

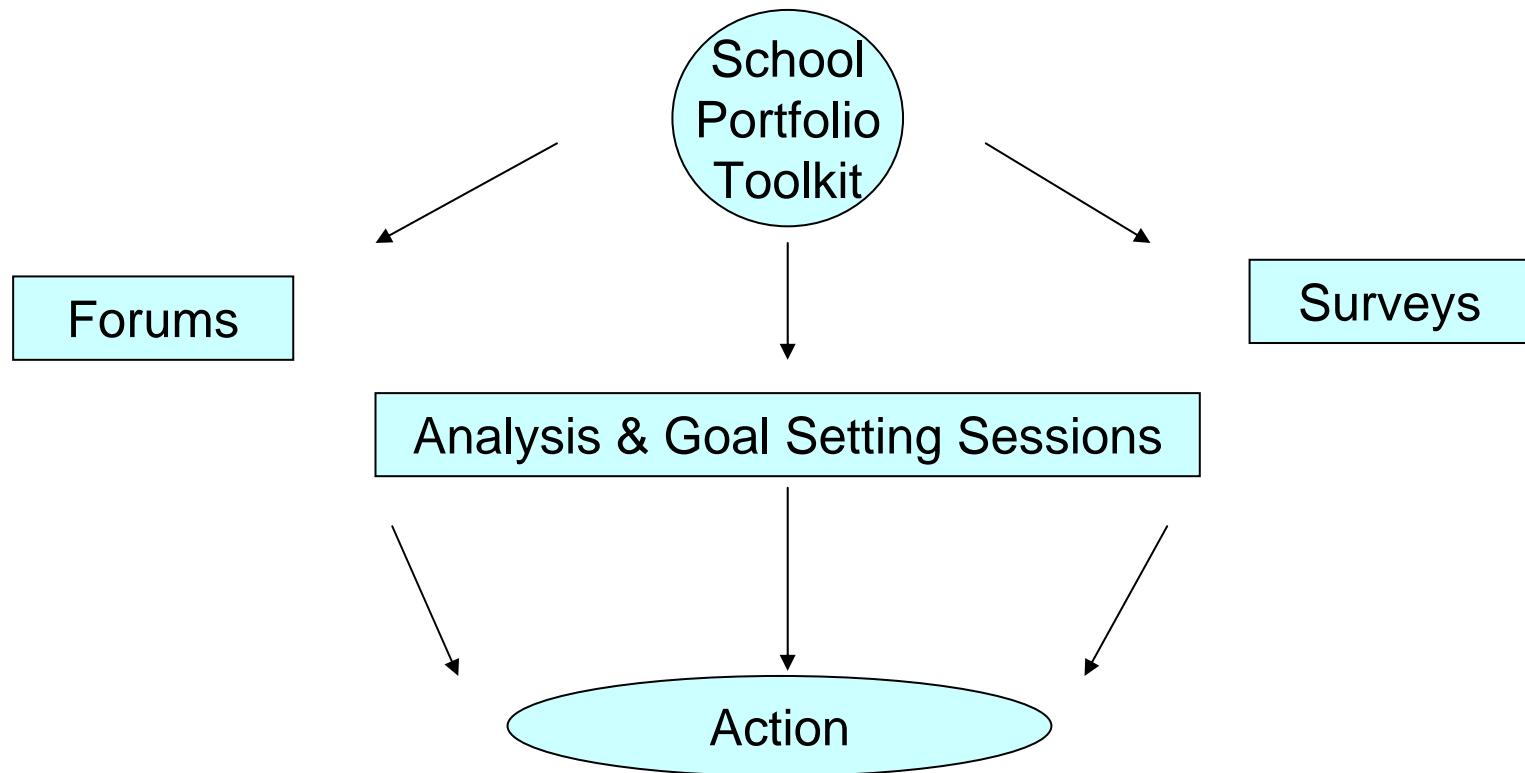
Strategic Planning Results

**Working
Together
for the
Future!**



Mendham Township Public Schools

The Evolution of Our Process

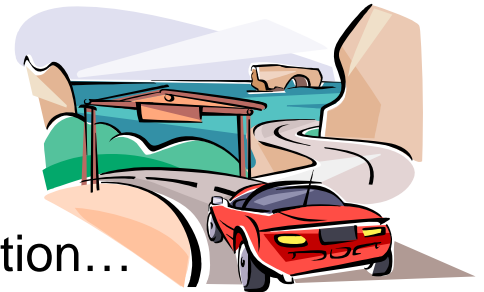


IT'S ALL ABOUT CONTINUOUS IMPROVEMENT

Power to the People...

- Central Office staff
- Active parents 1
- Transportation department
- HSA Leadership
- Active Parents 2
- High School Students
- Building Secretaries
- Custodial Personnel
- Middle School Students
- Elementary Students
- Middle School Parents
- Certificated staff
- Active parents district-wide
- Alumnae Parents

Vehicles to
collect information...



Surveys, Forums, Written & Verbal Correspondence, Reflective Process for Staff

Strategic Planning Framework



Students

- **We have:**
- Fun learning
- Good school
- Friendly students
- Trusting teachers
- Open discussions
- Trips and bonding experiences
- Different ways of teaching
- End of unit project work and performances
- Exposed to what is not in the curriculum
- Good recess
- **We Need:**
- Choice and freedom
- Challenging work
- To be treated fairly and respectfully
- No cuts in sports
- Biology in 8th grade
- More depth and exposure
- Opportunity for all to get extra help after school
- Need more writing preparation
- Greater opportunity for advanced math
- More worldliness in experiences and curriculum

Parents

- **We Have:**
- Good teachers
- Supportive parent community
- Great town
- Numerous physical resources
- Superintendent
- New thinking and energy
- Time given to kids
- Mendham has it all...kids, environment, parents, and facilities
- Insulated community
- Community service projects
- More realistic in praising our children
- Greater preparation for the real world
- More attention to diversity
- Higher expectations
- More analytical thinking in teaching
- **We Need:**
- Teachers and schools talking more about programs and kids
- E-mail for all and all to use it
- Greater continuity
- More use of parents and community resources in the schools
- Greater attention to Middle School interactions among and between students and staff
- To focus on the whole student
- More catering to out of the box thinking
- Curriculum renewal and reinvigoration

Certificated Staff

○ We Have:

- Good parent teacher communication
- High achieving students
- Strong sports program
- A new superintendent dedicated to school improvement
- Supportive parents
- Competent, dedicated, supportive teachers
- Bright students who are willing to learn
- Plenty of resources
- Willingness on the staff to assess what they do in order to grow
- Students who have a wealth of educational experiences
- A safe working environment
- A fun learning environment for students

○ We Need:

- Greater communication between staff and administration between and across grade levels
- Greater consistency of working technology
- Greater use of technology as an integrated part of teaching
- Greater sense of collegiality and recognition for doing well
- Early intervention programs
- Articulation of curriculum and instruction on and across grade levels
- To improve scheduling to meet the needs of students and a challenging curriculum
- A clear, cut disciplinary policy
- Clearer school goals and objectives
- Clear exit standards for each grade level
- Support for shared decision-making



HSA Leadership

- We Have:

- Family support
- Parent communication
- Privileged community
- Dedicated teachers
- Well rounded educational expectations such as art, music, languages and gym
- Great reputation
- Wonderful kids

- We Need:

- Greater depth and breadth of curriculum
- Community outreach
- Global awareness
- Cultural awareness
- Greater consistency from grade to grade
- Standards that incorporate all kinds of learning
- More challenging learning experiences

Central Office Staff, Building Secretaries and Office Aides

- We have:
- Caring staff
- Flexibility
- Sense of community in the district
- Help for each other
- Communication with parents and students
- Structure
- Increased accountability
- respect
- We Need:
- Greater use of website for elementary
- More sharing and working with each other for consistency
- Consistency of forms
- Greater understanding of each one does
- Secretary representative at faculty meetings
- More structure
- To know district expectations

Transportation and Custodial Departments

- We Have:
- Students who are well behaved for the most part
- Teachers who care
- Good principals
- Conscientious drivers concerned for student safety
- No outside services
- Clean & good buildings
- We Need:
- To command respect in after school activities
- To be treated the same
- To be more aware of the safety hazards of backpacks on the bus
- To have a place to meet and have personal facilities
- To enhance department communication
- To be included in School programs and information



Renewed Mission Statement

Mendham Township School District,
a caring, supportive
and involved school community,
provides all students
with a comprehensive
educational experience of the
highest quality in a nurturing
environment serving as
a foundation for life-long
learning and responsible productive lives.

Focus Areas

<p>Extend relationships with community and parents for enhancing the learning process</p> <p>District schools serve as the hub of the community</p> <p>Reach out for new funding sources to highlight fiscal responsibility to the community</p> <p>Provided extended learning opportunities for students and the community</p> <p>Effective H.S.A. support of the schools</p> <p>Focus on global understanding of people, places, cultures, and socio-economic needs</p> <p style="text-align: right;">1</p>	<p>Relevance for enhanced student learning</p> <p>Rigorous curriculum</p> <p>Clear essential learning outcomes</p> <p>Differentiation</p> <p>Inclusion</p> <p>Individualization</p> <p>State of the art technology</p> <p>Standards</p> <p>Worldly curriculum</p> <p>Parent assistance for academic achievement</p> <p>Assessments linked to learning and opportunities</p> <p>Challenge all students to think analytically</p> <p>Consistency of expectations</p> <p>Logical progression of learning experiences</p> <p style="text-align: right;">2</p>
<p>Relationships that value safety, respect, and support</p> <p>Socialization</p> <p>Fairness in treatment of all</p> <p>Enhance moral</p> <p>Emotional security</p> <p>Safety</p> <p>Giving voice</p> <p>Communication for the purpose of understanding the roles of all stakeholders</p> <p>Standard communication vehicles</p> <p>Acknowledgement of accomplishments</p> <p style="text-align: right;">3</p>	<p>Effective instructional leadership</p> <p>Support and training</p> <p>Mentoring</p> <p>Purposeful staff development</p> <p>High expectations for learning</p> <p>Support for new staff</p> <p>Develop knowledge, skills, and dispositions related to curriculum</p> <p style="text-align: right;">4</p>

Focus Areas: Seed Statements

<p>What do each of the following look like through the eyes of all stakeholders?</p> <ul style="list-style-type: none">*Curriculum that extends beyond the classroom*Diversified sources of funding*Extended opportunities for all school and community stakeholders*Complimentary relationships between and among all stakeholders <p>1</p>	<p>What do each of the following look like through the eyes of all stakeholders?</p> <ul style="list-style-type: none">*Clear essential learning outcomes*Standards-based student expectations*Data-driven decision making*Comprehensive knowledge of students*Horizontal and vertical articulations*Developing analytical thinkers*Purposeful integration of technology*Opportunities for choice <p>2</p>
<p>What do each of the following look like through the eyes of all stakeholders?</p> <ul style="list-style-type: none">*Respect and appreciate each individual's contribution to the "whole" district*Create relationships*Personal responsibility*Emotional and physical safety <p>3</p>	<p>What do each of the following look like through the eyes of all stakeholders?</p> <ul style="list-style-type: none">*Collaborative professional dialogues*Relevant professional development opportunities*Support for district initiatives and expectations*Exploring beyond what is familiar <p>4</p>



Focus Area Statements

- *SCHOOLS AS CENTERS OF COMMUNITIES IN PARTNERSHIP WITH FAMILIES*
- *SUPPORT FOR STUDENT DEVELOPMENT*
- *LEARNING COMMUNITIES AND PROFESSIONAL DEVELOPMENT*
- *BUILDING INSTRUCTIONAL CAPACITY*
- *ACCOUNTABILITY TO SUPPORT IMPROVEMENT IN SCHOOLS*

Draft Goal Statements

- **MTS will provide safe, student-centered environments that provide respectful relationships, worldly experiences, and support students need to form and realize high aspirations.**
- **MTS will provide students with differentiated, engaging, and challenging curriculum and strong instructional programs ensuring that students have high levels of literacy, mathematics, and science proficiency as well as the writing, technology, and problem solving in addition to art, music and physical education.**
- **MTS will have strong communities of learning where teams of teachers work with principals and other school staff to create a work and school environment of problem solving, innovation, reflection on practice, and collaborative professional development to design and implement effective instructional programs that increase student achievement.**
- **MTS will work in partnership with families, school board members, community agencies, universities, and the civic and business communities to promote student achievement and the development of child-centered neighborhoods and community-oriented schools.**
- **MTS will develop a comprehensive system of accountability that will provide benchmarks for school performance and data to measure growth on a broad array of indicators as well as build effective systems of supports, rewards, recognitions and interventions.**


We believe...

- Extended relationships with community and parents enhance learning
- Students benefit from a focus on global understanding of people, places and cultures
- Students benefit from extended learning opportunities for interacting within their community
- New funding sources will enhance students' educational opportunities and demonstrate fiscal responsibility to our community
- Our home and school organization is an effective support system for our students
- Relationships that value safety, respect and support help all children grow
- All people should be treated with respect
- All children should be given voice
- All people should be acknowledged for their contributions
- Students need a relevant, rigorous curriculum with clear essential learning outcomes
- Students' needs are met through differentiating instruction
- Inclusion serves our students well
- Technology is an integral part of daily life and learning
- Parents are one of our best assistants in academic learning
- Consistency of expectations brings greater achievement
- A worldly curriculum will better prepare our students for life after school



Process Work on Goals

- *How do we look at focus areas and beliefs and arrive at our goals?*
- *How do we translate mission, focus areas, goals, and objectives into measurable reality?*



Public presentation
Mendham Township Board of Education
Christine A. Johnson Superintendent
Eunice Grippaldi Facilitator
June 6,2006

I saw the angel in the marble
and carved until I set “it”
free.....

Michelangelo