



Creating a Strategic Plan for the Keansburg School District

Mission Statement

The Keansburg School District shall graduate students with educational opportunities in college and career readiness. All stakeholders will set rigorous expectations for all students in the classroom, including co-curricular activities, attendance, tardiness, and discipline.

Vision

The Keansburg School District shall prepare students for life's abundant opportunities in college or careers in a safe, rigorous, and nurturing educational environment.

Session 3

Developing Strategic Planning Goals and Objectives for the Keansburg School District

On June 12, 2023, Keansburg School District administrators, Board of Education members, staff, parents, and community members, twenty-three (23) in all, came together for the final strategic planning meeting. The meeting began with a welcome and introduction by Board President, Mr. Matthew Kitchen and Superintendent, Ms. Kathleen O'Hare. Mary Ann Friedman from New Jersey School Boards Association (NJSBA) was introduced and explained the strategic planning process. Translators were available for non-English speaking parents and community members. Childcare was also provided by the district.

We reviewed the consensus process utilized in strategic planning. The topic for the evening focused on developing strategies, objectives and goal statements that were identified in Meeting #2 for the Keansburg School District.

Participants gathered in self-selected groups, five groups in all, to work on the goal areas of their choice. The small groups reviewed the outcomes from Meeting #1, strengths and challenges, and Meeting #2, vision and initiatives, and then began brainstorming on strategies, objectives and develop an overarching goal statement. Each group recorded their consensus points on the large post-it boards and a spokesperson for each group reported their work to the larger group.

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.

It should be noted that the agenda, outcomes from Meetings #1 and 2, and the power point were translated into Spanish and available to everyone. Translators were also available for the activity.

Small Group Consensus: Goals & Objectives

Five goal areas emerged from the common themes identified by the group at large.

1. Student Engagement
2. Community / Stakeholder Engagement & Involvement
3. Culture & Climate (to include Safety & Security)
4. Health & Wellness (students, staff and families)
5. Finance & Facilities

All goal areas will include Communication efforts.

Goal #1: Student Engagement

Goal Statement: Create a safe and secure learning environment where all students are engaged.

Objectives:

- Increase differentiation in the classroom to improve student success and self-direction
- Explore different schedule options to address attention span and engagement (time on task)
- Foster authentic relationships: student / teacher, student / admin, teacher / admin, families / admin, families / teachers
- Increase the number of assemblies to address targeted issues (ex., value of education / behavior / social / emotional)
- Celebrate academic and behavioral achievements and goals throughout each marking period / semester. (SEL Room / Student of the Month)

Goal #2: Community / Stakeholder Engagement & Involvement

Goal Statement: The Keansburg School District will ensure student growth through collaboration with students, families, faculty, staff and community members to promote the success of all students.

Objectives:

- To promote a greater sense of community for all students and their families
- To have families and community members stay
- To have family support teams

Strategies:

- Increase translator(s)
- Translation of documents and during meetings (IEP's, Report Cards)
- Increase online help – videos
- Increase family nights and volunteer opportunities

Goal #3: Climate & Culture

Goal Statement: To address challenges through an accountable, consistent, and equitable climate and culture.

Objectives:

- Develop a streamlined and transparent code of conduct to be synergistic throughout the district
- Celebrate student successes and achievements through school and community events
- Increase dialogue between home and school fostering positive communication
- Create a safe and inclusive learning environment for all students and teachers
- Increase staff and faculty participation in after-school and extra-curricular activities

Goal #4: Health & Wellness

Goal Statement: The Keansburg School District will create an inclusive, safe, and learning environment that promotes collaboration between home and school to support the whole learner.

Objectives:

- Increased inclusivity with culture, fitness, and sports
- Expand mental health for families and students in school and in the community
- Apply strategies in the classroom and at home

Strategies:

- SEL support and better quality food control
- “Coping” as direct instruction
- “Calm down” corners for all

Goal #5: Finance & Facilities

Goal Statement: To strategically use our finances and other resources to upgrade and maintain our facilities to provide stakeholders a district they can be proud of for years to come.

Objectives:

- Furniture upgrades – purchase modern, safe, flexible furniture tailored to students diverse learning styles and needs
- Upgrade athletic facilities to foster pride in Keansburg Titan athletics
- Continue upgrading security to provide a safe environment for students to learn and staff to teach
- Continue to apply for and use grants to fund school projects and programs that benefit the students, staff, and community of Keansburg
- Find creative ways to budget the district funds to provide an enriching educational experience that Keansburg can be proud of

Next Steps

The Superintendent and Administrative Team will develop action plans to implement the vision and goals developed in the Strategic Plan. The action plans will include:

1. The actions necessary to accomplish the goals and objectives
2. Select measures for accountability
3. Resources required
4. A timeline for implementation
5. Indicators of success

The final strategic plan will be delivered and presented to the Board of Education at their regular meeting on September 19, 2023. All who have participated in the strategic plan will be invited to attend. Once the Board of Education approves the final plan, the final document should be posted on the district's website so that staff, parents and community members can follow the progress being made.

It is recommended to have a State of the Strategic Plan annually to update everyone on the progress toward achievement of the strategic planning goals.

Thank you to all of the participants who gave of their time, energy, talents and perspectives during any or all of the strategic planning meetings. We appreciate your participation!