Prepared for the Andover Regional School District Board of Education

ANDOVER REGIONAL SCHOOL DISTRICT

STRATEGIC PLAN 2024-2029

prepared for the Board by

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Executive Summary of the Strategic Planning Process

The Andover Regional School District provides a high-quality education for students in grades PK-8 in Andover Township and Andover Borough in Sussex County NJ. The District actively abides by its Mission Statement:

The Andover Regional Schools prepare students 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 Student Learning Standards at all grade levels. In Andover Regional, every child catches the learning spirit!

In 2019, the District created, with community input, its first five-year Strategic Plan. The District's and Board's annual goals were based on the Goals and Objectives delineated in the Plan throughout its lifespan.

With the Plan set to mature at the end of 2023, the Board and Administration endeavoured to renew its Strategic Plan using the same methodology as in 2019.

The renewal process would address the following questions:

- What is our collective vision for providing the very best educational experience for our students?
- What is the experience that our school provides for our students today?
- How will we heighten the student experience in the long term, and what steps should we be taking to get there?

The Board contracted with Kathleen Helewa of Kathleen Educational Consultants, LLC to lead three meetings which were open to the public and all interested school stakeholders. During the meetings, participants worked together with Superintendent of Schools Dr. Clifford Burns to create a draft framework for the 2024-2029 Strategic Plan. The draft work was refined into a final document, presented to the Board in December 2023 for final approval.

Post approval, The Andover Regional Board of Education shall approve annual District and Board Goals based upon the Strategic Plan. The Superintendent and school administrative team will create action plans annually to support those goals, and the goals and objectives of the Plan for the next five years.

Andover Regional School District

Strategic Plan 2024-2029

Goal Areas

1. The Academic Program
2. Social - Emotional Wellness
3. Staff Support and Retention
4. Advancing our Programming Under Challenging Conditions
5. Community Engagement

First Goal: 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.

Second Goal: Social - Emotional Wellness

Goal Statement: Prioritize Social Emotional Learning 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 realize the value in themselves, their peers, and their community, in order 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.

Third Goal: 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 is based in 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.

Fourth Goal: Advancing Our Programming Under Challenging 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.

Fifth Goal: 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.

Thanks and Gratitude

To Superintendent of Schools Dr. Clifford Burns and Business Administrator Nicole Sylvester, for their educational leadership in facilitating the renewal of the District's Strategic Plan;

To the Andover Regional School District Board of Education, for opening the planning process to all school stakeholders who wished to contribute;

And to the parents, community members, Board members, and ARSD educational professionals who joined us for one, two, or all three meetings to engage in candid conversations and hard work to support the students of our beloved schools.

This document is the result of all of your dedication to the Andover Regional School District, and the children we serve, now and in the next five years.