

Watchung Borough School District

Determination, Dreams & Destiny by Design 3D – Strategic Planning



Meeting 1: January 29, 2025

Facilitated Patti Rees NJSBA Field Service Representatives

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Welcome!

- The Watchung Borough BOE and district administration are grateful for your time and commitment to the strategic planning process!
- Your voice is important!
- First of three evening sessions, facilitated by NJSBA, where you are



invited to share your thoughts and aspirations for the Watchung Borough Schools.

Purpose of Strategic Planning

Creating an organization-wide mission--

a Vision

--that will direct, motivate and inspire all members of the community to work together to elevate student achievement.



Advantages of Strategic

Planning Proactive, creative and

flexible

Provides a forum for community participation

Continues an ongoing cycle of planning, assessment

and decision-making that will optimize limited resources and increase communications

Waterfall Effect of a Strategic Plan

From the Goals & Objectives of a Strategic Plan flow:

- District Goals
- BOE Goals
- Administrators' Goals
- Building Goals
- Department Goals
- Staff SGOs



- Staff PDPs

all of which ultimately flow
into— **Student
Achievement**

Components of Strategic Planning

2

Meeting

3

Meeting

Meeting

1



The “how.” Work of
Administration.



How will we get there (the

roadmap)?



Where do we want to be in

5 years?



Where are we now?

Strategic Planning Process



State of District
presentation

Tonight's
small group work –
strengths and
challenges



Meeting 2
March 3, 2025

Small group work –
Visioning exercise
Meeting 3



March 26, 2025

Will develop broad
goal statements and
objectives using data
from Meetings 1 & 2.

Watchung Borough School District Vision Statement

The Watchung Borough School District is committed to inspiring learners to explore, inquire, and collaborate on their joyful journey toward discovery, independent thinking, and creative problem solving. Our culture of acceptance and inclusion provides the foundation for learning and social and emotional growth. Through reflection and ethical decision making, we continue to learn and grow, embrace differences, and prepare for an increasingly complex, ever-changing world.



Think: Long Term!



Challenges come and go. Our **VALUES** and **VISION** are what help us to endure.

What do we, the school community of Watchung Borough, want for our students of over the ***LONG TERM?***

Consensus

NJSBA's strategic planning processes work through consensus building.

Consensus is everyone:

- Sharing / Participating
 - Paraphrasing
 - Accepting



- CONSENSUS is achieved!!

The result may not be your 1st choice, but you can live with it and support it!

Brainstorm

Top

10



**StrengthsChallenges/
Opportunities**

Logistics

**A volunteer is
needed to record
your group's work**

Top 10 District

on the post it
sheet

report out.

Spend 40 minutes
in small group.
Will go back into
large group to

Select someone to
report out your
group's work to the
large
group.

Small Group Work Example

Top 10

STRENGTHS	CHALLENGES/ OPPORTUNITIES
1. Committed students	1. Limited resources

2. High-quality Staff	2. Maintaining and building on student achievement
3. Community feel	3. Social-emotional needs of students and staff
4. Strong parent groups	4. Keeping up with technology
5. through 10.	5. through 10.

In your small group, brainstorm a Top 10 list for your group.



Identified From Strengths & Challenges

Watch the district website for posting of
tonight's outcomes.

Meeting #2

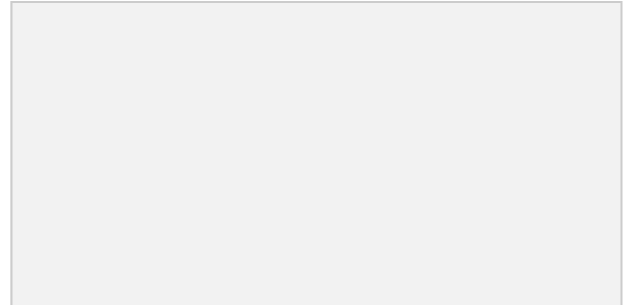
Developing a vision and goal areas for the district

March 3, 2025

7PM

Valley View Middle School

**Thank you for attending
tonight's meeting & helping to
create the Strategic Plan for the
Watchung Borough School**



District.

We hope to see you on
Monday, March 3, 2025

Please bring a friend!