

STRATEGIC PLAN
2014-2017
Scotch Plains-Fanwood
Public Schools



...Seeking Excellence Together

BOARD OF EDUCATION

Trip Whitehouse, President Nancy Bauer, Vice President
Jeanne Cleary, Doug Layne, Karen Kulikowski, Warren McFall
Charlotte Schirmer, Amy Winkler, Betty Anne Woerner

Strategic Plan Introduction

The Scotch Plains Fanwood School District utilized the 3 D (Determination, Dream and Destiny by Design) Strategic Planning Model, facilitated by Gwen Thornton and Kathy Winecoff, Field Service Representatives for the New Jersey School Boards Association.

An informational session was held for the Board Strategic Plan Committee to review the commitment of time and resources; school and community level involvement; strategic planning to meet the needs of the district; the Board's role in the process; and potential participants to include in the process. Subsequently, the Board contracted with NJSBA for these services on February 27, 2014.

The 3D Strategic Plan Meetings were held on April 2, 29 and May 15, 2014. Kicking off the meetings, Dr. Margaret W. Hayes, Superintendent of Schools presented a State of the District 2014 Report (see our website at www.spfk12.org) to participating staff, parents, students, community leaders and interested citizens.

Discussions at these meetings included:

- ❖ Strengths and Achievements of the district
- ❖ What is our vision for the future of the district?
- ❖ Identifying goals and creating strategies to achieve our goals.

Information compiled by the Strategic Planning Process was utilized by administration to create plans for each strategy in order to achieve the defined goals in the areas of Technology, Facilities, Early Childhood Initiatives, Authentic Learning Experiences and Exploration of Partnerships with Colleges, Business and Government.

The 2014-2017 Strategic Plan was adopted on September 30, 2014. This plan will be an invaluable tool in providing direction and a set of priorities for our school district to continue on the path of improving outcomes for all students

MISSION STATEMENT

The Scotch Plains – Fanwood School District educates and empowers our community of individual learners to be successful citizens of the world.

WE BELIEVE....

Children learn best when:

- They are in a non-threatening, physically and psychologically safe and nurturing environment at home, in school and in the community.
- They are given individual attention and high expectations.
- They are provided varied instructional styles, are actively engaged and provided with feedback; the curriculum is fun and students feel empowered.

The role of the staff is:

- To recognize the potential and individuality of every child by fostering a welcoming, respectful learning environment.
- To be a connection point among children, families and community.
- To demonstrate flexibility, openness to change and willingness to take action.

The role of the family-the most important is:

- To provide a foundation for education, cultivate the desire to learn and instill independence and responsibility.
- To remain active participating partners PREK to 12.

The role of the community is:

- To collaboratively and cooperatively ensure all students can achieve their highest potential.
- To be knowledgeable about issues affecting students in order to advocate and support the right of every learner to excel.

Strategic Planning Committee

Mrs. Jeanne Cleary, Board of Education
Mrs. Amy Winkler, Board of Education
Mrs. Nancy Norris-Bauer, Board Vice President
Dr. Margaret W. Hayes, Superintendent of Schools
Dr. Joan Mast, Asst. Supt. of Curriculum, Instruction and Technology
Mrs. Deborah Saridaki, Business Administrator, Board Secretary
Mrs. Debora Belfield, Director of Human Resources
Mrs. Sally Rowland, Exec. Assistant to Dr. Hayes

By 2017:

Goal 1: Technology: Learning, Management, Communication

We will use technology to advance student achievement, enhance communication between home and school, promote the development of student and staff digital skills, and improve district data management.

Goal 2: Facilities: Safe/Secure Learning Environment

Maintain and upgrade our district facilities within the confines of the district budget and the 2% cap, seeking grants when available.

Goal 3: Early Childhood Initiatives

Maximize our district resources for all early childhood learners.

Goal 4: Authentic Learning Experiences

Engage students in problem based learning as we prepare them to be globally minded problem solvers and communicators to meet the challenges of the future.

Goal 5: Explore Partnerships with Colleges, Business and Government

Develop opportunities for career exploration by accessing partnerships with colleges, business, government, and community resources.

Strategies 2014-2017:

Goal 1: Technology: Learning, Management, Communication

- Capitalize on the ways technology can enhance learning opportunities
 - Identify/implement technology resources to enrich curriculum
 - Apply adaptive technology in special education
 - Implement on-line courses
 - Support student initiated learning
 - Engage parents in technology workshops
- Provide ongoing technology professional development to staff
- Embed cyber-ethics into programs and curriculum
- Maximize PowerSchool™ potential for parents, students and staff
- Streamline and update district, school and teacher websites

Goal 2: Facilities: Safe/Secure Learning Environment

- Prioritize maintenance and technology infrastructure needs
- Update and implement the District's Long-Range Facility Plan
- Implement prioritized near-term facilities improvements
- Evaluate and update building access and security

Goal 3: Early Childhood Initiatives

- Review and evaluate support services with the goal of optimizing learning outcomes for K-2 students
- Explore implementation of full day kindergarten
- Maintain current class sizes

Goal 4: Authentic Learning Experiences

- Provide professional development to support authentic learning experiences, including opportunities for Lesson Study.
- Increase problem-based, self-directed learning to develop critical thinkers and problem solvers
- Utilize community resources to provide students with authentic experiences
- Engage students in multiple perspectives to increase awareness of global issues, diversity, and geographic influences
- Develop communication skills: interpersonal and presentational
- Integrate the arts across the core content areas preK-12

Goal 5: Explore Partnerships with Colleges, Business and Government

- Develop programs that allow students to explore careers: e.g., shadowing a professional/expert; scheduling career exploration days K-12
- Implement developmentally appropriate distance learning opportunities K-12: e.g., video conferencing, virtual lab work
- Use community resources to support career awareness.

3D Strategic Planning Participants

Alex Hofer
Al Smith
Amy Boroff
Amy Winkler
Ani Hsu Obrock
Ann Barcellona
Ariel B. Mahoney
Aretha Johnson
Betty Anne Woerner
Brian Mahoney
Brianna Young
Carla Kelly
Charlotte Schirmer
Cindy Clancy-Warren
Colleen Gialanella
Colleen Haubert
Darren Watsky
David Heisey
Debbe Evans
Debbie Saridaki
Debbie Skaar
Deborah Belfield
Dominick Giordano
Donna Bachi
Donna Totillo
Douglas Layne
Dorothy Lusk
Ellen Bifani
Ella Greenberg
Eleanor McGovern
Elena Podgorny
Frank Festa, Jr.
Garrett Zito
Jason Wendel
Jeanne Cleary
Jennifer Jehle-Maloney
Jennifer Power
Jerry Giaimis
Jim Killeen

3D Strategic Planning Participants (continued)

Joan Mast
Jocelyn Dumaresq
Jody Logan
John Veninger
Justin Fiory
Kaneez Madraswalla
Karen Kulikowski
Kate Rosander
Kathleen Farrell
Kevin Glover
Kevin Holloway
Kim Decker
Laura Smoot
Lauren Rogalin
Leland McGee
Llewellyn Jones
Linda Edwards
Linda Materna
Linda Pearl
Lisa Rebimbas
Luisa Bianco
Lynna Tweeten
Maria Ali
Marci Bowman
Maria LaMorte-Wright
Maribeth Fisher
Margaret W. Hayes
Meghan Assuncao
Michael Kneffer
Michele Wendel

Michele Wyrwa
Mridula Bajaj
Nancy Norris-Bauer
Noel Baxter
Pat Bonaccoltol
Pat McFall
Paula Gunther-Reilly
Peggy Brown
Raquel Lewis
Richard Trigo
Robin Brous
Robin Musso
Roland Crystal
Ross LeBrun
Ryan Miller
Sally Rowland
Sandra Chernoff
Sarah Valenciano
Sasha Slocum
Sean Aitken
Scott Bortnick
Soma Rai
Steve Goldberg
Suman Dahiya-Shah
Suprit Kaur Dharmi
Susan Johnson
Tracy Schottanes
Trip Whitehouse
Trish Dickstern
Vivian Hsu
Warren McFall