



Tewksbury School District

Creating a Five-Year Strategic Plan for Tewksbury

Mission Statement

The mission of the Tewksbury School District is the continual development of each child's intellectual, artistic, social, and physical abilities in a positive environment, which fosters self-esteem and a love of learning while meeting the district expectation that they will achieve the New Jersey Student Learning Standards at all grade levels. Pupils in the Tewksbury Township Public Schools will be confident, productive members of a changing society.

Session 3

Developing Strategic Planning Goals for the Tewksbury School District

On April 16, 2024, Tewksbury School District administrators, Board of Education members, staff, parents, and community members, twenty-six (26) in all, came together for the third strategic planning meeting. The meeting began with an overview of the first two meetings.

We reviewed the consensus process utilized in strategic planning. The topic for the third evening focused on developing goal statements and objectives for each of the three goal areas identified at the second meeting. Participants gathered in self-selected groups, three in all, to work on the goal area of their choice.

Each group reviewed the outcomes from meeting one, strengths & challenges, and meeting two, vision and initiatives, to identify strategies, group those strategies, develop objectives, and then develop an overarching goal statement for the goal areas. The three goal areas identified at the conclusion of the second meeting were: The Student Experience, Facilities/Finance, and School Environment.

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.

Development of Goal Statements and Objectives

Three goal areas emerged from the end of the second meeting and are listed below:

- 1. The Student Experience**
- 2. Facilities/Finance**
- 3. School Environment**

Goal 1: The Student Experience:

Goal Statement: To develop an environment that promotes creative and independent thinking with a focus on academic excellence and the arts; that is also adaptable to each student.

Objectives:

1. Create an environment of teacher excellence through robust professional development, maintaining small class sizes and encouraging improved reciprocal parent-teacher communication.
2. Improve leadership and consistency within departments to encourage alignment with academic goals and transparency in communication between teachers; attention given to continuity from grade to grade to improve articulation of the curriculum
3. Develop a robust program of experiential learning that exposes students to applied skills and encourages artistic development and civic awareness.
4. Ensuring the child study team is adequately and fully staffed and is supported in providing the best environment possible for this community of learners.
5. To identify and serve both the academic and social emotional needs of gifted students so that they are learning in an environment and at a pace that encourages them, understands their unique neurological profile, and aligns with their cognitive abilities per NJ law.
6. Develop capstone program and incorporate extras (i.e., science fairs) at every level.

Goal 2: Facilities/Finance

Goal Statement: To create a financial framework so that we can create:

Objectives:

1. Outdoor learning spaces
2. Art/Science Classroom
3. Modernize facilities: solar parking -coverage structure
Stage at OTS- structure, audio, and lighting

Goal 3: School Environment

Goal Statement: To create a welcoming and supportive environment to foster in our students a life long love of learning and robust connection to their school and wider community.

Objectives:

1. Expansion of enrichment and co-curricular programs to include science fairs, spelling bees, model UN, debate, and others to provide engagement with other districts.
2. Annual review of expansion for flexible learning environments to include seating, visual aids, and upgrades to educational technology.
3. Prioritize group and interpersonal interaction of students while reducing reliance on screens for school work/projects whenever possible.
4. Create more opportunities for community service projects and family/community involvement.
5. Cultivate an inclusive climate where student differences are celebrated to promote a sense of belonging including kindness initiatives, expansion of world languages, expansion of special education and Aspire, and more exposure to diverse cultures and backgrounds,
6. Increased collaboration within and between the schools. i.e., students move up day for all grades.

Next Steps:

The next step in the process is the development of the action plans. The Superintendent and the Administrative team will develop the action plans for the strategic plan. The timelines will be developed for a 5-year plan.

2024 Tewksbury School District Strategic Planning Meeting #3 Outcomes

The action plans will include:

- Major activities for each objective
- Who is responsible for the activity
- The resources to be deployed
- Due dates for completion
- Indicators of Success (how we will know the activity has been accomplished)

Thank you to everyone who has contributed their time, talent, and perspectives during any or all of the Strategic Planning meetings. We appreciate your participation!

The date for the delivery of the final plan to the Board of Education is TBD – to be determined. Please watch the district website for the date. We hope you will attend and be recognized for your participation.

Thank you again for your contributions in developing the plan that will guide the board and district in moving forward over the next 5 years.