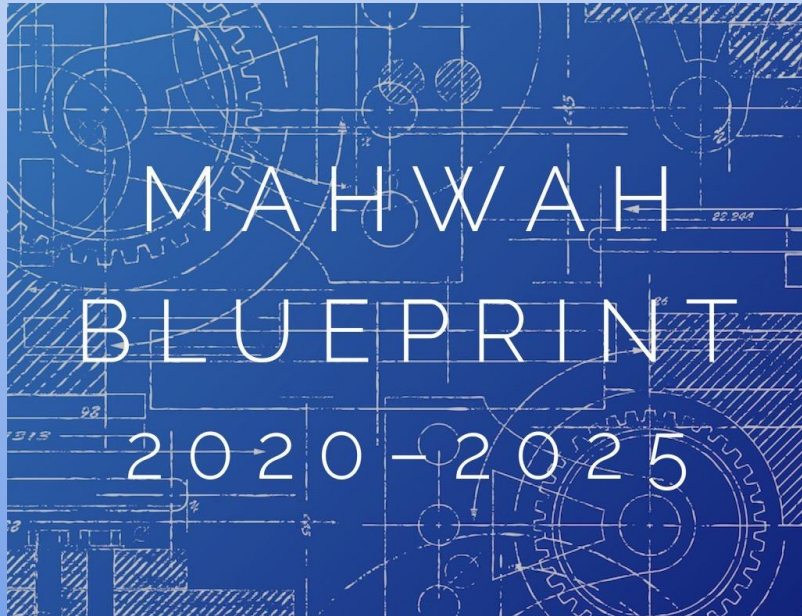


Mahwah Public Schools - Strategic Plan 2020-2025



Mahwah Blueprint 2020-2025

Summary of the Process



September 2019 - Board Presentation by Matthew Lee from the New Jersey School Boards on Strategic Planning.

December 2019 First Meeting – “Determination:” Strengths, Accomplishments, and Challenges - 12-12-2019

February 2020 Second Meeting - “Dare to Dream:” Vision and Expectations for the Future - 2-6-2020

May 2020 Third Meeting - “Destiny by Design:” Goal Statements

July 2020 Worked with Admin team to distill goal statements and create objectives

July 2020 Sent Goal Statement and Objectives to the MEA and BOE for feedback.

October 2020 Proposed strategic plan presented to the Mahwah Board of Education.

Meeting Descriptions

“Determination:” Strengths,
Accomplishments, and Challenges -
12-12-2019



With over 130 participants on December 12, 2019, the first strategic planning meeting took place. Contributors included teachers, staff, administrators, students, alumni, township members, and our Board of Education. The collaboration allowed for all stakeholders to openly share and participate. Using an interactive dialogue, groups were encouraged to create a consensus and identify topics and themes focusing on the district's strengths and challenges. Via a gallery walk, participants reviewed the range of reflections facilitating a productive and authentic discussion.

Meeting Descriptions

February 2020 Second Meeting - "Dare to Dream:" Vision and Expectations for the Future
- 2-6-2020



The second meeting included participants from meeting #1, as well as a number of new attendees. Our focus was unbounded thinking and included leaving behind our restrictions and expressing our desires for our district's future. Groups were asked to explore our education goals, thoughts for improvement, and actions towards continuous improvement.

Meeting Descriptions

May 2020 Third Meeting -“Destiny by Design:” Goal Statements

Via Zoom- 4 separate meetings



The final chapter for our collaborative work with all stakeholders was the development of goal statements in the areas of: curriculum and instruction, social-emotional learning, community connections, and facilities. The evening’s work will guide the administration in the development of an action plan. Action planning in the areas of programs, resources, timelines and the plans for assessment of the goals.

Building of the Objectives/Collaboration

- Build:
 - Administrative team gathered/reviewed all of the data/feedback from the meetings.
 - Administrative team developed objectives specific to each Goal Statement.
- Collaborate:
 - Objectives and goal statements sent to MEA and BOE for feedback.
- Adjust:
 - With the feedback given by MEA and BOE.

Curriculum and Instruction

Goal Statement – Curriculum and Instruction

To develop a rich and diverse standards-based curriculum that challenges and inspires our children through the use of essential 21st century learning opportunities, for an ever-changing society. To further build the learners' capacity for success in the areas of collaboration, critical and creative thinking, respectfully nurturing their future pathway choices.

- Regularly evaluate our curricula to ensure that our students are immersed in a well-balanced and diverse educational experience.
- Think globally about educational impact and how students can use their knowledge beyond the four walls of the classroom - rooted in inquiry, diverse perspective, self-advocacy, and civic engagement.
- Continually invest in our educators and provide professional development opportunities to increase their capacity in developing and implementing 21st century pedagogy, as well as diversity training to ensure that all staff are comfortable discussing race, equity, and equality as appropriate by grade level.
- Provide opportunities for all students to participate in authentic learning experiences that encourage them to be problem-solvers, critical thinkers, collaborative members of a group, and risk-takers.
- Create and develop relationships with organizations outside of the school building that enriches the students educational experience and prepares all students for more meaningful post-secondary options and the workforce.

Social Emotional Learning

Goal Statement - Social Emotional Learning

To foster a demonstratively supportive learning environment that empowers students to be safe physically and emotionally, and allows for the healthy development of balanced and well-rounded individuals who will authentically integrate into our communities while simultaneously achieving their academic, career, and personal goals.

- Regularly evaluate Social-Emotional/Student Health and Wellness curricular offerings and experiences.
- Cultivate a learning environment that creates empathetic learners, appreciative of our diverse community and communities at large, are eager to understand the individual experiences of their peers, and recognize and value the human right of all people.
- Create programs and provide tools for parents with the resources needed to support their children both socially and emotionally.
- Build a K-12 social-emotional learning continuum, through the support of a comprehensive school counseling program and complementing SEL program, with unified language, consistent practices, and level-appropriate structures.
- Establish explicit yearly professional development opportunities for staff as it relates to social-emotional development and challenges that may occur in their classrooms in teaching a group of students with diverse backgrounds and needs.

Community Connections

Goal Statement - Community Connections

To create enriching collaborations for our students that engage community-based experts and highlight meaningful, real-world experiences, both in and out of the classroom. To further promote the continued transparent and honest communication amongst the Mahwah Community.

- Provide real-world experiences for our high school students through internships and other mentorships that our community has to offer.
- Develop a program that supports and guides new/current families through the educational experience/student and family ambassadors in each school.
- Engage local experts with our schools to expand career education and to support the curriculum with authentic voices, insights, and experiences.
- Explore how our schools support our diverse population and identify how to serve all groups more effectively.

Facilities

Goal Statement - Facilities

To create a safe, inspiring, student-centric, and progressive learning environment that will support student health and safety, while equipping our learners with the experiences and skills essential to compete in an ever-evolving world.

- Regularly evaluate our learning spaces to assure that they are flexible enough to adjust to the changes presented by new technologies, ideas, and safety needs.
- Regularly update innovative learning spaces (inside and outside of the school building) to reflect updated curriculum, technological needs, and the diverse learning styles of all students.
- Identify outdated or under-utilized spaces (including exterior campus spaces), with an accompanying priority list, to redesign spaces with an aim to serve current and future programs and to increase productive utilization.
- Allocate funds yearly to ensure safety of all staff and students, making adjustments to building/room layout, electrical, plumbing, and HVAC to ensure that students are learning in clean/safe environments and staff feel physically comfortable in their working/learning space.

Goals for the 2020-2021 School Year

- Communicate the plan to stakeholders.
- Engage existing committees and create new committees, as needed.
- Create building specific goals.
- Monitor-share with BOE and community at the end of the year.