



## **Creating a Strategic Plan for the Scotch Plains-Fanwood School District**

### **Mission Statement**

**The Scotch Plains-Fanwood School District educates and empowers our community of individual learners to be successful citizens of the world.**

### **Meeting# 3**

#### **Developing Strategic Planning Goals & Objectives**

On November 16, 2021, Scotch Plains-Fanwood School District administrators, Board of Education members, staff, parents, community members and students, seventy-two (72) in all, came together for the district's strategic planning initiative. The meeting began with a welcome and introduction by Dr. Joan Mast, Superintendent. Facilitator Gwen Thornton from New Jersey School Boards Association (NJSBA) was introduced and provided an introduction to 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 November 16, 2021, meeting was to develop goal statements and objectives for each of the four goal areas identified at the second meeting.

Participants were randomly assigned to Goal Areas, 8 groups in all. The small groups reviewed the outcomes from Meeting #1, strengths and challenges, and Meeting #2, vision and initiatives and then began brainstorming on strategies, objectives and ultimately the

## ***Scotch Plains-Fanwood District Strategic Planning Meeting #3 Outcomes***

formulation of goal statements. After group discussion, each group identified their consensus points and presented those to the full group of meeting participants.

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.

### **Group Consensus: Goals, Objectives and Strategies**

#### **Goal #1: Diversity, Equity and Inclusion**

**Goal Statement: To increase opportunities to develop a district committed to diversity, equity and inclusion through hiring practices of educational and support staff, curriculum development and student empowerment**

#### **Objectives:**

1. Increase the use of culturally relevant instruction and curriculum; re-examine history/culture/science to include diverse perspectives and content.
2. Increase diverse educational staffing, training and capacity building so that staff more fully reflect the composition of our community and have a better understanding of, and engagement with students.
3. Increase opportunities for students of color/BIPOC/special education/ESL and other marginalized groups in all curricular and programmatic areas. Analyze data to increase these opportunities.
4. Develop opportunities to empower students to learn self-advocacy and leadership
5. To expand on-going training opportunities for staff to include culture, identity, neurological diversity.
6. To create district supported project -based learning focused on local social justice issues.
7. Assess district materials for content that is reflective of the current global community.

## **Goal #2: Facilities and Infrastructure**

**Goal Statement: To improve and expand facilities so that we can provide safe, accessible and innovative modern spaces for all student that are sustainable (“green”)**

### **Objectives:**

1. Maintain and upgrade facilities through green and sustainable solutions (HVAC, roofing, accessibility).
2. Create innovative spaces to promote 21<sup>st</sup> century learning and the education of the whole child, i.e., network/internet, labs, recreational spaces, media centers and auditoriums.
3. Transportation – meet the needs in a fiscally efficient manner.
4. Universal PreK/before care/after school care expansion.

## **Goal #3: Educating the Whole Child**

**Goal Statement: To engage students academically, socially and emotionally to be resilient, creative, critical thinkers through authentic learning experiences, so that they feel validated, self-aware and interconnected and can approach the world’s challenges with empathy and passion.**

### **Objectives:**

1. To expand social emotional learning opportunities for students K-12 that builds resiliency and space for risk-taking in a safe environment.
2. Grow thought processes to create critical consumers of information to make educated, well-informed decisions, viewed from multiple perspectives
3. Expand and diversify clubs and extra-curriculars at all levels.
4. Spark student agency through authentic learning, STEAM, the arts, and counseling at all levels.
5. Enable students to explore multiple pathways to success (college, trades, certifications, etc.) through apprenticeships, mentorships and community-based opportunities.
6. Assist students in navigating their communities (schools, SPF, etc.).

## **Goal #4: Community Partnerships and Communications**

**Goal Statement: To create a communication system that utilizes various, appropriate channels so all stakeholders receive information that is timely, concise, clear and balanced and utilizing these channels to cultivate and continue awareness of existing and future community partnerships that will enhance the student experience and the larger district.**

### **Objectives:**

1. Identify which types of information are delivered through which channels of communication.
2. Create and maintain consistent messages between schools.
3. Find the best ways to reach all stakeholders. (i.e., online/offline).
4. Identify gaps in communication to which stakeholders; determine who is not receiving information needed.
5. Engage the community through outreach in a way that includes everyone.
6. Tap into the expertise of our community members as it applies to the digital solutions. (i.e., software and hardware, robotic events).
7. **Celebrate** the community's strong suits, **teach** the district of their accomplishments and **learn** from their achievements. (i.e., community festival encompassing the different companies, career opportunities, and businesses).
8. Create healthy and comfortable students that are prepared for social emotional issues they may face by partnering with local therapy agencies and social emotional health support groups.
9. Communicate and articulate preexisting partnerships for the whole community
10. Expand our plans to the greater community and devise an advertising plan to help get the word out.
11. Create a weekly podcast communicating current issues.

## **Next Steps**

The Superintendent / Administrative Team will develop action plans to implement the vision and goals developed in the 3R Strategic Plan. The action plans will include:

1. The actions necessary to accomplish the goals and objectives
2. Select measures for accountability
3. Resources required

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4. A timeline for implementation
5. Indicators of success

All participants will be invited to attend the board meeting, date to be determined, when the final strategic plan will be presented to the Board of Education by Gwen Thornton, 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 Scotch Plains-Fanwood School District! It has been a pleasure to work with you.