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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, as we seek creative solutions to challenges we face, and as we partner with the community if the fulfillment of our mission.

Mission Statement

In cooperation with our communities, District 24 is committed to efficiently preparing students to become productive, responsible members of a changing world by providing a nurturing environment that stimulates a voluntary desire to learn and educational experiences that rigorously promote the realization of individual potential and excellence in achievement.

Vision Statement

- I. Prepare students to become productive members of a changing world.
 - Encourage students to become engaged in discovery learning
 - Develop computer awareness and competency across the curriculum
 - Enhance skills of communication through multimedia
 - Learn to value the work, ideas, and opinions of others
 - Promote the opportunities for students to share their diverse perspectives, cultural insights, and personal experiences.

- II. Provide a nurturing environment that stimulates a voluntary desire to learn.
 - Foster a safe, secure, and nurturing environment
 - Provide a teaching and learning environment that reflects and celebrates the positive accomplishments of students
 - Accommodate various learning styles and ranges of ability
 - Provide students with diverse experiences and approaches to learning
 - Encourage students to value lifelong learning

III. Provide for educational experiences that promote the realization of individual potential.

- Vary the types of communication strategies used to promote clarity, coherence, and relevance of ideas
- Align educational strategies with students' needs and tasks
- Align educational strategies to the ability levels and learning styles of students
- Provide opportunities for students to develop effective learning habits and test-taking skills
- Provide opportunities for students to participate in complex problem-solving
- Encourage creativity in varying learning situations
- Encourage students to learn independently

IV. Create opportunities for students to achieve and demonstrate excellence in a number of domains.

- Facilitate learning and student engagement
- Use technology and audiovisual aids
- Provide access to and use of contemporary resources (not just computers)
- Provide processes that allow students to build upon their prior learning experiences and approaches to learning
- Celebrate the accomplishments of students.

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 felt it was time to reengage the community in a strategic planning process.

The Millburn School District 24 Strategic Plan is in the process of being developed in partnership with the community during spring and fall of 2011, and approved by the Board of Education on February,

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 focus 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, Linda Hanson, and a co-chair from each sub-committee.

Focus Areas for Future Planning

1) Student Learning

Goal #1: Research and explore opportunities to develop the most skilled students and staff.

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

Goal #3: Research and explore additional class offerings for students embracing 21st century skills and core curriculum.

2) Communications

Goal #1: Increase visibility and awareness of school to broader community

Goal #2: Increasing involvement at School Board meetings

Goal #3: Elevating communications from parent-teacher level to parent-teacher-district level.

Goal #4: What are the Public's expectations for parent communication system? What should that look like?

Goal #5: Community forms when there's not a hot-button issue (administration, school Board) Offer dialog opportunities.

3) Facilities and Finance

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

Goal #2: In an effort to remain fiscally responsible, develop a process that ensures effective short and long-term financial strategies.

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

4) Culture and Climate

Goal #1: Create a positive culture and climate that supports student learning where all students feel valued.

Goal #2: Create a positive culture and climate that supports student learning where all staff feel valued.

Goal #3: Create a positive culture and climate that supports student learning where all parents feel valued.