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Strategic Plan

Introduction

The Millburn School District 24 Strategic Plan is in the process of being developed in partnership with the community during the 2011-12 school year, and the final version of the plan will be approved by the Board of Education in February of 2012.

The feedback offered by community members and district staff was indicative of a community that is passionate about education and supportive of Millburn Schools. There were 270 community members and 66 staff members that provided valuable survey feedback that has been used to help the strategic planning committee set priorities for future decision-making for Millburn 24. There were also over 60 stakeholders that participated in a community engagement day held in May of 2011 that provided additional information to be used as guidance.

Millburn 24 expects the administration, staff, board members, and the community to refer to the Strategic Plan as decisions are made. The Strategic Plan will be used as a roadmap as Millburn 24 continues to build on our successes, seek creative solutions to challenges we face, and partner with the community in the fulfillment of our mission.

Mission Statement

In cooperation with our communities, District 24 will prepare students efficiently to become productive, responsible members of a changing world. We will provide a nurturing environment and rigorous educational experiences that promote individual potential and excellence in achievement.

Vision Statement

- I. Our students will become productive members of a changing world by:
- Becoming engaged in discovery learning;
 - Developing computer awareness and competency across the curriculum;
 - Enhancing the skills of communication through multimedia;
 - Valuing the work, ideas, and opinions of others; and
 - Sharing their diverse perspectives, cultural insights, and personal experiences.

- II. Our teachers and staff will provide a nurturing environment that stimulates students' voluntary desire to learn by:
- Fostering a safe, secure, and nurturing environment;
 - Providing a teaching and learning environment that reflects and celebrates the positive accomplishments of students and staff;
 - Accommodating students' various learning styles and ranges of ability;
 - Providing students with diverse experiences and approaches to learning; and
 - Encouraging students to value lifelong learning.
- III. Our teachers will provide for educational experiences that promote the realization of students' individual potential by:
- Varying the types of communication strategies for clarity, coherence, and relevance when presenting new ideas;
 - Aligning educational strategies with students' needs and tasks;
 - Aligning educational strategies to the ability levels and learning styles of students;
 - Providing opportunities for students to develop effective learning habits and test-taking skills;
 - Providing opportunities for students to participate in complex problem solving tasks;
 - Encouraging creativity in varying learning situations; and
 - Encourage students to learn independently.
- IV. Our teachers and staff will create opportunities for students to achieve and demonstrate excellence in a number of domains by:
- Facilitating learning and high levels of student engagement;
 - Using technology and various display tools;
 - Providing access to and use of contemporary resources (not just computers);
 - Providing processes that allow students to build upon their prior learning experiences and approaches to learning; and
 - Celebrating the accomplishments of all in our District.

Background and Process

Millburn Schools have seen tremendous change since the last strategic plan was developed in 2005. District 24 has seen the addition of a second school, rapid enrollment increases, and the fall of the housing market in the time since the last plan was developed. Therefore, the Board of Education decided it was time to reengage the community in a strategic planning process.

The Millburn School District 24 Strategic Plan was developed in partnership with the community during spring and fall of 2011, and approved by the Board of Education on February 22, 2012. The school district will strive to achieve the goals and objectives outlined in the strategic plan over the next five years. The Strategic Planning document was designed as a guideline for district activities, and it has the ability to be flexible as the educational landscape changes in the next several years. The strategic planning committees will continue to meet on a regular basis to evaluate progress toward their goals and to adjust strategies to meet those goals as needed.

Consultant named, steering committee developed

During the 2010-11 school year, the superintendent and school board entertained proposals from several potential consultants to help guide the district in creating an updated Strategic Plan. The board chose to work with Linda Hanson of School Exec Connect to guide the process.

After choosing Linda Hanson to lead the process, an initial steering committee was formed to begin the activity of engaging stakeholders. The committee included board members, administrators, teachers, and community members. The committee worked to develop the survey questions and the community engagement forums in order to get the plan off the ground.

Focus Areas Emerged, Co-Chairs Chosen

As a result of the community survey and community engagement day, four areas for future focus emerged. The four major areas of focus are, Student Learning, Culture and Climate, Facilities and Finance, and Communications.

After the four areas of focus were established, co-chairs were chosen to lead each of the sub-committees. A teacher and a community member chair each sub-committee.

In addition to the four committees representing the four focus areas, there was a committee established as an oversight committee for the entire process. The oversight committee includes the superintendent, a board member, external consultant, and a co-chair from each sub-committee.

1) Student Learning

Goal #1: Research and explore opportunities to develop skilled students and staff through best educational practices.

Objectives and Strategies

Goal #2: Improve student achievement with rigor and relevance with appropriate challenge and real world application.

Objectives and Strategies

Goal #3: Research and explore additional class offerings for students embracing 21st Century skills and core curriculum, and embed these skills into existing curriculum.

Objective and Strategies

2) Communications

Goal #1: Increase visibility and awareness of our schools and the District to the broader community.

Objectives and Strategies

Goal #2: Elevating awareness of communication vehicles and the purposes of each.

Objectives and Strategies

Goal #3: Host regular Community Forums with predetermined agenda of interest to the community in which the School Board and administration can offer opportunities for dialogue.

Objectives and Strategies

3) Facilities and Finance

Goal #1: Maximize the utilization of facilities and faculty to enhance and/or maintain quality student learning.

Objectives and Strategies

Goal #2: Develop a process that ensures effective short and long-term financial strategies in order to remain fiscally responsible.

Objectives and Strategies

Goal #3: Effectively document and communicate the budgetary process to all district stakeholders.

Objectives and Strategies

4) Culture and Climate

Goal: To create a positive culture and climate that supports student learning where all involved feel valued.

Objectives and Strategies