

Andover Regional School District Strategic Plan 2024-2029

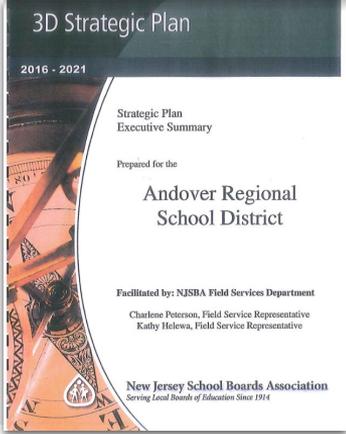


Presented to the Andover Regional School District Board of Education

December 20, 2023

Facilitated by **KATHLEEN HELEWA**
EDUCATIONAL CONSULTANTS

Our Why



Community Involvement

Three Meetings: October 12, 16 and November 12, 2023



Our Work:

- Dr. Burns' State of the District Report
- SWOT analyses
- Re-visit of our Mission Statement
- Vision for the District
- Established Goal Areas
- Draft Goal Statements and Objectives



Andover Regional School District Mission Statement

The Andover Regional Schools prepare student to successfully meet the challenges of **today and tomorrow** by fostering a **love of learning**. Our **safe, supportive**, and **stimulating environment** encourages students to reach their **full potential**. It is an expectation that all students shall achieve the New Jersey Core Curriculum Content Standards at all grade levels. In Andover Regional, **every child catches the learning spirit!**



Small Group SWOTS

<u>Strengths</u> <small>internal</small>	<u>Weaknesses</u> <small>internal</small>
1. Clean safe warm environment conducive to learning.	1. Communication
2. Passionate/knowledgeable & engaged staff	2. Retaining staff
3. Extra curricular diverse opportunities	3. Information Literacy Media Specialist in both buildings
4. Increased student achievement	4.
5. Coordination w/ tri district consortium	5.

<u>Opportunities</u> <small>external</small>	<u>Threats</u> <small>external</small>
1. Unified BOE	1. Declining funding rising costs
2. Shared services	2. unfunded mandates
3. Preschool expansion	3. Lack of workforce
4.	4. Busing/transportation costs
5.	5. Increased specialized costs (ie. special ed. ELL/MLL)
	6. AI

<u>Strengths</u> <small>internal</small>	<u>Weaknesses</u> <small>internal</small>
1. Our support + care for kids is felt by students + families.	1. Spotty communication
2. Safety is top priority and our kids feel safe.	2. consistency in use of technology (time/money)
3. access to technology	3. We don't offer family benefits to non-tenured teachers
4. Small size	4.
5. opportunities for kids to explore extracurriculars	5.

<u>Opportunities</u> <small>external</small>	<u>Threats</u> <small>external</small>
1. take advantage of community professionals	1. aid cuts
2. Strong PTA	2. teacher shortage
3. free pre-K!!	3. Post-covid trauma
4. We welcome community feedback	4. State mandates - do more but no more \$ is coming
5.	5. We can't fix societal problems

ARSD State of the District and SWOTs

Key observations:

1. Families are generally happy with the **academic** and **social-emotional** experience of Andover Regional School District students
2. Andover Regional **teachers and staff** are greatly valued; **concerns for continuing to attract high-quality teachers to the District**
3. **School safety** is a major strength
4. **Concerns for unfunded mandates, rising costs, and declining State aid and revenues**

Small Group Visioning

5 Years From Now ...

Andover Regional Students Are:
disciplined to achieve their
own personal success.

Andover Regional Graduates Are:
Self driven, confident,
high achieving — **ELITE**

Andover Regional School District ~~is~~
fosters high achievement and ~~our~~
students' success

Because:

- support (for students, for staff, for families.)
- self-driven
- tools they **need** at their level
- encourages informed, independent thinking
- always growing / changing w/ needs
(know better - do better)

5 Years From Now ... 2028!!

Andover Regional Students Are:

- LIFE LONG LEARNERS
- CONFIDENT
- RESILIENT

Academically

Andover Regional Graduates Are:

- LIFE LONG LEARNERS
- PREPARED w/ 21st CENT Skills

↓
Socially

+ Citizens/Contributors to
the Community

Andover Regional School District is:

- NURTURING
- WELCOMING
- **HOME**
- CATALYST FOR GROWTH

Because:

- Foster a Love of Learning across a spectrum of LITERACIES
- Creates opportunities to foster relationships w/ community
- Exposing students to AN Engaged/Sophisticated Well rounded/Complete curricula
- Talented/SKILLED; Passionate Staff
- High quality Support Services based on **student need**

Goal Areas for the Andover Regional School District Strategic Plan 2024-2029

1. The Academic Program

- providing support for students
- challenging students to achieve

2. Social-Emotional Wellness

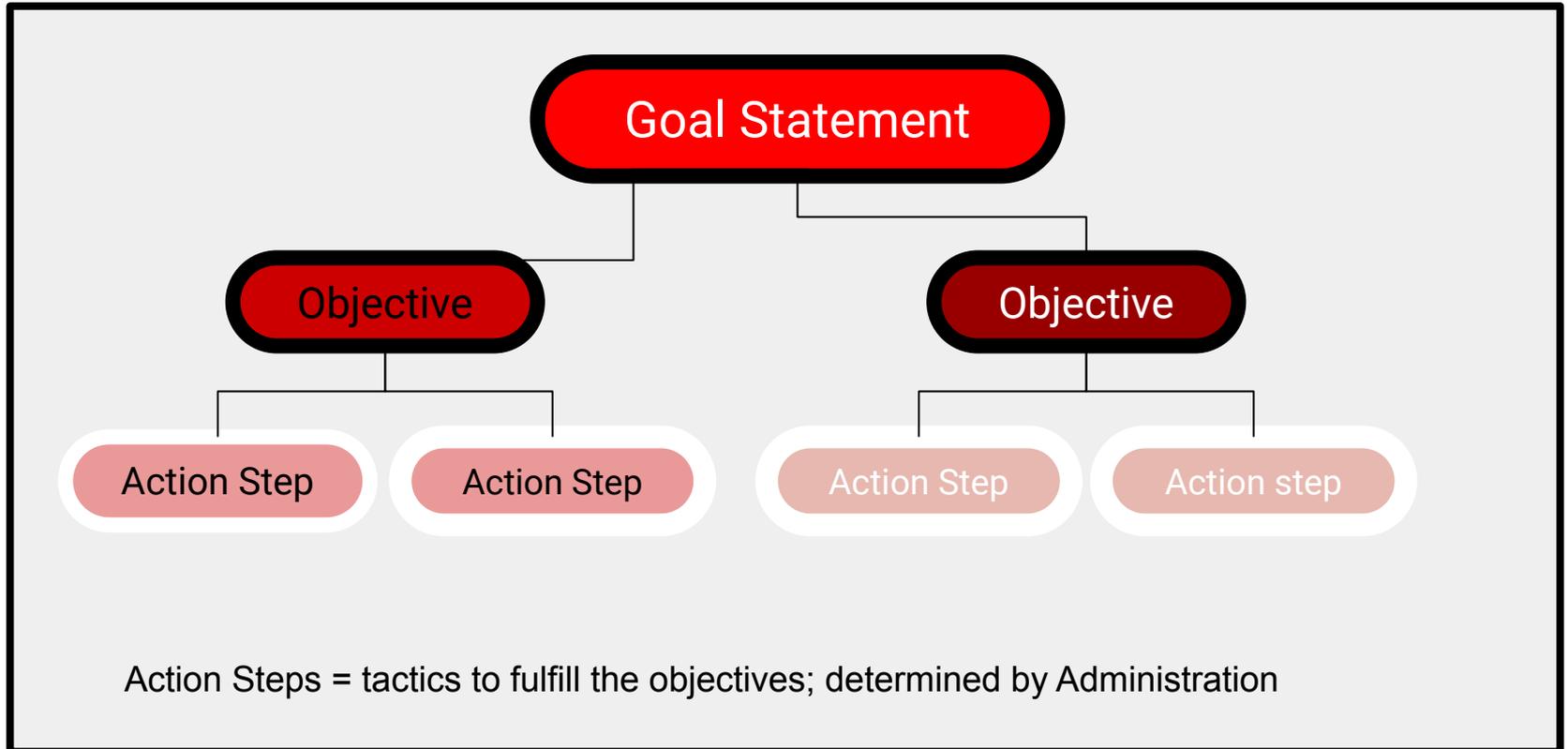
- Character education

3. Staff Support & Retention

4. Advancing Our Programming Under Challenging Fiscal Conditions

5. Community Engagement

Scaffolding to support each goal area



Goal Area: The Academic Program

Goal Statement: To create an academic environment that is intentional and supportive, and sets high expectations for individual student success.

Objectives:

1. Utilize a student-focused model of instruction and engagement

to build upon students' strengths and support their areas of weakness with effective strategies that drive students as independent learners.

2. Offer teachers opportunities and resources to develop data-driven strategies which will address the unique learning needs of all our students and propel each student to a higher level of achievement.

3. Provide resources for families to strengthen students' in-school learning experiences in the home.

Goal Area: Social Emotional Wellness

Goal Statement: Prioritize SEL to foster a greater sense of students' self-awareness, in relationship with the needs of others within the community, so that students are better equipped to build positive relationships and navigate the challenges ahead.

Objectives:

1. Establish a belief system wherein every student and staff member realizes the value in themselves, their peers, and their community to foster a sense of belonging and connectedness.
2. Develop policies and programs in accordance with our belief system and the value of all.
3. Offer teachers opportunities and resources so that they further grow their understanding of authentic Social Emotional Learning objectives.

Goal Area: Staff Support and Retention

Goal Statement: To foster and sustain a healthy District-wide professional culture and climate, in order to ensure that our schools are a great place for students to learn and our valued educators to work.

Objectives:

1. Continually foster a sense of connectedness among staff which based on our District's core values and Mission Statement.
2. Continually grow our educators' professional capacity by prioritizing meaningful, purposeful professional development to advance student learning and teachers' own instructional effectiveness.
3. Explore opportunities for administrator-to-teacher mentoring and peer mentorship to help advance our teachers' educational leadership capacity.

Goal Area: Advancing Our Programming Under Challenging Fiscal Conditions

Goal Statement: Continue to practice fiscal responsibility in order to maintain our high-quality curricular and extra curricular programming.

Objectives:

1. Continue to research grant opportunities for ARSD.
2. Explore opportunities for shared services that will benefit our students.
3. Create and foster partnerships that will benefit our programming and our facilities.
4. Examine and implement opportunities for long-term monetary savings for the District.

Goal Area: Community Engagement

Goal Statement: Promote our school utilizing various means of communication to foster greater community participation and support for our school district.

Objectives:

1. Work towards consistent, regular, and streamlined communication across the District with parents and families.
2. Offer opportunities for robust community feedback and participation in District and school events.
3. Explore methods for efficiently disseminating District and school news to families and stakeholders via innovative and appropriate usage of social media and school-based technology.

What's Next?

The Superintendent of Schools and Administrative Team will develop Action Plans, which comprise Action Steps, for each goal area and objective during the life of the plan.

The Board will evaluate the District's progress on the Strategic Plan annually, with periodic updates during the year.

To all who participated

... For your investment in your community and the Andover Regional School District,

For your support of the the ARSD Board of Education, and

For your dedication to the current—and future!—students of Andover Regional Schools.

