



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 3: Drafting Goals & Objectives for our Strategic Plan

On the evening of Wednesday, **December 1, 2021**, community leaders, school district administrators, staff, and members of the West Milford Township Board of Education came together for our final strategic planning session. Over the course of three meetings, our work delineated the strengths and challenges of the school district, and our unbridled visions for West Milford Township Public Schools for the next five years; finally translating that work into draft goal statements and supporting objectives for the new Strategic Plan.

After a warm welcome from Board President Lynda Van Dyk, we recapped the outcomes from our second meeting, which established four goal areas for the new Plan. Reviewing the full outcomes from the first and second sessions, we individually parsed the data points from the “Strengths & Challenges” and the “Visions” and categorized the data into the related goal areas. As a large group, we reviewed the process for writing a broad, overarching goal statement and supporting objectives. Participants then broke into small groups, one per goal area, with each individual self-selecting the group in which to work. Using a consensus process, the small groups employed the data points and their own individual awarenesses and expertise to write draft objectives and a goal statement for their goal area. That work was reported out to the large group at the end of the evening, to the great satisfaction of all assembled. Superintendent Dr. Alex Anemone and Kathy Helewa of NJSBA, who facilitated the process, explained the next steps in creating the final document of the new Strategic Plan.

Following the evening’s work, Superintendent Anemone and Board President Van Dyk offered sincere and hearty thanks to all involved.

On the following pages is a summary of that work.



Goal #1: Global Learning – Academics

Goal Statement: To encourage a continuing differential approach in all academic areas.

Objectives:

1. Continued commitment to sustained meaningful professional development.
2. To support individual needs of all students.
3. To enhance peer-to-peer relationships to encourage self-confidence, thirst for knowledge and self-worth.
4. To increase the use of data to assess performance of students in order to address strengths and deficiencies.

Goal #2: Pride

Goal Statement: Increase a sense of unity across all schools in the District.

Objectives:

1. To develop consistent branding across all schools (mascot, colors, etc.).
2. Upgrade technology to create greater awareness of township events (sports, shows, band, etc.) (Apps, Web, social media).
3. Empower individuals to impact their community through Volunteerism/Mentorships.
4. Increase student interaction with alum to facilitate transition from school to community/workforce.

Goal #3: Facilities

Goal Statement: To maintain and update district facilities, fostering a safe and secure learning environment in and out of the classroom.

Objectives:

1. Provide multi-level/use turf field for school and community use.
2. Upgrade and maintain district technology opportunities.
3. Provide modern, safe, secure and aesthetically pleasing facilities.
4. Continue investigating modernization of buildings for future.

Goal 4 work is on the next page



Goal #4: Well-being

Goal Statement: To create a positive, inclusive and connected school environment that promotes lifelong health and well-being.

1. Increase opportunities for extra-curricular activities K-12 that address student needs and interests.
2. Foster individuality to create a culture of acceptance in all schools.
3. Promote mental and physical wellness for students and staff.
4. Strengthen peer-to-peer relationships, and the school-home connection in order to build a more supportive school environment.

Next Steps

The above Goal Statements and Objectives will be used directly to create the West Milford Township Public School District's Strategic Plan for the years 2022-2027 for Board of Education. The plan will be printed in document form by the New Jersey School Boards Association, and will be delivered to the West Milford Township Board of Education for formal acceptance and vote at a BOE meeting in the near future, date to be announced. The Administrative Team, led by Superintendent Anemone, will develop action plans for all areas of the Strategic Plan over the next five years. The Board and Administration will rely on the new Strategic Plan when setting annual District and Board Goals.

It has been a pleasure to facilitate strategic planning with a group of individuals who are so greatly invested in the success of the students and stakeholders of the West Milford Township Public School District. Certainly the new plan that results from all of your good work will productively guide the District well over the next five years. The dedication and passion of the West Milford Township learning community is exemplary. We all look forward to seeing West Milford Township flourish under the new Strategic Plan.





New Jersey School Boards Association

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



Meeting 3 December 1, 2022

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

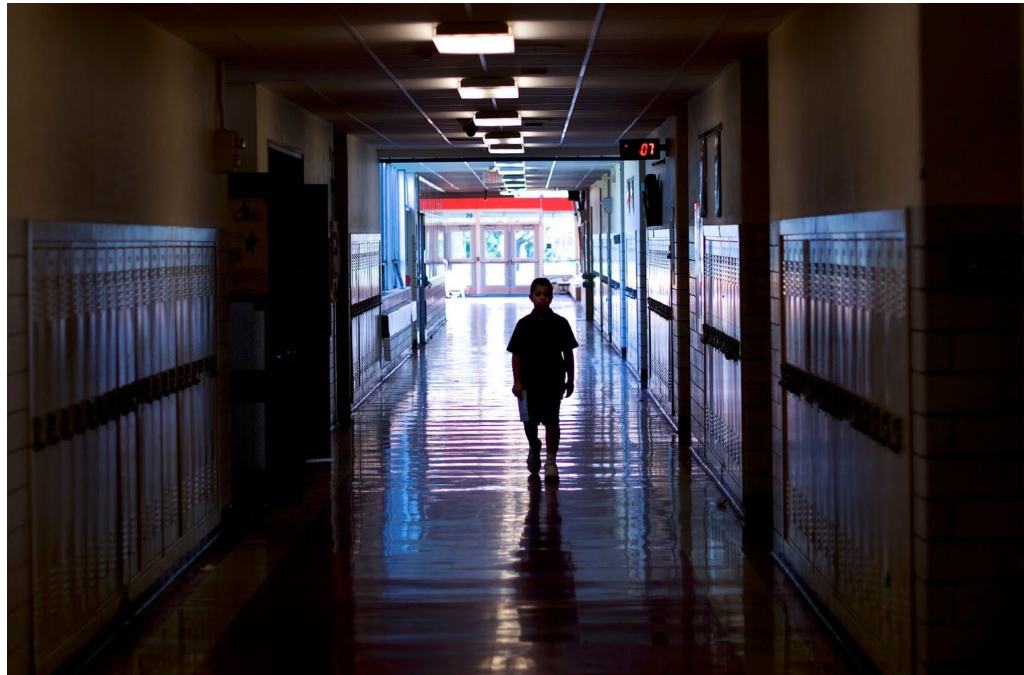


Purpose of Strategic Planning

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 Strategic Planning





Strategic Planning Process

Where are we
now?



First Meeting:
September 30
State of District
presentation
small group work –
strengths and
challenges

Where do we
want to be in
2027?



Meeting 2 –
October 27
Small group work
– Visioning
exercise

How do we get
there?



Meeting 3 –
December 1–
TONIGHT!
Will develop broad
goal statements
and objectives
using data from
Meetings 1 & 2.



WMTSD Goal Areas Identified Via Common Threads in Meetings 1 & 2

- **Global Learning / Academics**
- **Pride**
- **Facilities**
- **Well-Being**



Our Agenda For Tonight

1. For your specific goal area, work together with your virtual breakout group to develop a goal statement. (We'll talk about what that looks like in a minute.)
2. Using the sub-categories under each of the goal areas, develop objectives that will help guide the action plans of the administration.
3. Return to the main room to share out our group work.



Writing Goals



- Definitions of terms
 - Components of goal statement
- Process for developing goal statement
 - Group work
 - Wrap-up



Definitions



Desired outcomes necessary to fulfill the mission. They are positive, student-centered, and aspirational.



Objectives are the various means to accomplish goals. They are specific, tactical, and descriptive.



The How – Specific tasks essential to carrying out the objectives. Written by administration addressing timing, resources, etc.



GOAL WRITING PROCESS

Sample Goal Area:

Facilities, Safety and Security

Visions (from Meeting 2)

- Interactive learning space – open floor plans
- Virtual classrooms
- Safe learning environment
- Equitable distribution of funds for facilities
- State-of-the-art facilities
- All “green” facilities
- Proactive policies and protocols to ensure safety of all

Strengths (from Meeting 1)

- Safety and security
- Facilities improvements
- Building configurations
- Class size – space

Challenges

- Environmental concerns
- Older buildings
- Safety and security
- Mandates and resources drain



Components of Goal Statement

TO

- **Action verb**
 - Increase, develop, obtain, complete, etc.

To create

WHAT

- **Statement of nouns**
 - What you will impact

a safe and secure learning environment

SO
THAT

- **What the outcome will do for you**

equipped to deliver 21st century programs.



GOAL WRITING PROCESS

Sample Goal Statement & Objectives

Goal Area: Facilities, Safety and Security

Goal Statement: Create a safe and secure learning environment equipped to deliver 21st century programs.

Objectives:

- Upgrade facilities to be more energy and cost efficient.
- Increase internal and external security at all schools.
- Upgrade existing facilities to be more structurally modernized.



Tonight's Group Work

Consider the **strengths/challenges** from the 1st meeting, and the **visions** from the 2nd meeting.

- Use that information to:
 - **Write a broad goal statement** for your goal area.
 - Use the themes in the outcomes for your goal area to **create 3-6 objectives** to support your goal area.
 - **Present goal statement and supporting objectives** to the large group.





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.



Next Steps

- The administration will take the direction provided by the goal statements and objectives for each goal area to formulate actions plans.
- Action plans will define specific steps, timeline, resources, benchmarks, etc.
- NJSBA will deliver and present the plan at an upcoming Board of Education meeting.
- The board will schedule periodic updates to highlight progress.





Next Steps - Action Plans

Goal Statement:

Objective:

Major Activities	Staff	Resources	Timeline	Success Indicators
1.				
2.				
3.				
4.				



**THANK YOU for your help and support
in creating a meaningful Strategic Plan for
West Milford Township Public Schools!**