to staff * Board of Education to staff * Parents/community to staff	Admin BOE PTO EFLS Staff Wellness Committee	Internet Survey Staff EFLS PTO	Budget Community Involvement	Fall 2023 and then ongoing	Documentation of ideas Appreciation artifacts
- In partnership with the PTO and the EFLS modes of communication and activities that demonstrate staff appreciation	Admin PTO EFLS	Internet EFLS PTO Social Media	Time Community Involvement	Sept 2024 and then ongoing	Documentation of communication and activity ideas
<b>Development</b> - Collaborate with the PTO and the EFLS to coordinate efforts of staff appreciation, such as: * "Thank a teacher" postcard or template * Teacher appreciation events * Monthly raffles * Themed treats * Partnerships with local businesses	Admin PTO EFLS Community	Internet EFLS PTO	Budget Time Community Involvement	Sept 2024 and then ongoing	Appreciation activities and artifacts
<b>Assessment</b> - Community participation	Admin Community Staff	EFLS PTO	Community Involvement	Summer 2025	Increased participation and partnerships Social Media posts
- Staff survey on appreciation	Admin Staff	Professional Organizations	Budget Time	June 2025	Positive staff feedback from survey results

**OBJECTIVE #3: Promote student health and wellness through a safe learning environment**

Major Activities	Staff	Resources	Constraints	Timelines	Indicators of Success
<b>Research</b>					

- Explore trauma-informed classroom practices with a focus on equity and inclusion to promote student health and wellness	Admin Staff	Professional Networks & Organizations NJ DOE Monmouth County Consortium	Budget Professional Development Time	June 2026	List of strategies Professional development logs
- Programs/presentations that promote a safe learning environment	Admin	Professional Networks & Organizations PTO	Budget Time	Sept 2026	List of programs and presentations
<b>Development</b>					
- Utilize strategies to identify practice that support student health and wellness, such as: * Student focus groups * Student surveys * Student voice/choice	Admin Staff Students	Professional Networks & Organizations NJ DOE Monmouth County Consortium	Time Professional Development Student Capacity	Sept 2026	Agenda from student focus groups Survey results Student led events
- Cultivate anti-fragile students with a focus on mental fitness over mental health	Admin Staff Students	Experts in the field of anxiety and mental health	Professional Development Student Capacity Revisions/Updates to Curriculum Language	Sept 2026	Curriculum Updates BOE Approval of Curriculum Student/staff focus on mental fitness
- Shift focus from students striving to students thriving by growing the seven teachable traits: 1) Self-Respect 2) Empathy 3) Integrity 4) Self-Control 5) Curiosity 6) Perseverance 7) Optimism	Admin Staff	Professional Literature	Budget Professional Development Revisions/Updates to Curriculum Language	Sept 2027	Curriculum Updates BOE Approval of Curriculum Parent/community education events Lesson plans
<b>Assessment</b>					
- Student discipline and attendance data	Admin	Student database system	Time	June 2028	Student discipline records Student attendance records Behavioral Threat Assessment Management Team Agendas
- Increase in student recognition based on behavior/leadership	Admin Staff	Professional Organizations School Based Recognition Programs	Budget Time	June 2028	Warriors Awards BOE Meetings School Events Social Media