



## Creating a Strategic Plan for the Roseland School District

### Mission Statement

“We Care About What We Do”

In an atmosphere reflecting a spirit of cooperation and mutual respect, we celebrate the uniqueness and diversity of the members of our school community. Our goal is to cultivate a learning environment in which our children will develop productive mind habits and successful skills of learning which culminate in academic achievement and positive self-esteem. We invite and encourage the children to explore new horizons and support them in such endeavors. We provide the necessary guidance which encourages each child to develop critical thinking skills for personal goal setting, problem solving and decision making. To these ends, the Lester C. Noecker School community remains dedicated.

### Session 1 of 3 - What are the Strengths/Accomplishments and Challenges/Opportunities of the Roseland School District?

On February 13, 2017 Roseland School District administrators, staff, Board members, parents, and community members came together to initiate strategic planning. The first evening's topic focused on the strengths/accomplishments, and challenges/opportunities of the Roseland School District. The meeting began with welcoming remarks by Anna Gordon, President of the Board of Education. Deanne Somers, Superintendent, provided an informative overview of the district. Facilitators Charlene Peterson and Matt Lee, from New Jersey School Boards Association, introduced the strategic planning process and assisted throughout the process.

Just under 50 participants gathered in seven randomly assigned groups to identify the strengths/accomplishments and challenges/opportunities of the Roseland School District through brainstorming and the sharing of ideas. After discussion, each group came to a consensus on its top 10 strengths/accomplishments and top 10 challenges/opportunities and presented those 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 ([www.roselandnjboe.org](http://www.roselandnjboe.org)) to share the group work during

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the course of the strategic planning process.

### Group Consensus: Strengths/Accomplishments & Challenges/Opportunities

#### Red Dot Group:

Strengths/Accomplishments	Challenges/Opportunities
Students	Budget
Parent support	Expanded Development (housing)
Staff	Administrative Turnover
Reputation	Trust – Administration/Community/Staff (linked to administrative turnover)
Facility	Communication – work in progress
Programs (BSI, Art/Music, Counselor	Technology – continue growth
Class size	Sending Districts – consortium, need growth
School culture/Family/Collaborative	Discipline/Structure/Expectations (balance)
Special Education – meeting individual needs	Engagement – Grade 6 (leadership opportunities?). Investment in their school
Professional Development opportunities	Time to fit everything in
Technology - resources	

#### Blue Dot Group:

Strengths/Accomplishments	Challenges/Opportunities
Dedicated faculty	Communication <ul style="list-style-type: none"> <li>● What are we doing in the C.R.?</li> <li>● What literacy program are we doing?</li> <li>● How are teachers being trained?</li> <li>● What is the follow-up with faculty?</li> </ul>
Whole School programming – i.e. Veterans’ Day	Are we doing Guided Reading? Where/how are literacy skills being introduced? Practiced? Implemented? Assessed?
Safety	Are our children writing? <ul style="list-style-type: none"> <li>● Reflecting on literature, character development</li> <li>● Generating writing on their own</li> </ul>
Very friendly office staff	Grammar?
Super clean, neat, nice, up-to-date building	Transition to West Essex – not educationally prepared – “curriculum deprived.” What’s the curriculum for the other schools?
Amazing HSA and connection to school	Differentiated curriculum
Allergy aware/food sensitivity awareness	How are we allowing our students to flex their brain

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	thinking/preference/own ways to solve?
Good lunch food – choices, etc.	
School website	
Updated level library	

### Purple Dot Group:

Strengths/Accomplishments	Challenges/Opportunities
Strong community	Developing independence
Commitment from families/faculty	Differentiation (effective)
Safe	Common Assessment prep
Resources	Consistency
Departmental sections	Makerspace utilization/problem solving

### Orange Dot Group:

Strengths/Accomplishments	Challenges/Opportunities
Staff	Phonics program
Private school culture	Affordable housing
Well-maintained infrastructure	Student population limit
Improved communication	Coordinate curriculum with sending districts
Parent involvement	Corporate assistance
Community cooperation	Life skills
Courtesy bussing	

### Yellow Dot Group:

Strengths/Accomplishments	Challenges/Opportunities
Small, community atmosphere	Maintaining small classroom sizes with projected growth in Roseland
6 <sup>th</sup> grade still housed at elementary school	Bolster opportunities to meet and greet with staff
Facility - ≠ need to spend too much \$ to replace, fix	Maintaining H.S.A. contributions
H.S.A. – relationship – open, involved	PARCC – balance with good teaching
Bus transportation/organization	Continuity and quality of professional development
Departmentalization for 5 <sup>th</sup> and 6 <sup>th</sup> grade	Consistency with parent/teacher communication
Common time for collaboration/articulation from grade to grade	Connecting curricular and extra-curricular activities
Strong differentiation	
Classes for social interaction within grade level – many opportunities	
Extra-curricular activities	

### Pink Dot Group

Strengths/Accomplishments	Challenges/Opportunities
Positive, welcoming atmosphere	Students not prepared for 7 <sup>th</sup> grade

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Parent involvement	Turnover with administration
Great enrichment programs	Clearer expectation for students so parents know progress
Technology - Chromebooks	Programs frequently changing
Not a lot of teacher turnover	Students – more self-sufficient
Very clean building	

**Black Dot Group**

<b>Strengths/Accomplishments</b>	<b>Challenges/Opportunities</b>
Safe and respectful learning environment	Universal teacher-to-parent communication (consistency)
Community support	Inadequate Science curriculum in K-3.
School-to-parent communication	Exclusion of low-income students from afterschool enrichment activities
H.S.A. and school events	Partnering with local companies/businesses to ask for donations (i.e. library, ADP., etc) and business expertise (STEAM)
Math and Reading programs	Lost momentum of STEAM initiative – bring back partnership with parents, etc. (i.e. Robotics, Makerspace, etc.)
Afterschool enrichment opportunities (sponsored by H.S.A.)	Prepare for future town development/student population growth
Outstanding technology in the school	More civic involvement (with the kids)
Physical classroom size (student ratio)	Racial/cultural awareness
Beautiful school facilities	

At the conclusion of the discussion it was requested that Parent Training be added as a Challenge/Opportunity.

**The second strategic planning session is scheduled for: Tuesday, March 14, 2017 from 7:00 – 8:30 pm.**

During the March 14th meeting, using a similar brainstorming process, we will identify our visions for the Roseland School District five years from now.

The final meeting will be held on Wednesday, April 19 at 7:00 pm to write goal statements using the input from the two previous sessions.

Please join us. Everyone is welcome, even if you were not able to attend the first meeting. We look forward to seeing you!