

We lead. We learn. We make a difference.



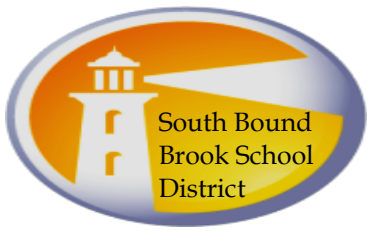
Goal Area # 1

Student Achievement

Goal#1: In order to increase student achievement and allow all students to reach their potential, provide remedial and expanded activities for students.

Strategies:

- Review staffing needs and requirements, budgetary reductions and investigate grant opportunities in order to hire a math specialist to address achievement gaps.
- Investigate scheduling options in order to provide time in the schedule for enrichment/intervention periods.
- Provide an opportunity for students to expand their Leader in Me experience in the form of a Leadership Academy
- Eliminate distraction of competition/appropriateness of clothing by investigating the possibility of implementing school uniforms
- Provide students with an arts/enrichment teacher and acquire more art and music equipment
- Expand student learning experiences outside of the classroom by providing educational field trips
- Allow students to more effectively plan for future goals by expanding the Leader in Me competencies to include personal goal planning beyond elementary school.
- Increase student competency in the area of literacy through the provision of a research based approach to literacy instruction.



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Goal Area # 2

Student Enrichment

Goal#2: In order to provide students with the opportunity to pursue interests and expand learning activities outside of regular school hours, the district wishes to provide students with meaningful extra-curricular and summer enrichment programs.

Strategies:

- Create an interest survey to be distributed to all stakeholders – staff, students, and families.
- Compile data from surveys in order to analyze interests and viability of implementation.
- Conduct a financial audit to determine cost of proposed activities.
- Research alternate funding streams.
- Create a suggested schedule of offerings.
- Survey staff members for interest in delivering instruction to determine staffing needs.
- Provide students with the opportunity to explore STEAM initiatives, such as coding and robotics.



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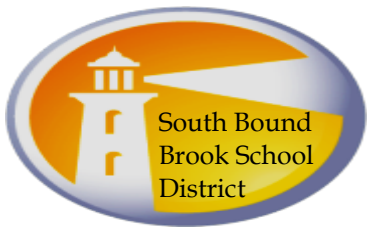
Goal Area # 3

Technology

Goal#3: In order to allow our students to remain competitive in today's academic and job market, provide a platform and instruction in current technology practices.

Strategies:

- Migrate the South Bound Brook technology platform to a Google format.
- Convert all school operations to Google in order to become a Google school.
- Provide teachers with training in order to implement Google classroom.
- Cultivate teacher leaders to become Google certified educators.
- Expand use of on line platforms for teachers and students
- Upgrade existing infrastructure to keep abreast of increasing needs.



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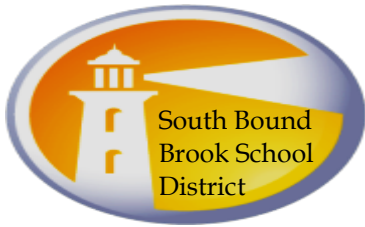
Goal Area # 4

Parent and Community Engagement

Goal#4: In order to provide positive support for students and our school community, increase the involvement and engagement with parents and the community

Strategies:

- Provide new families with the opportunity to engage with the school prior the first day by organizing a meet and greet.
- Expand events for family engagement, such as Literacy Night.
- Provide parents of our ESL students with an expanded language acquisition program.
- Consult with County agencies to provide more supports for parents.
- Provide parents with educational opportunities on timely topics, such as teen suicide, etc.
- Continue to expand digital venues to communicate with the community.



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May 25, 2016

STRATEGIC PLANNING

Creating a Five Year Plan for South Bound Brook Public Schools

2016

Workshop Agenda

II. SESSION 2: *Expectations for the Future*

A. Date: Wednesday, May 25, 7:00pm

B. Location: Robert Morris School

C. Objectives:

- 1. Build on the sense of unity and purpose that was initiated during Session 1**
- 2. Identify South Bound Brook School District needs**
- 3. Frame improvement needs around visioning for creating a 21st century education**

D. Workshop Organization

- 1. Random table groups**
- 2. Work to spread staff, Board members and staff across tables to ensure access to accurate information at tables**
- 3. Review rules of evening activities as at Day 1**

E. What did we say on Day 1 about what is working well in the South Bound Brook School District

- 1. Invited comments from former meeting attendees**
- 2. What strengths of the school district did you talk about in your groups ... strengths that will enable improvement of the South Bound Brook School District and programs?**

F. ACTIVITY 1:

1. Dan Sullivan Question:

If we were having this conversation 3 years from today, and you were looking back over those 3 years ... what would have happened in the South Bound Brook School District for you to feel happy with the progress made?

2. Placemat

- a. Individual and small group work**
- b. Large group debrief**
 - **Observations**
 - **Themes ... similarities**
 - **Perceptions of emerging vision**

G. ACTIVITY 2: (If needed)

- 1. Two groups merge**
- 2. Share needs across groups ... consensus on 3-6 needs to bring forward**

H. ACTIVITY 3:

- 1. Report out to large group**
- 2. Report ONLY what has not been said**
- 3. Ditto what has already been said**
- 4. Create summary list of needs**
- 5. Any room to collapse**
- 6. Vote on up to 5**
- 7. Share results**

I. Close Down

- 1. Summarizing work**
- 2. Email addresses to share information**
- 3. What worked best in today's work agenda**
- 4. What we will focus on at the third meeting:**
"Creating an Action Plan" ... great activities planned
Wednesday, June 15, 7:00pm, Robert Morris School

(Please note that scope and sequence of workshop activities may change)



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Common Threads (Visioning)

- I. Curriculum
 - a. Performing arts, various clubs
 - b. Extra-curricular activities
 - c. Sports
 - d. Home economics
 - e. Summer enrichment for all levels
 - f. Woodworking
 - g. Penmanship/Cursive writing a requirement
 - h. Arts and music equipment
 - i. Achieve higher test scores
 - j. Educational trips
 - k. Enrichment teacher
 - l. Robotics
 - m. Computer coding
 - n. Reading Program
 - o. Tutoring for grades 4-8
 - p. Student personal goals for future
 - q. Before and after school care
 - r. Soccer team
 - s. Structured opportunities for older students to mentor younger students

- II. Finance/Facilities
 - a. Lunch – better system to pay
 - b. Larger lunch portions ... better quality food
 - c. Arts and music equipment
 - d. Air-conditioning in gyms
 - e. Pool
 - f. Educational trips
 - g. Before and after school care

III. Families/Community

- a. Parent support ... education ... supporting activities ... fundraising
- b. Achieve higher test scores
- c. Student tutoring program – held after school
- d. Reading program
- e. New families meet and greet
- f. Student personal goals for future
- g. Before and after school care
- h. Structured opportunities for older students to mentor younger students

IV. Technology

- a. More and better technology
- b. Robotics
- c. Computer coding

V. Students

- a. Achieve higher test scores
- b. Better recess options – study hall
- c. Reading program
- d. Computer coding
- e. Tutoring for grades 4-8
- f. Student personal goals for future
- g. Before and after school care
- h. Soccer team
- i. Structured opportunities for older students to mentor younger students



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June 15, 2016

STRATEGIC PLANNING – Session 3

“How Do We Get There”

June 15, 2016

Workshop Agenda

III. SESSION 3: *Creating an Action Plan*

A. Date: Wednesday, June 15, 7:00pm

B. Location: Robert Morris School

C. Objectives:

- 1. Identify priority needs of South Bound Brook Public Schools**
- 2. Identify action steps that could be taken to address identified needs**
- 3. Identify important action steps to be taken with/without additional resources**
- 4. Understand strategic planning next steps and the role of education community**

D. Workshop Organization

- 1. Random table assignment of community members**
- 2. Work to spread staff, Board members and administration across tables to ensure access to accurate information at tables**
- 3. Organize tables in 1 to 2 rows of 5 to 6 tables ... each set of tables will work as a team to carousel brainstorm the Goal Areas (to be identified)**
- 4. Review process for the evening**

E. Review of Day 2 work on aspirations/expectations for the future

- 1. Presentation of large group consensus summary**
- 2. Goal Areas and clustered consensus document**

F. ACTIVITY 1:

- 1. Organize table groups for carousel brainstorming**
 - a. Rows of tables based on the number of goal areas**
 - b. 1 to 2 rows of 5 to 6 tables**
- 2. Assign need charts**

- 3. Carousel process for:**
 - a. Action steps**
 - b. Roadblocks**

G. ACTIVITY 2:

- 1. Needs charts back to original groups**
- 2. Identification of 1-4 doable activities**
 - a. Do not require new personnel**
 - b. Require limited funding**
 - c. No holds barred action steps**
- 3. Identification of 1-3 roadblocks**

H. Report Out

I. Close Down

- 1. Summarizing work over the 3 planning sessions**
- 2. Email addresses to share information**
- 3. Next steps**

(Please note that scope and sequence of workshop activities may change)



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Strategic Planning Meeting Dates and Agendas

April 27, 2016

STRATEGIC PLANNING

Creating a Plan for South Bound Brook Public Schools

2016

Workshop Agenda

I. SESSION 1: *Points of Pride*

A. Date: Tuesday, January 19, 2016

B. Time/Location:

C. Objectives:

1. Organize planning strategies that will bring attendees together to develop a sense of unity of purpose and which will enable them to collaborate in seeking/developing solutions.
2. Further develop a sense of *South Bound Brook Pride* among event participants.
3. Identify the points of pride about what is working well in the South Bound Brook Public Schools

D. Participant Sign-In

As people enter the meeting they should sign-in. We need to also collect email addresses in order to send minutes of the meetings.

E. Organization of Tables for Working Groups

1. *Organization into groups*

a. Mixed tables

Participants will self select seating ... we will work to differentiate representation at tables to reflect diversity of attendees.

- b. Assign “key communicators” to these tables, i.e. Board members, teachers, school district administration ... maybe multiple representatives at some tables.

2. Open Meeting

Greeting by Superintendent of Schools and Board President/representative

3. Clarify rules for Workshops

a. What the workshop **IS**.

1. Interested citizens of the South Bound Brook community coming together to vision the future for education in our school district.
2. Everyone here tonight has a vested interest in the success of our school district.
3. ... and success will be measured in many different ways as seen through the eyes of the many special interests of everyone.
4. Our plan is that by providing a WORKSHOP experience that we will be able to engage everyone in meaningful dialog that will guide our thinking about what we want the future to look like ... what outcomes we want ... and how best we will be able to achieve this vision for our students and the greater community we represent.
5. Our program is designed around small and large group planning activities that will engage us in dialog and planning.

b. What our workshop **IS NOT**.

1. This workshop will NOT be a forum for speeches.
2. And while we will have ample opportunity to consider best practices and to weigh choices and priorities that will be difficult to resolve, we will not engage in public debate ...

c. So ... what are the rules:

1. Undivided attention and focus.
2. NO NEGATIVE CRITICISM of the ideas presented at the table that would inhibit participation ... spirited debate of the merits of an idea and questioning the feasibility of an idea IS permitted.
3. NO BUSTING.
4. In your groups you will provide EVERYONE with an opportunity to participate by moving around you table ... TIME KEEPER at each table to move the discussion along within the time frame provided.
5. Identify a presenter or a team of presenters of your work to the larger group.

F. What Is Working Well at South Bound Brook Public Schools ... What do we want to Celebrate

1. Activity 1: Placemat

- a. In groups ... may want to draw 2 groups together ... or if there are small groups (up to 6) have them complete the activity in their small groups and then bring 2 tables together
- b. Individual thinking and then sharing within the group (prepare placemats in advance ... this is completed)
- c. Reach consensus on 3-4 South Bound Brook Public Schools successes the group would like to bring to the larger audience
- 2. *Activity 2: Large Group Processing*
 - a. Each group will summarize their consensus points of pride
- 3. *Activity 3: Dan Sullivan Question ... we will not likely get to this part of the agenda ... we will share this question and guide thinking for Agenda 2*
 - a. If we were having this discussion 3 years from today, and you were looking back over those 3 years ... what would have happened at South Bound Brook Public Schools for you to feel happy with the progress made?
 - b. Process as think-pair-share in table groups ... depending on number of tables, bring 2 tables together
 - c. Reach consensus on several thoughts that need to be brought forward from the thinking of the group ... write them on the chart paper
 - d. Also ... after agreeing on consensus thoughts:
 - 1. What roadblocks lie ahead to prevent you from making progress
 - 2. What opportunities do you have that you need to capitalize on
 - 3. What strengths does South Bound Brook Public Schools have that need to be maximized

G. Close Down

- 1. *Summarizing work*
- 2. *Email addresses to share information*
- 3. *What worked best in tonight's work agenda*
- 4. *What we will focus on at the second meeting: "Expectations for the Future"*

(Please note that scope and sequence of workshop activities may change)



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South Bound Brook School District

Board of Education

Allison Lih-Thiessen, President

Charles Brown, Vice-President

Janet Esposito

Laura Kress

Heidi Shallop

School Administration

Dr. Lorise A. Goeke, Superintendent/Principal

Mr. Vincent Caravello, Business Administration

Dr. Elizabeth Calamito, Director of Special Services

Mrs. Lisa Butynes, Curriculum Supervisor



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Strengths of our School District

Leader in Me Program

Support of local officials, police and fire department

Safe and Close Community

Academic Support for those students who need it, especially transfer students

Small, diverse community

Staff and teachers are approachable, responsible

Students helping students

Small community

Community events

Clean Schools

Concerned Citizens

Our school is the hub of the community including activities for the community and utilizing our natural resources around the area (the canal and the field.)

Facility maintenance (high standard)

Fiscally sound/responsible

Interactive arts and science programs

We're not just a school, we're a community

Caring for our children

Leadership

Rules

Relationships - Parents/Staff

Anti-bullying

SEEDS program

Crisis Planning

Education

Building Beautification

Friendliness

Support

Technology

Student Leadership

Inviting learning environment

Volunteerism

School Pride

South Bound Brook School District



Strategic Plan

2017-2023