



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

2022-2027

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 15, 2021**, community members, parents, school administrators, and school district staff 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 Hardyston's Public Schools for the next five years; finally we translated that work into draft goal statements and supporting objectives for the new Strategic Plan.

After an appreciative welcome from Board President Ronald Hoffman, 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 for Goal Area #1 and Goal Area #4, the other for Goal Area #2 and Goal Area 3; 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 statements for their goal areas. That work was reported out to the large group at the end of the evening, to the great satisfaction of all assembled. 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 of Schools Michael Ryder offered his sincere and hearty thanks to all involved.

On the following pages is a summary of that work.



Goal #1: Individual Students and Accountability

Goal Statement: To create an environment that provides opportunities and enables students to take ownership and responsibility for their learning.

Objectives:

1. Create a collective understanding that will drive the purpose and completion of homework.
2. Establish a correlation between student grades and standardized assessments so that students master grade-level standards in language arts and math.
3. Establish a code of ethics for students to take ownership for their learning and behavior.
4. Create a collective understanding for the best use of technology in each academic discipline.

Goal #2: Community Involvement and Outreach

Goal Statement: To provide local community members and businesses the opportunity to provide programs and activities that will encourage students to explore ways to develop personal interest into vocational paths.

Objectives:

1. Explore funding and grant opportunities available to provide community based programs.
2. Make people aware of exciting and existing opportunities to involve local businesses in the school.
3. Solicit new opportunities and ideas from local businesses and community members.



Goal #3: Parental Involvement / Investment

Goal Statement: To increase opportunities for parental involvement in the school and investment in their children's education.

Objectives:

1. Use social media more effectively to make parents / community members feel more connected to their child's school.
2. Communicate the schools' and children's needs to parents, guardians, and the community at large.
3. Identify opportunities and ways for parents and community members to respond to the needs of the schools and the children.

Goal #4: Access and Equity

Goal Statement: Maintain equitable distribution of learning for all students across all curricular areas and ensure that all students have access to learning opportunities within the school.

Objectives:

1. Enable all students to have instruction every day in the major content areas of Language Arts, Math, Science, and Social Studies.
2. Investigate opportunities to expand meaningful extracurricular activities in the school.



Next Steps

The above draft Goal Statements and Objectives will be used directly to create the Hardyston Township School District's Strategic Plan for the years 2022-2027 . The refined plan will be printed in document form by the New Jersey School Boards Association, and will be delivered to the Hardyston 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 Ryder, 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 the stakeholders of the Hardyston 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 Hardyston Board of Education is dedicated to the use of its Strategic Plans; the fact that these plans are developed with input from passionate and supportive stakeholders of the Hardyston Public Schools is inspirational and exemplary. We all look forward to seeing the Hardyston Township School District, and its students, flourish under the new Strategic Plan.

