



Creating a Five-Year Strategic Plan For the Barnegat Township School District

Mission Statement

Our collective mission is to nurture and educate our children in accordance with all curriculum standards to prepare them for responsive citizenship and success in life.

Meeting # 1

Strengths & Challenges

On February 3, 2022, Barnegat Township school administrators, staff, board of education members, parents, and community members, fifty-one (51) in person attendees and twenty (20) virtual attendees for a total of seventy-one (71), came together for Meeting #1 of the strategic planning process. We began with a welcome and introductions by Dr. Brian Latwis, Superintendent of Schools. Mr. James Barbiere, Director of Curriculum & Instruction, presented the State of the School report. Kathy Winecoff then gave a review of New Jersey School Board Association’s (NJSBA) strategic planning process.

We reviewed the consensus process utilized in strategic planning. The topic for the first evening focused on identifying district strengths and challenges. Participants were asked to brainstorm on the strengths and challenges for the Barnegat Township School District. Participants gathered in randomly assigned groups, eleven (11) groups in total, engaged in brainstorming the strengths and challenges. After group discussion, each group identified their consensus points and presented those to the full group of meeting participants.

The information that follows is a summary of the work of the small groups. As discussed with the meeting participants, all consensus points are recorded and posted on the district website to share the group work during the course of the strategic planning process.

Group Consensus District Strengths & Challenges

Bright Green Group:

Strengths	Challenges
Pre-School education	Communication <ul style="list-style-type: none"> In school events Community involvement
Kind-hearted, passionate teachers	Discipline – Middle & High School
Athletics – camaraderie	Pressure
Chromebooks	No medical program
Security at schools	High School choices limited
Partnerships with colleges	
Special education	

Barnegat Township Strategic Planning Meeting #1 Outcomes

Dark Blue Group:

Strengths	Challenges
Many resources available to staff and students	Faculty currently juggling too many responsibilities due to labor shortages
Strong community partnerships	COVID protocols effect on staff
Noted improved parent communication	Projected increase in special education students
Guidance Department	Parent access to ALL available resources
Recognizing student achievement	Teacher retention
	Need to increase elective options
	Diversity inclusion

Red Group:

Strengths	Challenges
Positive/qualified/caring staff	Community involvement/parental involvement
Nice facilities (improved)	Negative social media re: BTSD
1:1 technology	Transportation delays
Therapy dogs	Complications with grade 5/grade 6 merge
Computer Science/E-Sports programs	Vertical articulation lacking with teachers
Increase in community partnerships /CTC	Non-cohesion with Board of Education/confusion re: BoE role
Increase in student recognition	Turnover of teachers
Increase in positive, deliberate press	Block schedule (especially grades 7 & 8
Increases in academic programming (LINKIT!, parent portal)	Staffing shortage
Strong World Language Program /Seal of Biliteracy	IEP/BSI compliance concerns

Bright Yellow Group:

Strengths	Challenges
Facilities – fields/buildings – upkeep and cleanliness	Over-testing – reassess how we assess
Heart -from the top down - the care for the staff & students	True block – too much time/don't hold the attention of students; maybe modified/hybrid
Curriculum – strengthening/strong & electives	Teacher autonomy
PreK program	Teacher retention
Sports – coaches – passion	
Before and after school programs	

Dark Green Group:

Strengths	Challenges
In person – teachers making connections	Teacher turnover / consistency
Bengal Bootcamp	Make-up / turnaround time
Open weight room / after school activities	Busing & schedules
ROTC	Communication
1:1 devices	Virtual learning
Parent Portal	Parent portal / Genesis lad
Resources for teachers – <ul style="list-style-type: none"> • Curriculum • Data collection 	Health curriculum

Barnegat Township Strategic Planning Meeting #1 Outcomes

Light Blue Group:

Strengths	Challenges
Being able to take advantage of opportunistic fiscal opportunities: <ul style="list-style-type: none"> • COVID grants – HS level classes • Community level involvement 	Overcrowding at Collins (K-2)
Community partnerships	Increasing special education population that leads to the overcrowding
Technology – 1:1 (2019) & curriculum support of standards	Rise of behavioral issues which leads to safety and staff concerns
PreK program	Too much testing – too much computer program work during class instruction time <ul style="list-style-type: none"> • Too much technology time for early education ages?
	Staffing – retention of staff, lack of teachers
	Transportation – updates, consistency of messages, traffic
	Start time issues with multiple schools

Purple Dot Group

Strengths	Challenges
PreK Curriculum <ul style="list-style-type: none"> • Learning through play • Differentiated instruction 	Alignment of communication across the schools; ex. COVID return dates for different schools
Good Investments <ul style="list-style-type: none"> • Solar • Chromebooks • ROBO Calls 	Clear action plans to improve our ranking (alignment of criteria to plan)
Communication with the public & Police Dept.; ex: ROBO Calls	Preparing our children for the 2030 society
Tapping into student interests <ul style="list-style-type: none"> • E-Sports 	Providing academic and emotional support for students and adults from the aftermath of COVID
Guidance Dept. working on the emotional needs of our students	Cultural Humility – “Be curious in a respectful way” – provide tools for students to navigate and find answers
Creativity in solving problems for special needs students	Staffing and retaining teachers especially at the secondary level

Fuchsia Dot Group

Strengths	Challenges
Great staff	Staff retention
Facilities	Pay scale
More social-emotional learning	Student behavior – counselor training based on grade levels
Pre-K Program	Social media
Special Education Program	Transportation
Communication	Substitute shortage
Supportive business community	Getting adult communities involved
Technology	Test scores
ROTC Program	Virtual learning
Vast number of programs	High School electives

Barnegat Township Strategic Planning Meeting #1 Outcomes

Virtual Group #1:

Strengths	Challenges
Our teachers and staff show dedication and great morale	Building maintenance a. Heating and cooling especially in middle school
OUR TEACHERS CARE MORE-even though they are underpaid	Diversity in history a. Civics-how to read a W-2; how to read a pay stub 1) More in middle school
Teachers are great at communication with parents	More technology in the middle school, not just the high school
Security in the district is strong & parents like that there is strong discipline and follow thought	If we are going to use a third-party vendor, parents should know of the specifics
Students have choices at younger grades with daily routines and activities	Waiting policy for the major and minor assessments a. Too much testing b. Not enough teaching 1) Not enough time for learning c. Too many majors and minors d. Too many tests with state testing too e. Students in younger grades stressed out
Community relations with outside groups	Guidance needs to start at an earlier age a. Look at career and college goals
Technology improvements especially during COVID	Student section at sporting events needs to improve a. More morale for students b. More students in attendance c. Will make a difference for players
Facilities look fantastic compared to other schools	Offer more outsourcing trade or elective classes beyond the vocational a. More humanities electives for those that don't go to college 1) Poll students on what they like and then create classes or immersive "internship experiences"
Transportation has been a success	Increase the pay for teachers a. Reorganize the budget so we can do this
Clubs and sports	Therapy within the school a. More mental health resources for students b. In the high school first c. Third party can work within the context of the school day 1) Can go through the insurance
Preschool program is OUTSTANDING...	Increase the number of field trips
	Busses for after school experiences
	After school transportation from Horbelt to Brackman or make sure the pathway is clear for students that walk

Barnegat Township Strategic Planning Meeting #1 Outcomes

Virtual Group #2:

Strengths	Challenges
Available technology/upgrades	Under-developed Science/STEM/programs/ curriculum
Teachers/staff	Advanced use of technology/technology tools
Transparency	Lack of homework to support students at home
Security upgrades	Bullying
Recognition of positive student character/actions	Lack of measurable performance indicators

Virtual Group 3:

Strengths	Challenges
Fast forward program	More clubs at Donahue
Pre-School transition from play to work	Transportation – funding
Chromebooks	Fire capacity
Pro-grade banding	Lunches (pretzels sold out)
Class Dojo	Menus
	Reading with Buddies
	Meetings with the Principals

Based on the information gathered from the majority of the groups that participated in this meeting, the common themes the Barnegat Township School District that may be considered in the goal areas include:

- Teacher retention
- Social media
- Transportation
- Facilities
- Teacher salary
- Special education
- Technology
- Community/parent involvement
- Student prioritization
- Testing/block scheduling
- Therapy dogs
- Student recognition
- PreK program – awesome
- High School electives
- Communication
- Learning gaps
- Awesome staff

The second strategic planning session is scheduled for:

Tuesday, March 8, 2022

Barnegat High School Cafeteria

Meetings are scheduled to begin promptly at 6:00 pm
(5:45 pm Sign-In)

The topic / activity for the 2nd meeting will be to:

- Review the outcomes from Meetings 1
- Develop a Vision for the Barnegat Township School District

Bring a friend / colleague to our next meeting!

We look forward to seeing you!