



## **Creating a Strategic Plan for the Northfield Community School District**

### **Mission Statement**

As the center of our community, Northfield Community School provides our children the opportunity to achieve their greatest potential and prepares them to compete and excel in the global 21<sup>st</sup> century society.

### **Session 2**

#### **Developing a Vision for the Northfield Community School District**

On November 21, 2016, Northfield Community School District administrators, Board of Education members, staff, parents, and community members, twenty-four (24) in all, came together for the second strategic planning meeting. The topic for the second meeting was focused on developing a vision for the Northfield Community School District. The meeting began with a welcome and introduction by Board President, Steve Wynne. Facilitators Mary Ann Friedman and Kathy Winecoff, from New Jersey School Boards Association (NJSBA), were introduced and provided an overview of 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 Northfield Community School District. Participants were asked to picture themselves, having been away from the district for 5 years, returning to Northfield 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 Northfield Community School, what programs/services/curriculum/student outcomes/best practices/facilities would you expect to see in your school that is succeeding? Participants were encouraged to think “big picture.”

Participants gathered in randomly assigned groups, five 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.

## Northfield Community School District Strategic Planning Meeting #2 Outcomes

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 web to share the group work during the course of the strategic planning process.

### Group Consensus: Vision & Initiatives

#### Purple Dot Team:

Vision	Initiatives
Target the individual student's strengths and weaknesses thru technological advancements, hands-on learning, community involvement and a dynamic fluid curriculum.	<ul style="list-style-type: none"><li>• Differentiation</li><li>• Student Portfolios</li><li>• Student led instruction</li><li>• Progress Monitoring</li><li>• One on One technology (State of the Art)</li><li>• Hands-on learning</li><li>• Cross-curricular cohesion</li><li>• Parent involvement</li><li>• Active learning</li></ul>

#### Dark Blue Dot Team:

Vision	Initiatives
Work to provide a well-rounded educational experience for our children	<ul style="list-style-type: none"><li>• Adhere to the physical fitness state mandate (150m/week)</li><li>• 50 minutes prep for teachers</li><li>• Modify school schedule<ul style="list-style-type: none"><li>• Revisit lunch schedule</li></ul></li><li>• Build relationship between classroom and community (volunteering)</li><li>• PD (Professional Development)</li></ul>

#### Light Blue Dot Team:

Vision	Initiatives
Establishing a culture and climate that is inclusive, respectful of the unique needs of the individual learner, while encouraging a school climate of innovation, entrepreneurship in support of academic excellence.	<ul style="list-style-type: none"><li>• Movement and mobility</li><li>• Encouraging the incorporation of inquiry learning, as exemplified by our STEAM program</li></ul>

**Northfield Community School District Strategic Planning Meeting #2 Outcomes**

**Green Dot Team:**

<b>Vision</b>	<b>Initiatives</b>
Develop more efficient use of facility to create increased instructional time to increase learning	<ul style="list-style-type: none"> <li>• Scheduling K-8</li> <li>• Maximize time management</li> <li>• Recess</li> <li>• Explore options for lunch</li> <li>• More student – teacher contact time</li> <li>• Reduce student teacher ratio</li> </ul>
Stay current with technology to maximize impact on student learning	<ul style="list-style-type: none"> <li>• Use STEAM to help students learn</li> <li>• Provide PD (Professional Development) for teachers on use of technology</li> <li>• More opportunities to use hands on technology (K-4), i.e., 3-D printers</li> <li>• More opportunities for a progression to build critical thinkers</li> </ul>

**Orange Dot Team:**

<b>Vision</b>	<b>Initiatives</b>
Climate	<ul style="list-style-type: none"> <li>• Parental involvement (Educating parents, involvement in academics, flipped classroom for parents (videos) on various topics)</li> <li>• Communication</li> <li>• Staff</li> </ul>
Instruction	<ul style="list-style-type: none"> <li>• Relevant to students</li> <li>• Technology</li> <li>• Consistency (horizontally &amp; vertically) – scope and sequence should be fluid and spiral</li> <li>• Writing</li> <li>• PD (Professional Development) best practices and tried and true instructional strategies</li> <li>• Data – using information for student instruction</li> <li>• Scheduling</li> </ul>
Economy	<ul style="list-style-type: none"> <li>• Facilities</li> <li>• Technology</li> </ul>

## ***Northfield Community School District Strategic Planning Meeting #2 Outcomes***

Following each group reporting out on their consensus points, the large group identified the following **common themes**:

- **Scheduling**
- **Scheduling recess and lunch**
- **PD (Professional Development)**
- **Focus on kids**
- **Focus on the whole child**
- **Instructional delivery**
- **Communication**
- **Innovation / keeping up**
- **Technology**
- **Community involvement – relationships**
- **Data**
- **Student learning**

**Four goal areas emerged from the common themes identified by the group at large:**

1. Student Success
2. Community / Parental Involvement
  - a. Parental Education
  - b. Community Outreach
3. Finance
  - a. Alternative funding sources
  - b. Maximize shared services
4. Safety & Security

The strengths and challenges, vision and initiatives have been grouped under the goal area that applies. Please note that items may appear under several goal areas.

**Northfield Community School District Strategic Planning Meeting #2 Outcomes**

**Goal Area: Student Success**

<b>Strengths</b>	<b>Challenges</b>
High quality T's (Teachers)	Change in student population, i.e., ESL (English as Second Language), Special Ed., enrollment #'s
+ Board support	Curriculum/Instruction, i.e., Math, PLC's (Professional Learning Communities), PD (Professional Development), PARCC
Student/Teacher ratio	Regional articulation
Data collection/use	Ed Camps (would like to see more academic structure)
Parent/Teacher communication	Character Ed (Middle School), digital literacy, service learning
STEAM/Digital lab	Cross-curricular writing
Clubs/Activities	Scheduling/times
Facilities/Campus	Outside/Recess time (more recess in Elementary School)
Strategic Planning	Enrichment/Advance placement/teaching (need better understanding of the placement process)
PTA/PTO/NML (Northfield Mother's League)	Video/TV watching
Technology	Parent involvement
Maker Space	Limited space in Extra-Curricular activities
Curriculum	Homework – no consistency
Library time (Elementary School)	Differentiated instruction in ELA (English Language Arts) and Math (leveled reading instruction)
Birch Grove Park	Social Emotional Learning
Fiscal Management/Responsibility	Communication between staff and parents
Recycling	Parking/Drop-off/Pick-up
Ed Camp	Consistency
The Arts	Loss of employment (community)
Climate	Economy
Parent Portal	ESL (English as Second Language) resources
Parent involvement	New students transferring to district (data/student records)
Security - strong security system	Transient population
Small community	Articulation between Elementary/Middle/High School
Up-to-date technology with a budget	Improving website
Creative staff	Cross-curricular cohesion (creating activities in all contents)
Strong administration	More time for PD (Professional Development)
Students	Keeping up with current technology
Community support	HVAC
Well-trained staff	Traffic
BOE innovation	Consistent vertical curriculum
Flexible/nimble – resources, SACC (School-Age Child Care)/programs	Balance of curriculum and state testing requirements
"Green" approach	Budget constraints
Google District (Google Classroom, Google Docs, Gmail, etc.)	Over-taxing of resources (expanding population, tuition students)
Teachers/School Climate (Not temperature)	Partnership with police – traffic, Resource Officer
Superintendent	CST - initial evaluation/assessment process - Communication and updates - Concerns of quick fix solutions rather than long term goals
Police partnership	

**Northfield Community School District Strategic Planning Meeting #2 Outcomes**

**Goal Area: Student Success**

Vision	Initiatives
Target the individual student’s strengths and weaknesses thru technological advancements, hands-on learning, community involvement and a dynamic fluid curriculum.	Differentiation Student Portfolios Student-led instruction Progress Monitoring One-on-One technology (State of the Art) Hands-on learning Cross-curricular cohesion Active learning
Work to provide a well-rounded educational experience for our children	Adhere to physical fitness state mandate (150m/week) 50 minute prep for teachers Modify school schedule Revisit lunch schedule Build relationship between classroom and community (volunteering) PD (Professional Development)
Establishing a culture and climate that is inclusive, respectful of the unique needs of the individual learner, while encouraging a school climate of innovation, entrepreneurship in support of academic excellence.	Movement and mobility Encouraging the incorporation of inquiry learning, as exemplified by our STEAM program
Develop more efficient use of facility to create increased instructional time to increase learning	Scheduling K-8 Maximize time management Recess Explore options of lunch More student – teacher contact time Reduce student teacher ratio
Stay current with technology to maximize impact on student learning	Use STEAM to help students learn Provide PD (Professional Development) for teachers on use of technology More opportunities to use hands-on technology (K-4), i.e., 3-D printers More opportunities for a progression to build critical thinkers
Climate	Communication Staff
Instruction	Relevant to students Technology Consistency (horizontally & vertically) – scope and sequence should be fluid and spiral Writing PD (Professional Development) best practices and tried and true instructional strategies Data – using information for student instruction Scheduling
Economy	Facilities technology

**Northfield Community School District Strategic Planning Meeting #2 Outcomes**

**Goal Area: Community / Parental Involvement**

<b>Strengths</b>	<b>Challenges</b>
Parent/Teacher communication	Change in student population, i.e., ESL (English as Second Language), Special Ed., enrollment #'s
Strategic Planning	Enrichment/Advance placement/teaching (need better understanding of the placement process)
PTO/NML (Northfield Mother's League)	Parent involvement
PTA	Communication between staff and parents
Parent Portal	Parking / Drop-off / Pick-up
Parent involvement	Loss of employment (community)
Small community	Economy
Google District (Google Classroom, Google Docs, Gmail, etc.)	ESL (English as Second Language) resources
Community support	New students transferring to district (data/student records)
BOE innovation	Transient population
"Green" approach	Improving website
Facilities/Campus	Traffic
Community	Over-taxing of resources (expanding population, tuition students)
Police partnership	Communication and updates
+ BOE support	
<b>Vision</b>	<b>Initiatives</b>
Target the individual student's strengths and weaknesses thru technological advancements, hands-on learning, community involvement and a dynamic fluid curriculum.	Parent involvement
Work to provide a well-rounded educational experience for our children.	Build relationship between classroom and community (volunteering)
Climate	Parental involvement (Educating parents, involvement in academics, flipped classroom for parents (videos) on various topics)

**Northfield Community School District Strategic Planning Meeting #2 Outcomes**

**Goal Area: Finance**

<b>Strengths</b>	<b>Challenges</b>
Facilities	Change in student population, i.e., ESL (English as Second Language), Special Ed., enrollment #'s
Technology	Scheduling / times
Maker Space	Parking / Drop-off / Pick-up
Curriculum	Loss of employment (community)
STEAM lab	Economy
Fiscal Management	ESL (English as Second Language) resources
Recycling	New students transferring to district (data/student records)
Technology	Transient population
Ed Camp	Cross-curricular cohesion (creating activities in all contents)
Security	More time for PD (Professional Development)
Climate	Keeping up with current technology
Strong security system	HVAC
Up-to-date technology with a budget	Scheduling (Recess)
Fiscally responsible	Economy/enrollment
STEAM (Science, Technology, Engineering, Arts, Mathematics)	Traffic
Technology	Budget constraints
Facilities	Over-taxing of resources (expanding population, tuition students)
"Green" approach	
Teachers/School Climate (Not temperature)	
Technology	
Facilities/Campus	
+ BOE support	

**Northfield Community School District Strategic Planning Meeting #2 Outcomes**

**Goal Area: Finance**

<b>Vision</b>	<b>Initiatives</b>
Target the individual student’s strengths and weaknesses thru technological advancements, hands-on learning, community involvement and a dynamic fluid curriculum.	One-on-One technology (State of the Art)
Work to provide a well-rounded educational experience for our children	Adhere to physical fitness state mandate (150m/week) 50 minute prep for teachers Modify school schedule Revisit lunch schedule PD (Professional Development)
	Encouraging the incorporation of inquiry learning, as exemplified by our STEAM program
Develop more efficient use of facility to create increased instructional time to increase learning	Scheduling K-8 Explore options of lunch More student – teacher contact time Reduce student teacher ratio
Stay current with technology to maximize impact on student learning	Use STEAM to help students learn Provide PD (Professional Development) for teachers on use of technology More opportunities to use hands on technology (K-4), i.e., 3-D printers
Climate	Parental involvement (Educating parents, involvement in academics, flipped classroom for parents (videos) on various topics)
Instruction	Technology PD (Professional Development) best practices and tried and true instructional strategies Scheduling
Economy	Facilities Technology

**Goal Area: Safety & Security**

Strengths	Challenges
Facilities	Parking / Drop-off / Pick-up
Security	Partnership with police-traffic, Resource Officer
Climate	
Strong security system	
Security	
Well-trained staff	
BOE innovation	
Police partnership	
Technology	
Facilities/Campus	
+ BOE support	
Vision	Initiatives
Target the individual student’s strengths and weaknesses thru technological advancements, hands-on learning, community involvement and a dynamic fluid curriculum.	One-on-one technology (State of the Art)
Develop more efficient use of facility to create increased instructional time to increase learning	Recess
Stay current with technology to maximize impact on student learning	More opportunities to use hands on technology (K-4), i.e., 3-D printers
Economy	Facilities Technology

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

**December 12, 2016 at 7:00 pm at the Northfield Community School, Library.**

**Sign-in begins at 6:45 pm.**

Meetings are scheduled for 1.5 hours and end promptly.

During the December 12<sup>th</sup> meeting participants will review the outcomes from Meetings 1 & 2 (strengths & challenges, vision & initiatives) and develop the strategic planning goals and strategies for the Northfield Community School District.

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

**Please RSVP by calling *the Superintendent’s Office* at 609-407-4000, ext. 8506 and speak with *Tina Guetzlaff*.**