



The School District of

**SOUTH ORANGE  
& MAPLEWOOD**

525 Academy Street • Maplewood, NJ 07040

# **SOMSD Strategic Plan**

**Board of Education Meeting  
February 16, 2016**

**MAXIMIZE**

ON GOING COMMUNICATIONS

BOE POLICY

**FRAMEWORK**

Innovation

Fundamentals

KIVA [BOE/SLT]

Covey – 7 Habits

Listening Tour

Social Contract

Education Summit

Restorative Justice

Strategic Plan

Process

Action Plans

Service Delivery Model

Quality Assurance

EXECUTION

EVALUATION PROCESS

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# Strategic Planning Process

12 steps of Strategic Planning



# Why Do We Need a Strategic Plan?

- Educational System Designed for Industrial Era – Need to recreate it so relevant for today’s learners and the skills they need to compete as they enter higher education and the workplace.
- Current system serves many well, but we have achievement gaps and uneven rigor – Need to make sure we are challenging our highest achievers and supporting all students in maximizing their potential.
- Combat “Initiative-itis” – Need to move from reactive mode to thinking more strategically and acting more purposefully.

# Action Planning Teams

- Action planning teams include at least one teacher, administrator, parent and student, and represent diverse viewpoints and expertise .
- Each committee has 2 co-chairs – one member of the Strategic Direction Committee and one with expertise in the area.
- We received more than 180 applications to participate on action planning teams from parents, community members who do not have children in our schools, teachers and administrators.
- We invited nominations from key partners including: Achieve, ASCA, Community Coalition on Race, Presidents' Council, SEPAC, SoMa Black Parents Workshop, SOMEA, and Sped-PTO.
- Invitations went out Friday to adults who applied, were nominated, or were identified from our network of educators and community members with expertise in specific areas.
- Columbia High School is recruiting student members (2 students from Strategic Direction Committee already placed on teams).
- Training will take place this Friday and Saturday.

# Action Planning Process

- Action planning teams will meet regularly to create specific, concrete plans for each strategy, consisting of reasonable pieces of work that move us towards the mission.
- Teams will receive all of the notes from the Education Summit and ensuing dialogues, student forum, Math KIVA and from the small working groups in the Strategic Direction Committee, as well as national and regional research and examples, to serve as the foundation for their work.
- Teams can invite outside experts and key staff members to participate in meetings, and can make site visits.
- Completed action plans will be submitted to the:
  - **Strategic direction committee** to ensure coherence between the original intention and plans.
  - **Board** for review, so that the Board can consider the action plans, assess alignment with District Goals, provide feedback as necessary, and ultimately approve the final Strategic Plan.

# Strategic Direction Communications

- **Presentations**

- Board of Education Meeting – January 25, 2016
- SEPAC Meeting – January 28, 2016
- Community Forums – February 9 & 10, 2016

- **Written**

- Letters to community
- Section on website
- Information sent to press
- Responses to emails and *Let's Talk!* dialogues

# *Maximizing Academic Excellence:*

## **Seat Time**

### **Time**

- Currently think of learning as specific units of time on specific skills and content.
- Move to mastery-based pacing:
  - Students move on to next unit/skill/content once they have mastered the skill/knowledge, not at predetermined time regardless of readiness or early demonstration of mastery.

### **Space**

- Learning takes place within and beyond the classroom
- Opportunities to learn and develop skills through online resources, collaborative partnerships, collective projects, field experiences, internships, mentoring opportunities and service projects.



***Maximizing Academic Excellence:***

**Learner-Centered**

# *Maximizing Academic Excellence:* **Specifics**

- The language in the Strategic Direction document is purposefully inspirational and aspirational, to create the mindset and airspace we need to reimagine how we can deliver quality education that empowers our students with the skills they need to succeed in a future that has yet to be imagined.
- The concrete details essential to making this vision a reality will be developed in the next phases of the Strategic Planning process –
  - **Action Planning** – Teams will identify deliverables and then create specific, concrete plans, consisting of reasonable pieces of work that move us towards the mission.
  - **Implementation Scheduling** – Administrators will prioritize action plans, and develop timetables, budgets, and assignments for implementation, as well as identifying metrics for measuring success.

# ***Maximizing Academic Excellence:*** **Creating a Well-Balanced Plan**

- Identify and maintain current areas of excellence.
- Identify low hanging fruit – areas where early leverage can create meaningful improvements.
- Identify deliverables and metrics for assessment as intrinsic part of action planning process.
- Understand capacity and manage pace of change.

# ***Maximizing Academic Excellence:*** **Checks and Balances and Pacing**

- Multiple opportunities to review action plans to ensure fidelity to original intent and alignment with district goals and priorities.
- Board approval of action plans before implementation begins.
- Scheduling and budgeting rooted in district priorities and the district's capacity for successful implementation.
- Progress monitored with monthly updates and course corrections made as needed.
- Annual review of progress and development of implementation schedule and budget for following year.

# On for Action Tonight

The Board is being asked to approve the direction in which the planning is going, and to authorize teams of volunteers to develop concrete, specific action plans for each strategy as the next phase of creating the Strategic Plan.

The full Strategic Plan will be submitted to the Board for approval once action plans are completed.