



# Great Meadows Regional School District Strategic Plan 2021-2026



**Destiny, Dream, Design:**  
**Our Community's Collective Vision**  
Presented to the GMRSD Board of Education  
September 15, 2021



# Acknowledgements for their Support, Cooperation and Dedication

## Great Meadows Regional BOE

**Alison DeMarco**, President

**Giles Stuber**, Vice President

**Brendan Gross**

**Daria Hill**

**Christopher Laver**

**Doug Smith**

**William Vonder Haar**

**Courtney Wenthen**

**Heather Wulf**

**Michael Mai**, Superintendent

**Eric Burnside**, Board Secretary and  
Business Administrator

## Other District Stakeholders:

This plan would not be possible without the input of your dedicated

- **Parents**
- **Staff & Admin Members**
- **Community Members**
- **Board Members**

who generously gave of their time.

## NJSBA facilitators:

Kathy Helewa & Mary Ann Friedman,  
Field Service Representatives



# Waterfall Effect of a Strategic Plan



**From the Goals & Objectives of a Strategic Plan flow:**

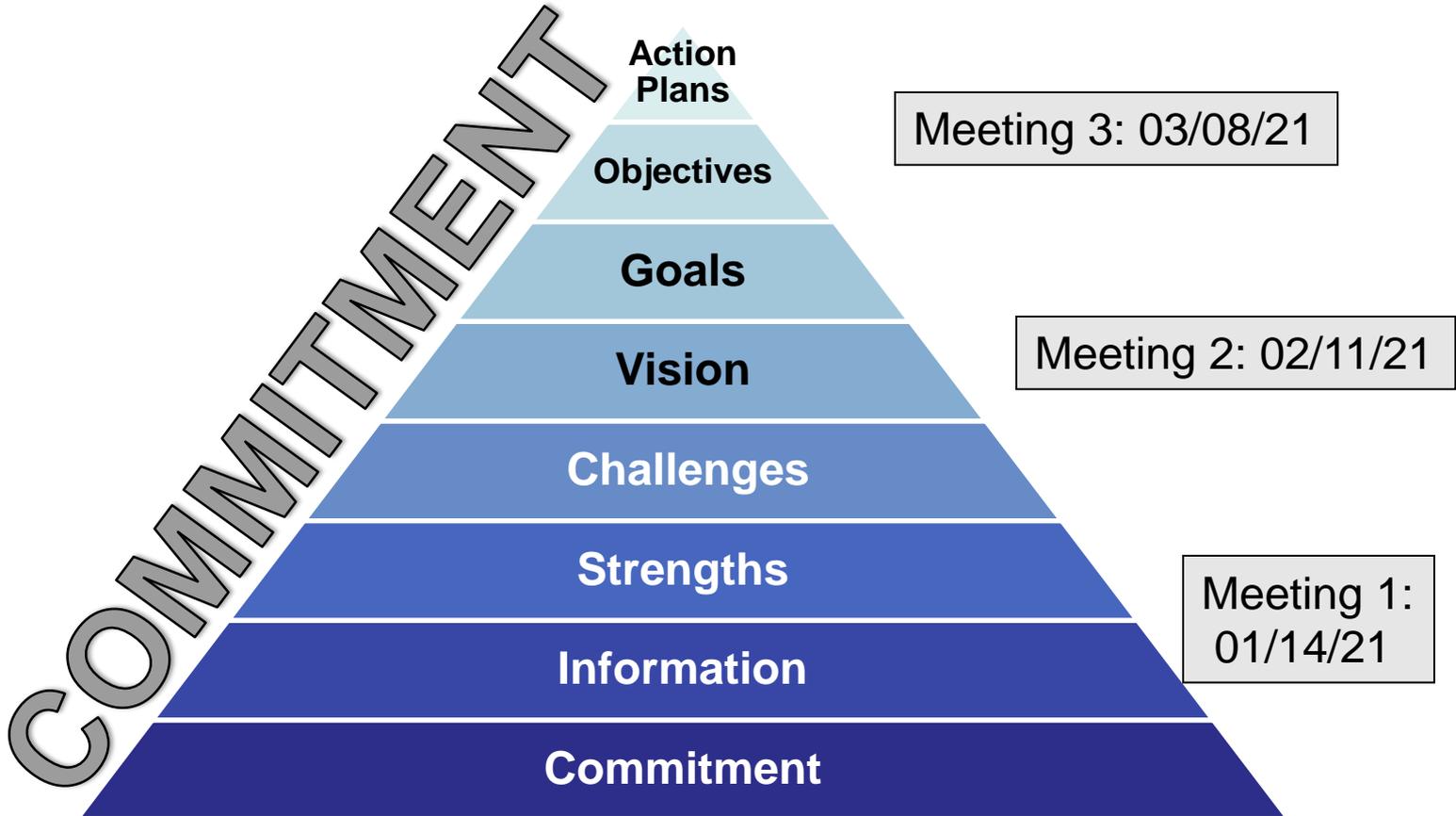
- District Goals
- BOE Goals
- Administrators' Goals
- Building Goals
- Department Goals
- Staff SGOs
- Staff PDPs

all of which ultimately flow into—

**Student Achievement**

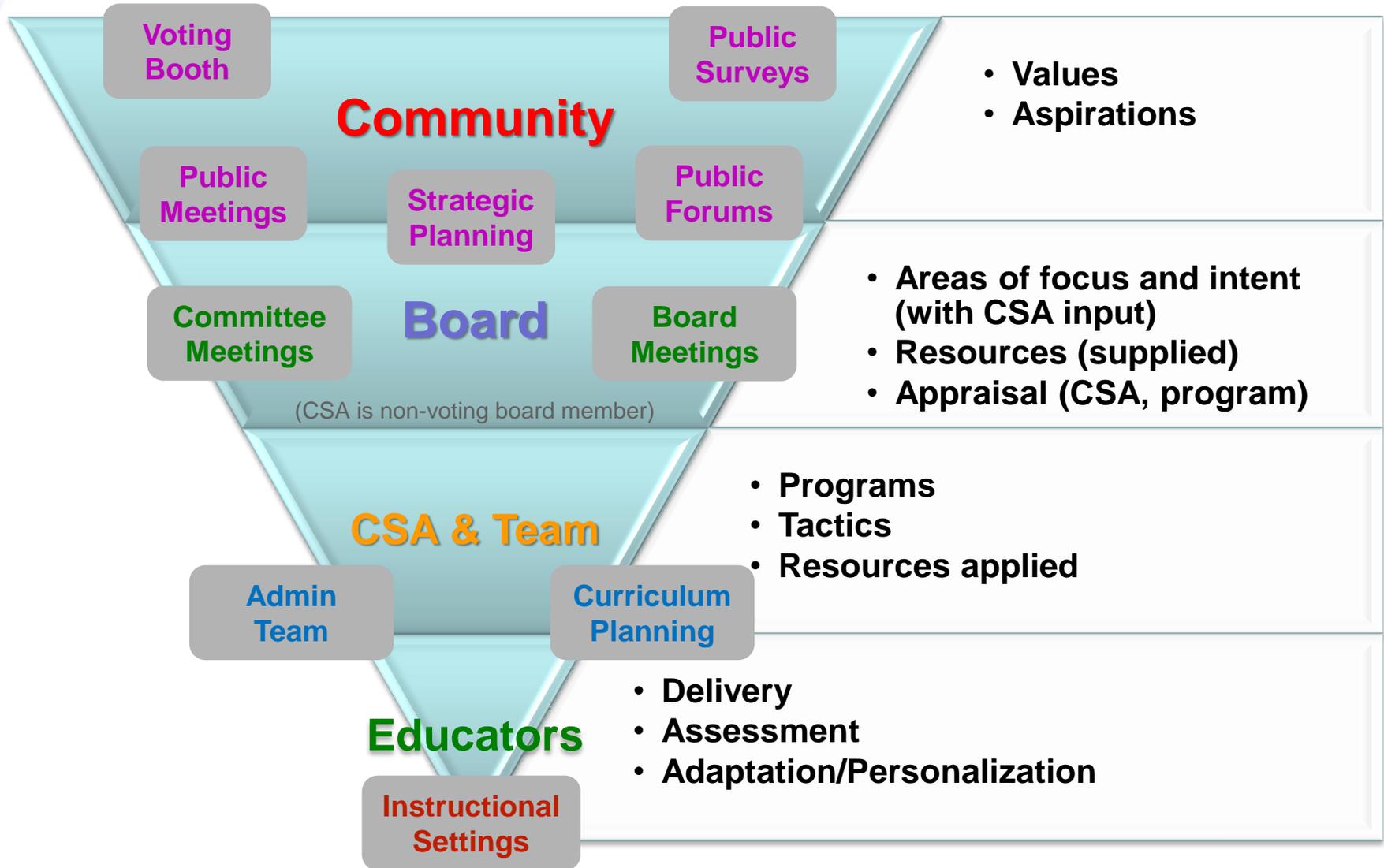


# Components of Strategic Planning





# How Groups Contribute To Goals





# Great Meadows Regional School District Mission Statement

The GMRSD will provide quality educational opportunities that ensure the individual success of all students within a safe and supportive environment and to build life-long learners who will meet society's challenges into and beyond the 21st century.





# District Strengths & Challenges

## Some Strengths Identified

- Wonderful Teachers & Staff
- Small, involved community with strong values
- Developing critical thinkers & lifelong learners
- Social – Emotional support and mindfulness, positivity
- Traditions and inter-generational relationships
- Communication
- Supportive PTO

## Some Challenges Identified

- Facilities & upkeep expenses
- Declining enrollment
- Decreasing State funding
- Keeping up w/advances in technology
- Recruiting high-quality teachers
- Keeping our character as a school district
- How do we challenge our children?



NOVEMBER 13, 2000 \$3.50

# TIME

**A National Model of 21<sup>st</sup>-  
Century Education**



**Great Meadows Regional  
School District**

“Great  
Meadows:  
Making  
Wishes  
Come True”

“Build it, and  
They Will Come”

“GMRSD:  
Beyond Big”

“Great  
Meadows:  
Inspiring a  
360-  
Degree,  
Multi-  
Faceted  
Experience”

“Empowering  
Students to  
Become  
Global  
Ambassadors  
of our  
Future”

www.time.com ADL Keyword: TIME



# How do we define “21<sup>st</sup> Century Learning”?

## Themes

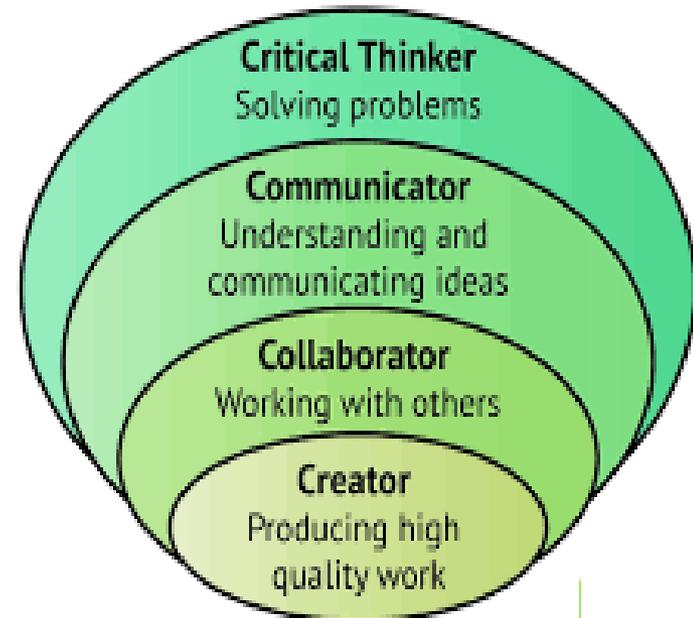
### *Global Awareness*

Literacy in:

- **Cultural Diversity**
- **Finance, Economics, Business, and Entrepreneurial Skills**
- **Health and Wellness**
- **Civics and Citizenship**
- **Information, Media, & Technology**

## Skills Needed

### The Four Cs of 21st Century Skills





# ***Some Five-Year Visions from the Groups' Work***

**Broaden Curriculum: Beyond the Common Core**

**Utilize tech in an appropriate way; STEM, Maker Space**

**Cultural sensitivity and appreciation of diversity**

**Capital improvements, classroom upgrades**

**Home Ec, Woodshop, Culinary, Science Exhibits, Museum**

**Hands-on, tactile experiences, PT/OT Access for all**



# Common Threads from Meetings 1, 2

## Teaching & Learning

STEM

Hands-on, problem-based learning

Professional Development for educators

Instructional and social continuum from Pre K – grade 12

Expand GATE

## The Whole Child

Authentic education of the whole child / play-based

## Health and Wellness

Mental and physical wellness

## Diversity & Citizenship

Civic responsibility

Diversity

Global Connections

Environment

Bringing GMRSD to the community and the community to GMRSD

## Technology & Facilities

Optimize existing facilities

Thinking towards sports

Technology to make it all happen



# 5 Goal Areas For the Strategic Plan

- **Teaching & Learning**
- **The Whole Child**
- **Health and Wellness**
- **Diversity and Citizenship**
- **Technology and Facilities**





# Goal Area 1: Teaching & Learning

To provide authentic, hands-on, multimodal and appropriate learning opportunities for students at all levels.

Provide differentiated instruction for all students.

Expand use of maker space for all students to enrich problem-based learning.

Create units of study that address multiple subject areas at all levels.

Provide educators with professional development opportunities that are specific to teaching strategies best suited for their student populations.



# Goal Area #2: The Whole Child

## Goal

To provide programming that addresses the needs of the Whole Child, with a focus on collaboration, social skills & physical needs, and the cognitive development of students.

## Objectives

Provide students opportunities for group work and the development of social skills.

Provide multi-sensory experiences for students.

Provide an emphasis on play-based learning in the elementary grades to develop skills for success in the upper grades.

Provide strategies to families to assist students at home.



# Goal Area #3: Health & Wellness

## Goal

Create an environment of social, emotional, and physical well-being so that students will be able to interact cooperatively with others now and in the future.

## Objectives

Educate students on the importance of a healthy body and a healthy mind through real-world applications at all levels.

Improve indoor and outdoor facilities with an emphasis on mental and physical education.

Educate students on positive communication strategies with peers.

Create programs that address positive mental health.



# Goal Area 4: Diversity & Citizenship

## Goal

Provide students a deep understanding of cultural diversity and citizenship through making local and global connections.

## Objectives

To develop an appreciation of the creation of our national, state and local government while building strong connections with local residents and businesses in the community.

To develop an understanding and value of our differences, in order to enhance diversity learning for students.

To develop connections with students around the world to broaden the global citizenship of our students.

To foster a stronger connection between students and the environment while enhancing knowledge of how to protect it.



# Goal Area #5: Technology & Facilities

## Goal

To build the district facilities and technology environments to provide the foundation for the infinite student growth without limitations.

## Objectives

Implement a scalable technology environment to allow for exposure to new technologies as they emerge.

Utilize the district buildings and grounds in a manner that provides for a more extensive range of extracurricular experiences for students.

To enhance and modernize school security and facilities.



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# Goal Development



**Everyone “owns” the District Goals** the CSA is responsible for their completion, the Board supplies the resources necessary for their attainment.

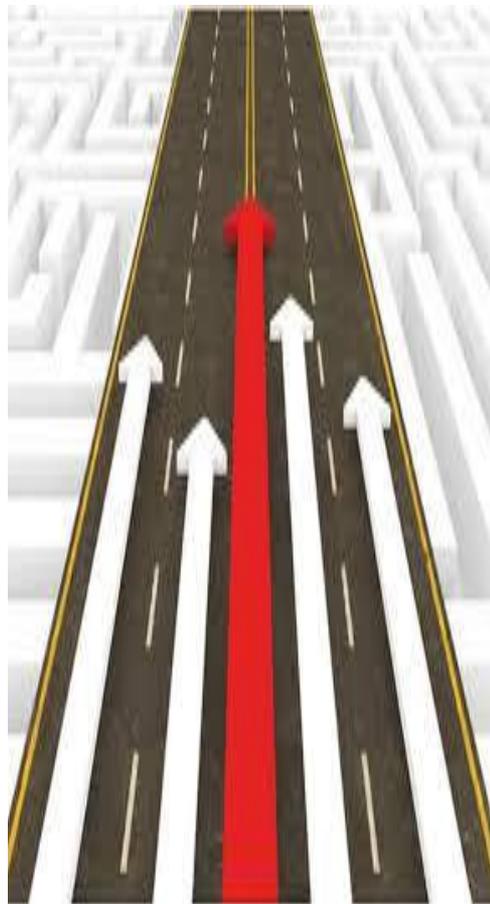
**Board Goals** are set to improve process/tasks “owned” by the Board, and are evaluated in conjunction with the board self-evaluation.

**CSA Personal Goals** are derived from the annual leadership skills evaluation.

**Merit Goals** are optional and contained in the CSA’s contract.



# Goal Setting & CSA Evaluation



- Drives school improvement and student achievement
- Sets annual priorities
- Ensures the Board and Superintendent are on the same page
- Demonstrates the Board's commitment to accountability

• *Source: NY State School Boards Association*



# Draft District Goals 2021-22

1. By June 30, 2022, GMRSD will increase student achievement and demonstrate significant academic gains through the use of K-8 benchmark assessments, expanded extra-curricular, academic support programs, and the offering of ongoing and meaningful professional development.
2. By June 30, 2022, GMRSD will begin creation of sensory rooms in all school facilities as well as incorporate project-based learning activities that address multiple modalities.
3. By June 30, 2022, GMRSD will have evidence of a trauma-formed faculty, students trained in mindfulness, and a culture that incorporates social, emotional and mental health awareness throughout the curriculum.



# Draft District Goals 2021-22

4. By June 30, 2022, GMRSD will Create Cultural Diversity Committees within each school building that includes staff, students, and other stakeholders to identify and implement a data-driven plan to understand and appreciate all cultures.
5. By June 30, 2022, GMRSD will have successfully completed the boiler replacement project at Central Elementary School and begun significant HVAC repairs at Great Meadows Middle School to improve air quality.



# Team Roles

## The Board

### **ENDS (Results)**

What?  
Why?  
How much?

Vision  
Mission  
Goals  
Policy

**2. VOTE**

**4. MONITOR**

## The Administration

### **MEANS (Methods)**

How?  
When?  
Where?  
Who?

Objectives  
Strategies  
Action Plans  
Procedures

**1. RECOMMEND**

**3. IMPLEMENT**

← CSA Checks Congruency



# Developing the Action Plans

**Goal Statement:**

**Objective:**

Major Activities	Staff	Resources	Timeline	Success Indicators
1.				
2.				
3.				
4.				

**Work of Administration**



# Next Steps

## District Goals

- Board adopts annual district goals
- Superintendent develops action plans
- Board reviews Superintendent's action plans
- Board & Superintendent establish dates for frequent progress reports on goals





# Essential Questions: Board Goals

- What professional development would assist the Board in improving our governance skills?
- What professional development is needed by the Board in support of district goals?
- What professional development needs or focus areas would a Board Self-Evaluation indicate?





# Board Goals 2021-22



# Next Steps

## Board Goals

- Board develops professional improvement plan (action plan for goals)
- Board implements professional improvement plan (action plan for goals)
- Board & Superintendent establish dates for frequent progress reports on goals





**The main  
hope of a  
nation lies  
in the  
education  
of its  
youth.**

**--Erasmus**



**Your shared expectations should reflect your common vision for the district....**



The ability to see and create the future education you want for your children.



If everyone is moving forward together,  
then success takes care of itself.

~ Henry Ford

**Thank you for your commitment**  
to working together to move your district forward  
to positively impact student achievement.