



Hackettstown Public Schools

Creating a Five Year Strategic Plan For Hackettstown Public Schools

Mission Statement

Building on tradition and success, the mission of the Hackettstown School District is to educate and inspire students through school, family and community partnerships so that all become positive, contributing members of a global society, with a life-long commitment to learning.

Session #3

How does our vision translate into Goals and Objectives for our district's strategic plan?

On May 9, 2013, Hackettstown School District Administration, Board of Education Members, Staff, parents and community members came together to continue strategic planning. The third and final evening focused on creating goals and objectives for the Hackettstown School District from the shared common vision from Meeting #2. The meeting began with an overview of the final stage of the strategic planning process, the identification of the goal areas that emerged from the visioning work and explanation of the component parts: goals, objectives and strategies.

Participants were asked to select their goal area of choice. The groups were instructed to create an overreaching goal statement and objectives that reflect the established vision.

Groups reviewed the common vision, brainstormed ideas and presented their goal statement and objectives to the full group of meeting participants.

The information that follows is a summary of their work. As discussed with the meeting participants, all consensus points are recorded and posted on the web to share the group work during the course of the strategic planning process.

Group Consensus

Vision 2018

Goal #1 -Student Achievement

Goal Statement: Provide opportunities for all learners in all circumstances (at all levels) through a variety of all programs as supported by technology and measured through the administration of benchmarks assessments of all levels of school learning.

Objectives:

1. Acquire technology and resources that align to common core, create more opportunities and meet individual student's needs.
2. Provide students the ability to participate the creation of their educational plan, based on their interest, ability (personal) and future goals.
3. Early literacy program for every ESL student and their families, through multiple opportunities at night and over the summer and pre-entrance.
4. Technology collaboration at all levels which create uniform standards that all individual parties (teachers, students& admin) can use effectively and apply with instruction.
5. Create greater opportunities for exposure to rigorous skills earlier in a student's career (i.e. PSAT, Honors at middle school, fluid classroom movement)
6. Increase transportation resources to expand curriculum and extracurricular opportunities.
7. Increase academic rigor by establishing benchmark assessment standards at all grades for all subjects.
8. Teachers and Administration must demonstrate deep understanding of required knowledge, skills and technology.

Goal #2 Finance/Facilities

Goal Statement-Facilities

Maximize resources of the **district** to ensure safe, secure, technologically advanced schools (i.e. regionalization grades 5-12).

Objectives:

1. Continuously assess and reassess safety and security policies and procedures to improve upon them.
2. Examine regionalization of grades 5-12 vs. curriculum alignment.
3. Tech savvy staff to help bring all staff to level of competency needed to assist students with test taking.

Goal Statement-Finance

Maximize savings through shard services and securing grants by hiring a professional grant writer.

Objective:

1. Consider hiring a dedicated professional grant writer to ascertain all funding available to our district.

Goal #3 Communication

Goal Statement: Embrace, expand, and utilize all technological advancements of our global societal shift as a means of communication from school to home and community.

Objectives:

1. Open communication in “all” directions between administration to teachers to students.
2. Use all media options to convey news from every school.
3. Create teacher/parent advisory committees for ESL and students with special needs.
4. Improve and expand district website and home logic/teacher logic.
5. Principal forums/principal blog for informational purposes.
6. BOE policy on students bringing personal phone devices for learning and communication purposes.

Goal #4 Culture and Climate

Goal Statement: Develop a multi-cultural climate where all participants of our home and school community are actively and positively involved.

Objectives:

1. Increase parental participation within the schools and at the district level relative to social/cultural/academic achievement.
2. Improve the multicultural climate by improving communication with and the participation of our non-English speaking parents.
3. Increase programs for students within the school which focus on personal and emotional growth and leadership.
4. Create opportunities for staff and administration to build morale and improve the international culture and climate and professionalism.
5. Provide staff with professional resources and supports to address the ever changing educational environment.

Student Achievement Common Threads

Strengths

- Small class sizes
- Academic programs-wide range
- Fantastic faculty at all schools
- Instructional programs
- Collaborative teaching
- HS students have opportunities for college credits
- Middle school house plan for teaming
- HS rotating schedule each day
- Special Ed programs
- Strong honors program
- Music and theatre
- Student growth is noticeable each year
- Graduates get into Ivy Leagues and selective colleges
- Inclusion fostered and recognized
- PLC (professional learning communities) meetings
- Smart boards in every classroom
- Afterschool homework club
- Great teachers and support staff

Challenges

- Maximize learning
- Consistency in discipline
- More academic time
- Better scheduling of activities
- Improve student motivation
- Education and training of our teachers
- Improved instruction
- Growing ESL population
- Improve student experience

Vision

- More electives
- Greater variety of assessments
- Promote performing arts
- Intro to Economics
- Vocational training
- ROTC
- Leveraging our future
- Successful students in college life
- Improved test score
- Instilling a passion for learning
- Interesting learning concepts
- Professional development
- State testing
- Expanded curriculum
- Increased activities
- PARCC
- Increased AP classes and electives
- Curriculum aligned with CCSS
- Personal success
- College and career ready

Finance and Facilities Common Threads

Strengths

- No buses
- Proximity of the schools to families
- Both grammar schools are in tucked away locations
- Excellent job to keep traffic flowing
- Schools are well-maintained and clean

Challenges

- Government mandates
- Limited tax ratable
- Lack of funds
- Older facilities
- Sacrifices to reach our goals-more taxes/reduced services
- Improve facilities-science labs
- Stay within the budget
- Spend money in the best interest of the students
- Improve safety and communication about security
- Need for grant writing
- Opportunities to share services
- Population growth
- Improve sports facilities

Vision

- More space
- Backed by resources
- Modernized facilities
- Safe and secure environment

Communication Common Threads

Strengths

- Parent portal
- Good communication
- Home logic program
- PTA involvement

Challenges

- Improve communication throughout the district
- Increase listening skills
- Share best practices with other districts
- Admin responding to parental concerns
- Expand potential for Home Logic
- Improve communication between students/teachers and parents
- Individual school perception

Vision

- Informed parents
- Home Logic updated on a timely basis
- Improved communication between sending districts
- Communication feedback loop

Culture and Climate Common Threads

Strengths

- Administrators and teachers know the kids well
- Parent involvement
- Supportive staff
- Partnering with Centenary College
- Administrative visibility
- Collaboration between teachers/students and the community
- School and community have a great relationship
- Strong community and family values

Challenges

- Individual school perception
- Positive outlook
- Open to reforms
- Accountability for all stakeholders
- Improve community service time and make it meaningful for the students
- Increase parental involvement
- Encourage more ESL parent involvement in school community
- General apathy
- Maintain focus on management
- Improve parent and school partnership

Vision

- More school spirit
- Happy students/teachers/parents
- Tiger pride
- Positive culture and climate
- Unified Regional School District

Hackettstown Strategic Planning Meeting #3 Outcomes

After developing goal statements and objectives under the **four** goal areas, group participants were invited to add any strategies essential to reaching the goals and objectives.

The Superintendent and administrative team will develop an action plan for each objective listed under the corresponding goal area.

The Hackettstown School District Strategic Planning - Vision 2018 will be presented to the board of education at an upcoming meeting after finalization of the action plans.

All team members were thanked by Superintendent, Mr. David Mango and the Board President, Mr. Gus Bordi.

We thank all participants who so generously gave of their time to determine, dream, and design the destiny for the Hackettstown School District and students - Vision 2018.

Please join us when the final plan is presented to the board of education and also annually when we celebrate the anniversary of the plan and review the progress that's been made!

It has been an honor and pleasure to work with all of you!

Robynn Meehan, Kathy Winecoff, MaryAnn Friedman and Al Annunziata
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