



WATCHUNG

BOROUGH SCHOOL DISTRICT

3D Strategic Planning

“Determination, Dream and Destiny by Design”

WATCHUNG BOROUGH SCHOOL DISTRICT

January 29, 2025 - Meeting #1 - Outcomes

Our Vision

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

What are the Strengths, Achievements and Challenges of the Watchung Borough School District?

On January 29, 2025, Watchung Borough School District administrators, Board of Education members, staff, parents, and community members, nineteen in all, came together to initiate strategic planning. The meeting began with Dr. Julie Glazer, Superintendent, presenting the current “State of the Schools” report. Patti Rees from the New Jersey School Boards Association (NJSBA) was present, and Patti Rees reviewed the strategic planning process for the group.

We then gathered in six small groups to identify the strengths and points of pride in our district and community, and to brainstorm what opportunities and challenges the school district faces. Each group identified their “top 10” (or thereabouts) list of strengths and challenges for the district, which were then shared with the large group of all participants. Underlying all our work is the District’s Mission Statement.

The information that follows is the work of the small groups. As discussed with the meeting participants, all meeting outcomes will be listed in this memo and will be posted on the district website for the wider community.

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The information that follows is the collective work and thoughts of the small groups. As discussed with the meeting participants, all meeting outcomes will be listed in this memo and will be posted on the district website for the wider community.



Strengths	Challenges
My Staff XOXO	I need help XOXO
Administration	Staff Investment
Clubs	Budget
Bussing	PD
Feasibility	Books
Regionalization	Resources
Dr. Glazer, Board + leadership	Grant writer
Volunteers	Dir of Curriculum
Attendance	School Counselor
Partnerships	Investment pf schools
Experienced and dedicated teachers	Academic Excellence/What does this mean?
Music programs	Test scores
Our teachers (Strong growth mindset)	Parents pulling kids out (homeschooling, private schools)
Small class size	More support for elementary, young learners
Community engagement	Too many hats being worn by too few people (not enough staff)
Safety	No money, losing great people
PTO	Outdated materials/curriculum (lack of devoted BB coord)
Teachers and staff	Consolidation of parent apps
Community + parent involvement	Lack of technology infrastructure
Music + arts program	Communication with parents (emphasis on transportation) (teacher updates)
Dedication	Lack of program for academically independent
Diversity	Admin staffing issues
Retention	transportation
Teamwork	Staffing challenges limiting program improvement G&T Language Basic skills
Clubs & sports	Pre-k opportunity
Courtesy bus	Parent education/communication
Community support SEPAG WEF PTO	School lunch
	Supervisory positions overloaded
	Tech support
	Support staff
	Paid duty
	Late bus nonexistent
	Early hour support not attended

Each group reported to the large group their list of strengths and challenges. Following that discussion, through a consensus process, the following common themes were determined.

- Student Learning and achievement
- Finance and facilities
- Communication and community engagement

Our next meeting is set for:

March 3, 2025

Valley View Middle School APR

7:00 PM

We hope to see you there—attend with a friend!

Respectfully submitted by Patti Rees, NJSBA

