Chesterfield Township School District

Creating a Strategic Plan
for the Chesterfield Township School District

Mission Statement

The education of the youngest generation is "THE MISSION" of all adult citizens of Chesterfield Township. We strive to accomplish this in partnership with home and community. As mandated by state and federal guidelines, our goal is to teach our students the skills necessary to achieve proficiency in the most current NJ Core Curriculum Content Standards.

The school leadership must provide the necessary resources and facilities that support a positive learning environment. In a rapidly changing community, Chesterfield Township Elementary School is committed to providing a safe environment in which to prepare all students to become responsible, respectful citizens and active life-long learners, with an appreciation of self and others.

Session 3
Developing Goal Statements and Objectives for the Chesterfield Township School District.

On June 15, 2015, Chesterfield Township School District administrators, Board of Education members, education staff, parents and community members, forty-four (44) in all signed in, came together to continue strategic planning for the Chesterfield Township School District. The topic for the third meeting focused on developing goal statements and objectives for the Goal Areas established during Session 2 for the Chesterfield Township School District. The meeting began with a welcome from Chesterfield Board of Education Vice President, Mr. Jignesh Shah. Facilitator Jesse Adams, from New Jersey School Boards Association (NJSBA), was introduced and he thanked the members who participated in the previous sessions for returning and welcomed new members joining the group.

We recapped the outcomes of Sessions 1 & 2. We then moved to discussing the topic for this evening; developing goal statements and objectives for the Goal Areas established during Session 2 for the Chesterfield Township School District. Participants were given the opportunity to self-

select which Goal Area they wanted to work on. Each Goal Area was provided summaries of Sessions 1 & 2 outcomes directly related to the Goal Area. Based on the Sessions 1 & 2 outcomes, each Goal Area team was asked to develop a broad Goal Statement and 3-5 Objectives.

Participants broke out into their Goal Area teams and began brainstorming on their Goal Statement and Objectives. After group discussions, each team presented their Goal Area results to the full group of meeting participants.

The information that follows is a summary of the work of the Goal Area teams: Goal Statement & Objectives, followed by the related Goal Area Session 1 & 2 outcomes. If recommended potential strategies/actions were made by the team, they are also included for consideration. As discussed with the meeting participants, all Session 3 outcomes are recorded and posted on the web to share the group work during the course of the strategic planning process.

Goal Area Teams Consensus: Goal Statements & Objectives

Goal Area: Instruction and 21st Century Differentiated Learning

Goal Statement:	Create a school culture that develops, applies and encourages 21st century skills and knowledge for all learners.
Objective 1:	Incorporate competitive learning into the curriculum. (Spelling bee, robotics, math Olympiad, geography bee).
Objective 2:	Provide staff development for meaningful implementation of existing and future technologies as a tool for learning.
Objective 3:	Use ongoing assessment to drive instruction and form learning communities within the classroom.
Objective 4:	Training and support teachers in instructional strategies to support student learning.

Strengths/Achievements & Challenges and Visions-Initiatives

Strengths	Challenges
Writers workshop	Workshops implemented inconsistently
Readers workshop	Supplies for workshops/curriculum
Workshop resource allocation needs provides opportunity to strategies	Gifted and Talented and advanced programs seem to be lacking
Teacher quality is very good	Lacking technology

Strengths (con't)	Challenges (con't)
Manageable class size – except 6th Grade	Increased number of challenged students
Improved student achievement	Stuffing to accommodate growth
Commitment to technology	Special education support
Caring and embracing teachers and staff	Lack of advanced learning for students (systemic)
Responsive teachers	Hiring excellent teachers
Staff	Developing teachers
CPEF	Staffing (nurse, specials, etc.)
Growth towards initiatives (writing, communication)	At risk-Special Education (low growth/achievement)
Academic achievement	New staff/professional development
Class size (K – 5)	Technology
Dedicated staff	Increase in Gifted and Talented
Compassion	Meeting needs of diverse learners
Improved academics	Meet the mandates imposed on district
Technology – OK now	Staffing assignment consistency – Turnover
	Technology
	Clear vision to work to common goal – Firefighting
Vision - Initiatives	**Vision - Initiatives**
Bridge the gap for our diverse learners	Prepared for middle school
G & T/Enrichment for all areas	Increased motivation through recognition
Increased vertical and horizontal articulation	Technology and how to best utilize it
Promote excellence – Bees/Bowls	Focus on whole children 21st century skills/learners
Participation in more long-term, high interest, competitive academic program events. (i.e. Science Olympics)	More staff support for non-academic & special education needs
Communication with parents from General Education teachers and CST	Emphasis on social skills & academics: Civics, Manners – Expectations, Community Service
Technology and global/national connections	Students applying and expanding on what they learned in the classroom
Academic Excellence	Staff Development
Consistency within grade levels	More structured G & T
Teachers following the IEP/504 in the classroom	Technology
Instructors that research and apply best practices, innovative, disruptive, diagnostic	Forge partnerships with universities and corporations
Forward thinking and planning to accommodate the influx of student growth: – Student/teacher ratio – Good support protocols/mechanisms	Learning and sharing from best practices of other districts to shape: public relations, professional development, student programs, discipline
Continual evaluation of programs effectiveness	Individualized education approach
Standard best report cards and evaluation of students	Next Generation Science Standards – New curriculum, spaces, materials

Vision – Initiatives (con't)	Vision - Initiatives (con't)
Progressive curriculum: – Addresses needs of the whole child – Addresses social/emotional growth – Gifted and special needs programs – Increase opportunities for differentiated instruction – Academics, creativity and strength of character	Evidence-based practices: – Learning strategies – Intervention programs to address special needs – Teacher evaluation based on evidence-based practices
Delivers advanced and enriched programs: – STEM, Robotics, Lego – Spelling Bees/Arts, Music, Chorus	Technology – 1 to 1 devices (seamless)

Goal Area: Fostering a Knowledge Culture Within the Building

Goal Statement:	Foster a knowledge culture within the district to enhance student achievement.
Objective 1:	Cohesive and ongoing sustained professional development linked to district goals.
Objective 2:	Foster recognition and value of data, driven to adapt advanced curricular innovation.
Objective 3:	Develop and integrate systems and structures into school operations to support adult learning (+ recognition thereof).
Objective 4:	Collaborative team-based model for all professional staff and support staff to encourage professional growth.
Objective 5:	Forge and expand learning opportunities for all students by partnering with stakeholders (parents and universities).
Recommended Potential Strategies/Actions: 5a. Community mentoring opportunities for students in need of support. 5b. Legos Robotics Team	

Strengths/Achievements & Challenges and Visions-Initiatives

Strengths	Challenges
Writers workshop	Workshops implemented inconsistently
Readers workshop	Supplies for workshops/curriculum
Workshop resource allocation needs provides opportunity to strategies	School based extracurricular activities are basic (sports)
Diverse community	Gifted and Talented and advanced programs seem to be lacking
Investment in the future	Increased number of challenged students
Improved student achievement	Lacking technology

Strengths (con't)	Challenges (con't)
Diversity	Special education support
New school	Lack of advanced learning for students (systemic)
Commitment to technology	Hiring excellent teachers
Caring and embracing teachers and staff	Developing teachers
Responsive teachers	Staffing (nurse, specials, etc.)
Climate	At risk-Special Education (low growth/achievement)
Building	Responding to change
Security	Access to meetings (audio/video)
CPEF	New staff/professional development
Growth towards initiatives (writing, communication)	Technology
Academic achievement	Increase in Gifted and Talented
Class size (K – 5)	Hold onto small community values in a large district
Building	Meeting needs of diverse learners
Dedicated staff	Willingness to change
Diversity	Logistics with larger student population
Compassion	Staff support with increased numbers
Improved academics	Parental involvement
Positive school climate	Staffing assignment consistency – Turnover
Technology – OK now	Technology
School – Core of Community	Clear vision to work to common goal – Firefighting
Vision - Initiatives	**Vision - Initiatives**
Bridge the gap for our diverse learners	Prepared for middle school
G & T/Enrichment for all areas	Increased motivation through recognition
Respectful well-rounded students. Accountable!	Increased communication with staff
Increased vertical and horizontal articulation	Technology and how to best utilize it
Promote excellence – Bees/Bowls	Focus on whole children 21st century skills/learners
Communication with parents from General Education teachers and CST	More staff support for non-academic & special education needs
Technology and global/national connections	Emphasis on social skills & academics: Civics, Manners – Expectations, Community Service
Academic Excellence	Staff Development
Participation in more long-term, high interest, competitive academic program events. (i.e. Science Olympics)	Students applying and expanding on what they learned in the classroom
Teachers following the IEP/504 in the classroom	More consistency with behavior and consequences
Instructors that research and apply best practices, innovative, disruptive, diagnostic	Forge partnerships with universities and corporations
Delivers advanced and enriched programs: – STEM, Robotics, Lego – Spelling Bees/Arts, Music, Chorus	Successful partnership and communication between parents, educators, administrators and community members

Vision – Initiatives (con't)	Vision - Initiatives (con't)
Continual evaluation of programs effectiveness	Technology – 1 to 1 devices (seamless)
School is a beacon of the community	Technology
Progressive curriculum: – Addresses needs of the whole child – Addresses social/emotional growth – Gifted and special needs programs – Increase opportunities for differentiated instruction – Academics, creativity and strength of character	Evidence-based practices: – Learning strategies – Intervention programs to address special needs – Teacher evaluation based on evidence-based practices
Forward thinking and planning to accommodate the influx of student growth: – Student/teacher ratio – Good support protocols/mechanisms	Learning and sharing from best practices of other districts to shape: public relations, professional development, student programs, discipline
Standard best report cards and evaluation of students	Next Generation Science Standards – New curriculum, spaces, materials
Individualized education approach	Consistency within grade levels
More structured G & T	

Goal Area: Community Partnerships & Communication with Parent and Non-Parent Groups

Goal Statement:	Convince the community that the school is a resource for everyone.
Objective 1:	Encourage every community member to utilize the school via "Open House" (i.e. businesses, senior groups, book clubs, exercise groups, etc.).
Objective 2:	Provide other attendance options for Board, PTA, CPEF, and other group meetings (CTAA, Girl Scouts, Keenagers, etc.).
Objective 3:	Create a user friendly and informative website.
Objective 4:	Implement a student recognition program.
Recommended Potential Strategies/Actions: 2a. Skype 2b. Go-to-Meeting	

Strengths/Achievements & Challenges and Visions-Initiatives

Strengths	Challenges
Beautiful building and town setting	School based extracurricular activities are basic (sports)
Safe community	Increased number of challenged students

Strengths (con't)	Challenges (con't)
Family support	Stuffing to accommodate growth
Diverse community	Lacking technology
Growing and attractive community	Traffic
Diversity	Growth
New school	Budgetary concerns (i.e. funding and property taxes)
Commitment to technology	Communication
Parental support	Special education support
Community	Community involvement
Sense of community	$ Dollars
Climate	Parking
Building	Growth
Security	Responding to change
PTA	Access to meetings (audio/video)
Diversity	Technology
Building	Hold onto small community values in a large district
Sense of community	Money
Positive school climate	Logistics with larger student population
Technology – OK now	Willingness to change
School – Core of Community	Parental involvement
Support groups (PTA, Police, FUND, CTAA, CTASSA)	Communication between school/community
	Divided community – Old/New
	Technology
	Clear vision to work to common goal – Firefighting
Vision - Initiatives	**Vision - Initiatives**
Respectful well-rounded students. Accountable!	Increased communication with staff
Fiscal responsibility/viability (grants, etc.)	More consistency with behavior and consequences
Participation in more long-term, high interest, competitive academic program events. (i.e. Science Olympics)	Emphasis on social skills & academics: Civics, Manners – Expectations, Community Service
Technology and global/national connections	Students applying and expanding on what they learned in the classroom
Technology – 1 to 1 devices (seamless)	Forge partnerships with universities and corporations
School is a beacon of the community	Influx of funding – Local business sponsorship
Successful partnership and communication between parents, educators, administrators and community members	Learning and sharing from best practices of other districts to shape: public relations, professional development, student programs, discipline
Technology	Effective public relations program: – Outreach to all segments of the community – leverage the community resources (agriculture)

Goal Area: Resources $$

Goal Statement:	Find alternate revenues to mitigate tax increases to fund our objectives.
Objective 1:	Funding and new sources of revenue.
Objective 2:	Allocation of resources to manage growth and student population.
Objective 3:	Enhance, Develop, and Support a progressive curriculum.
Objective 4:	Tap into community resources.
Recommended Potential Strategies/Actions: 3a. Clubs	

Strengths/Achievements & Challenges and Visions-Initiatives

Strengths	Challenges
Beautiful building and town setting	Workshops implemented inconsistently
Safe community	Supplies for workshops/curriculum
Workshop resource allocation needs provides opportunity to strategies	School based extracurricular activities are basic (sports)
Manageable class size – except 6th Grade	Gifted and Talented and advanced programs seem to be lacking
Investment in the future	Increased number of challenged students
Growing and attractive community	Stuffing to accommodate growth
New school	Support staff for building grounds and administrative services are strained
Commitment to technology	2% tax cap
Parental support	Health Care costs
Community	Lacking technology
Climate	Growth
Building	Budgetary concerns (i.e. funding and property taxes)
Security	Special education support
PTA	Traffic
Class size (K – 5)	Hiring excellent teachers
Building	Developing teachers
Positive school climate	Community involvement
Technology – OK now	$ Dollars
School – Core of Community	Parking
Support groups (PTA, Police, FUND, CTAA, CTASSA)	Staffing (nurse, specials, etc.)
	Growth
	Responding to change

Strengths (con't)	Challenges (con't)
	Access to meetings (audio/video)
	New staff/professional development
	Technology
	Increase in Gifted and Talented
	Money
	Technology
	Willingness to change
	Meet the mandates imposed on district
	Logistics with larger student population
	Staff support with increased numbers
Vision - Initiatives	**Vision - Initiatives**
Bridge the gap for our diverse learners	Technology and how to best utilize it
G & T/Enrichment for all areas	Consistency within grade levels
Fiscal responsibility/viability (grants, etc.)	Staff Development
More staff support for non-academic & special education needs	Emphasis on social skills & academics: Civics, Manners – Expectations, Community Service
Technology and global/national connections	Technology – 1 to 1 devices (seamless)
Participation in more long-term, high interest, competitive academic program events. (i.e. Science Olympics)	Delivers advanced and enriched programs: – STEM, Robotics, Lego – Spelling Bees/Arts, Music, Chorus
Fiscally efficient	Forge partnerships with universities and corporations
School is a beacon of the community	Influx of funding – Local business sponsorship
Progressive curriculum: – Addresses needs of the whole child – Addresses social/emotional growth – Gifted and special needs programs – Increase opportunities for differentiated instruction – Academics, creativity and strength of character	Forward thinking and planning to accommodate the influx of student growth: – Student/teacher ratio – Good support protocols/mechanisms
Next Generation Science Standards – New curriculum, spaces, materials	Learning and sharing from best practices of other districts to shape: public relations, professional development, student programs, discipline
Successful partnership and communication between parents, educators, administrators and community members	Effective public relations program: – Outreach to all segments of the community – leverage the community resources (agriculture)
Technology	

Goal Area: Social & Emotional Learning

Goal Statement:	Create a safe and caring learning community with an emphasis on developing mutual respectful relationships.
Objective 1:	Establish a consistent, responsive Character Education Program, school-wide.
Objective 2:	Create a school-wide discipline and reward system that is logical and consistent.
Objective 3:	Provide staff with professional development in techniques to embed cooperative learning in the classroom.
Objective 4:	Establish Open Play opportunities (recess) to socialize students within each grade level.

Recommended Potential Strategies/Actions:
1a. Peer-to-Peer Recognition: students acknowledge and compliment other students on their work
1b. Visual Messaging throughout: display social messages on walls
1c. Character Education: Responsive classroom, Developmental design
1d. Recognition Program: Character Ed Student of the Month, Pep Rallies (K-3, 4-6, etc.), Assemblies
4a. Removing recess when age appropriate.
4b. No zones please.

Strengths/Achievements & Challenges and Visions-Initiatives

Strengths	Challenges
Writers workshop	Workshops implemented inconsistently
Readers workshop	Lacking technology
Workshop resource allocation needs provides opportunity to strategies	School based extracurricular activities are basic (sports)
Beautiful building and town setting	Gifted and Talented and advanced programs seem to be lacking
Safe community	Increased number of challenged students
Teacher quality is very good	Stuffing to accommodate growth
Family support	Support staff for building grounds and administrative services are strained
Diverse community	Special education support
Manageable class size – except 6th Grade	Hiring excellent teachers
Caring committed special education bus drivers	Developing teachers
Growing and attractive community	Community involvement
Improved student achievement	Staffing (nurse, specials, etc.)
Diversity	At risk-Special Education (low growth/achievement)
New school	Responding to change
Commitment to technology	New staff/professional development

Strengths (con't)	Challenges (con't)
Caring and embracing teachers and staff	Technology
Responsive teachers	Increase in Gifted and Talented
Parental support	Logistics with larger student population
Community	Staff support with increased numbers
Sense of community	Parental involvement
Climate	Staffing assignment consistency – Turnover
Class size (K – 5)	Hold onto small community values in a large district
Building	Money
Security	Meeting needs of diverse learners
Building	Willingness to change
Sense of community	Technology
Support groups (PTA, Police, FUND, CTAA, CTASSA)	
Diversity	
Compassion	
Improved academics	
Positive school climate	
Technology – OK now	
School – Core of Community	

Vision - Initiatives	Vision - Initiatives
Bridge the gap for our diverse learners	Prepared for middle school
G & T/Enrichment for all areas	Increased motivation through recognition
Respectful well-rounded students. Accountable!	Increased communication with staff
Increased vertical and horizontal articulation	Technology and how to best utilize it
Promote excellence – Bees/Bowls	Focus on whole children 21st century skills/learners
Fiscal responsibility/viability (grants, etc.)	More staff support for non-academic & special education needs
Bridge the gap for our diverse learners	Prepared for middle school
Communication with parents from General Education teachers and CST	Emphasis on social skills & academics: Civics, Manners – Expectations, Community Service
Technology and global/national connections	Students applying and expanding on what they learned in the classroom
Participation in more long-term, high interest, competitive academic program events. (i.e. Science Olympics)	More structured G & T
Consistency within grade levels	More consistency with behavior and consequences
Teachers following the IEP/504 in the classroom	
Instructors that research and apply best practices, innovative, disruptive, diagnostic	Forge partnerships with universities and corporations
Delivers advanced and enriched programs: – STEM, Robotics, Lego – Spelling Bees/Arts, Music, Chorus	Individualized education approach

Vision – Initiatives (con't)	Vision - Initiatives (con't)
Continual evaluation of programs effectiveness	Technology – 1 to 1 devices (seamless)
Fiscally efficient	
School is a beacon of the community	Influx of funding – Local business sponsorship
Progressive curriculum: – Addresses needs of the whole child – Addresses social/emotional growth – Gifted and special needs programs – Increase opportunities for differentiated instruction – Academics, creativity and strength of character	Evidence-based practices: – Learning strategies – Intervention programs to address special needs – Teacher evaluation based on evidence-based practices
Forward thinking and planning to accommodate the influx of student growth: – Student/teacher ratio – Good support protocols/mechanisms	Learning and sharing from best practices of other districts to shape: public relations, professional development, student programs, discipline
Standard best report cards and evaluation of students	Next Generation Science Standards – New curriculum, spaces, materials
Successful partnership and communication between parents, educators, administrators and community members	Effective public relations program: – Outreach to all segments of the community – leverage the community resources (agriculture)
Technology	Academic Excellence
Staff Development	

The formal presentation of the 2016-2021 Strategic Plan for the Chesterfield Township School District will be made to the Chesterfield Board of Education in the fall of 2015. The community is invited to attend. More information on the date, time, and location of the presentation will be posted on the website, in the near future.

Thank you to all who participated in our Strategic Plan process. Your assistance has been invaluable.

We look forward to seeing you for the formal presentation in the fall.