



## **Creating a Strategic Plan for the Monroe Township School District**

### **Mission Statement**

The Monroe Public Schools, in collaboration  
with the members of the community,  
shall ensure that all children receive an exemplary education  
by well-trained, committed staff in a safe and orderly environment.

### **Session 2 Developing a Vision for the Monroe Township School District**

On February 24, 2020, Monroe Township School District administrators, Board of Education members, staff, parents, and community members, forty-three (43) in all, came together to initiate strategic planning. The topic for the second evening focused on developing a vision and initiatives, toward achieving that vision, for the Monroe Township School District. The meeting began with a welcome and introduction by Board President, Kathy Kolupanowich and Dr. Dori Alvich, Superintendent. Facilitators Mary Ann Friedman and Kathy Helewa, from New Jersey School Boards Association (NJSBA), were introduced and provided an introduction to the strategic planning process.

We reviewed the consensus process utilized in strategic planning. The topic for the evening focused on creating a shared vision for the Monroe Township School District. Participants were asked to picture themselves, having been away from the district for 5 years, returning to Monroe Township and seeing their school on the cover of TIME magazine. The article is about Schools that Succeed. In addition to the current programs already in place in Monroe Township, what programs / services / curriculum / student outcomes / best practices / facilities would you expect to see in your schools that are succeeding? Participants were encouraged to think “big picture.”

Participants gathered in randomly assigned groups, seven groups in total, to develop a shared vision and initiatives. The small groups reviewed the outcomes from Meeting #1, strengths and challenges, and then began brainstorming on their vision for the district. After group discussion, each group identified their consensus points and presented those to the full group of meeting participants.

The information that follows is a summary of the work of the small groups. As discussed with the meeting participants, all consensus points are recorded and posted on the district website to share the group work during the course of the strategic planning process.

## Group Consensus: Vision & Initiatives

### Dark Green Dot Team:

#### Title of Article: "Individuals Valued at MTSD"

Vision	Initiatives
The vision of the MTSD is to cultivate an environment in which ALL students are inspired to strive for their personal best.	<u>Initiatives to Achieve the Vision</u> <ul style="list-style-type: none"><li>• Expanded programming<ul style="list-style-type: none"><li>- Gifted and Talented</li><li>- Technical / Career skills</li><li>- Full-day K</li><li>- Arts &amp; Music</li><li>- Option 2</li></ul></li><li>• Formal goal-setting program/reflection<ul style="list-style-type: none"><li>- Write own vision statement</li><li>- Evaluate/reflect on quality of courses and own effort</li></ul></li><li>• Character Ed<ul style="list-style-type: none"><li>- Integrated (infuse in lessons) / spiraling through <u>all</u> grade levels</li></ul></li></ul>

### Pink / Fuchsia Dot Team:

Vision	Initiatives
Every child meets their highest potential in a safe and adequate environment incorporating social and emotional wellness while being instructed by highly qualified and educated professionals in an organization that incorporates the entire community.	<ul style="list-style-type: none"><li>• Hire and retain highly qualified staff</li><li>• Pass referendum for expansion of facility</li><li>• Continue to enhance social, emotional learning</li><li>• Keep open and transparent communication with community</li><li>• Challenging curriculum that meets every child's potential</li></ul>

**Monroe Township School District Strategic Planning Meeting #2 Outcomes**

**Red Dot Team:**

Vision	Initiatives
<p>We imagine a world in which . . .</p> <ul style="list-style-type: none"> <li>• Every student feels excited and inspired to go to school each day</li> <li>• At school, students feel safe, welcome and supported by everyone else and feel empowered to be themselves and make a positive impact</li> <li>• Where students try, learn and experience the world with a balance of tools, content, and instruction that challenge them, allow them to fail, and prepare them for their future as well-adjusted, responsible and prepared adults</li> <li>• Where each member of the community looks at the school system as a world-class operation – with efficient systems and leading practice processes that adds to the strength and future of the community</li> </ul> <p>This is the world we imagine for the school district of Monroe.</p>	

**Black Dot Team:**

Vision	Initiatives
<p>The vision of the MTSD is to enhance curriculum through the infusion of technology to include all grades (K-12) and advance curriculum to support the Whole Child in life skills, vocational trades, and year round enrichment and advancement courses in a safe and secure environment.</p>	<ul style="list-style-type: none"> <li>• Top 10 in rankings</li> <li>• 1:1 tech PreK-12 (grade 4 &amp; up take home)</li> <li>• Summer enrichment (academic and fine arts, athletics)</li> <li>• Vocational trades (modern day)</li> </ul>

## **Monroe Township School District Strategic Planning Meeting #2 Outcomes**

### **Purple Dot Team:**

<b>Vision</b>	<b>Initiatives</b>
The MTSD accepts the challenge of preparing the whole child for a rapidly changing world by collaborating with the community to develop skills necessary to succeed as a productive citizen.	<ul style="list-style-type: none"> <li>• Community: parents, businesses, colleges / tech schools</li> <li>• Full-day Kindergarten</li> <li>• Whole Child focus</li> <li>• Life skills (Gen &amp; SpEd)</li> <li>• Career readiness</li> <li>• Technology</li> </ul>

### **Orange Dot Team:**

#### **Title of Article: “Successfully Meeting Comprehensive Needs for a Quality Education”**

<b>Vision</b>	<b>Initiatives</b>
1. To create infrastructure and facilities to maximize students potential.	Expand facilities
2. Satisfy market and professional needs	Curriculum includes technology AI, Robotics, Supply Chain, etc.
3. Challenge every student to maximize their potential	Quality faculty and support staff along with materials and programs that address needs of the student
4. Prepare students with special need to have meaningful futures	Close monitoring, proper support, instructional strategies and materials

### **Light Green Dot Team:**

<b>Vision</b>	<b>Initiatives</b>
Monroe is like a strong oak tree. We have deep roots with many new leaves. We want to continue to create a well-rooted learning community.	<ol style="list-style-type: none"> <li>1. District wide based activities (students and/or community members)</li> <li>2. Facilities expansion</li> <li>3. Recruiting and retaining quality staff</li> <li>4. Culture of professionalism, with collaboration and open minds</li> <li>5. Continuum of education for all students (targeted PD)</li> </ol>

## **Dark Blue Dot Team:**

### **Title of Article: “Partnerships, Programs & Buildings All Grow in Monroe”**

<b>Vision</b>	<b>Initiatives</b>
<u>Personalized Programs</u>	Addresses needs of Special Ed, G/T and students “in the middle”, curricular experiences and extracurricular opportunities
<u>Collaboration between Stakeholders</u>	Students, staff, families, community members. Engagement by all stakeholders
<u>Construction to support Growth</u>	Provide safe facilities, cost-effective use of facilities

Following a “gallery walk” where everyone reviewed each group’s consensus points, the large group identified the following **common themes**:

- Community involvement
- Hire and retain highly qualified staff
- Afterschool activities & summer programs
- Educational Excellence
  - challenging curriculum
  - meet individual child’s needs and potential
- The Whole Child – SEL
- Meeting the Markets’ Professional Needs
- Pass Referendum for adequate facilities
- Life Skills
- Collaboration
- Build upon a culture of professionalism

**Four goal areas emerged from the common themes identified by the group at large. Communication should be a component of each of the goal areas listed:**

- 1. Facilities & Finance (to include further developing relationships in Trenton regarding school funding, etc.)**
- 2. Educational Excellence (to include 21<sup>st</sup> Century Skills, Student Empowerment, hiring and retaining highly qualified staff)**
- 3. Health & Wellness**
- 4. Community Engagement (to include partnerships and collaboration with community colleges and businesses; collaboration with stakeholders)**

***Monroe Township School District Strategic Planning Meeting #2 Outcomes***

**The third strategic planning session is scheduled for:**

**Monday, March 23, 2020 at 7:00 pm, Monroe Twp. HS, Media Center.**

**Sign-in begins at 6:30 pm.**

Meetings are scheduled for 1.5 hours. Meetings start and end promptly.

During the March 23<sup>rd</sup> meeting, we will review the outcomes from Meetings 1 & 2 (strengths & challenges, vision & initiatives) and develop the strategic planning goals and objectives for the Monroe Township School District.

The strengths and challenges, vision and initiatives will be grouped by goal area for the March 23<sup>rd</sup> Strategic Planning Meeting #3.

Please join us. Bring a friend! Everyone is welcome! We look forward to seeing you!

**Please RSVP by calling *the Superintendent's Office*.**