



Mansfield Township Elementary School District

Strategic Planning 2026

Recap of the First Community Planning Session, March 11, 2026

This Spring, the Mansfield Board of Education intends to approve a Strategic Plan which will guide the Board's and Administration's decisions over the next five years. The Mansfield Board of Education and Superintendent Diana Mai would like to form the District's new Strategic Plan with community participation from a wide variety of school stakeholders. Thus, the District announced and advertised that all interested individuals are welcome to join in the strategic planning process, which will be accomplished over three 90-minute evening meetings in the school's All Purpose Room on March 11, March 18 and April 1, with consultant Kathleen Helewa facilitating the sessions. Approximately twenty-five people attended the first meeting to work together on the new Strategic Plan, including Mansfield residents, parents, teachers, administrators, and Board of Education members.

We began the first session with an overview of the concept of a Strategic Plan and the process for creating one. By following a Strategic Plan, the Board and Administration will be able to allocate its resources optimally to support the community's aspirations for all the students of Mansfield.

In order to create a Plan that is forward-thinking and can be aligned with the realities of the District, Mansfield Township Elementary School District's strategic planning process will address three questions:

1. What is the present state of the school district?
2. What is our vision for the future of the district?
3. What goals and objectives could we accomplish over the next five years to achieve our vision?

We focused on the first question during our first meeting. Superintendent Mai presented a very comprehensive and data-rich State of the District report. The report provided an overview of the District, including trends in student demographics; student needs and perceptions, parents' and family members' perspectives, and staff members' needs and perspectives, all gleaned from recent survey results; student achievement data; and information about facilities and District finances, including the challenging fiscal environment resulting from current calculations in State aid.

At the conclusion of Superintendent Mai's report, all participants then split into four small groups, and individually completed their own SWOT analyses of the school district. Participants completed the four sections of a **SWOT** individually, and then collectively as a group: **Strengths**, internal factors that have a positive outcome for the student experience and are completely under the District's control; **Weaknesses**, factors that could be improved to have a better outcome for the student experience and are wholly under the District's control; **Opportunities**, conditions which are coming from outside of the District but have or may have a positive impact on our students; and **Threats**, external factors and conditions over which the District has no control but which may harm our school or the students' experience in the District. We noted that some items may fit into more than one category.

The small groups then worked together to share the individuals' analyses and to create a collective SWOT analysis for their group, coming to consensus on about five bullet points for each category. The following are the small groups' SWOT reports, verbatim:

Green Group

Strengths:

- Staff consistency
- Warm, caring, and supportive staff
- High levels of education/ experience within staff
- Technology updates → supports / balances instruction
- Facility Management is upkeep and clean

Green Group's work continues on the next page



Green Group's work, continued

Weaknesses:

- Parent resources / apps (more detail, guidance)
- “New Family Handbook”
- Expand language opportunities
- Lack of ICS for ELL / ML

Opportunities:

- Parent involvement – PTA/community involvement
- MTPD relations

Threats:

- Budget / inflation
- Health insurance

Blue Group

Strengths:

- Library—focus on literacy
- Grounds
- Peer leaders
- Caring staff
- PTA

Weaknesses:

- Staffing due to finances
- Aging infrastructure
- Staff assignments
- Transportation

Opportunities:

- Book swap / mobile
- Clubs
- School store
- Middle school prep
- Fostering everyone's strengths
- ELL / ML → collaborate

Threats:

- Budget limitations
- Technology dependency

Violet Group

Strengths:

- Small class sizes
- Dedicated staff that is student-focused

Violet Group's work continues on the next page



Violet Group's work, Strengths, continued

- Great communication from Administration
- Family opportunities to participate
- Willingness to come together to tackle issues in all areas

Weaknesses:

- More afterschool clubs & programs
- Open classrooms for peers
- Behavior management and conflict resolution
- More staff articulation
- Supplies & materials

Opportunities:

- BOE working well with Administration
- Strong relationship with District and community
- Supportive PTA
- Small, safe community
- Local police support

Threats:

- Social media
- Budget cuts
- State mandates
- Parent involvement
- Poverty

Gold Group

Strengths:

- Nutritional food—takes out the stress for parents. Options. Respects cultures.
- Communication / open door for staff
- Organized pick-up / drop-off for students
- Physical activity / outdoor resources
- Diversity is respected
- Resources—manipulatives

Weaknesses:

- No technology person
- No second language
- Scheduling / clubs
- Upper grades—no movement
- Re-write social studies curriculum

Opportunities:

- Police station
- Staff experience
- Collaborating with Warren Hills
- Staff is very aware of surroundings
- Active parents

Gold Group's work continues on the next page



Gold Group's work, continued

Threats:

- Budget
- Social media
- Open communication with parents—special education
- Increased Pre-K population / no space
- Lack of intrinsic motivation in students.

Our work for the evening concluded with thanks to all those who joined us to support the Mansfield Township Elementary School District, and to Superintendent Mai and the Mansfield BOE for this opportunity to engage in purposeful, engaging, and robust conversation about our school and students. We will continue the work at our next session on **Wednesday, March 18**, during which we will delineate our long-term visions for the children of Mansfield. **Interested participants from every facet of the school community, including those who were not able to attend our first meeting, are eagerly encouraged to join us at our second and third Strategic Planning sessions.** Meetings begin in the Mansfield Elementary School All-Purpose Room at 6:30pm and will finish by 8pm.



Come join us on Wednesday, March 18, at 6:30pm
in the Mansfield Elementary School All Purpose Room!
Everyone welcomed—attend with a friend!

- Mark your calendar for our third and final meeting on April 1, same time, same place! -