


GLASSBORO PUBLIC SCHOOLS
GLASSBORO, NEW JERSEY

TO: Mark Silverstein
FROM: Walter S. Pudelko 
DATE: August 20, 2015
RE: Agenda Item for August 26, 2015

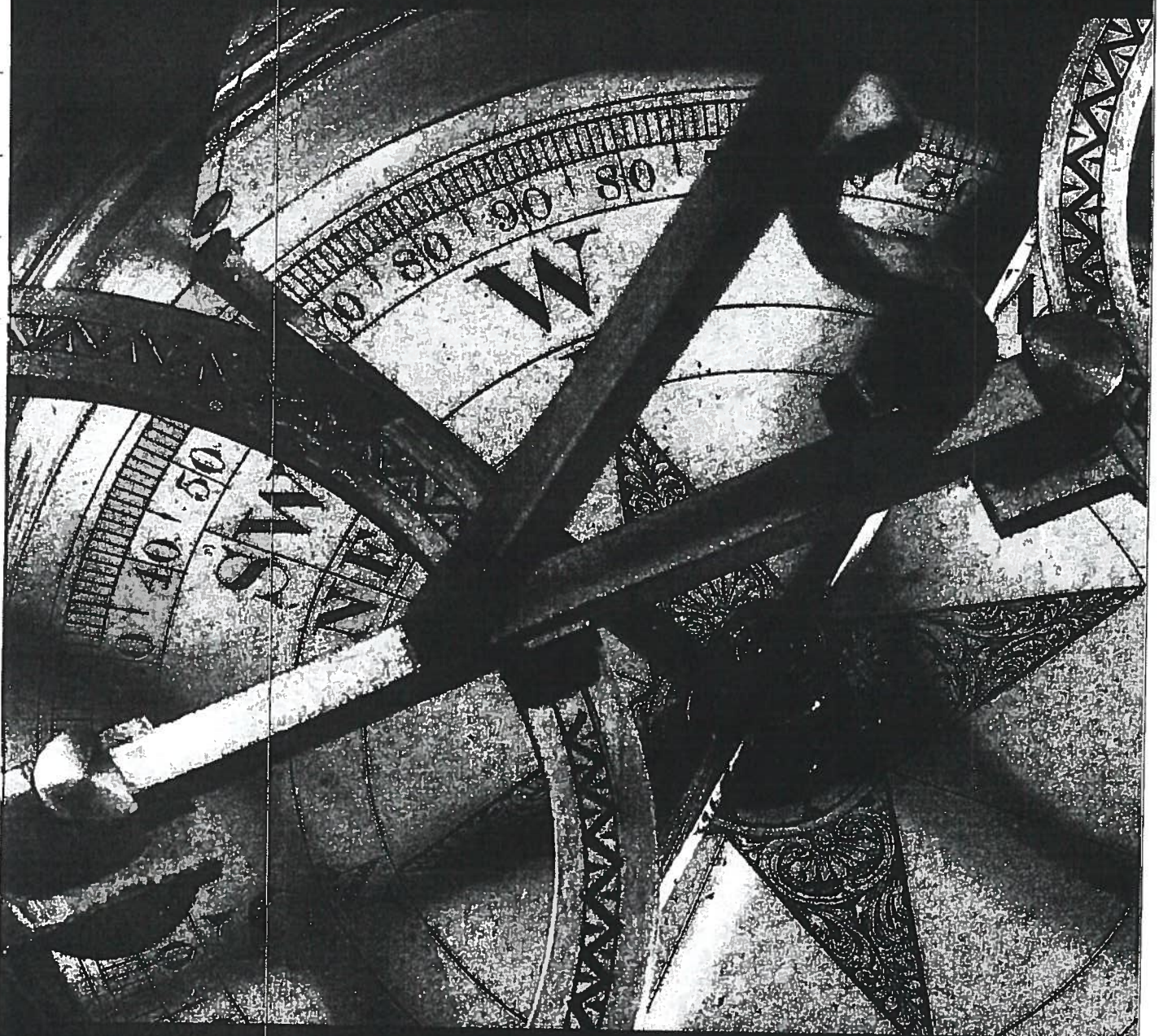
Strategic Planning

Recommend that the Board of Education utilize the Strategic Planning process that is offered by the New Jersey School Boards Association. The Standard Program is offered at a price of \$6,500.00 and the 3D Program is offered at a price of \$3,850.00. A selection of the desired program will determine the cost to the Board of Education.

WSP/b

Strategic Planning 3D

Dream, Determination, and Destiny by Design



FIELD SERVICES DEPARTMENT

New Jersey School Boards Association

Serving Local Boards of Education Since 1914

Strategic Planning-3D Model

“Dream, Determination, and Destiny by Design”

Pre Planning

Administration will prepare a State of the Schools overview and distribute to all participants.

Planning Meetings

NJSBA will facilitate the three planning meetings where the district stakeholders will create the essential elements of a strategic plan: the vision, goals, and objectives.

Developing the Action Plans

After the completion of the planning meetings, the next step in the process is the development of action plans by administration. These correspond directly to the identified goals and objectives.

Presentation of Strategic Plan to the Board of Education

The NJSBA consultant will work with the Superintendent to coordinate the presentation of the strategic plan to the full board of education at a regularly scheduled board meeting. All participants in the plan should be notified by the school district when this presentation is scheduled so that they may attend for the celebration.

Annual Review

Upon request, the NJSBA consultant will facilitate the annual meeting reviewing the progress of the Strategic Plan. This meeting will include updates in each of the goal areas. All participants in the plan should be notified of this meeting and invited to attend.



Strategic Planning- 3D Model

“Dream, Determination, and Destiny by Design”

Rationale:

Due to the demands of the current educational climate and the implementation of the Common Core Standards, PARCC Assessments, Revised Teacher and Principal Evaluation Process, Boards of Education are scheduling less time intensive workshops and other activities. The 3 to 5 year 3D strategic planning model provides a more stream lined strategic approach while retaining the key components of staff and community input, visioning, and goal setting. It is performance driven from inception but permits administration to develop the action plans, a key function in the goal setting process. This model represents the best practice of the community developing the “what” and administration taking responsibility for the “how.” It combines all of the essential features of strategic planning in a more concise format.

Process Considerations:

The consultant will provide an initial meeting with the Superintendent, Board President, and other key members to explain the process and distribute materials. Three strategic planning meetings, each approximately a month to six weeks apart and 1.5 -2 hours in duration will be scheduled to include representation from district and community stakeholders.

- **Pre-Meeting** - with Superintendent and key strategic team members
- **First Meeting** - “Dare to Dream” Vision and Expectations for the Future (2 hours)
- **Second Meeting** – “Determination” Strengths, Accomplishments, and Challenges (1.5 hrs.)
- **Third Meeting** -“Destiny by Design” Goal Statements and Related Objectives (1.5 hrs.)
- **Final Meeting** - Strategic Plan is delivered to the Board of Education

After each meeting, the consultant will prepare outcomes of the meeting for district web postings. The consultant will prepare the composite report once the process is completed. The Superintendent / Administrative team will prepare the action plans based on the developed goals, objectives, and strategies. Actions plans, after completion by the administration, are attached. There are no requirements for participants to attend all meetings as the outcome of each meeting is posted on the web for everyone to read. Districts usually do not need to cap number of participants. The time frame to completion is approximately 4 - 5 months. This model requires less district cash outlay.



SAMPLE

Strategic Plan 3D Calendar

<i>September</i>	Planning Meeting with Board Explanation of process and calendar
<i>November</i>	Meeting #1 Dream- State of the Schools and Creating a Common Vision
<i>December</i>	Meeting #2 Determination- Strengths and Challenges
<i>January</i>	Meeting #3 Design the District's Destiny- Goals and Objectives
<i>February</i>	Delivery of Strategic Plan
<i>February-March</i>	Action Planning by Administration
<i>April-May</i>	APPROVAL OF STRATEGIC PLAN Plans prioritized

CELEBRATION!!!



NJSBA Strategic Plan Programs

NJSBA is dedicated to helping the board select the best program and will work with the board to develop a process that meets the very special needs of your board, the school district and the community.

	\$6,500 Standard Program	\$3,850 3D Program
NJSBA brings to the process our proven expertise in consensus building, developing effective communications, and strengthening engagement and involvement.	√	√
NJSBA will meet with Steering Committee, Strategic Team or Coordinating Committee to discuss the scope and details of the actual process, how to identify the groups to be represented and ways in which to select them.	√	√
Assure that the process is in place, materials are developed and provided and that details for the planning day are clear and organized.	√	√
Set organizational details for future meetings, including communication and publicity regarding the process.	√	
Plan and conduct orientation workshop(s).	√	
Assist in establishing Research Committee(s) to collect internal and external data in preparation for a report to the Planning Council.	√	
Facilitate the Planning Council Conference to create the essential elements of a strategic plan: the vision, beliefs, mission, goals and strategies/objectives.	√	
Facilitate and schedule the 3 evening meetings to take place in 3 consecutive months.		√
Facilitate the strategic planning meeting in accordance with the expectations of the strategic planning committee to include key components of staff and community input, visioning, and goal setting.		√
Facilitate the Planning Day in accordance with the expectations of the coordination committee.	√	
Assist the Action Plan Team to create the action plans needed to accomplish the strategies/objectives.	√	
Facilitate the second Planning Council Conference where action plans will be presented for review.	√	
Presentation of the plan to the full board of education.	√	√
Prepare for the board an executive summary that details the process and the key components of the Plan.	√	√



Some of the Boards of Education that have utilized NJSBA services to facilitate their Strategic Planning process:

Chesterfield	Hackettstown (3D)	North Plainfield
Barnegat (3D)	Hammonton (3D)	Northern Valley Reg.
Belmar	Harding Township (3D)	North Warren Regional
Bellmawr	High Point Regional	Ocean City (3D)
Blairstown (3D)	Hopatcong (3D)	Oradell
Bogota (3D)	Hopewell Valley (R)	Orange (3D)
Branchburg	Howell (3rd R)	Palmyra (3D)
Bridgewater-Raritan	Holland Township (3D)	Pemberton Township
Brielle	Hunterdon Co.	Pennsville
Byram (3D)	Polytech (3D)	Pequannock
Cape May City	Institute for Excellence	Pine Hill (3D)
Cedar Grove	Charter School	Pinelands Regional
City of Burlington	Kittatinny	Pitman
Clifton (3D)	Lakeland Reg. (3D)	Pittsgrove Township
Clinton Township	Lebanon Township	Readington
Cranford	Linwood	Rockaway Borough
Delaware Township (3D)	Little Falls (3D)	Roxbury (3D)
Delaware Valley	Little Silver (R)	Scotch Plains-Fanwood
Delran	Long Beach Island	So. Orange/Maplewood
Dennis Township (3D)	Long Hill Township	Southampton
East Hanover	Lopatcong (3D)	Southern Regional
Estell Manor	Mendham Boro. (3D)	Springfield Township (3D)
Flemington-Raritan	Mendham Township	Sussex Co. Technical (3D)
Freehold Borough	Middletown	Stillwater (3D)
Glassboro	Midland Park	Teaneck (3D)
Glen Ridge	Milltown	Tewksbury (3D)
Gloucester City	Mine Hill	Upper Freehold Reg.(R)
Great Meadows (3D)	Morris Plains	Upper Saddle River (3D)
Greater Newark	Netcong	Vineland (3D)
Charter School (3D)	North Brunswick	Wanaque (3D)
Green Brook	North. Hunterdon-	Wayne
Greenwich Township	Voorhees	Westfield
		West Milford (3D)
		Wharton (R)

(R): Renewal
(3D): 3D Model

