



Hardyston Township School District Is Creating a New Five-Year Strategic Plan

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

Session 1: What Are the Strengths, Achievements, and Challenges of the Hardyston Township School District?

On **October 20, 2021**, Hardyston community members, parents, community leaders, school district Administration, and teachers all came together to initiate strategic planning. The first evening's topic was focused on the current strengths and achievements of, and challenges and opportunities facing, the Hardyston Township School District.

After a warm welcome and opening remarks from Board President Ron Hoffman, we began the process with a presentation on the state of the school district and the former Strategic Plan as presented by Superintendent Michael Ryder. The reasoning for and the methodology of creating a new Strategic Plan for the Hardyston Township School District was presented to the participants by facilitator Kathleen Helewa of the New Jersey School Boards Association. We then gathered in four small groups to identify the strengths of our district, and to brainstorm what opportunities and challenges the school district faces now and in the future. After group discussion, each group identified their lists of strengths and challenges and shared their work with the large group. Underlying all of our work are the District's Mission Statement, which was noted by Ms. Helewa in her remarks and distributed to all participants this evening.

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 to read.

Group 1

Strengths/Accomplishments

- Parental investment
- Response to Covid
- Admin/staff teamwork
- Special Ed. services



(Group 1 work, continued)

Challenges/Opportunities

- Science/Social Studies
Time lost to ELA/Math
- Subject level certification
- Not enough homework
- Inflated grades
- Flex time [should be] more academic
- Class size
- Special Ed. not specialized enough
- Technology use needs to be dramatically curtailed
- Differentiate programs for MS vs ES
(Readers workshop more ES appropriate)

Group 2

Strengths/Accomplishments

- Willingness to engage in difficult conversations
- Communication
Multiple ways/tools to access
- Students ability to thrive is #1
- Union/Board/Admin/District collaboration
- RTI (staffing) & data collection

Challenges/Opportunities

- Funding
- Difficulties in navigating across multiple public interests groups/boards to accomplish goals
- Special Education numbers

Group 3

Strengths/Accomplishments

- Community outreach
- Communication with ALL stakeholders
- Collaboration & articulation with Wallkill Valley district



(Group 3 work, continued)

Challenges/Opportunities

- Budget
- Strengthen & integrate STEM to younger grades
 - Science & Math = application
 - History & Math = application
- Gifted & Talented program should have more teacher input, not just data driven
- Maintain 10:1 student ratio
- More access to Pre-K

Group 4

Strengths/Accomplishments

- PTA & parents
- Staff
- Readers/Writers workshop
- School size
 - Teacher/student ratio

Challenges/Opportunities

- Math challenges
 - *Need Math workshop*
- Allocate funding
 - For academic success
- Extra-curricular academic activities
- More shared services

In the middle / not sure

- Progress monitoring?
- Technology opportunities
 - Computer Science
- More arts

(recap continues on the next page)



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After sharing our small group results with all the evening's participants, all were thanked for their wide-ranging contributions and collaborative work, and encouraged to attend our next session.

Our next meeting is set for **Wednesday, November 10, at 7pm in the Middle School cafeteria.** Check-in will begin at **6:30pm.** We will engage in a **Visioning Activity** to help refine our collective vision for the Hardyston Township School District, which promises to be a truly **fun** exercise! We strongly encourage all to **bring a friend** to our next meeting. New participants from all facets of the community are welcome at all three Strategic Planning meetings. The third meeting will be on Wednesday, December 15, also at 7pm. Our meetings are open to all!

The Hardyston Township School District Board of Education and Administration greatly appreciate your highly interactive participation in helping to help create a roadmap for our wonderful district for the next five years. We look forward to working with you at our future sessions!

We look forward to seeing you for our next Strategic Planning meeting, November 10, at 7pm in the Middle School cafeteria, and our final meeting on December 15. Attend with a friend!



Hardyston Township Public Schools Mission Statement

The Hardyston School District, together with our parents, families, and community, is dedicated to preparing our students for the 21st century by providing each student with a quality education in a safe and caring environment, which allows all students to achieve the New Jersey Core Curriculum Content Standards at all grade levels and includes the knowledge, confidence, and self-esteem to be successful life-long learners in a culturally diverse democracy.