STRATEGIC PLAN 2026–2031

Mission, Values & Vision

The beliefs that guide our work—and the conditions we expect to see when our mission is being realized.

OUR MISSION

The mission of the Watchung Hills Regional High School District is to inspire every student to discover their voice, define their path, and develop their passion.

DISCOVER *their voice*	DEFINE *their path*	DEVELOP *their passion*

WHAT WE BELIEVE *As an educational community, we believe that…*

SAFETY & WELLNESS

- A physically and emotionally safe environment is essential for student success.
- Safety and wellness are interconnected and must both be prioritized.
- Mental health supports and wellness resources strengthen the school community.
- Students should always have access to trusted adults and support systems.

TEACHING & LEARNING

- Teaching should challenge students to think critically, problem-solve, and grow academically.
- Teachers should engage students in structured, purposeful, and student-centered learning.
- All students deserve equitable access to rigorous and diverse learning opportunities.
- Learning is a shared responsibility that requires both effort and opportunity.

LEADERSHIP & GOVERNANCE

- Leadership must be transparent, accountable, and guided by the best interests of students.
- Decision-making should be balanced, consistent, and inclusive of community voices.
- Governance should remain student-focused and free from unnecessary political influence.
- Integrity, fairness, and clear communication are hallmarks of effective leadership.

COMMUNITY & CULTURE

- The school community should be welcoming, respectful, and inclusive of all cultures and identities.
- Extracurricular activities, clubs, and athletics build belonging and school pride.
- Kindness, respect, and collaboration should guide relationships among students and staff.

FINANCE & FACILITIES

- Financial resources should be allocated to support student learning and well-being first.
- Safe, modern, and well-maintained facilities enhance both academics and extracurricular life.
- Transparency and accountability must guide financial planning and resource use.

WHAT SUCCESS LOOKS LIKE *Our values are being embraced and our mission is being accomplished when we see:*

SAFETY & WELLNESS

- Students feel respected and supported, cultivating empathy, respect, and kindness towards others.
- Mental health education and support at all levels and as part of the everyday culture.
- A relationship-driven support network where students feel included, safe, confident to learn, and have the support of their peers and community members.
- A physical environment that prioritizes safety and security.

TEACHING & LEARNING

- Students with equitable access to ALL learning activities.
- Students learning beyond the classroom through community activities including internships, service projects, entrepreneurship, and unified opportunities.
- Students choosing from a wide array of post-secondary opportunities

LEADERSHIP & GOVERNANCE

- Students meeting regularly with leadership to express concerns, opinions, and hopes for the school community.
- District leadership including the public in decision-making through open dialogue, forums, and communication.
- Ongoing feedback is provided via NJSCI and other methods of two-way communication.
- The strategic plan being utilized/referenced in the budget and LRFP process.
- Leadership working with the community to establish clear communication avenues for all stakeholders.

COMMUNITY & CULTURE

- Visible displays of “The Warrior Way” that emphasize key values like kindness and respect.
- Different extracurricular groups visiting other groups or clubs.
- Evidence of a culture of respect through school-wide activities.
- Ongoing reflection upon the results of culture surveys.
- Implementation of ambient programs such as playing music during passing periods on Fridays.
- Upperclassmen mentoring underclassmen through structured programming.

FINANCE & FACILITIES

- Strategic investments in technology and artificial intelligence that maximize educational impact.
- A secure and nurturing learning environment where every student feels safe via advanced security infrastructure, proactive safety measures, and ongoing staff training.
- Efficient and transparent budget planning which aligns with District goals and the strategic plan.
- Updated, collaborative multi-purpose facilities and learning spaces for both school and community use.
- A policy around establishing alternative sources of revenue through sponsorships, etc.

STRATEGIC PLAN 2026–2031

Long-Range Goals & Annual Milestones

Four priorities translate the district's mission and vision into measurable action through 2030.

OUR PRIORITIES

As a result of the gap analysis that was conducted, the following have been identified as priority, long-range goals.

GOAL 1

Continue to foster a student-centered approach to enhance the overall WHRHS experience.

JUNE 2027 the District will conduct a comprehensive audit of current assessment and grading practices, program of studies, and alternative credit pathways to ensure they provide authentic, real-world learning opportunities (i.e. mentorships, concurrent enrollment, community service, etc.) that reflect evolving student career and academic interests.

JUNE 2028 the District will utilize findings from the audit to provide professional development and resources that support the expansion of diverse, student-centered assessment models and future pathways in the program of studies across all departments.

JUNE 2028 the District will design additional support structures to encourage and identify underrepresented students to engage in more rigorous coursework.

JUNE 2029 the Program of Studies will be revised to reflect updated scope and sequences and alternative credit pathways.

GOAL 2

Strengthen engagement and meaningful connections across the learning community.

JANUARY 2027 the new ASC / GLC structure will empower students to create regular school events driven by student interests.

JUNE 2027 feedback will be collected regarding how to encourage more participation, including, but not limited to, modifications to the current schedule to allow for better engagement with student events and club activities during school.

JUNE 2028 a determination will be made on which proposals to implement.

JUNE 2028 the District will create a metric to evaluate improvement in engagement and meaningful connections.

JUNE 2029 the District will gather data to evaluate and reflect on the implemented plans.

JUNE 2029 a group of stakeholders will be convened to review progress and effectiveness of the timeline and plan, and make necessary modifications.

GOAL 3

Provide faculty and students the resources, materials, and facilities to be successful in an ever-evolving world.

JANUARY 2027 the District will identify facility projects for a referendum and submit the projects to the State for approval.

JUNE 2027 the District will form a committee of administrators and staff to identify three additional recurring revenue sources.

JUNE 2028 the committee will prioritize how to best allocate additional revenue sources through transparent budgeting procedures and by evaluating the needs of the District at that time.

JUNE 2029 the committee will gather data and stakeholder perspectives on the achievement of objectives two and three and identify adjustments if necessary.

JUNE 2030 the District will complete a major update to the long-range facility plan.

GOAL 4

Build inclusive, relationship-driven learning environments that promote kindness, belonging, safety, and social-emotional growth for all.

OCTOBER 2026 the district will create a new stakeholder climate committee who will make recommendations on how to improve culture and climate (as evidenced by NJSCI results) in no fewer than three meetings.

JUNE 2027 the District will present a public analysis of the recommendations from the stakeholder climate committee.

JUNE 2028 the District will start to implement new frameworks to improve academic and behavioral outcomes by teaching, modeling, and reinforcing a positive, safe, and kind school climate.

JUNE 2029 the District will utilize the annual administration of the NJSCI survey to continue to identify the needs for additional support initiatives and programs towards a more inclusive school climate and culture as measured by students' sense of belonging measured at 84%.

JUNE 2030 the District will implement initiatives and support towards a reduction of disparities of the student experiences between subgroups.

A shared roadmap for student experience, engagement, future-ready resources, and belonging.