



Creating a Strategic Plan for the Little Egg Harbor Township School District

Mission Statement

In order to prepare our children to be productive and responsible citizens, the Mission of the Little Egg Harbor Township School District is to develop and maintain a collaborative and nurturing learning environment fostering individual abilities and encouraging all children to achieve their highest potential. We expect all children to meet or exceed the grade level benchmarks set forth in the New Jersey Core Curriculum Content Standards (NJCCCS).

Session 3 Developing Strategic Planning Goals & Objectives

On December 7, 2016, Little Egg Harbor Township School District administrators, staff, parents, and community members, twenty-two (22) in all, came together for the third and final strategic planning meeting. The topic for the third meeting was focused on developing strategic planning goals and objectives for the Little Egg Harbor School District. The meeting began with a welcome by Superintendent, Ms. Melissa McCooley. Facilitators, Mary Ann Friedman and Kathy Winecoff, from New Jersey School Boards Association (NJSBA) provided an overview of the strategic planning process.

We began the evening with a review of the strategic planning process and consensus building. Copies of the outcomes from meetings 1 & 2, along with goal areas were provided for each participant.

The activity for the December 7, 2016 meeting was to develop goal statements and objectives for each goal area. Each participant selected a “goal area” of their interest and choosing. The initiatives from the previous two strategic planning sessions were utilized to develop the goal statements and objectives by the attendees.

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

At the conclusion of Meeting #2, four goal areas emerged from the common themes identified by the group at large. Those areas listed below the goal areas were identified as topics to include in objectives and strategies. It was agreed that Communications would be an aspect of each goal.

1. Student Achievement

- a. High student achievement
- b. Life-long learners
- c. Technology
- d. Communications
- e. Sustainability
- f. Health & Wellness
- g. Equity in resources
- h. Professional Development (PD)

2. Community & Parent Engagement

- a. Parent /community involvement
- b. Collaboration
- c. Communications

3. School Climate / Culture

- a. Health & Wellness
- b. Enrichment
- c. After-School programs
- d. Communications

4. Finance / Facilities

- a. Grant Writing / Funding
- b. Technology
- c. Sustainability
- d. Equity in resources
- e. Communications
- f. Professional Development (PD)

The strengths and challenges, vision and initiatives have been grouped under the goal area that applies. Please note that items may appear under several goal areas.

Little Egg Harbor Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: Student Achievement

Strengths	Challenges
More staff PD (Professional Development)	Evolving tech
Tech devices / Technology	Drop in foundational skills (too much tech???)
Committed Staff	Getting STEAM labs up and running
Great location for educational partnerships (Rutgers, Stockton, etc.)	Continuity between our K-6 and MS and HS
Staff respect toward students	Lack of extra-curricular activities
Bussing	Bussing
Separate schools	Separate schools
Shift to Standards-Based report cards	Scheduling
Class size(s)	Parent support in education
Strong curriculum	Parent understanding/resistance to change
Community school & services	Professional Development (PD) scheduling conflicts, lack of PD, PD for teachers and support staff
Supportive and positive teachers/staff; talented	Socio-economic differences; socio-economic status
Administration is open to new ideas	Disciplinary resources
Transition to PRJHS (Pinelands Regional)	Anonymity with forms, i.e. lunch form
Least Restrictive Environment (LRE)	Personnel shortage – recess, administration
Data sharing	School start times (each school has different start time)
Special Education Resources	Not enough technology
Music Dept.	Rigor for all – whole community
Safety/School Resource Officers (SRO's)	PARCC (scores – educate everyone)
Educational materials	Point of contact
Collaboration with other districts	Stigma
Dynamic leadership	Cuts in Special Areas
Preschool	Consistency in discipline and communication
Professional Learning Communities (PLC's)	More behavioral supports/teaching training on behavior management, ABA, positive behavior supports
PTO	Dismissal
Shared services/consortiums	Substitutes (in all departments)
Opportunities for students	Meet state mandate for PE. Health taught by classroom teacher
Administration cares	Gifted Program
New programs (Good Egg, Breakfast with Principal)	Student achievement – closing the achievement gap
Behaviorist	Equity of resources
Security	Staffing of tech
	Senior education and awareness
	Curriculum

Little Egg Harbor Township School District Strategic Planning Meeting #3 Outcomes

Goal Area 1: Student Achievement

Vision	Initiatives
The LEHSD, a positive and collaborative environment where students have the tools at hand to be prepared for their future. Students will be proficient in utilizing technology to enhance their learning potential and ensure they are prepared to live in a technological society. The district supports student and educator risk-taking to develop problem solving skills and build strong character. The district will support opportunities to extend learning academically, emotionally and socially.	
Access and equity for all students in a global society	
Remove the boundaries with extended learning opportunities.	
Integrating technology at home and in school	Learning beyond the classroom, beyond the walls, beyond the schedule
Parents, community members and staff work collaboratively to enhance student opportunities, academic success, and self-management skills.	Form social opportunities for parents throughout the school year – break down barriers between home and school (will lead to involvement in education) Example: Vet Day, Mentor Programs, Father’s & Fishing, Mother’s Day Tea, Earth Day, etc.
Recognized as the top school in the state for our students achievement academically	Exceeding Core Curriculum Supplying Laptops/Devices for all students Programs that encourage children to learn by introducing them to school-based extra curricular activities
Vibrant Arts/Music programs and enrichment opportunities	
District is a leader in technology and innovation – both facilities and curriculum, improve education and value to the taxpayer	
High level of student growth and achievement supported by an exemplary curriculum, executed by a highly qualified staff	
Consistent classroom experience – streamlined articulation and transition across classrooms, grades and schools	
Exposure to a variety of 21 st Century Careers	
High student achievement – surpassing ESSA expectations	
Robust extra-curricular program	Sports, music, art, chess, cooking, photography, AV club/tech, robotics
Becoming a high performing district (aka “Report Card Score”)	Decreased class sizes in Primary grades
Increased sustainability between school and community	Decrease E ⁻ consumption Increase recycling Increase online Decrease paper
1:1 student to technology access	

Little Egg Harbor Township School District Strategic Planning Meeting #3 Outcomes

All students have equal access to, and opportunity for, special programs	
An embedded partnership with school and community will increase students' of community as a place to be a professional	Community mentors Q&A sessions
Increased Afterschool Clubs/opportunities	Maybe with community involvement for certain skills/hobbies

Goal Area: 2 Community & Parent Involvement

Strengths	Challenges
High level of parent communications (Facebook, Twitter, etc.)	Parent support in education
Community involvement	Parent understanding/resistance to change
Communication has improved	Parent involvement / education and skills
New and strengthened relationship with stakeholders	Rigor for all – whole community
Volunteers accessibility	Socio-economic differences
Collaboration with other districts	Communication with medical staff/medical procedure
Communication (FB, Calls)	Need a parent liaison/advocate
Relationship with Township (School Resource Officers, Snow removal)	Reach out to the community – what do the family's need to support their student?
Social media/communication with parents	Parent perception/social media
Community involvement (opportunities & resources)	Community resources
Communication with community and staff	PARCC (scores – educate everyone)
Parent communication	Parent support
Great location for educational partnerships (Rutgers, Stockton, etc.)	Educating community on changes in education
Vision	Initiatives
Integrating technology at home and in school	Learning beyond the classroom, beyond the walls, beyond the schedule
Community educational opportunities	More parent and community involvement
Parents, community members and staff work collaboratively to enhance student opportunities, academic success, and self-management skills.	Form social opportunities for parents throughout the school year – break down barriers between home and school (will lead to involvement in education). Example: Vet Day, Mentor Programs, Fathers & Fishing, Mother's Day Tea, Earth Day, etc.
	Optimize ongoing technological opportunities to support communication and student achievement
	Create platforms/opportunities to enhance collaboration between <u>all</u>
High level of parent/community support – increasing parent capacity to support the learner at home	
Consistently high levels of parent involvement	
Increased sustainability between school and community	Decrease E ⁻ consumption Increase recycling Increase online Decrease paper

Little Egg Harbor Township School District Strategic Planning Meeting #3 Outcomes

Increase parent involvement throughout the school day/year	Increase incentives Math Nights STEM Nights
An open dialogue to all stakeholder groups	
An embedded partnership with school and community will increase students' view of community as a place to be a professional	Community mentors Q&A sessions
Increased Afterschool Clubs/Opportunities	Maybe with community involvement for certain skills/hobbies

Goal Area: 3 Facilities & Finance

Strengths	Challenges
Frog Pond (FP) facilities A+	Lack of extra-curricular activities
Energy efficient	PD scheduling conflicts; lack of PD
Class sizes	Personnel shortage – recess, administration
Facilities in students	Maintenance plan
Well maintained schools	District configuration
Safety/School Resource Officers (SRO's)	School start times (each school has different start time)
Relationship with Township (School Resource Officers, snow removal)	Evacuation drill (some students have too far to walk to get to their assigned location outside)
Shared services/consortiums	Not enough technology (internet, more)
Technology resources	Space
Financial prioritizing	Grants
Professional development (PD)	More behavioral supports/teaching training on behavior management, ABA, positive behavior supports
New programs (Good Egg, Breakfast with Principal)	Meet state mandate for PE. Health taught by classroom teacher
Behaviorist	Gifted program
Security	Funding in all areas (facilities, curriculum, etc.)
	Physical space
	Substitutes in all departments
	Socio-economic status
	Equity of resources
	Staffing of tech
	Cost to keep facilities ↑
	Class sizes
	More community events
	Services for Special Ed
	No state funding
Vision	Initiatives
Access and equity for all students in a global society	
Remove the boundaries with extended learning opportunities.	
Integrating technology at home and in school	Learning beyond the classroom, beyond the walls, beyond the schedule
Parents, community members and staff work collaboratively to enhance student opportunities, academic success, and self-management skills.	Form social opportunities for parents throughout the school year – break down barriers between home and school (will lead to involvement in education). Example: Vet Day, Mentor

Little Egg Harbor Township School District Strategic Planning Meeting #3 Outcomes

	Programs, Fathers & Fishing, Mother’s Day Tea, Earth Day, etc.
	Optimize ongoing technological opportunities to support communication and student achievement.
	Create platforms/opportunities to enhance collaboration between <u>all</u>
	Supplying Laptops/Devices for all students
	Programs that encourage children to learn by introducing them to school-based extra curricular activities
Vibrant Arts/Music programs and enrichment opportunities	
High level of parent/community support – increasing parent capacity to support the learner at home	
District is a leader in technology and innovation – both facilities and curriculum, improve education and value to the taxpayer	
Exposure to a variety of 21 st Century Careers	
Robust extra-curricular program	Sports, music, art, chess, cooking, photography, AV club/tech, robotics
Solid steam of funds including grants	
Becoming a high performing district (aka “Report Card Score”)	Decreased class sizes in Primary grades
Increased sustainability between school and community	Decrease E ⁻ consumption Increase recycling Increase online Decrease paper
1:1 student to technology access	
All students have equal access to, and opportunity for, special programs	
Increased Afterschool Clubs/opportunities	

Goal Area: Culture / Climate

Strengths	Challenges
More staff PD (Professional Development)	Lack of extra-curricular activities
Great location for educational partnerships (Rutgers, Stockton, etc.)	Parent support in education
Staff respect toward students	Scheduling
Supportive and positive teachers & staff	Socio-economic differences
Community school services	Disciplinary resources
Transition to PRJHS (Pinelands Regional)	Anonymity with forms, i.e. lunch form
Well maintained schools	District configuration
Collaboration with other districts	Point of contact
Communication (FB, calls)	Stigma
Administration cares ♥	Identifying children with special education and behavioral challenges
Behaviorist	More behavioral supports/teaching training on behavior management, ABA, positive behavior support
Security	Dismissal

Little Egg Harbor Township School District Strategic Planning Meeting #3 Outcomes

Assemblies	Unfair comparison of schools
	Equity of resources (tech)
	Educating community on changes in education
Vision	Initiatives
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Access and equity for all students in a global society	
Remove the boundaries with extended learning opportunities	
Integrating technology and in school	Learning beyond the classroom, beyond the walls, beyond the schedule
Parents, community members and staff work collaboratively to enhance student opportunities, academic success, and self-management skills.	Form social opportunities for parents throughout the school year – break down barriers between home and school (will lead to involvement in education). Example: Vet Day, Mentor Programs, Fathers & Fishing, Mother’s Day Tea, Earth Day, etc.
	Optimize ongoing technological opportunities to support communication and student achievement
	Create platforms/opportunities to enhance collaboration between <u>all</u>
	Programs that encourage children to learn by introducing them to school-based extra curricular activities
Vibrant Arts/Music programs and enrichment opportunities	
District is a leader in technology and innovation – both facilities and curriculum, improve education and value to the taxpayer	
High level of student growth and achievement supported by an exemplary curriculum, executed by a highly qualified staff	
Exposure to a variety of 21 st Century Careers	
Consistently high levels of parent involvement	
Robust extra-curricular program Increased Afterschool Clubs/opportunities	Sports, music, art, chess, cooking, photography, AV club/tech, robotics
High student achievement – surpassing ESSA expectations	
All students have equal access to, and opportunity for, special programs	
An embedded partnership with school and community will increase students’ view of community as a place to be a professional	

Utilizing the information from Meetings #1 and #2, participants developed the following goal statements and objectives in small groups. Consensus was achieved in the individual groups. Each small group then reported out and consensus was achieved by the larger group.

Little Egg Harbor Strategic Planning Goals

1. Student Achievement

Goal: Foster an environment of high expectations of student achievement in which students are equipped with a broad range of experiences to be a successful life-long learner.

Objectives:

1. Acquire more devices to enhance student learning potential and ensure students are prepared to live in a technological society.
2. Provide on-going Professional Development (PD) to support teachers in implementing high quality and innovative instructional practices.
3. All students have equal access to special programs, materials and resources.
4. High level of student growth and achievement supported by an exemplary curriculum and high-quality staff with opportunities to enhance and enrich academics.

2. Community & Parent Engagement

Goal: Increase and improve our parent / community involvement through innovative communication and collaborative methods.

Objectives:

1. There will be an increase in parent and community participation in school-related programs.
2. Increase opportunities for students to go out into the community.
3. All notices from the district will contain consistent and clear language.
4. The district will collaborate with our existing volunteers and community partners to develop video clips, a brochure and a meeting that highlights all potential volunteer opportunities.

3. School Climate / Culture

Goal: Through effective communication, after-school programs and enrichment opportunities, the district will enhance school climate / culture as well as students' health and wellness.

Objectives:

1. Create more extra-curricular opportunities beyond the classroom day.
2. Incorporate community / family involvement into the overall school experience.
3. Enhance the daily availability / knowledge of technology for all students.
4. Enhance the lines of communication, on both ends, for all stakeholders.

4. Finance / Facilities

Goal: Maintain and increase available funding without putting an undo burden on taxpayers in order to enhance the districts facilities to maximize student achievement.

Objectives:

1. Increase the number of grants the district applies for / create a committee to find grants.
2. Explore grants, initiatives and other opportunities to create savings that can be applied to safety and security.
3. Explore additional after-school athletic clubs (soccer, baseball, basketball, etc.)

Next Steps

The Superintendent will develop action plans to implement the vision and goals developed in the 3D Strategic Plan. The action plans, which will cover the next 3 – 5 years, will include:

1. The actions necessary to accomplish the goals and objectives
2. Select measures for accountability
3. Resources required
4. A timeline for implementation
5. Indicators of success

Little Egg Harbor Township School District Strategic Planning Meeting #3 Outcomes

All participants will be invited to attend the board meeting (TBD) when the final strategic plan, along with the action plans, will be presented to the Board of Education by Mary Ann Friedman, NJSBA, Field Service Representative.

Thank you to all of the participants who gave of their time, energy and talents to contribute to the strategic plan for the Little Egg Harbor School District! It has been a pleasure to work with you!