



Monroe Township School District

Is Creating a New Five-Year Strategic Plan

The 3D Strategic Planning Process: Dream, Determination, and Destiny by Design

Outcomes from Meeting 1

March 20, 2024

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

What are the Strengths, Achievements and Challenges of the Monroe Township School District?

On March 20, 2024, Monroe Township Public Schools District administrators, Board of Education members, staff, parents, community members, and students, forty (40) in all, came together to initiate strategic planning. The meeting began with a welcome by Board President Chrissy Skurbe. Dr. Chari Robynne Chanley, Superintendent, presented the current “State of the Schools” report. Patti Rees from the New Jersey School Boards Association (NJSBA) was introduced and reviewed the strategic planning process.

We reviewed the consensus process utilized in strategic planning. The topic for the evening focused on identifying district strengths and challenges. Participants gathered in randomly assigned groups, seven groups in total, and engaged in brainstorming the district's strengths and challenges. After group discussion, each group identified their consensus points, “Top 10” strengths and challenges. Each group’s outcomes were then displayed for a “gallery walk.” All participants participated in the gallery walk and were asked to put a colored dot on the strengths and challenges statements that resonated with them.

The following information is a summary of the work of the small groups. Please note that the numbers to the right of each line represent the numbers of “dots” posted for that statement. As discussed with the meeting participants, all consensus points will be recorded and posted on the district website to share the group work during the strategic planning process.



Small Group Consensus: Strengths and Challenges

| Strengths | | Challenges | |
|--------------------------------------------------|----|----------------------------------------------------------------------------------------|----|
| Group 1 | | | |
| Staff | 10 | Funding - lack of | 10 |
| AP Programs | 5 | bus driver shortage | 14 |
| Enrichment Programs | 1 | retaining newer staff | 2 |
| Safe Schools | 10 | lack of space for new programs | 6 |
| Athletic Co-curricular | 5 | changing state mandates | 1 |
| clean facilities | 3 | full day kindergarten | 14 |
| District adv. Program | 2 | lack of new content cert teachers | 2 |
| Sp Ed program | 6 | business partnerships | 5 |
| technology | 14 | teacher shortage | 7 |
| ECE/Falcon | 4 | | |
| Group 2 | | | |
| Special Ed programs | 11 | schedule restrictions | 3 |
| Gifted + Talented Expansion | 7 | Dual Enrollment is limited (why don't get paid for teaching these classes?) | 2 |
| Rigorous AP Offerings | 8 | Full day Kindergarten | 18 |
| Extra-Curricular - lots of choices | 3 | Extra- curricular- Too many choices | 0 |
| | | Counselor/student ratios - overtaxed | 8 |
| Group 3 | | | |
| MTSS (RTI) - support services | 4 | MTSS - tweaking can create challenges | 3 |
| Increased STEM opportunities | 5 | Overcrowding | 9 |
| Strong teaching core | 8 | Kindergarten - full day - surrounding communities | 12 |
| Professional Development (support, mini courses) | 3 | Infrastructure of town/facilities | 3 |
| Increased SEL awareness | 7 | Funding - lack of | 11 |
| Dedicated administration | 17 | Technology | 9 |
| | | Keeping up with rapid changes in the township | 8 |
| Group 4 | | | |
| Staff committed to student success | 14 | Life Skills k-12 | 4 |
| A sound support system | 1 | Full day kindergarten | 12 |
| Special education programming (PreK - 12) | 12 | Ratio Student to: Counselors/case managers (4); teachers (4); administrators (3) | 11 |

| | | | |
|---------------------------------------------------------------------|---|------------------------------------------|---|
| Meeting the needs of all students: AP/Advanced, ELL, AVID | 8 | Space limitations (HS); classes; testing | 7 |
| Extra-curricular activities: athletics, arts, extra help (Academic) | 8 | Parent/community involvement | 5 |

Group 5

| | | | |
|--------------------------------------|---|---------------------------------------------------------|----|
| Continuum of programs | 2 | Mental Health | 12 |
| Diversity | 7 | School avoidance | 2 |
| Technology | 7 | Ease of Access/information included on district website | 2 |
| Safe and welcoming environment | 5 | Technology refresh | 3 |
| Inclusion opportunities PASL/Unified | 7 | Building upon transition, post-secondary options | 1 |
| Dual Enrollment program | 1 | Community partnerships | 4 |
| Special Education programs | 7 | Parent Engagement | 6 |
| Professional development | 5 | Diverse food options in cafeteria | 1 |

Group 6

| | | | |
|------------------------------------------------|----|--------------------------------------------------|----|
| Tailored attention to all student needs | 5 | Teacher: student ratio (9-12) | 3 |
| Top of the line facilities | 0 | Space limitations (HS); classes; testing | 8 |
| Consistent communication and tech./data update | 1 | Full day kindergarten | 10 |
| Teacher student ratio (k-8) | 2 | Bussing | 8 |
| Community involvement | 2 | clear/easier access to information | 2 |
| Electives/clubs are cutting edge | 2 | Senior incentives/connections (i.e. class trips) | 3 |
| Collaboration and continuity across schools | 0 | 21st century learning: k-5 | 3 |
| 21st century learning/STEM/STEAM | 2 | Older buildings | 3 |
| Athletics Dept. | 11 | environmental stewardship | 2 |

Group 7

| | | | |
|----------------------------------------|----|-------------------------------------------------------------|----|
| Community/support | 4 | Funding | 8 |
| Diversity | 10 | Geographic hardships | 3 |
| Availability of programs | 4 | Lack of 1:1 technology | 9 |
| Staff | 8 | Lack of administration in comparison with similar districts | 11 |
| Student support services + programming | 3 | collaborative teacher time at the elementary level | 3 |
| Inclusivity | 8 | Facilities | 7 |

| | | | |
|---------------------------------|---|-----------------------|----|
| Overall high achieving district | 7 | full day kindergarten | 24 |
| | | staffing | 3 |

Common Themes

Following the gallery walk, and the tallying of the “dots”, the following **common themes**. Please note that the common themes are broad concepts.

| Strengths | Common Themes | | |
|---------------------------------------------------|---------------|---------------------------------------------------------------------------------------------|----|
| | | Challenges | |
| Staffing | 32 | Funding | 31 |
| Co-curricular (including Athletics) | 18 | Full Day kindergarten | 66 |
| Meeting the needs of all students (AP, ELL, AVID) | 23 | Facilities (overcrowding, older buildings, space limitations) | 34 |
| Special Education | 36 | Staffing Issue. Including student Ratios (to counselors, teachers, admin); teacher shortage | 42 |
| Diversity | 17 | Parent/community/business engagement | 20 |

During the April 25th meeting we will create a shared vision together for the future of the Monroe Township School District . . . we will talk about our aspirations and expectations for our students and school district.

The Monroe Township Board of Education and Administration greatly appreciates your highly interactive participation in helping to create a roadmap for our school district for the next five years. We look forward to working with you at our future sessions!

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

Next Meeting: April 25,2024

Monroe Township High School

Thank you for your commitment to Monroe Township Schools!

Be sure to visit our website soon, to review all of tonight’s outcomes.

We hope to see you there—attend with a friend!

Thank You

