



WATCHUNG

BOROUGH SCHOOL DISTRICT

Watchung Borough Board of Education 3D - Strategic Planning Determination, Dreams and Destiny by Design

Facilitated by NJSBA Field Service Department
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Welcome Remarks

Welcome!

**To our
Strategic Planning Meeting!**

3-D Strategic Planning

Creates an organizational
vision

...that will direct,
motivate and inspire all
members of the
community to work
together to advance
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



Watchung Borough Schools Vision Statement

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



Consensus

NJSBA's strategic planning processes work through consensus building.

Consensus is everyone:

- Sharing / Participating
 - Paraphrasing
 - Accepting

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

Steps to Reaching Consensus



Brainstorm (everyone
shares / participates)



Discussion
(paraphrasing and
accepting)



**Reaching agreement
on items**



Consensus is achieved!



Strategic Planning gone WILD!

No Group Numbers tonight. You can select which goal area you would like to work on this evening!

Small Group Activity

Review task at hand & select recorder for group

Select spokesperson for group

Begin and accomplish activity

Consensus is achieved

Spokesperson reports out for group



Goal Areas (Common Themes) Identified

1. Student Learning and Achievement
2. Professional Learning Capacity Building
3. Communication Community Engagement
4. School Culture and Climate

Definitions



Desired outcomes necessary to fulfill the mission. They are positive, student-centered, and aspirational.



Objectives are the various means to accomplish goals. They are specific, tactical, and descriptive.



HOW – Specific tasks / activities essential to carrying out the objectives. Written by administration.

Components of Goal Statement

TO

- **Action verb**

Increase, explore, obtain
develop, research , etc.

Create

WHAT

- **Statement of nouns**

What you will impact

a safe and
secure
learning
environment

SO
THAT

- **What the outcome
will accomplish**

equipped to
deliver 21st
century
programs.

GOAL WRITING PROCESS

Sample Goal Area:

Facilities and Finance / Safety and Security

Strengths (from a Meeting 1)

- Safety and security
- Facilities improvements
- Building configurations
- Class size – space

Challenges

- Environmental concerns
- Older buildings
- Safety and security
- Mandates and resources drain

Visions (from a Meeting 2)

- Interactive learning space – open floor plans
- Expand school choice program
- Virtual classrooms
- Safe learning environment
- Equitable distribution of funds for facilities
- State-of-the-art facilities
- All “green” facilities

GOAL WRITING PROCESS

Sample Goal Statement

Goal Area: Facilities and Finance / Safety and Security

Goal Statement: Create a safe and secure learning environment equipped to deliver 21st century programs.

Objectives:

- Upgrade facilities to be more energy and cost efficient
- Increase internal and external security at all schools
- Upgrade existing facilities to be more structurally modernized.

Group Work

Self-select a goal area based on interest.

The strengths / challenges from the 1st meeting, and the visions from the 2nd meeting outcomes are available at each table. Use that information to:

- Consider strategies to include as steps to accomplish the objective.
- Develop 4 - 5 objectives as steps to accomplish the goal
- Write a broad goal statement for your goal area.
- Report out to the large group.



Strategic Planning Goals – Action Plan

Strategic Planning Goal:

Objective:

Major Activities	Board / Staff	Resources	Timelines	Indicators of Success
1.				
2.				
3.				
4.				
5.				



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

The Superintendent and Administrative Team will develop Action Plans over the next few months.

Please watch the district website for the presentation of the final Strategic Plan to the board and community!



for attending tonight's meeting
and helping to create the Strategic Plan
for Watchung Borough School District!