

Acknowledgements

The Oradell 3D Strategic Planning process, completed during the 2018 academic year, could not have occurred without the support, cooperation and dedication of the following people and groups:

Oradell Board of Education

Dorothy Watson-Nichols, President

Christine Robertson, Vice President

Jeremy Griffin

Mary-Katherine Norian

Andrew Oddo

Nancy Shapiro

Rita Walker

John Walsh

Dr. Eugene Westlake

Dr. John C. Anzul, Superintendent of Schools

Nicole C. Schoening, Business Administrator/Board Secretary

Staff, Parents, and Community Members

Thank you for your participation and your support of the Oradell Schools.

New Jersey School Boards Association

Matt Lee, Charlene Peterson, Kathleen Helewa
Field Services Representatives



3D Strategic Planning Process

Executive Summary

A. Educating the Board to make an informed decision

New Jersey School Boards Association provided information to the district on the 3D Strategic Planning Services available through the Association.

The information included a review of the following considerations and requirements:

- commitment of time and resources
- school and community level involvement
- strategic planning to meet the needs of the district
- the Board's role in the process
- potential participants to be included in the process

As part of its contracted services with Oradell Public School, the Board engaged NJSBA for these services. A planning meeting took place on January 29, 2018.

B. 3 D Strategic Plan Meetings

On April 12, May 2, and June 6, 2018, Matt Lee, Charlene Peterson, and Kathleen Helewa, Field Service Representatives, facilitated three Strategic Planning meetings. Outcomes of these meetings include:

1. Strengths/ Accomplishments and Challenges/Opportunities and the vision of the future for your district
2. Goals and Objectives
3. District Mission Statement

Outcomes in the Strategic Planning Notebook are from all three of the Strategic Planning Meetings.

C. Developing the Action Plans

The Superintendent and Administrative Team will develop action plans to implement the 3D Strategic Plan. The action plans will include:

1. The actions needed to accomplish the goals and objective
2. Select measures for accountability
3. Resources required
4. A timeline for implementation



MISSION STATEMENT

The Oradell Public School District, a safe and nurturing learning community dedicated to the ongoing pursuit to educational excellence, inspires life-long learning in its students through comprehensive, innovative curriculum and instruction. The District fully supports and expects the attainment the New Jersey Student Learning Standards on the part of all the students within a school environment designed to maximize student potential, develop responsible citizens, and promote respect for the uniqueness of all individuals.



GOALS

The four goal areas that emerged from the group work and refined by the Board of Education and Administration are:

- 1. Academic Achievement for All Students**
- 2. 21st Century Skills-Based Development**
- 3. Developing the Whole Child (Citizenship, Social & Emotional Learning, and Wellness)**
- 4. Facilities & Finance**





GOAL AREA # 1

Academic Achievement for All Students

Goal Statement:

Consistently utilize best pedagogical practices to ensure that all students reach their individual academic potential.

Objectives:

1. Develop and implement a consistent school-wide philosophy towards differentiation and individualized student learning.
2. Increase student achievement in math and learning arts for learners at all ability levels.
3. Increase consistency in assessment practices, including documentation and communication of assessment data,
4. Increase parent engagement through education/ communication/involvement in the learning process.



GOAL AREA # 2

21st Century Skill Development

Goal Statement:

Equip and empower individual learners with the mindsets, habits, and skills necessary for success in the 21st Century.

Objectives:

1. Increase knowledge base about 21st Century skills for parents, staff and students. (Communication, Collaboration, Creativity and Critical Thinking)
2. Integrate elements of growth mindset into curriculum.
3. Implement authentic, problem-based learning experiences to provide students with opportunities to develop 21st Century skills.
4. Increase parent engagement through education/ communication/involvement in the learning process.



GOAL AREA # 3

Developing the Whole Child (Citizenship, Social & Emotional Learning and Wellness)

Goal Statement:

Create a community-wide focus on developing social emotional learning skills, increasing character education and increasing responsible uses of technology.

Objectives:

1. Develop students' individual social and emotional toolboxes.
2. Create a stigma-free, all-inclusive community.
3. Increased emphasis on positive and responsible usage of social media.
4. Increase parent engagement through education/communication/involvement in the learning process.



GOAL AREA # 4

Facilities and Finance

Goal Statement:

Maintain fiscal responsibility by allocating resources and managing facilities to meet the needs of all stakeholders.

Objectives:

1. Assess existing facilities to ensure that space is used in an effective manner to fully optimize district teaching and learning.
2. Utilize funds to effectively promote a safe, secure and healthy working and learning environment for all.
3. Allocate funds to ensure that state of the art training and best practices are consistently applied in all learning environments.
4. Continue to look for ways that the District can cut costs, while also ensuring that resources are in place to meet the needs of all learners.



Appendix "A"

State of the District Report



Appendix “B”

Outcomes of Meeting 1

- **Strengths/Accomplishments**
- **Challenges/Opportunities**
and
- **Visions**



Session 1 of 3 - What are the Strengths/Achievements and Challenges/Opportunities of the Oradell Public Schools? What are the community's visions for Oradell Public Schools?

On Thursday, April 12, 2018 Oradell Public School District administrators, staff, Board members, parents, and community members came together to initiate strategic planning. The meeting began with welcoming remarks by Dorothy Watson-Nichols, President of the Board of Education. Dr. John Anzul, Superintendent, provided an informative overview of the district. Facilitators Matt Lee and Charlene Peterson from the New Jersey School Boards Association introduced the strategic planning methodology and assisted throughout the process.

More than 25 community, parent and staff participants gathered in four randomly assigned groups to brainstorm and share ideas. The first half of the group activity in this meeting focused on the Strengths/Achievements and Challenges/Opportunities of the Oradell Public Schools. The second half of the group activity was dedicated to creating visions for the district for the coming five-year period.

After discussion, each group came to a consensus on its top 10 Strengths/Achievements and top 10 challenges/opportunities and 5-year visions and presented them to the full group of meeting participants.

The information that follows is a summary of the work of the small groups. All consensus points are recorded and posted on the district's website (<http://www.oradellschool.org>) to share the group work during the course of the strategic planning process.

Group Consensus: Strengths/Achievements & Challenges/Opportunities Visions 2018-2023

Red Dot Group:

Strengths/Achievements	Challenges/Opportunities
Academic achievement	Meeting all needs of math learners
Communication	Size
PTA	Meeting needs of special needs students/cost
Social/emotional focus	Helping special needs families navigate the process
Willingness to try new things	Grammar and phonics
Language arts growth	



Red Dot Group: Key Visions – Year 2023

- Cultivating good citizens
- Unified school community with children at the center
- Balancing technology in curriculum to create critical thinkers

Green Dot Group:

Strengths/Achievements	Challenges/Opportunities
Strong community, PTA, outside assemblies	Security knowledge, trainings
Enthusiastic teachers → student, parent, staff interactions	Increased enrollment/space
Good facility/character of building	Lack of recess, “free-time”
One school: everyone knows everyone	Anxiety, mental health, wellness
Involved administration	Pressure of keeping up with technology demands “digital distraction”
Inclusive school for diverse abilities, welcoming → firetruck, NO PLACE 4 HATE	Implementation of common core, “new ways of teaching pedagogical theories”
Cultural diversity in town and school, ESL	Gifted and talented, more push in upper grades
Odyssey of the Mind	Parking

Green Dot Group: Key Visions – Year 2023

- Digitally responsible kids (minimal bullying, using technology reasonably)
- High achievement
- Consistency in staff, administration
- Social awareness, responsibility
- Diverse and accepting
- Skills and tools to achieve happiness

Blue Dot Group:

Strengths/Achievements	Challenges/Opportunities
Teacher:student ratio	Working parents
Empathetic faculty	Funding
Active parent community/PTO	Communication between districts
Extracurricular (music, etc.)	Test scores - math
Test scores – language arts	Teacher training (tech, PD, math)
Onsite aftercare	Technology curriculum
	Labor environment
	Facility - capacity



Blue Dot Group: Key Visions – Year 2023

- Stable funding
- Common skill set for 6th graders – River Edge and Oradell
- Flexible/evolving curriculum addressing the 4 C's (Critical Thinker, Communicator, Collaborator, Creator)
- Children who deal with adversity

Black Dot Group:

Strengths/Achievements	Challenges/Opportunities
Community support/parental involvement	Budget constraints
Positive and welcoming environment (potential to blossom)	Size of the building/size of the staff/size of student body
Engaging	Meeting individual needs
Students take ownership of their learning	Keeping up with current best practices
Curious learners, inquisitive	Integration of new programming/technology
Diverse resources (financial, community support, etc.)	Balance of technology
Condition of building; physical plant	Student interpersonal relationships/communication
Safety	

Black Dot Group: Key Visions – Year 2023

- Test scores top 25% in Bergen County
- Social/emotional learning → growth
- Interpersonal skills
- Critical thinking/problem solvers
- Developing grit
- Developing self-reliance/advocating for themselves
- Sense of family/community; bully-free zone



Session #2 of 3

Developing a Broad Goal Statement and Supporting Objectives for Each Goal Area

On Wednesday, May 2, 2018 Oradell Public Schools administration, staff, parents, board members and community members came together to continue the strategic planning process. The second meeting's topic focused on developing a broad goal statement and 4-5 supporting objectives for each of the four goal areas identified at the conclusion of the April 12, 2018 meeting. These goals will represent a shared vision for Oradell Public Schools over the next five years.

Matt Lee and Charlene Peterson from the New Jersey School Boards Association facilitated the strategic planning process. The group was provided with an overview of the April 12 meeting outcomes and then the goal writing process was introduced that included definitions, the connection to the work from the first meeting, and the components of a goal statement. Participants were able to self-select a goal area of interest to them:

- 21st Century Skills-Based Curriculum & Individualized Learning
- Citizenship, Culture & Climate
- Community-wide Health & Wellness.

The fourth goal area, Facilities & Finance was assigned to administrative staff to leverage their expert perspective in this key area. Each goal area group was tasked with writing a broad goal statement and developing approximately four to five accompanying objectives that reflected the strengths, challenges, and visions relative to their goal area as determined in Meeting 1.

The outcomes of that work were turned over to the Board and Administration for refinement and are the goal statements and objectives in this report.



Session #3 of 3

Reviewing and Refining the Oradell Public School Mission Statement

On Wednesday, June 6, 2018 Oradell Public Schools administration, staff, parents, board members and community members came together to complete the strategic planning process with an examination of the district mission statement.

The group was introduced to the purpose and composition of a mission statement:

- The mission statement is a simple explanation of purpose – the reasons a school district exists. A mission statement clearly explains the:
 - Who we are
 - What we do
 - What needs and goals are we working toward

The group reviewed the existing mission statement and broke into groups that rotated through stations and brainstormed how the above three items above applied to the district. The group then came back together to review the individual components and come to consensus on a final version.

The draft mission statement that appears below was prepared during this session and presented to the Board and Administration for review and consideration for adoption.

“The Oradell PSD is an engaged and nurturing community committed to providing innovative opportunities for social, emotional, and academic discovery to foster curiosity, courage, and character. We prepare our students to be life-long learners who are self-directed, resilient, risk-taking global citizens.”



Appendix "C"

Action Plans

