



Creating a Strategic Plan for the Estell Manor School District

Mission Statement

Together with our community, the Estell Manor School District will provide quality education in a safe, nurturing, and globally connected world. We will cultivate new ideas, accept and value difference, and work to inspire and promote sound principals for the betterment of our society.

Session 1

What are the Strengths, Achievements, Challenges and Opportunities of the Estell Manor School District?

On January 17, 2024, Estell Manor School District administrators, Board of Education members, staff, parents, and community members, eleven (11) total, came together to initiate the strategic planning for the school district. The meeting began with a welcome and introduction by Superintendent Mr. David Ricci. Mr. Ricci presented the current "State of the Schools" report, and Michelle Kennedy from the New Jersey School Boards Association (NJSBA) explained the strategic planning process.

We reviewed the consensus process utilized in strategic planning. The topic for the evening focused on identifying district strengths and challenges. Participants gathered in assigned groups, two (2) groups in total, and engaged in brainstorming the district's strengths and challenges. After group discussion, each group identified their consensus points of the "Top 10" strengths/achievements and challenges/opportunities. Each group's outcomes were shared with the entire group, while the group's spokesperson reported out. All participants participated in the reporting and then, as a large group, identified "Common Themes" that had occurred throughout the small group outcomes.

The following information 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 strategic planning process.

Small Group Consensus: Strengths/Achievements & Challenges/Opportunities

Table 1

Strengths	Challenges
Extracurriculars	Broad Communication
Active participation from staff	Small school finances
Full-time security guard	Parking lot issues (congestion)
Updated Curriculum – Wit and Wisdom	State testing/Curriculum/Student Achievement (K-3/Special Ed)
Media Room/Library Space	Partner teaching/Differentiation (high qualified staff- world language)
Preschool (Full-Time)	Staffing
Before and After Care	Transportation
New Superintendent 5yr contract consistency	Updating of facility
Additional Administration	Shared services/Inclusion with surrounding districts/collaboration
New Playground	Maintaining/reinforcing culture of school
	Professional Development

Table 2

Strengths	Challenges
Extracurriculars	Transportation
Small classes/district	Parking/Pinelands
New Super 5yrs. Consistency	Funding/State Aid
Parent involvement	Student Achievement (target students K,1,2)
Innovation/Creativity	Highly qualified/staffing
Student Achievement – secondary	Community partnerships
Sound systems	Student scheduling
Security	World language
Preschool	Facilities
Curriculum update	Professional Development (academic/technology)

Following each group reporting out on their consensus points, identifiable through the large group discussion were the following **common themes**:

Common Theme Strengths	Common Theme Challenges
School Resource Officer	Transportation
Pre K	Parking
Extracurricular Activity	Funding
Consistency of Superintendent (5yr contract)	Testing/curriculum (student achievement)
Curriculum updated	Highly qualified staffing/Max staff potential
Positive culture (staff, parents, students)	Community partnership (shared services/city)
	Facility
	Professional Development (academic/technology)
	Maintaining positive culture

**The second strategic planning session is scheduled for:
Wednesday, March 13, 2024, at 5:00 pm, Estell Manor School
Media Center- 128 Cape May Avenue**

Meetings #2 and #3 are scheduled for 1.5 hours. Meetings start and end promptly.

During the March 13 meeting, we will create a shared vision together for the future of the Estell Manor School District. We will discuss our aspirations and expectations for our students and school district.

Please join us. Bring a friend! Everyone is welcome!
We look forward to seeing you!

*Please RSVP by calling the Superintendent's Office at 609-476-2267.
Walk-ins are welcome!*

Thank you!