

3D Strategic Plan

2018 - 2023

Prepared for the
**Neptune City
School District**
Neptune City, New Jersey

Facilitated by NJSBA Field Service Department

**Kathy Winecoff
Mary Ann Friedman**

Field Service Representatives



New Jersey School Boards Association
Serving Local Boards of Education Since 1914

3D Strategic Plan

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Acknowledgements

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Neptune City Board of Education

Christine Oppegaard, President

Anthony Susino, Vice-President

Michelle Lewis

Antonio Lopez

Christina Mordaunt

Marissa Smith

Madeline Tallman

Bruce Wescott

David Whalen

Dr. Debra Mercora, Superintendent

Mr. Robert Finger, Business Administrator

New Jersey School Boards Association

Kathy Winecoff, Field Service Representative

Mary Ann Friedman, Field Service Representative

Strategic Planning Participants

Tom Adcock

Tom Aranowe

Michele Barry

Karen Bonney

Robert Brown

David Calhoun

Julie Calhoun

Jen Coombs

Anna Cooper

Alexis Crawford

Ken Dioguardia

James Emmons

Lisa Emmons

Pastor Dana Farley

Jenee Farley

Jeanne Gionfriddo

Carole Gunderson

John Gunderson

Meghan Huryk

Mike Huston

Sara Huston

Chris Joyce

Anthony Kelly

Katie Kepler

Glen Kocsis

Drisana Leshley

Michelle Lewis

Antonio Lopez

Tracey Lundsteen

Erin Maciorowski

Michele McGuigan

Dr. Deb Mercora

Jermaine Moore

Christina Mordaunt

Gina Nastro

Bethany O'Brien

Christine Oppegaard

Pamela Renee

Barbara Reynolds

Lisa Rizzo

Dulce Rojas

Nancy Salamone

Elyse Sansone

Barbara Shafer

Strategic Planning Participants

Bob Shafer

Lauren Vicidomini

Linda Smith

Stephanie Vopelius

Marissa Smith

Andrew Wardell

Anthony Susino

Julia Wardell

Donna Susino

Mark Wengas

Carol Sutton

David Whalen

Chris Tallman

Melissa Whalen

Jacqui Tinik

Tracy Whitt

Sharon Turk

Cathy Williams



3D Strategic Planning Process

Executive Summary

A. Educating the Board to make an informed decision

On March 27, 2018, New Jersey School Boards Association Field Service Representative Kathy Winecoff met with the Board of Education to discuss the Strategic Planning services available to the district board of education.

The information included a review of the following information and requirements:

- commitment of time and resources
- school and community level involvement
- strategic planning to meet the needs of the district
- the Board's role in the process
- potential participants to be included in the process

On May 23, 2018, the Board contracted with NJSBA for the 3D (Determination, Dream and Destiny by Design) Strategic Planning Service.

At the regular meeting of the Board of Education on February 5, 2018, New Jersey School Boards Association made a presentation to the Board on the Strategic Planning initiative and a calendar was established and shared with the district stakeholders.

B. 3 D Strategic Plan Meetings

On June 7, 2018, July 11, 2018 and August 9, 2018, Kathy Winecoff and Mary Ann Friedman, Field Service Representatives facilitated 3 Strategic Planning meetings. Outcomes of these meetings include:

1. Strengths and challenges of the Neptune City School District
2. The vision 2017-2023 for the Neptune City School District
3. Goals and Objectives

Outcomes in the Strategic Planning Notebook are from all three of the Strategic Planning Meetings are included in this notebook.

C. Developing the Action Plans

The Superintendent and Administrative Team will develop action plans to implement the 3D Strategic Plan. The action plans will include:

1. The actions necessary needed to accomplish the goals and objective
2. Select measures for accountability
3. Resources required
4. A timeline for implementation

D. Presentation of the Strategic Plan

NJSBA Field Service Representative, Kathy Winecoff, presented the final Strategic Plan to the Board of Education and community at a board meeting in late summer or early fall.

E. Next Steps

The Board of Education will adopt the strategic plan and the administration will develop action plans to implement each of the identified goals. The plan should be placed on your website for your staff and community members. A copy of the plan should be on your board table to provide a framework for your decision-making.

MISSION STATEMENT

The Neptune City School, in partnership with the parents and community, will support and sustain an excellent system of learning, promote pride in diversity and expect all students to achieve the New Jersey Core Curriculum Content Standards at all grade levels enabling them to become responsible and productive citizens.

GOALS

The four goal areas that have emerged from the group work are:

1. Student Success

Goal: To develop a positive learning environment to achieve student success through positive discipline, social skills training and individual student needs.

2. Community Involvement / Outreach

Goal: Develop an all-inclusive plan to reach out to all corners of the community in an effort to provide more consistent engagement in the school district.

3. Facilities

Goal: Continue to create a safe and secure learning environment.

4. School Climate / Culture

Goal: Create a positive, welcoming and safe environment

GOAL AREA # 1

Student Success

Goal: To develop a positive learning environment to achieve student success through positive discipline, social skills training and individual student needs.

Objectives:

- a. To spotlight more on positive behavior plan – grade specific, daily / weekly review for students to see the positive impact
- b. Create some sort of Guidance Counseling Social Skills training for staff and students
- c. Create less behavior / discipline issues by following through
- d. Create a mentoring program to expose students to more social and learning opportunities
- e. Create a student panel to express concerns and have students help develop plans

GOAL AREA # 2

Community Engagement and Outreach

Goal: Develop an all-inclusive plan to reach out to all corners of the community in an effort to provide more consistent engagement in the school district.

Objectives:

- a. Develop a means of communication to reach all parts of the community
- b. Create programs that will bring all groups of the community into the school
- c. Identify the needs of the community and create supportive programs
- d. Create an open door sense of community and belonging within the school

GOAL AREA # 3

Facilities

Goal: Continue to create a safe and secure learning environment.

Objectives:

- a. Harden soft targets, i.e., playground
- b. Install magnetic locks for large student areas
- c. Key fob access for all staff
- d. New lighting in gym for shelter in place
- e. Burglar alarm / motion sensor
- f. Translators for emergency situations

GOAL AREA # 4

School Climate and Culture

Goal: Create a positive, welcoming and safe environment

Objectives:

- a. Increase open and fluid communication to and by all involved
- b. Create a climate where all belong and feel welcome / important: improve Arts & Music program
- c. Establish clean and consistent expectations for behavior: develop and sustain relationships through understanding and respect
- d. Hire professional staff that meets diverse needs of our student body

Appendix “A”

Superintendent’s State of the District Report

Insert State of the School Power Point

2 slides to a page

And

Printed in color

Appendix “B”

Strengths, Achievements and Challenges

Strengths, Achievements & Challenges

On June 7, 2018, Neptune City administrators, staff, board of education members, parents, and community members, fifty-three (53) in total, came together for Meeting #1 of the strategic planning process. We began with a welcome and introductions by Board President, Christine Oppegard. Dr. Debra Mercora, Superintendent, presented the State of the School report. Kathy Winecoff then gave a review of New Jersey School Board Association's (NJSBA) strategic planning process.

We reviewed the consensus process utilized in strategic planning. The topics for the first evening focused on identifying district strengths and challenges and creating a vision for the school district. Participants were asked to brainstorm on the strengths and challenges for the Neptune City School District. Participants gathered in randomly assigned groups, eight groups in total, engaged in brainstorming the strengths and challenges. After group discussion, each group identified their consensus points and presented those to the full group of meeting participants.

Following the reporting out from the small groups, we were able to identify common themes from the activity. Those common themes will be consolidated into possible goal areas to be further developed at Meeting #3.

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 District Strengths & Challenges

"Black Dot" Group

| Strengths | Challenges |
|---|---|
| Dedicated staff & teachers | Positive messaging |
| Added Tech | Understanding cultural differences in the community |
| Staff works well with limited resources | Limited funds |
| Improved relationship between the school & Boro | Parental involvement |
| Boosters | Retaining staff |
| Reaching out to Alternative Funding Sources | |

"White Dot" Group

| Strengths | Challenges |
|------------------|---|
| Teachers | Leader in Me (start sooner rather than later) |
| Girls on the Run | Parent Involvement |
| Yoga | Life Skills |
| Chromebooks | Too much coddling |
| Boosters | More rounded programs (Gifted & Talented) |
| Foundations | \$ \$ \$ \$ \$ |

"Yellow Dot" Group

| Strengths | Challenges |
|---------------------------------------|--|
| Amazing teachers | Grade reporting – parents don't go on PowerSchool |
| Chromebooks in Middle School | Parent participation |
| Google Classroom | Value needs to be placed on education – make school a priority |
| Wilson Boosters – carnival, book fair | Keep NC kids in NJC |
| | Finances |
| | Add STEM / STEAM full program |

"Dark Blue Dot" Group

| Strengths | Challenges |
|---------------------------------------|---------------------------|
| Technology | Financial |
| Shift in reading programs | Community perception |
| Leader In Me program | Diverse needs of students |
| Staff willingness to learn new things | Parental involvement |
| Staff thinking outside the box | Motivating students |

"Dark Green Dot" Group

| Strengths | Challenges |
|---|---|
| Caring community | Not enough subs |
| Friendly staff | Expectations for parents, teachers, coaches . . are unclear |
| E alert | Oversight of extra-curriculars |
| Home-town feel | Reduction in population is affecting funding |
| Dedicated teachers | Is E-communication effective? |
| Little peer-pressure | Parent support |
| The KIDS!!!! | Funding is based on inaccurate numbers |
| Working with parents to us current means of education | Money doesn't support students with special needs |
| Crossing guards | |
| Police presence | |

"Orange Dot" Group

| Strengths | Challenges |
|------------------------|---|
| Communication | Communication – advanced notification |
| Faculty dedication | Enrollment / Funding |
| Diversity | Discipline |
| Small community | - No follow through |
| Small class size | - PE – recess removal |
| Community partnerships | - Collective punishment |
| | ESL support |
| | School library |
| | DARE continue after 5 th grade |

"Light Blue Dot" Group

| Strengths | Challenges |
|--|--|
| Students | Money |
| Teachers | Additional support staff |
| Leadership | Technology |
| Support staff | 21 st Century opportunities |
| Maintaining resources | More PD – multicultural training |
| Communication / collaboration between staff and administration | Supplies |
| PD | Parent communication |
| Boosters | Mind sets in the community and school |
| | Students going to other districts |
| | Trust |

"Purple Dot" Group

| Strengths | Challenges |
|---|---|
| Teaching staff | Decreased enrollment |
| Support staff | Transient population |
| Community involvement | School funding |
| Facility | More involved students in after-school activities |
| Student presentations, example: wax museum, Egypt Night | Teacher turnover |
| Communication with parents | |
| Diversity | |

Based on the information gathered from this meeting, the common themes for challenges facing the Neptune City School District that may be incorporated into goal areas include:

- Lack of funding
- Staff dedication
- Community perception
- Technology
- Good use of available resources
- Parent involvement
- Student motivation
- Decreasing enrollment
- Diversity
- Trust – or lack of
- Keeping the kids in the town
- Communications
- ESL and ELL support

Appendix “C”

Vision 2022

Developing a Vision for the Neptune City School District

On July 11, 2018, Neptune City School District administrators, Board of Education members, staff, parents, and community members, forty-four (44) in all, came together for the second meeting of strategic planning. The topic for the second meeting was focused on developing a vision for the Neptune City School District. The meeting began with a welcome and introduction by Superintendent, Dr. Debra Mercora. Facilitators Kathy Winecoff and Mary Ann Friedman, 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 Neptune City School District. Participants were asked to picture themselves, having been away from the district for 5 years, returning to Neptune City 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 Neptune City, 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, seven (7) 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 web to share the group work during the course of the strategic planning process.

Group Consensus: Vision & Initiatives

Black Dot Group

| Name of Article: The Little School that Could . . . Adding STEAM to fuel the future! | |
|---|---|
| Vision | Initiatives |
| Change public perception through community involvement | Parent Boot Camp @ Back to School Night |
| Project Based Learning | Parent Involvement Coordinator |
| Technology is One to One | Community Garden |
| Access in ALL Grades | STEAM Lab with dedicated staff & space Dedicated technology & curriculum Community Showcase |
| Dedicated Learning Specialists | Virtual Library – After School Access |
| | All levels both Special Ed & G&T engaged |
| | After School “Challenge Me” Club |

Red Dot Group

| Name of Article: Full STEAM Ahead | |
|-----------------------------------|----------------------------|
| Vision | Initiatives |
| Something for everyone | STEAM |
| Afterschool clubs/activities | Life skills |
| FREE for all levels | Cultural club |
| Including food | Chess |
| | Drama club |
| | Computer club |
| | Photo club |
| | Spanish/English for adults |
| | Knitting/crochet |
| | Debate/Public speaking |

Bright Green Dot Group

| Name of Article: The Hidden Gem | |
|------------------------------------|--|
| Vision | Initiatives |
| Recapturing the community students | Bring back . . . |
| | Library, more clubs, sports participation, students, booster involvement, needs assessment, marketing campaign |

Purple Group

| Name of Article: "Change of Heart" Changes Hearts | |
|---|-------------|
| Vision | Initiatives |
| Behaviorist (Guidance Counselor) change attitude and behavior of student behavior; training for staff | |
| STEAM | |
| Gifted & Talented | |
| Technology Programs | |
| Language Programs (Handling Diversity) | |

Yellow Dot Group

| Name of Article: Building Future Leaders | |
|---|--|
| Vision | Initiatives |
| All students will grow academically and socially | Guidance Counselor – give social skills to students; social skills training; decrease behavior problems |
| Children will be challenged and also given the support needed to be successful as they are given the strong foundation to become well-rounded individuals | Create more special education programs with qualified teachers to handle all disabilities and all gifted and talented students instead of sending out of district. |
| | Electives and clubs |
| | Small class sizes |
| | Increase technology but not to replace classroom interactions |

Dark Green Dot Group

| Name of Article: How We Made Neptune City Greater | |
|--|---|
| Vision | Initiatives |
| Technology | Computers for All students |
| Dual teachers in the class | 1 – Gen Ed, 1 – Special Ed |
| Parent participation and have them informed | Phone chain to get parents involved; possibly going back to paper correspondence |
| Student/Community School Spirit | Group 7 & 8 grades with Middle School Privileges, add specials to Middle School Wing to parent travel through elementary school |
| STEAM focused | STEAM lab |

Orange Dot Group

| Name of Article: Wilson School: A Beacon of Education | |
|--|---|
| Vision | Initiatives |
| Well rounded music and visual arts with more hands-on teaching | School scheduling so everyone can be involved with a variety of instruments/equipment |
| One on One Chromebooks | Partnership with a major Tech Comp. Initiative to wire the school (virtual library) |
| Real World Trips | More field trips (science based, etc.) |
| Continue with Leader in Me | Inform other districts about it |
| More Family/Community Involvement | More community-based programs Police Recreation Businesses |

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

- Teacher support to deal with behavior
- Life and coping skills
- STEAM
- Guidance Counselor
- Inclusion
- Clubs and activities
- Community outreach and perception
- Bring students diversified experience beyond 3 R's
- Technology
- Behavior
- Community involvement

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

1. Student Success
2. Community Involvement and Outreach
3. School Climate & Culture
4. Facilities

*It was determined that Finance actions would be woven into all four goal areas.

Appendix “D”

Developing Strategic Planning Goals & Objectives

Meeting # 3

Developing Strategic Planning Goals & Objectives

On August 9, 2018, Neptune City School District administrators, staff, parents, and community members, thirty-six (36) in all, came together for the third and final strategic planning meeting. The topic for the third meeting was focused on developing strategic planning goals and objectives for the Neptune City School District. The meeting began with a welcome by Superintendent, Dr. Deb Mercora. Facilitators, Kathy Winecoff and Mary Ann Friedman, from New Jersey School Boards Association (NJSBA) provided an overview of the strategic planning process.

We began the evening with a review of the strategic planning process and consensus building. Copies of the outcomes from meetings 1 & 2, along with goal areas were provided for each participant.

The activity for the August 9, 2018 meeting was to develop goal statements and objectives for each goal area. Each participant selected a “goal area” of their interest and choosing. The initiatives from the previous two strategic planning sessions were utilized to develop the goal statements and objectives by the attendees.

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.

At the conclusion of Meeting #2, four goal areas emerged from the common themes identified by the group at large. Those areas listed below the goal areas were identified as topics to include in objectives and strategies.

1. Student Success
2. Community Involvement and Outreach
3. School Climate & Culture
4. Facilities

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.

Goal Area: Student Success

| Strengths | | Challenges | |
|---|--|--|--|
| Dedicated staff & teachers | | Understanding cultural differences in the community | |
| Added Tech | | Limited funds | |
| Staff works well with limited resources | | Parental involvement | |
| Reaching out to Alternative Funding Sources | | Retaining staff | |
| | | Leader in Me (start sooner rather than later) | |
| Teachers | | Parent Involvement | |
| Girls on the Run | | Life Skills | |
| Yoga | | More rounded programs (Gifted & Talented) | |
| Chromebooks | | \$ \$ \$ \$ \$ | |
| Foundations | | Grade reporting – parents don't go on PowerSchool | |
| Amazing teachers | | Parent participation | |
| Chromebooks in Middle School | | Value needs to be placed on education – make school a priority | |
| Google Classroom | | Keep NC kids in NC | |
| Technology | | Finances | |
| Shift in reading programs | | Add STEM / STEAM full program | |
| Leader In Me program | | Financial | |
| Staff willingness to learn new things | | Diverse needs of students | |
| Staff thinking outside the box | | Parental involvement | |
| Friendly staff | | Motivating students | |
| Dedicated teachers | | Not enough subs | |
| Little peer-pressure | | Parent support | |
| The KIDS!!!! | | Money doesn't support students with special needs | |
| Working with parents to us current means of education | | ESL support | |
| Faculty dedication | | School library | |
| Small class size | | DARE continue after 5 th grade | |
| Students | | Additional support staff | |
| Teachers | | Technology | |
| Strengths | | Challenges | |
| Leadership | | 21 st Century opportunities | |
| Support staff | | More PD – multicultural training | |
| Maintaining resources | | Supplies | |
| PD | | Students going to other districts | |
| Teaching staff | | Decreased enrollment | |
| Support staff | | Transient population | |
| Student presentations, example: wax museum, Egypt Night | | School funding | |
| | | More involved students in after-school activities | |
| | | Teacher turnover | |

| Vision | Initiatives |
|---|--|
| Access in ALL Grades | STEAM Lab with dedicated staff & space Dedicated technology & curriculum Community Showcase |
| Dedicated Learning Specialists | Virtual Library – After School Access |
| Afterschool clubs/activities | All levels both Special Ed & G&T engaged |
| FREE for all levels | After School “Challenge Me” Club |
| Behaviorist (Guidance Counselor) change attitude and behavior of student behavior; training for staff | STEAM |
| STEAM | Life skills |
| Gifted & Talented | Cultural club |
| Technology Programs | Chess |
| Language Programs (Handling Diversity) | Drama club |
| All students will grow academically and socially | Computer club |
| Children will be challenged and also given the support needed to be successful as they are given the strong foundation to become well-rounded individuals | Photo club |
| Technology | Knitting/crochet |
| Dual teachers in the class | Debate/Public speaking |
| | Library, more clubs, sports participation, students, booster involvement, needs assessment, marketing campaign |
| STEAM focused | Guidance Counselor – give social skills to students; social skills training; decrease behavior problems |
| Well rounded music and visual arts with more hands-on teaching | Create more special education programs with qualified teachers to handle all disabilities and all gifted and talented students instead of sending out of district. |
| | Computers for All students |
| | 1 – Gen Ed, 1 – Special Ed |
| Continue with Leader in Me | Increase technology but not to replace classroom interactions |
| Vision | Initiatives |
| One on One Chromebooks | Electives and clubs |
| Real World Trips | Small class sizes |
| | Group 7 & 8 grades with Middle School Privileges, add specials to Middle School Wing to parent travel through elementary school |
| | STEAM lab |
| | School scheduling so everyone can be involved with a variety of instruments/equipment |
| | Partnership with a major Tech Comp. Initiative to wire the school (virtual library) |
| | More field trips (science based, etc.) |

Goal Area: Community Outreach / Engagement

| Strengths | | Challenges | |
|--|--|--|--|
| Dedicated staff & teachers | | Positive messaging | |
| Improved relationship between the school & Boro | | Understanding cultural differences in the community | |
| Boosters | | Limited funds | |
| Reaching out to Alternative Funding Sources | | Parental involvement | |
| Girls on the Run | | Parent Involvement | |
| Yoga | | Life Skills | |
| Boosters | | \$ \$ \$ \$ \$ | |
| Wilson Boosters – carnival, book fair | | Grade reporting – parents don't go on PowerSchool | |
| Caring community | | Parent participation | |
| E alert | | Value needs to be placed on education – make school a priority | |
| Home-town feel | | Keep NC kids in NJC | |
| The KIDS!!!! | | Finances | |
| Working with parents to us current means of education | | Financial | |
| Communication | | Community perception | |
| Diversity | | Diverse needs of students | |
| Small community | | Parental involvement | |
| Small class size | | Reduction in population is affecting funding | |
| Community partnerships | | Is E-communication effective? | |
| Maintaining resources | | Parent support | |
| Community involvement | | Enrollment / Funding | |
| | | DARE continue after 5 th grade | |
| Student presentations, example: wax museum, Egypt Night | | Money | |
| Communication / collaboration between staff and administration | | Funding is based on inaccurate numbers | |
| Boosters | | Communication – advanced notification | |
| Communication with parents | | Parent communication | |
| Diversity | | Mind sets in the community and school | |
| | | Students going to other districts | |
| | | Trust | |
| | | Decreased enrollment | |
| | | Transient population | |
| | | School funding | |
| Vision | | Initiatives | |
| Change public perception through community involvement | | Parent Boot Camp @ Back to School Night | |
| Something for everyone | | Parent Involvement Coordinator | |
| | | Community Garden | |

| Vision | Initiatives |
|---|--|
| | Spanish/English for adults |
| Recapturing the community students | Library, more clubs, sports participation, students, booster involvement, needs assessment, marketing campaign |
| Parent participation and have them informed | Phone chain to get parents involved; possibly going back to paper correspondence |
| More Family/Community Involvement | Partnership with a major Tech Comp. Initiative to wire the school (virtual library) |
| | More community-based programs Police Recreation Businesses |

Goal Area: Facilities

| Strengths | Challenges |
|---|---|
| Staff works well with limited resources | Limited funds |
| Yoga | Life Skills |
| Technology | More rounded programs (Gifted & Talented) |
| Maintaining resources | \$ \$ \$ \$ \$ |
| Facility | Keep NC kids in NJC |
| | Finances |
| | Add STEM / STEAM full program |
| | Financial |
| | School library |
| | Technology |
| | 21 st Century opportunities |
| | Decreased enrollment |
| | Transient population |
| Vision | Initiatives |
| Afterschool clubs/activities | Community Garden |
| | STEAM Lab with dedicated staff & space Dedicated technology & curriculum Community Showcase |
| | After School "Challenge Me" Club |
| | STEAM |
| | Life skills |
| | Cultural club |
| | Chess |
| | Drama club |
| | Computer club |

| Vision | Initiatives |
|--|--|
| | Photo club |
| | Knitting/crochet |
| Recapturing the community students | Library, more clubs, sports participation, students, booster involvement, needs assessment, marketing campaign |
| STEAM | Electives and clubs |
| Gifted & Talented | Small class sizes |
| Technology | Computers for All students |
| STEAM focused | STEAM lab |
| Well rounded music and visual arts with more hands-on teaching | School scheduling so everyone can be involved with a variety of instruments/equipment |
| | Partnership with a major Tech Comp. Initiative to wire the school (virtual library) |

Goal Area 4: School Climate / Culture

| Strengths | Challenges |
|---|--|
| Dedicated staff & teachers | Positive messaging |
| Added Tech | Understanding cultural differences in the community |
| Staff works well with limited resources | Limited funds |
| Improved relationship between the school & Boro | Parental involvement |
| Boosters | Retaining staff |
| Teachers | Leader in Me (start sooner rather than later) |
| Girls on the Run | Parent Involvement |
| Yoga | Life Skills |
| Boosters | Too much coddling |
| Amazing teachers | \$ \$ \$ \$ \$ |
| Leader In Me program | Grade reporting – parents don't go on PowerSchool |
| Staff willingness to learn new things | Parent participation |
| Staff thinking outside the box | Value needs to be placed on education – make school a priority |
| Strengths | Challenges |
| Teaching staff | Decreased enrollment |
| Caring community | Financial |
| Friendly staff | Community perception |
| Home-town feel | Diverse needs of students |
| Dedicated teachers | Parental involvement |
| Little peer-pressure | Motivating students |

| Strengths | | Challenges | |
|--|--|--|--|
| The KIDS!!!! | | Not enough subs | |
| Working with parents to us current means of education | | Expectations for parents, teachers, coaches. . are unclear | |
| Crossing guards | | Parent support | |
| Police presence | | | |
| Communication | | Communication – advanced notification | |
| Faculty dedication | | Discipline | |
| Diversity | | No follow through | |
| Small community | | - PE – recess removal | |
| Small class size | | - Collective punishment | |
| Community partnerships | | - ESL support | |
| | | DARE continue after 5 th grade | |
| Students | | Money | |
| Teachers | | Additional support staff | |
| Leadership | | More PD – multicultural training | |
| Support staff | | Supplies | |
| Communication / collaboration between staff and administration | | Parent communication | |
| PD | | Mind sets in the community and school | |
| | | Students going to other districts | |
| | | Trust | |
| Support staff | | Transient population | |
| Community involvement | | School funding | |
| Student presentations, example: wax museum, Egypt Night | | More involved students in after-school activities | |
| Communication with parents | | Teacher turnover | |
| Vision | | Initiatives | |
| Teaching staff | | Decreased enrollment | |
| Diversity | | Parent Boot Camp @ Back to School Night | |
| | | Parent Involvement Coordinator | |
| | | Community Garden | |
| Something for everyone | | Life skills | |
| Afterschool clubs/activities FREE for all levels, including food | | Cultural club | |
| Recapturing the community students | | Chess | |
| Language Programs (Handling Diversity) | | Drama club | |
| Dual teachers in the class | | Knitting/crochet | |
| All students will grow academically and socially | | Computer club | |

| Vision | Initiatives |
|---|---|
| Teaching staff | Decreased enrollment |
| Children will be challenged and also given the support needed to be successful as they are given the strong foundation to become well-rounded individuals | Photo club |
| | |
| Student/Community School Spirit | Debate/Public speaking |
| Continue with Leader in Me | Guidance Counselor – give social skills to students; social skills training; decrease behavior problems |
| More Family/Community Involvement | 1 – Gen Ed, 1 – Special Ed |
| | Group 7 & 8 grades with Middle School Privileges, add specials to Middle School Wing to parent travel through elementary school |

Utilizing the information from Meetings #1 and #2, participants developed the following goal statements and objectives in small groups. Consensus was achieved in the individual groups. Each small group then reported out and consensus was achieved by the larger group.

Neptune City Strategic Planning Goals

1. Student Success

Goal: To develop a positive learning environment to achieve student success through positive discipline, social skills training and individual student needs.

Objectives:

- a. To spotlight more on positive behavior plan – grade specific, daily / weekly review for students to see the positive impact**
- b. Create some sort of Guidance Counseling Social Skills training for staff and students**
- c. Create less behavior / discipline issues by following through**
- d. Create a mentoring program to expose students to more social and learning opportunities**
- e. Create a student panel to express concerns and have students help develop plans**

2. Community Involvement / Outreach

Goal: Develop an all-inclusive plan to reach out to all corners of the community in an effort to provide more consistent engagement in the school district.

Objectives:

- a. Develop a means of communication to reach all parts of the community
- b. Create programs that will bring all groups of the community into the school
- c. Identify the needs of the community and create supportive programs
- d. Create an open door sense of community and belonging within the school

3. Facilities

Goal: Continue to create a safe and secure learning environment.

Objectives:

- a. Harden soft targets, i.e., playground
- b. Install magnetic locks for large student areas
- c. Key fob access for all staff
- d. New lighting in gym for shelter in place
- e. Burglar alarm / motion sensor
- f. Translators for emergency situations

4. School Climate / Culture

Goal: Create a positive, welcoming and safe environment

Objectives:

- a. Increase open and fluid communication to and by all involved
- b. Create a climate where all belong and feel welcome / important: improve Arts & Music program
- c. Establish clean and consistent expectations for behavior: develop and sustain relationships through understanding and respect
- d. Hire professional staff that meets diverse needs of our student body

Next Steps

The Superintendent will develop action plans to implement the vision and goals developed in the 3D Strategic Plan. The action plans, which will cover the next 3 – 5 years, 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

All participants will be invited to attend a future board meeting when Kathy Winecoff, NJSBA Field Service Representative, will present the final strategic plan, along with the action plans, to the Board of Education. The Superintendent, Dr. Deborah Mercora, will notify you when the meeting will take place.

Thank you to all of the participants who gave of their time, energy and talents to contribute to the strategic plan for the Neptune City School District! It has been a pleasure to work with you!

Appendix “E”

Action Plans

NEPTUNE CITY BOARD OF EDUCATION STRATEGIC PLAN GOALS ACTION PLAN

Strategic Planning Goal:

Objective:

| Major Activities | Board/staff | Resources | Constraints | Timelines | Indicators of Success |
|------------------|-------------|-----------|-------------|-----------|-----------------------|
| 1 | | | | | |
| 2. | | | | | |
| 3. | | | | | |
| 4. | | | | | |
| 5. | | | | | |