

# Strategic Planning

2012-06-25



# Process



# Strategic Plan

- Clearly articulated Values;
- A Mission Statement;
- A Vision Statement;
- Specific, Measurable Goals; including
  - Clearly defined Focus Areas;
  - Specific Timelines;
  - Influential Issues and Forces, both internal and external;
- Strategies; and
- Delimiters.



# Members

- **Students**
- **Parents**
- **Teachers**
- **Administrators**
- **Business and Agency Representatives**
- **Commissioners**
- **Community Members**



# Schedule

## General Timeline

- **December – Initial Meeting and Planning**
- **Early January – Collection, Analysis, and Dissemination of Survey Data**
- **Late January to April – Development of Strategic Plan**
- **May – Refinement of final draft**
- **May/June – Presentation to the Board of Education**



# Surveys

- Leadership Team
- Students
- Parents
- Staff
- Community Members



# Personal Thinking Points

- Purpose
  - What do we value?
  - Why do we value these things?
  -
- Process
  - How well do we communicate our values?
  - How well does our allocation of resources support our values?
  - How well do our practices and procedures support our values?
  -
- Product
  - What do we produce?
  - For whom do we produce it?
  - Do we excel? What data/artifacts support your response?



# Review of Current Data

- NJASK and HSPA
- NAEP
- SAT/AP
- National/State Rankings
- Graduation Rates
- Graduate Plans





# Strategic Plan

2012-2017



# Value Statements

## We Value:

- challenges that foster curiosity, growth and confidence.
- integrity in person, action, and process.
- safe, inspirational communities.
- respectful, supportive resourceful and independent citizens.
- persistent, collaborative, open communication



# Mission Statement

**The mission of Nutley Public Schools is to challenge, inspire, and empower students to become creative, confident, passionate, self-directed citizens who actively and purposefully contribute in our global society.**



# Vision

- *The Nutley Public School system is a sustainable, integrated, efficient, and innovative school district that serves as the unifying and driving force in the community's effort to affect measurable growth as students develop into confident, responsible, productive, self-directed citizens who pursue excellence through personal, research-based, rigorous learning toward district established standards that fosters an on-going pursuit of excellence.*



# Goal Statements

## Character

- **By June 2017, students in Nutley Public Schools will assume responsibility for the integrity of the Nutley student population, demonstrating character by their actions in school and the community and through their own participation and monitoring of and presentation on codes of honor.**



# Goal Statements

## Communication

- By June 2017, the district will have in place a detailed, efficient, and technology-based system of communication that allows for multiple avenues of information and the involvement of all stakeholders in ensuring and measuring student success.



# Goal Statements

## Community

- By September 2017, all students will participate in and present the learning derived from curriculum-based, service-oriented community projects that instill confidence, responsibility, and produce measureable contributions to the community.



# Goal Statements

## Competency

- By June 2017, students at all grade levels will demonstrate mastery of core competencies and content through performance on common assessments, development of personal learning experiences, and presentations of their personal growth and learning to a variety of suitable audiences.





# Goal Statements

## Configuration

- By September 2017, the school district will investigate and evaluate best practices by instructional grade span and transform the district's structure as necessary based on these findings and the district's physical, financial, and instructional realities.



# Goal Statements

## Curriculum

- By June 2017, the district will develop and implement a thorough, data-based process for analyzing curriculum, instruction, assessment, student performance, professional development, and resources in all curricular areas ensuring that professional practice is always current, relevant, and aligned to the most updated standards. Each curricular area will be reviewed at least once every five-years. The results of the each process will be presented publicly.



# Strategies

(Behaviors that we want to ensure are part of our culture.)

**We will:**

- Establish open and continuous communication to engage all stakeholders in the process of achieving our objectives.
- Inspire and energize students, staff and all other members of our community to embrace, commit to, and collectively work towards achieving each of our strategic objectives.
- Identify and utilize active partnerships with community organizations to support the achievement of our objectives.
- Utilize only the existing resources that support student achievement and acquire new resources necessary to satisfy our objectives.



# Delimiters

**(Behaviors we want to ensure are not part of our culture.)**

**We will not:**

- **Continue to utilize resources or processes or promote beliefs that do not support student achievement.**
- **Implement new programs or services without the necessary professional development and support.**
- **Allow ineffective past practice to interfere with the consideration of new ideas.**
- **Pursue changes in policy or practice without defining what the change is, why it is necessary, who is responsible for its implementation and when it will be accomplished.**



# Next Steps

- **Formation of Action Committees**
- **Draft Year One Objectives**



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