

## **Acknowledgements**

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### **Wanaque Board of Education**

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Nancy DiBartolo, Business Administrator

### **New Jersey School Boards Association**

Robynn Meehan, Field Service Representative  
Al Annunziata, Field Service Representative  
Charlene Peterson, Field Service Representative



# 3D Strategic Planning Process

## Executive Summary

### **A. Educating the Board to make an informed decision**

At the regular meeting of the Board in the summer of 2014, New Jersey School Boards Association made a presentation to the Board on the 3D Strategic Planning Services available through the Association.

The information included a review of the following information and requirements:

- 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
- Potential participants to be included in the process

In 2014, the Board contracted with NJSBA for these services.

### **B. 3 D Strategic Plan Meetings**

On October 8, December 10, 2014 and January 8, 2015, Robynn Meehan and Al Annunziata and Charlene Peterson, facilitated 3 Strategic Planning meetings. Outcomes of these meetings include:

1. Strengths, Opportunities,
2. The vision of the future for your district
3. Goals and Objectives

Outcomes in the Strategic Planning Notebook are from all 3 of the Strategic Planning Meetings are included in this notebook.

### **C. Developing the Action Plans**

The Superintendent and Administrative Team will develop action plans to implement the 3D Strategic Plan. The action plans will include:

1. The actions necessary needed to accomplish the goals and objective
2. Select measures for accountability
3. Resources required



4. A timeline for implementation

**Next Steps:** The board will adopt the Strategic Plan and the Administration will develop action plans to implement each of the identified goals. The plan should be placed on your website for your staff and community members. A copy of the plan should be on your board table to provide a framework for your decision making.

## ***MISSION STATEMENT***

### ***Wanaque School District's Mission Statement***

The Wanaque Public School District, a unified community in partnership with students in grades PreK-8, parents, and staff, engages all students by providing an enriched academic and social foundation that fosters a love of learning, where all students achieve the New Jersey Common Core Standards at all grade levels, thereby creating informed citizens ready to meet the varying challenges of a rapidly changing world.

Recognizing and providing positive learning experiences necessary to foster the intellectual, social, physical, and emotional development of the individual child will accomplish this mission.

## **GOALS**

The committee's Strategic Plan Goals for achieving this mission and vision are:

1. Provide a learning environment where each student can achieve his or her own maximum potential.
2. Create a safe and secure learning environment to deliver 21<sup>st</sup> century programs.
3. Create an environment that encourages community involvement.
4. To create a safe, unified, coordinated, balanced school district, where students, parents, faculty, administration and community work together.



# GOAL AREA # 1

## Goal #1 -Student Achievement

**GOAL STATEMENT:** Provide a learning environment where each student can achieve his or her own maximum potential.

### **OBJECTIVES-**

1. The development of a STEM program for all grade levels.
2. Reconfigure DISTRICT to include Pre-K-4<sup>th</sup> grades and 5<sup>th</sup>-8<sup>th</sup> grades.
3. To create the extracurricular activities, age appropriate, to Pre-K and 5-8.
4. Provide opportunities for student to apply learning.
5. Create opportunities to increase parental and community involvement.



# GOAL AREA # 2

## Goal #2 Facilities

**Goal Statement:** Create a safe and secure learning environment to deliver 21<sup>st</sup> century programs.

### **OBJECTIVES:**

1. Reconfigure Wanaque/Haskell schools to accommodate Pre-K-4<sup>th</sup> grade and 5<sup>th-8th</sup> grade.
2. Acquire technology and create infrastructure to maximize utilization.
3. Ensure district facilities have the ability to provide a safe/secure environment.
4. Provide classroom space for an increasing enrollment.



# GOAL AREA # 3

## Goal #3 Community/Communication

**Goal Statement:** Create an environment that encourages community involvement.

### **OBJECTIVES:**

1. Form a committee to reach out to the entire community.
2. Identify all community organizations.
3. Create a directory/contact list for the whole community.
4. Increase communication through email/phone/correspondence about these meetings.
5. Enhance the current messaging system to increase communication with district parents.



# GOAL AREA # 4

## Goal #4 Culture and Climate

**Goal Statement:** To create a safe, unified, coordinated, balanced school district where students, parents, faculty, administration and community work together.

### **OBJECTIVES:**

1. Encourage parental involvement.
2. Provide the most effective middle school experience possible.
3. Increase interaction/communication between schools (both students and faculty).
4. Develop a mentoring program involving community members (Haskell/Wanaque/Lakeland Regional/Community at large).



# Appendix "A"

## Superintendents State of the School Report





# Appendix “B”

## Strength and Opportunities

### STUDENT ACHIEVEMENT:

#### ➤ Strengths

- Great teachers who go the extra mile/high standards (both schools)
- Good leadership and staff (outstanding and approachable)
- Student behavior/happy
- High standards curriculum/state standards
- Strong financial accountability
- Strong Special Ed Dept.
- Good students
- Teachers enhance learning experience. Go above and beyond
- Technology improved
  - Staff-teachers go above and beyond
- Parent involvement
- Special ed. program is effective and respected
- Faculty
- Hardware for PARCC
- Teachers accessibility/parent portal email

#### Challenges

- Disconnect between schools
- Integrate schools socially
- Scheduling for specials (because shared by both schools)
- Need a middle school
- Running out of classroom space
- Preparing students for PARCC
- After school sports program for middle school
- Instrumental music program
- Staff: additional coaching opportunities for teachers
- Students: Lack of pre-school/after school programs/instrumental program/reading
- Ops/Facilities: running out of space
  - 2 K-8 buildings
  - no true middle school (necessary)
  - combine graduations



- standardization
- Finance
- Need stronger tie between Haskell/Wanaque
- Class size
- Limited pre-K experience
- Funding
- K-8-limited extra-curricular activities
- Instrumental music lacking
- Communication at special ed. Specialization
  - Consistency in curriculum

## **Facilities**

### ➤ **Strengths**

- Updated security
- Emergency procedures
- Focused on facility upkeep/maintenance
- Technology (keeping up)
- Updating facilities
- Facilities in good shape-thanks to referendum!!!!

## **Challenges**

- Disconnect between schools
- Scheduling for specials (because shared by both schools)
- Need a middle school
- Running out of classroom space
  - Ops/Facilities: running out of space
  - 2 K-8 buildings
  - no true middle school (necessary)
  - combine graduations
  - standardization
  - Finance
  - Class size
  - Funding
  - K-8-limited extra-curricular activities
  - School arrival and departure chaos
  - Tech classroom needs to be expanded



## **Community/Communication:**

### **➤ Strengths**

- Neighborhood school community
- Community outreach
- Good communication (school admin to home)
- Updated security
- Emergency procedures
- Active PTA/WHEF
- Teachers accessibility/parent portal email
- Strong support from the community
- Synergy between PTA/district/Ed foundation/board of ed.
- Pride, FAST: Committee involvement
- Supportive to working parents
- Community support
- Support of Ed Foundation and PTA
- Parent involvement
- Community interaction-vets, spring fling
- PTA & Ed foundation-Safety town-Co ord. and co op between schools
- Facilities in good shape-thanks to referendum!!!!
- Curriculum stresses both academics and life skills-community service hours
- Continuum of community appreciation for K-8 as positive for community and role modeling

### **Challenges**

- Disconnect between schools
  - Need a middle school
  - 2 K-8 buildings
  - no true middle school (necessary)
  - combine graduations
  - standardization
- Finance
- Need stronger tie between Haskell/Wanaque
- Testing workshop for parents (PARCC)
- Meeting for both elementary and HS at the same night
  - Communication at special ed. specialization



## Culture and Climate:

### ➤ Strengths

- Emergency procedures
- Active PTA/WHEF
- Pride, FAST: Committee involvement
- Diversity
- Student behavior/happy
- Teacher's accessibility/parent portal email
- Great teachers who go the extra mile/high standards (both Wanaque and Haskell)
- Good leadership and staff (outstanding and approachable)
- Good students
- Security
- Fewer disciplinary issues
- Supportive to working parents
- Teachers enhance learning experience. Go above and beyond
- Technology improved
- Administrations open door
- Special ed. program is effective and respected
- Curriculum stresses both academics and life skills-community service hours
- Staff-teachers go above and beyond
- Parent involvement

### Challenges

- Disconnect between schools
- Integrate schools socially
- Need a middle school
- Ops/Facilities: running out of space
- -2 K-8 buildings
- -no true middle school (necessary)/Wanaque-Haskell divides
- -combine graduations
- -standardization
  - Finance
  - Need stronger tie between Haskell/Wanaque
  - No middle school
  - No diversity among staff at Wanaque



# Appendix "C"

## District Picture of Visioning Exercise

### 1. Student Achievement-Vision:

- Ability to apply learning
- Partnership between schools. Parents & community
- Strong parental involvement
  
- Middle school concept within 5 years
- Greatest staff
- Emphasis on multiculturalism
- Safest school district
- Concept of a well rounded student body
  - Music education
  - Athletics
  - Socially well adjusted
  - Clubs
  - Financial literacy/entrepreneurial skills (TREPS)
- STEM programs that attract mix of boys and girls
- State of the art technology
- Mentorship program for students
  - Teach kids how to mentor/lead other students
- STEM labs
- Health and Wellness
- Foster math/music/arts through creative outlets
- Language arts-start at pre-school level
- Provide kids with technology to bring home

### 2. Facilities-Vision:

- Middle school concept within 5 years
- Safest school district
- State of the art technology
- America's 1<sup>st</sup> Self-Sustaining School
- STEM lab



### **3. Community/Communication:**

- Partnership between schools. Parents & community
- Strong parental involvement
- Middle school concept within 5 years
- Emphasis on multiculturalism
- State of the art technology
- Community services
- Mentor programs involving people outside school
- More united school activities
- Mentorship program for students
  - Teach kids how to mentor/lead other students
- Provide kids with technology to bring home
- Community involvement-podcasts etc.
- To create savings for college

### **4. Culture and Climate**

- Balance-children can work collaboratively and independently
- Technology
- Morals and values
- Social skills
- Strong parental involvement
- More united school activities
- Mentorship program for students
  - Teach kids how to mentor/lead other students
- Concept of a well rounded student body
  - Music education
  - Athletics
  - Socially well adjusted
  - Clubs
  - Financial literacy/entrepreneurial skills (TREPS)
- Middle school concept within 5 years
- Greatest staff
- Emphasis on multiculturalism
- To create savings for college
- Health and Wellness



# APPENDIX “D”

## Action Plans

