



## **Hawthorne Public School District Is Creating a New Five-Year Strategic Plan**

### **The 3D Strategic Planning Process: Dream, Determination, and Destiny by Design**

#### **Session 3: Drafting Goals & Objectives for our Strategic Plan**

On the evening of Tuesday, **November 1, 2022**, community members, parents, teachers and staff, school district administrators, and members of the Hawthorne Board of Education came together for our final strategic planning session. Over the course of three meetings, our work delineated the strengths and challenges of the school district, our unbridled visions for the Hawthorne Public Schools for the next five years, and finally, translated that work into draft goal statements and supporting objectives for the new Strategic Plan.

After Board President Abigail Goff welcomed all to the evening's session, Patricia Rees of the New Jersey School Boards Association recapped our work thus far, and the outcomes from our second meeting, which established four goal areas for the new Plan. As a large group, we reviewed the process for writing a broad, overarching goal statement and supporting objectives. Participants then broke into four groups, each group working on a separate goal area. Small groups reviewed the full outcomes from the first and second sessions, and the data points from the "Strengths & Challenges" and the "Visions" exercises which they categorized to reference to each goal area. Using a consensus process, the small groups employed the data points and their own individual awareness and expertise to write draft objectives and a goal statement for their goal areas. That work was reported out to the large group at the end of the evening, to the satisfaction of all assembled.

At the conclusion of the session, Ms. Kathleen Helewa and Ms. Rees of NJSBA offered sincere thanks to all involved and gratitude for the opportunity to facilitate the process. Those sentiments were heartily re-iterated by Superintendent of Schools Richard Spirito, who expressed his excitement to get to work on the new Plan with his administrative team, and gratitude to the Hawthorne Board of Education for renewing the Strategic Planning process.

On the following pages is a summary of the evening's work.



## **Goal #1: Student Achievement and Opportunities**

**Goal Statement:** To develop a rigorous educational environment that challenges all students to succeed throughout and beyond the Hawthorne Public School District.

### **Objectives:**

1. Increase access to accelerated/ G&T courses.
2. Design an innovative curriculum structure [which] embodies flexibility and encourages students to have an active role in their education (and beyond).
3. Create an abundance of inclusive and diverse opportunities that tap into student interest and passions, inspiring them to be leaders in the real world.
4. Increase the number of students who meets or exceeds proficiency on standardized assessments.

## **Goal #2: Community Commitment**

**Goal Statement:** To cultivate a sense of belonging among all community stakeholders that fosters a commitment to Hawthorne Public Schools.

### **Objectives:**

1. Coordinating communication between all schools.
2. Increasing parental involvement among ESL families.
3. Increase articulation between all schools for interbuilding connections.
4. Promoting outreach to community at large (i.e., Police Department, local businesses, etc.)
5. Establishing an environment that fosters relationships and connections amongst staff members
6. Improve public relations.

## **Goal #3: Facilities**

**Goal Statement:** To improve the physical environment to stimulate and inspire students and teachers.

### **Objectives:**

1. Create a welcoming environment that motivates student engagement and empowers critical thinking and collaboration.

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(Goal Area #3 objectives, continued from the preceding page)

2. Increase space / offerings for vocational studies and trades to foster a sense of belonging and opportunity within schools.
3. Enhance athletic spaces to increase participation in extra-curricular activities.
4. Create a cost-effective plan to maintain state-of-the-art / updated facilities (i.e., renewable energy).

## **Goal #4: Safe Environment**

**Goal Statement:** To create a safe environment for all stakeholders to thrive emotionally, socially, and physically.

### **Objectives:**

1. To create more robust extra-curricular activities for our more vulnerable ages to keep them engaged, unplugged, and involved.
2. Cultivating community connections thought implementing an SRO program.
3. Improving student-teacher relationships by decreasing class sizes.
4. Improving family outreach regarding HIB resources.
5. Increasing security during extracurricular activities.

## **Next Steps**

Superintendent Spirito will review the draft Strategic Plan with Ms. Helewa to make any necessary refinements in anticipation of its formal acceptance by the Board. The plan will be printed in document form by the New Jersey School Boards Association, and will be delivered to the Hawthorne Board of Education for formal acceptance and vote at a BOE meeting in the near future, date to be announced. The Administrative Team, led by Superintendent Spirito, will develop action plans for all areas of the Strategic Plan. The Board and Administration will rely on the new Strategic Plan when setting annual District and Board Goals.

It has been a pleasure to work with such a dedicated group of individuals who so willingly support the students and staff of the Hawthorne Public School District. Certainly the unique plan that results from all of your good work will productively guide the District in alignment with the community's vision for its students. We look forward to seeing the Hawthorne Public School continue to flourish, under this new, five-year Strategic Plan.



## Mission Statement

The Hawthorne Public School District will provide a safe and challenging learning environment that develops the whole child academically, behaviorally, socially, and emotionally. In doing so, students are able to reach their maximum potential in a supportive and inclusive school community that welcomes all students, staff, and families to be their authentic selves.

Hawthorne students are empowered to develop heightened communication skills, demonstrate knowledge of citizenship and economic responsibility, make meaningful connections and function successfully as active participants in a complex, changing global world community.

**Hawthorne Public Schools**  
**Portrait of a Graduate**

**Balanced:** Well-rounded, empathetic individuals that explore a variety of interests and passions while embodying diverse perspectives.

**Empowered:** Confident, self-motivated lifelong learners with a sense of purpose for themselves and their community.

**Active:** Intellectually curious, engaging communicators that take initiative as participants within their school and community.

**Resilient:** Reflective problem-solvers who navigate a variety of challenges to adapt to a complex, ever-changing global society.

**Skilled:** Resourceful citizens that apply acquired knowledge to real-world experiences while maintaining a strong work ethic and core set of values.