



New Jersey School Boards Association

Flemington-Raritan Regional School District

Strategic Planning

Facilitated by NJSBA Field Service Department

**Gwen Thornton- Field Service Representative
Maryann Friedman- Field Service Representative**



Components of Strategic Planning





Planning Process

- State of the Schools & State of the Community Reports & Presentation
- Identified Strengths & Challenges
- Created a Vision
- Developed Goals and Objectives from the Vision
- Action Plans are developed
- Strategic Plan is delivered to the BOE
- Strategic Plan provides a framework for annual goals



Cheers!!!

Multiple meetings including Strategic Planning Weekend-January 26 and 27, 2018

Participants

Board of Education Members, the Superintendent, Business Administrator, Administrators, Teachers, Parents and Community Members volunteered their time and contributed to the success of this plan!!!



Volunteer Participants

Bart, Tim

Bland, Daniel

Burns, Rebecca

Davidson, Bruce

Castellano, Bob

Charleston, Tim

Drulis, Michelle

Kent, Wendy

Ladd, Rachael

Lockett, Jesse

Mitchell, Michael

Peake, Nydia

Roll, Betsy

Robison, Kelly

Rodzinak, Trish

Ruberto, Johanna

Shumate, Jim

Tavares, Anabel

Cantenaro

Mitcheltree, Susan

Jessica Abbott

Ahmed, Vanessa

Bell, Julie

Borucki, Sandra

Boyce, Kristen

Bruhn, Laura

Cain, Jeffrey

Chardoussin, Katie

Fisher, Renee

Fatooh, Robyn

Gabruk, Karen

Hahn, Adrienne

Madlinger, Marybeth

O'Leary, John

Plichta, David

Ruberto, Johanna

Tamburino, Megan

TenKate, Kelliann

Markowski, Laurie



Beliefs

We believe children learn best when...

- Their social, emotional and physical needs are met both at home and within the school environment
- They are provided a safe and nurturing environment
- There is a strong home-school connection



Beliefs

We believe the role of the PARENT is to...

- To be your child's first teacher including modeling, enforcing and supporting traditions and values
- To prepare your child to learn in school reflecting social norms
- To be an engaged advocate and to be present in their child's education



Beliefs

We believe the role of the STAFF is to...

- To recognize students' different learning styles and differentiate for interest, readiness and motivation to learn
- To provide a safe and nurturing learning environment
- To continually learn and evolve to provide the best opportunities for students and inspire children to be lifelong learners



Beliefs

We believe the role of the Community is...

- To value children by supporting the public school district
- To be respectful of the system and processes within the school district
- To sustain the values of a democratic society, thus influencing the development of purposeful citizens



Mission Statement

The Flemington-Raritan Regional School District values children. Together, **We:**

Foster social emotional and academic growth in a safe and nurturing environment;

Respect values and traditions within our families and schools;

Strive to respond to the needs of our diverse and changing community;

Develop the curiosity and creativity of critical thinkers to become collaborative problems solvers who meet the challenges of a globally competitive society.

Every Student, Every Day, Every Opportunity



Strategic Plan Goals

Goal Area #1 – Academics/Curriculum

Goal: The district will implement a data driven, multi year curriculum and professional development plan that increase teachers' instructional skills and ensure every child has access to materials and a curriculum that is aligned with the New Jersey Student Learning Standards



Strategic Plan Goals

Goal Area #1 – Academics/ Curriculum

Objectives

- The district will monitor and adjust the multi-year plan as needed
- The district will conduct data-driven needs assessments and evaluations to ensure the efficacy of the implementation process for new curriculum materials and professional development
- The district will continue to utilize a classroom-based professional development program focused on collaboration, demonstration lessons, and reflective dialogue



Strategic Plan Goals

Goal Area #2 – Special Services

Goal: Review the assessment of the structure, procedure and processes completed by the Superintendent to develop an action plan to address areas of deficit



Goal Area #2- Special Services

Objectives:

- Align staffing and programs based on students needs
- Improve and enhance early intervention and transitional programs
- Identify student/faculty mental health issues and implement a systemic approach of support
- Utilize both functional and discrepancy student information when determining eligibility



Strategic Plan Goals

Goal Area #3 – Resource Management

Goal: Ensure that fiscal, facility and human resources are allocated to meet district needs

Objectives:

- Identify and analyze community demographics
- Assess impact of demographic trends on district operations
- Identify district priorities
- Plan and implement consistent and effective processes
- Review department procedures and modify practices for efficiencies



Strategic Plan Goals

Goal Area #4 – Communications and Leadership

Goal: Cultivate relationships that build trust and respect with all stakeholders

Objectives:

- Engage others with inclusivity and hear all perspectives
- Communicate with transparency to ensure understanding through humility
- Provide consistent leadership to maintain civility to move the district forward



Next Steps...

- Board adopts plan
- Administration implements plan
- Updates on progress towards completion
 - At board meetings
 - Items on board agenda
 - Annual State of the Strategic Plan Report
 - On district website

