



West Milford Township Public School District Is Creating a New Five-Year Strategic Plan

The 3D Strategic Planning Process: Dream, Determination, and Destiny by Design

Session 2: What Are Our Visions for the West Milford Township Public School District?

On the evening of Wednesday, **October 27, 2021**, members of the Board of Education, parents, community members, school district administrators, and staff came together to continue strategic planning for the District. The evening's topic was our unfettered aspirations for the West Milford Township Public School District and its students.

After warm welcoming remarks from Superintendent Dr. Alex Anemone, Kathleen Helewa of NJSBA recapped for the group the purpose and methodology of creating a new Strategic Plan for the District. We then were asked to imagine — what if, in five years' time, at the maturation of the strategic plan we are creating, West Milford Township became a nationally-recognized school district for providing an outstanding education for its students? What if the national media were writing about WMTSD, so public school districts nationwide could emulate what happens *here*?

We discussed the literacies of 21st-century learning and the “4Cs” – Critical thinking (problem solving), Communication (understanding and communicating ideas), Collaboration (working effectively with others), and Creating (producing high-quality work). We also looked to the District's Mission Statement to note the values and aspirations that inform what underlies learning in West Milford Township.

We then gathered in four small groups to “write” a news article that would detail our hypothetical success. The groups were asked to come up with a title for their article and determine key points in the article. In this exercise, we were asked to disregard any real-life restrictions that could be barriers to achieving our visions for West Milford Township School District. Groups used a consensus process, and were randomly assigned and adjusted for a balance of stakeholder viewpoints.

The information that follows is the work of the small groups. As discussed with the meeting participants, all meeting outcomes are listed in this memo and will be posted on the District website for the wider community.



Group 1

Title: “New Jersey’s MOST SUCCESSFUL District...West Milford Highlanders cultivates P.R.I.D.E!”

- Perseverance
- Respect
- Integrity
- Determination
- Excellence

Key Visions:

- Community/collaboration
 - Cutting edge of technology
- Choices/decisions/people over programs
 - Fostering community
 - Home/school connection/partnership
 - Hometown pride
 - Strong
 - United
 - One
 - Highlanders
- Career/academic readiness/civics *civility*
- Problem solving
- Good choices/informed decision making
 - Health
 - Physical
 - Mental
 - Emotional
 - Diet
- Understanding differences
- Marketing programs

Group 2 work starts on the next page



Group 2

Title: “The Heart of the Highlands.”

Notes:

- Opportunities for all students
 - (trades, advanced, sports, special needs, activities)
- Continued focus on wellness & health
 - (staff, students, community)
 - Safety
 - Anti-bullying
 - Mental health
- Strong Public Relations
 - (interactive, communication, all stakeholders)
- State-of-the-art Facilities
 - (sports, tech, extracurricular, academics, labs)
- Career Opportunities
 - (mentoring, trades, careers)
- Fostering strong character
 - (volunteerism, good kids)
- Strong Curriculum & Instruction
- Unified Community Identity
 - (mascot, colors)
- Develop Critical Thinking
- Diversity Acceptance
 - (inclusive)
- Unified district mascot colors – Highlanders
- Strong Academic Foundation
 - Stem/coding class
- Drug-free goal
 - (health & well-being)
- No bullying
- Many after-school options
- DECA program (business)
- Public Relations
 - (webpage) – 2 way communication
- Strong Enrollment (keep students)
 - Feeder opportunities, interactions, showoff nights
- Student involvement/interaction
- Inclusive

Group 2 work is continued on the next page



Group 2 - Continued

Key Visions:

- Program to address each student's needs and interests
- Strong community support/connections
- College course opportunities during high school
- Mentoring program – trades program
- Aesthetics
- State-of-the-art facilities
- Strong character education
- Preparation for future jobs
- Strong personal communication abilities/skills
- Strong parental involvement
- Strong sports programs

#WM Hometown Pride

Group 3

Title: “West Milford Schools: Creating a Community of Global Citizens.”

Key Visions:

- Collaborative and inclusive environment that fosters a community of
 - a) contributors to the global greater good who are civic minded
 - ...opportunities via SEL, health/wellness, differentiation inclusivity, culture diversity and social awareness
 - b) thinkers and problem solvers
 - ...via opportunities built through discovery, technology, innovation and creativity
 - ...diverse and integrated STEM opportunities
 - ...enthusiastic educators building environments that value risk without fear of failure and the reward of the success of “challenge by choice”
 - c) lifelong learners
 - ...via opportunities through Academy models, dual enrollment, and certifications at the secondary level
 - ...creating a community culture of curiosity, engagement, discovery, risk taking and passion for learning at the lower levels

Group 4 work is on the next page



Group 4

Title: “The Highlander Experience: Why It Matters.”

Key Visions:

- Sense of belonging/community
- Engaged in learning
- #WM Home town pride
 - Active alumni association
 - Community outreach
- Well rounded experience (renaissance)
- Versatile
 - Adaptability
 - Flexible
- Staff engagement
- K-12 Cohesiveness
- Unlimited extracurricular activities K-12
- Updated & Modernized campus (state of the art)
- Safe & Secure community

Recap continues on the next page



New Jersey School Boards Association

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After the small groups shared their work with the large group of all participants, discussion ensued about shared visions and the common themes that were emerging in conjunction with the work from meeting #1. We agreed that the following themes would be appropriate goal areas for West Milford Township School District's new five-year strategic plan:

- Global Learning – Academics
- Pride
- Facilities
- Well-being

Superintendent Dr. Alex Anemone gave closing remarks and all present were thanked for the excellent work and courageous conversations, which will serve to push the West Milford Township School District and its students into a successful future.

Our next step is to use the work from our previous two meetings to write draft goal statements and supporting objectives for West Milford Township's new strategic plan. Participants will self-select the group and goal area in which they would like to work. Our third and final meeting will take place on **Wednesday, December 1, at the Westbrook School**. Pre-registration will not be necessary. **Check in will begin at 6:45pm, and the program will begin at 7pm.**

The West Milford Township School District Board of Education and Administration greatly appreciate your participation and good work in this crucial endeavor. We look forward to seeing you at our final meeting.

Please plan on joining us for our final meeting on December 1, beginning at 7pm at the Westbrook School. Attend with a friend!





New Jersey School Boards Association

3-D Strategic Planning:
Determination, Dreams and Destiny by Design
West Milford Township School District



Meeting 2 October 27, 2021

Facilitated by the New Jersey School Boards Association
Kathy Helewa and Matt Lee, Field Services Representatives

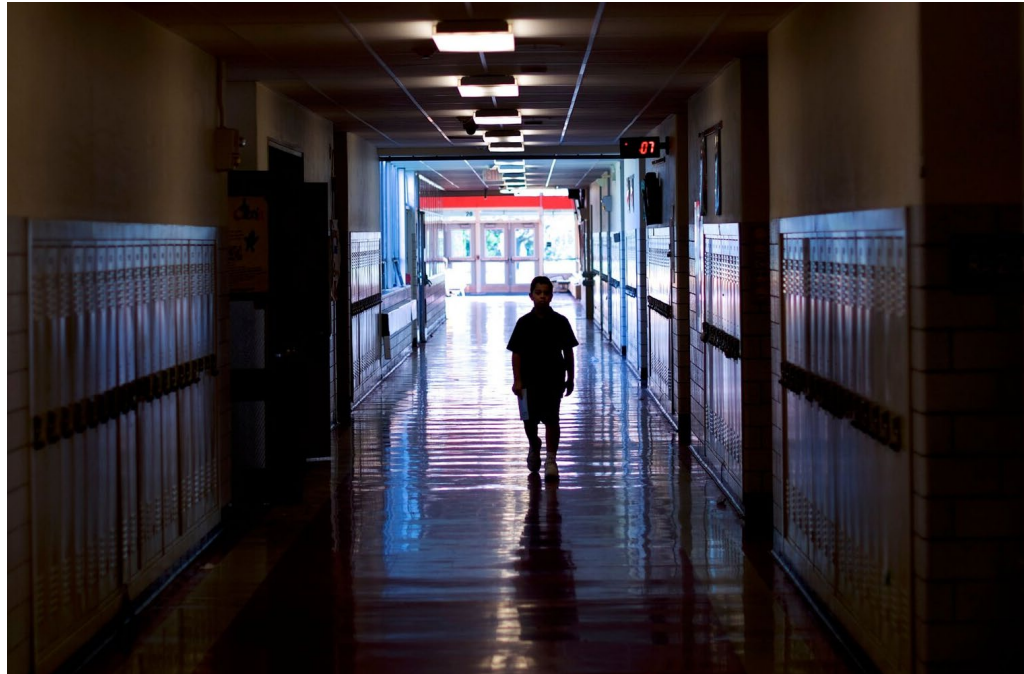


Purpose of Strategic Planning

Creating an organization-wide

Vision

--that will direct, motivate and inspire all members of the community to work together to elevate student achievement.





Components of our Strategic Plan





WMTSD Mission Statement

The West Milford Township School District recognizes that each student is an individual with unique educational needs.

The District is committed to challenging and helping each student maximize his or her personal potential to promote academic excellence, good character, and physical fitness in a safe, supportive learning environment, as well as providing a positive school climate based upon mutual respect and responsibility.

The District further recognizes the need to support and develop a professional, dedicated, accountable staff that will partner with parents to foster the emotional, intellectual, social, and physical maturity of each student, and to encourage a lifelong love of learning and discovery.



La Clairvoyance, Rene Magritte

“Vision is the art of seeing things invisible.” - Jonathan Swift



NOVEMBER 13, 2000 \$3.50

TIME

**A National Model for 21st-
Century Education**



**West Milford Township NJ
Public Schools**

www.time.com AOL Keyword: TIME



How do we define “21st Century Learning”?

Themes

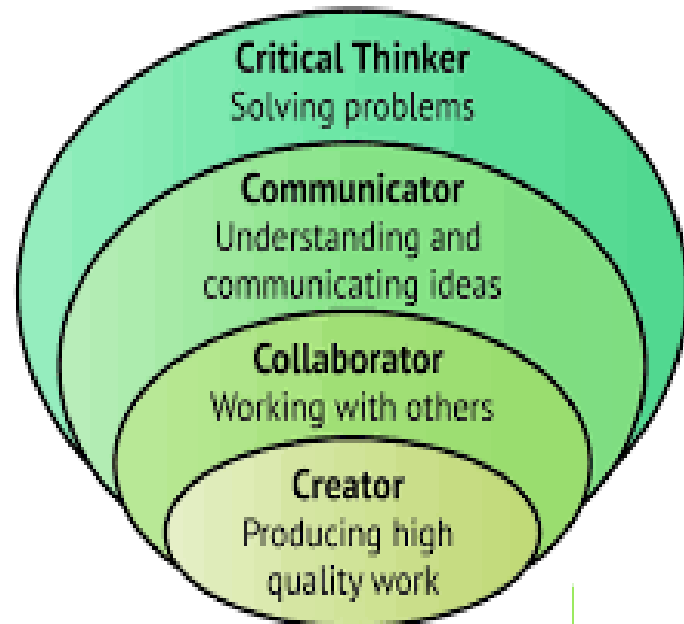
Global Awareness

Literacy in:

- **Cultural Diversity**
- **Finance, Economics, Business, and Entrepreneurial Skills**
- **Health and Wellness**
- **Civics and Citizenship**
- **Information, Media, & Technology**

Skills Needed

The Four Cs of 21st Century Skills





Group Work: “Write” the Article!

Work until 8:05pm

**Give the
article a
TITLE**

**Identify ten (10) Key
Visions from your
article**

**Brainstorm
and come to
consensus**



No Restrictions!

Assign a **Recorder** and a **Reporter** for your group to help share your work.





Steps to Reaching Consensus



Brainstorm (everyone shares / participates)



Discussion (paraphrasing and accepting)



Reaching agreement on items



Consensus is achieved!



Common Threads / Goal Areas

Common Threads

1.

2.

3.

4.

5.

Examples of Goal Areas

Teaching & Learning

Global Citizenship

Technology

Facilities & Finance

Culture & Climate

**Community Outreach and
Branding our School**

Communication

Celebrating Diversity

Health & Wellness



Information & Our Upcoming Meeting

All of tonight's outcomes will be posted on the school website: **wmtps.org**

We'll finish our work during Meeting 3

– Development of broad goal statements and supporting objectives for each goal area

You will **self-select** your small group based on interest

Wednesday, December 1 at 7:00pm

Macopin School Cafeteria

All Are Welcome!

