



## Strong Foundation, Stronger Future

A COMMUNITY OF  
LEARNERS SEEKING  
EXCELLENCE TOGETHER

Scotch Plains - Fanwood Public Schools educates every student to become a confident and caring life-long learner who can communicate and contribute positively to the rapidly changing world. The district, in cooperation with the community, will provide an academic environment which values excellence, initiative and diversity.



## Goals

### Diversity, Equity and Inclusion

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.

- Objective 1:** Increase the use of culturally relevant instruction and curriculum; re-examine history/culture/science to include diverse perspectives and content.
- Objective 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.
- Objective 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.
- Objective 4:** Develop opportunities to empower students to learn self-advocacy and leadership.
- Objective 5:** To expand on-going training opportunities for staff to include culture, identity, neurological diversity.
- Objective 6:** To create district supported project-based learning focused on local social justice issues.
- Objective 7:** Assess district materials for content that is reflective of the current global community.

### Educating the Whole Child

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.

- Objective 1:** To expand social emotional learning opportunities for students PK-12 that build resiliency and space for risk-taking in a safe environment.
- Objective 2:** Design learning experiences that will develop students to be critical consumers of information, to make educated, well-informed decisions, considering multiple perspectives in the decision making process.
- Objective 3:** Expand and diversify clubs and extracurriculars at all levels.
- Objective 4:** Support the development of student agency through authentic learning, (e.g. STEAM, the arts, and counseling at all levels.).
- Objective 5:** Enable students to explore multiple pathways to success, (e.g. college, trades, certifications) through apprenticeships, mentorships and community-based opportunities.
- Objective 6:** Assist students in navigating and understanding the resources their communities provide, (e.g. schools, SP-F, local government, historical landmarks, outstanding citizens).

## Goals

### Community Partnerships and Engagement

To create a communication system that utilizes appropriate channels so all stakeholders receive information that is timely, concise, clean, and balanced. These channels will be utilized to cultivate and continue awareness of existing and future community partnerships that will enhance the student experience and the larger district.

- Objective 1:** Identify which types of information are delivered through which channels of communication to reach all stakeholders.
- Objective 2:** Create and maintain consistent messages between schools.
- Objective 3:** Identify community experts who can partner with the district utilizing their particular expertise, (e.g. technology, communications, redevelopment planner).
- Objective 4:** Communicate the district resources, (e.g. supports for health and wellness).
- Objective 5:** Communicate and articulate partnerships for the whole community.

### Facilities and Infrastructure

To improve and expand facilities so that we can provide safe, accessible and innovative modern spaces for all students that are sustainable ("green").

- Objective 1:** Maintain and upgrade facilities through green and sustainable solutions (HVAC, roofing, accessibility).
- Objective 2:** Create innovative spaces to promote learning that prepares children for their future and the education of the whole child, (e.g. network/internet, labs, recreational spaces, media centers and auditorium).
- Objective 3:** Annually analyze the district's transportation plan to meet the state requirements and the needs of the community in a fiscally efficient manner.
- Objective 4:** Prepare for the possibilities of: 1. Mandated Universal Pre-K; 2. Expanding before care/after care.





# Strategic Plan 2022-2025

## Professional Guidance

Building on the success of the last Strategic Plan, the Scotch Plains – Fanwood Board of Education and administrative team again led a Strategic Planning process to engage the community in a conversation about the future of the district. New Jersey School Boards Association’s Field Service Representative, Gwen Thornton facilitated the process and assisted the district’s administrative team.

## Community Voice

The initiative kicked off on September 28, 2021 with administrators, board members, staff, and 138 students, parents, and community members coming together. The first evening focused on the strengths, achievements, and challenges of the district. Two additional public meetings were held on October 19 and November 16 to build consensus and develop goals/objectives. Community input was much appreciated and essential to the process!

## Shared Vision

The 2022-2025 Strategic Plan will be adopted on Feb. 24, 2022. The plan will be an invaluable tool in providing direction and a set of priorities for our school district to continue the path of improving outcomes for all students.

“Thanks to the community’s input, we have developed a plan that captures the vision and mission of Scotch Plains-Fanwood Public Schools. We are proud of all that has been accomplished in our schools, and all that will be accomplished in the future.”

**Superintendent Joan Mast, Ed.D.**

# Board of Education

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**Tonya Williams, Member**



## Thank You!

Thank you to all of the participants who gave their time, energy and talents to contribute to the strategic plan for the Scotch Plains-Fanwood School District!

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