

Strategic Planning Meeting 3

December 11, 2023



for
**MONTCLAIR
PUBLIC
SCHOOLS**



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Purpose of Strategic Planning

To create a district-wide vision that will direct, motivate, and inspire all members of the school community to work together to elevate student achievement.



Components of Strategic Planning



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?

Mission Statement

The Montclair Public School District is dedicated to creating a culture of learning and continuous improvement that provides every child with a high quality, creative, innovative and challenging education, through a magnet system of integrated schools in which every school represents a strong, diverse and vibrant community of learners.

Vision Statement:

The Montclair Public Schools will cultivate and support our students to become high academic achievers, curious and creative thinkers, and socially adept young people who are prepared for college, careers, and livelihoods in the 21st century.



Roadmap Starting Point

Data collection – Meetings 1 & 2
Identified district strengths, challenges, opportunities, and 5-year visions.

5 themes emerged from the data that will serve as the goal areas.

The **data is sorted by those themes** to inform the development of the goal statements and objectives (the roadmap) to move the district forward in the next 5 years.



Goal Areas

1. Operations & Systems
2. Staff Success
3. Community Engagement & Communication
4. Achievement for All
5. Equitable, Safe, Healthy Learning Environment

Steps to Writing Goal Statements

We will review:

- Definition of terms
- Components of a goal statement
- Process to write goal statement
- Small group work

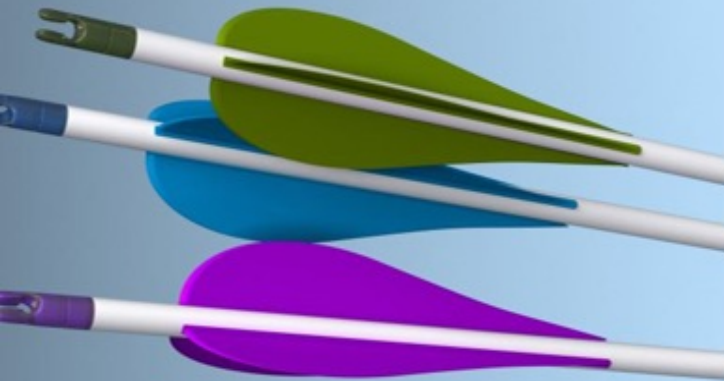


Definitions

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

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

Action Plan – the “how” – specific tasks essential to carrying out the objectives. Written by the administration.



Components of Goal Statement

TO

- **Action verb**
 - Increase, develop, obtain, complete, etc.

To create

WHAT

- **Statement of nouns**
 - What you will impact

a safe and sustainable learning environment

SO THAT

- **What the outcome will do for you**

equipped to meet 21st century needs.

GOAL WRITING PROCESS

Sample Goal Area: Facilities & Safety

Data from Meetings 1 & 2:

Visions

- 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

Strengths

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

Challenges/Opportunities

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

Goal Writing Process

Sample Goal Statement & Objectives:

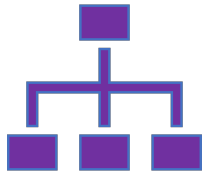
Goal Area: Facilities & Safety

Goal Statement: Create a safe and sustainable learning environment equipped to meet 21st century needs.

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.
- Provide appropriate learning spaces.

Tonight's Small Group Work



Using data from Meetings 1 & 2 – strengths, challenges, and visions, sorted by your goal area



Write one broad goal statement



Write 3 to 5 objectives that support the goal but are still big picture.



Think strategic!
Avoid the “how.”



Introduce yourself

Allow everyone to contribute



Focus on the big picture

Come to a consensus



Small Group Work

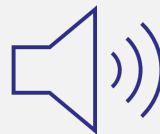
Logistics



A volunteer is needed to record your group's work on the post-it sheet.



Spend 50 minutes in small group. Will go back into large group to report out.



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

Next Steps - Action Plans

Goal Statement:

Objective:

| Major Activities | Staff | Resources | Timeline | Success Indicators |
|------------------|-------|-----------|----------|--------------------|
| 1. | | | | |
| 2. | | | | |
| 3. | | | | |
| 4. | | | | |

Developed by Staff



Thank You

