

# 3D Strategic Plan

2023 - 2027

Prepared for the

Sea Girt  
School District  
*Sea Girt, NJ*

*Facilitated by: NJSBA Field Services Department*

Mary Ann Friedman, Field Service Representative



**New Jersey School Boards Association**  
*Serving Local Boards of Education Since 1914*

# 3D Strategic Plan

**2023 - 2027**

## **Sea Girt School District**

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## **Acknowledgements**

The Sea Girt School District's 3D Strategic Planning process, completed during the 2022 - 2023 academic year, could not have occurred without the support, cooperation and dedication of the following people and groups:

### **Sea Girt Board of Education**

**2022 - 2023**

**Todd Leonhardt, Board President**

**Hilary DiFeo, Vice President**

**Marjorie Kane, Board Member**

**John Lajewski, Board Member**

**Brendan O'Reilly, Board Member**

**Mr. Rick Papera, Superintendent**

**Ms. Deborah Trainor, Business Administrator**

### **New Jersey School Boards Association**

**Mary Ann Friedman, Field Service Representative**

Sea Girt School District – Strategic Planning Meeting Attendees

December 13, 2022

1. Mr. Rick Papera
2. Cara Walters
3. Todd Leonhardt
4. Greg Hillman
5. Liz Collins
6. Pat Collins
7. Jeffrey Russo
8. Dan Lalli
9. John Lyewski
10. Justin Macko
11. Laura Dunbar
12. Brian Buckley
13. Beth O'Reilly
14. Holly Boyer
15. Maili Senna
16. John G. Sidway
17. Dana Reid
18. Sally Bittner
19. Maria Richman
20. Jeffrey Kim
21. Stephanie Flynn
22. Alice Keefe

January 12, 2023

1. Mr. Rick Papera
2. Cara Walters
3. Maili Senna
4. Michael Cooley
5. Brian Buckley
6. Barb Buckley
7. Laura Dunbar
8. Bob Lagalph
9. Joe Beggans
10. Dana Reid
11. Justin Macko
12. Maria Richman
13. Stephanie Flynn
14. Greg Hillman
15. Jeffrey Kim
16. Nesreen Eltoukhy
17. Liz Collins

February 2, 2023

1. Mr. Rick Papera
2. Cara Walters
3. Maili Senna
4. Beth O'Reilly
5. Jeff Russo
6. Greg Hillman
7. Sally Bittner
8. Jeff Artherholt
9. Dana Reid
10. Holly Boyer
11. Barb Buckley
12. Todd Leonhardt
13. Liz Collins
14. Nesreen Eltoukhy
15. Alan Zakin

# 3D Strategic Planning Process

## Executive Summary

### **A. Educating the Board to make an informed decision**

On October 27, 2022, members of Sea Girt Board of Education met in-person to discuss strategic planning services for the 3D (Determination, Dream and Destiny by Design) with NJSBA Field Service Representative, Mary Ann Friedman. The Board of Education approved the contract for the 3D Strategic Plan that evening.

The information included a review of the following information 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,
- and potential participants to be included in the process.

On November 4, 2022, Mr. Rick Papera, Superintendent met virtually with Mary Ann Friedman, Field Service Representative for NJSBA, to develop the 3D Strategic Planning calendar. The calendar, sample listing of stakeholder groups and invitation templates were provided to Mr. Papera.

On November 17, 2022, the Sea Girt Board of Education contracted with NJSBA for 3D Strategic Planning services.

### **B. 3 D Strategic Plan Meetings**

On December 13, 2022 (22 attendees), January 12, 2023 (17 attendees), and February 2, 2023 (15 attendees), parents, community members, staff, and administrators came together for strategic planning. Mary Ann Friedman, Field Service Representative from NJSBA facilitated the Strategic Planning meetings. Outcomes of these meetings include:

1. State of the School Report; Strengths and Challenges of Sea Girt School District
2. Vision 2023 – 2027 Sea Girt School District
3. Strategic Plan Goals and Objectives

Outcomes from all three of the Strategic Planning Meetings are included in this notebook.

*(Appendix A – State of the School Report)*

*(Appendix B – Meeting 1 – Strengths & Challenges Outcomes)*

*(Appendix C – Meeting 2 – Vision 2027 Outcomes)*

*(Appendix D – Meeting 3 – Strategic Planning Goal Setting Outcomes)*

### **C. Developing the Action Plans**

The Superintendent and administrative team developed action plans to implement the vision and goals developed in the 3D Strategic Plan. The action plans include:

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

*(Appendix E – Action Plans)*

### **D. Presentation of the Strategic Plan**

NJSBA Field Service Representative, Mary Ann Friedman, will deliver and present the final Strategic Plan to the Board of Education on May 25, 2023.

### **E. Next Steps**

The superintendent and administrative team will implement the action plans for each of the identified goals. Once the board of education has approved the plan, it should be placed on the district website for staff, parents and community members to access and follow. A copy of the plan should be at the board table for each board meeting to provide a framework for decision-making.

An annual State of the Strategic Plan presentation is highly recommended to reflect the progress being made on the strategic planning goals.

*Sea Girt  
School District  
Mission Statement*

Sea Girt Elementary School  
nurtures creativity and imagination  
while empowering our students  
with the knowledge, skills, and values  
needed to think critically,  
respect themselves and others,  
and to achieve their highest potential  
as lifelong learners.

# *Sea Girt School District Strategic Planning Goals*

The Strategic Plan Goals developed, by the participants, for achieving this Mission and Vision are:

## **Goal #1 - Student Experience**

Enhance school programs and student experiences.

## **Goal #2 - Community / Stakeholder Engagement & Involvement**

To re-establish community / stakeholder engagement and involvement as a part of our school community.

## **Goal #3 - Facilities / Finance**

Create an updated space with 21<sup>st</sup> Century learning with a curriculum to drive facility enhancements (STEAM, Media Lab).

## **Goal #4 - Culture & Climate**

Continue to maintain and grow the positive culture and climate of the district.

## **Goal #5 - Communication**

To connect school population by promoting communication between the community and stakeholders.

# **GOAL AREA # 1**

## **Student Experience**

### **Goal Statement**

**Enhance school programs and student experiences.**

### **Objectives:**

1. Create consistent enrichment programs and clubs.
2. Increase academic opportunities across a variety of areas (e.g., technology, content) ensuring career readiness.
3. Build a framework to increase social and emotional intelligence.
4. Infuse leadership opportunities for students to engage with other students (academically, socially) from sending districts.
5. Create more opportunities for students to engage with other students (academically, socially) from sending districts.

# GOAL AREA # 2

## Community / Stakeholder

### Engagement & Involvement

#### Goal Statement:

To re-establish community / stakeholder engagement and involvement as a part of our school community.

#### Objectives:

1. Develop social and interpersonal skills through engagement with people of diverse ages, backgrounds, and abilities.
2. Expand student access to community resources.
3. Increase communication between SGES (Sea Girt Elementary School) and community leaders, i.e., Maria Richmond.

# **GOAL AREA # 3**

## **Facilities & Finance**

### **Goal Statement:**

**Create an updated space with 21<sup>st</sup> Century learning with a curriculum to drive facility enhancements (STEAM, Media Lab).**

### **Objectives:**

1. Any capital projects will be evaluated, communicated, and with feedback be fiscally responsible to our tax paying community.
2. Visit other schools / facilities by stakeholders (administration / board / teachers / etc.) and research what other schools are doing throughout the state and country.

# **GOAL AREA # 4**

## **Culture & Climate**

### **Goal Statement:**

**Continue to maintain and grow the positive culture and climate of the district.**

### **Objectives:**

1. Maintain communication between administration and staff.
2. Continue to grow a climate of learning for faculty and students.
3. Continue to celebrate accomplishments of the community, staff, and students.
4. Amplify student voice - include the students in decisions.

# **GOAL AREA # 5**

## **Communication**

### **Goal Statement:**

**To connect school population by promoting communication between the community and stakeholders.**

### **Objectives:**

1. Improve communication among staff members in the sending districts.
2. Improve communication to the community from the school.

### **Strategies:**

- Provide professional development days for staff in sending districts.
- Increase communication between boards of education to plan professional development.
- Include school events on Borough and recreation emails to the community.
- Place copies of the Patriotic Press in the Library and Borough Hall.
- Showcase student work and art in the Library and Borough Hall.
- Create a Website Design Club - kids can highlight events and achievements.

# **Appendix “A”**

## **Superintendent’s Report: “State of the School”**

# Sea Girt Elementary School State of the School

Strategic Planning Presentation  
December 13, 2022



## Board of Education

Mr. Todd Leonhardt, President  
Mrs. Hilary DiFeo, Vice President  
Mr. Brendan O'Reilly  
Mr. John Lajewski  
Mrs. Marjorie Kane



# Administration

Mr. Rick Papera, Superintendent/Principal  
Mrs. Debbie Trainor, Interim Business Administrator  
Dr. Jeff Russo, Supervisor of Student Services



# Community Organizations

There are many organizations that work together to benefit the community as a whole. There are three that directly work to benefit the school community.

Sea Girt PTO  
Sea Girt Boosters  
Sea Girt Education Foundation

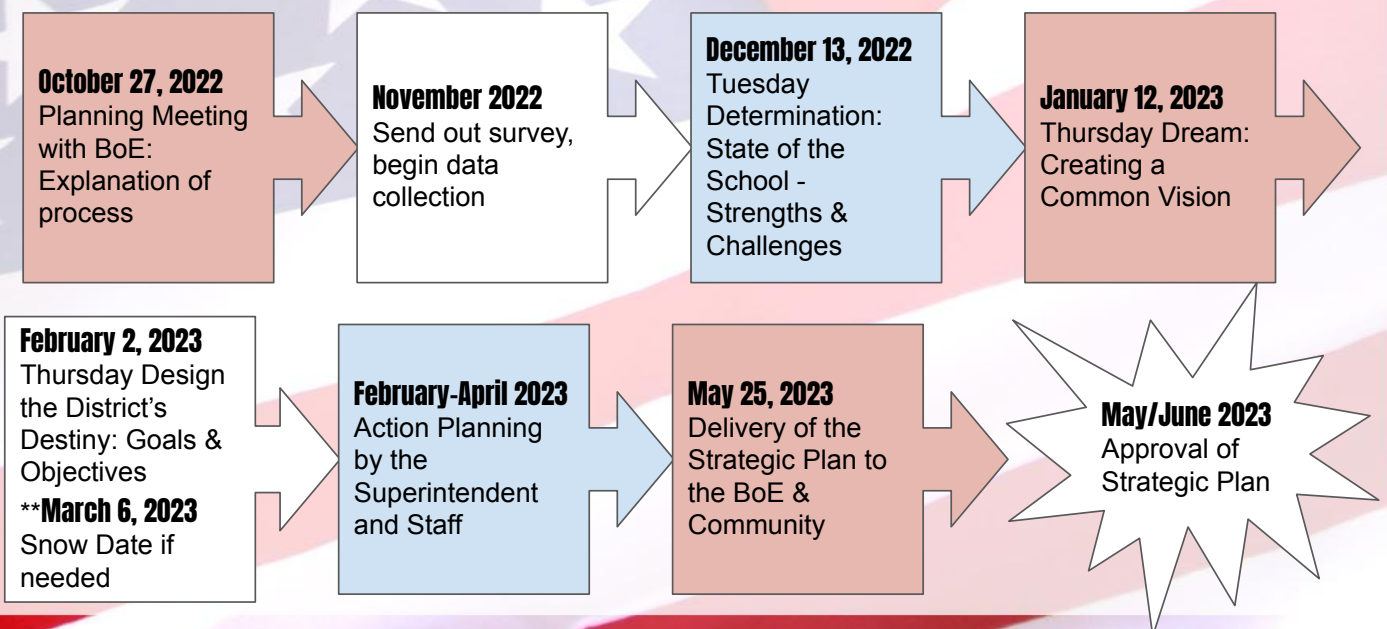


# Mission Statement

Sea Girt Elementary School nurtures creativity and imagination while empowering our students with the knowledge, skills, and values needed to think critically, respect themselves and others, and to achieve their highest potential as lifelong learners.



## Timeline of Strategic Planning Process



# Enrollment

Grade	Current Enrollment
PK	20
K	9
1	7
2	10
3	16
4	13
5	13
6	12
7	15
8	18

In the recent survey in preparation for this meeting, enrollment was seen as an issue by several respondents. On a response stated, ***“With significant rises in SG home values, there are very few, if any young families moving into town.”***

It should be noted that recruiting efforts ceased in 2020 due to the pandemic and will begin to pick back up in preparation for next year.



Year	Enrollment
15-16	154
16-17	147
17-18	142
18-19	145
19-20	152
20-21	137
21-22	135
22-23	133

# Academic Programming

## Academics

- Robust Core Instruction for Both Regular and Special Education (ELA, Math, Science, Social Studies)
- Supplemental Instructional Supports during the School Day and Extended Day
- Gifted and Talented
- Cycle Classes in Grade 5-8: Art, Music, Mindfulness, Environmental Stewardship
- STEM Classes 1-5
- Enrichment Classes K-4
- Financial Literacy 5-8
- Technology/Coding Classes PK-7
- Specials: Art, Music, Media, Physical Education/Health, Spanish (Spanish I in Grade 8)

## Activities

- Band/Instrumental Music
- Drama Performances
- Peer Leaders
- Model UN
- Student Government
- SEL-Wingman Movement
- Summer Programming
- Clubs:
  - Sphero/Bot Building
  - Breakfast
  - Outdoors
  - Knitting
  - Film Study
  - Art
  - Walking
  - Drama
  - Cooking

## Athletics

- Soccer - Boys & Girls
- Basketball - Boys & Girls
- Baseball - Boys
- Softball - Girls
- Tennis - Boys & Girls
- Cheerleading - Girls



# Awards



# Recent State Assessment Data

On the 2022 New Jersey Student Learning Assessment (NJSLA):

- In ELA, 89.6% of students met or exceeded expectations.
- In Mathematics 85.0% of students met or exceeded expectations, including 100% of our Algebra students.
- In Science 32% of students were proficient or advanced proficiency.

For students receiving special education services:

- 60% met or exceeded expectations in ELA.
- 60% met or exceeded expectations in Mathematics.
- 100% were proficient in Science.

In all grades and in all content areas, we outperformed the state average scale score.



# Assessment Data - NJSLA ELA

Grade	SGES Met or Exceeded Expectations	SGES Average Scale Score	NJ Average Scale Score
3rd	91.7%	806	740
4th	87.5%	781	746
5th	100%	780	748
6th	93.8%	782	746
7th	88.9%	790	751
8th	80%	778	750

# Assessment Data - NJSLA Math

Grade	SGES Met or Exceeded Expectations	SGES Average Scale Score	NJ Average Scale Score
3rd	91.7%	794	745
4th	68.8%	769	740
5th	100%	778	736
6th	93.8%	776	733
7th	94.4%	778	737
8th - General Math	50%	746	716
8th - Algebra	100%	780	735

# Assessment Data - NJSLA Science

Grade	SGES Met or Exceeded Expectations	SGES Average Scale Score	NJ Average Scale Score
5th	50%	207	163
8th	20%	176	161

# Assessment Data - Start Strong

ELA					
Scoring category	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
Level 1: Strong Support May Be Needed	3	0	0	0	2
Level 2: Some Support May Be Needed	3	3	2	1	1
Level 3: Less Support May Be Needed	7	10	9	14	15
Math					
Scoring category	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
Level 1: Strong Support May Be Needed	1	0	0	0	1
Level 2: Some Support May Be Needed	1	4	4	1	1
Level 3: Less Support May Be Needed	11	9	7	14	6

# Assessment Data - Start Strong

Science	
Scoring category	Grade 6
Level 1: Strong Support May Be Needed	1
Level 2: Some Support May Be Needed	6
Level 3: Less Support May Be Needed	4
Algebra 1	
Scoring category	Grade 8
Level 1: Strong Support May Be Needed	0
Level 2: Some Support May Be Needed	1
Level 3: Less Support May Be Needed	9

## Facilities

Built in 1970

Addition in 2009

South Grounds Project 2009

North Grounds Project 2015

Recent Projects: Roof Replacement, Security Upgrades, Gym Refresh, Turf/Playground Surface, Electronic Doors on Two Bathrooms, Stage Lift, New Health Office, Flexible Seating and Classroom Furniture, Door Hardware, Office Refresh, Kitchen Refresh, Classroom Cabinetry Refresh  
Future: HVAC, Bathrooms, Media Center, Lab

# 2018-2022 Strategic Plan Goals

**Goal Area #1: Student Success:** For all students to reach their highest potential as people, students, and community members.

**Goal Area #2: Fiscal/Finance/Facilities:** Promote healthy, long-term student enrollment by identifying and providing appropriate resources for cutting edge curriculum and technology & Continue to enhance facilities while maintaining financial stability through a stable tax rate.

**Goal Area #3: Community Engagement:** Utilize the abundant human and natural resources within the community of Sea Girt to enhance the educational experience of Sea Girt Elementary School students while engaging the community to take further interest in the success of Sea Girt Elementary School through additional borough-wide educational and cultural events hosted at the school.

**Goal Area #4: School Climate/Culture:** Create an attractive, inclusive community environment that instills pride and is appreciated by all.

**Goal Area #1: Student Success:** For all students to reach their highest potential as people, students, and community members.

- Hire and retain teachers who align with our mission statement: include teaching staff in process and give new hires solid mentoring and support.
- Promote sustainable education through access to community resources.
- Curriculum will be advanced with a continued focus to develop lifelong learners with a balance of technological and traditional learning, including real-life skills and service to the community.
- Capitalize on access to civic involvement (i.e. DPW, Mayor for a Day, Police Chief for a Day, etc.)

**Goal Area #2: Fiscal/Finance/Facilities:** Promote healthy, long-term student enrollment by identifying and providing appropriate resources for cutting edge curriculum and technology & Continue to enhance facilities while maintaining financial stability through a stable tax rate.

- Maintain stable healthy enrollment numbers.
- Continue to enhance and maintain integrity of facilities.
- Maintain financial stability and fiscal responsibility.

**Goal Area #3: Community Engagement:** Utilize the abundant human and natural resources within the community of Sea Girt to enhance the educational experience of Sea Girt Elementary School students while engaging the community to take further interest in the success of Sea Girt Elementary School through additional borough-wide educational and cultural events hosted at the school.

- Organize additional community activities at Sea Girt Elementary School that offer greater educational and cultural experiences within the borough.
- Engage the non-Sea Girt Elementary School parent segment of the community to take a greater interest in the success and longevity of Sea Girt Elementary School.
- Offer more opportunities for community members and civic groups to share their knowledge and experience within the classroom.

**Goal Area #4: School Climate/Culture:** Create an attractive, inclusive community environment that instills pride and is appreciated by all.

- Create an environment with balance.
- Making the school the community's center, the heart of the community.
- Maintain high quality professional staff who are invested in the school mission and community.
- Maintain excellence in extra-curricular activities.
- Facilitate advanced performance.

# 2022-2023 District Goals

1. To develop the long-term vision for the district, inclusive of all stakeholders, making a plan for the district both in terms of instructional practice and facility maintenance/improvement.
2. To improve upon the existing English Language program focussing on creation of a seamlessly integrated ELA block with cross-curricular content.
3. To continue to integrate state of the art technology into daily instruction in meaningful ways while balancing traditional instruction with technology infused activities.
4. To provide faculty with exceptional opportunities to grow professionally through meaningful and purposeful professional development, and give them the support and guidance to put their new instructional practices into practice.

# Survey Results

1. Providing high quality educational programs for students
1. Providing a safe and secure environment for students and staff
2. Focusing on the whole child
3. Hiring top notch educators
4. Maintaining high quality staff (minimal staff turnover)
5. Promoting a sense of community
6. Maintaining facilities
7. Providing educational opportunities beyond traditional academic classes
8. Making fiscally responsible decisions
9. Establishing strong community partnerships
10. Providing state of the art technology
11. Improving upon existing facilities
12. High scores on State and standardized tests
13. Seek alternate funding sources
14. Increasing enrollment
15. Recruiting tuition students





# Recent Changes

## Programs/Activities

- Extended School Day and Year Activities
- New Social Studies, including Civics
- SEL, Wingman
- Inclusion/Co-Teaching Focus
- Climbing Wall
- Technology Updates
- New Extra Curricular Programs
- Updated Standards in the Curriculum
- Aquaponics
- Standardized Diagnostics in ELA & Math

## Facilities

- Roof
- Health Office
- Gym
- Offices
- Turf/Playground
- Security
  - Door Hardware
  - Cameras
  - Access
  - Guest



**Thank You!**



# **Appendix “B”**

## **Meeting 1 Outcomes Strengths & Challenges**



## Creating a Strategic Plan for the Sea Girt School District

### Mission Statement

Sea Girt Elementary School nurtures creativity and imagination while empowering our students with the knowledge, skills, and values needed to think critically, respect themselves and others, and to achieve their highest potential as lifelong learners.

### Session 1

#### What are the Strengths, Achievements and Challenges of the Sea Girt School District?

On December 13, 2022, Sea Girt School District administrators, Board of Education members, staff, parents, and community members, **twenty-two (22)** in all, came together to initiate strategic planning. The meeting began with a welcome and introduction by Board President, Mr. Todd Leonhardt. Mr. Rick Papera, Superintendent, presented the current “State of the School” report. Mary Ann Friedman from New Jersey School Boards Association (NJSBA) was introduced and explained the strategic planning process.

We reviewed the consensus process utilized in strategic planning. The topic for the evening focused on identifying district strengths and challenges. Participants gathered in randomly assigned groups, five groups in total, and engaged in brainstorming the district’s strengths and challenges. After group discussion, each group identified their consensus points, “Top 10” strengths and challenges. Each group reported their outcomes to the larger group. The large group then identified “Common Themes” that had occurred throughout the small group outcomes.

The information that follows is a summary of the work of the small groups. As discussed with the meeting participants, all consensus points are recorded and posted on the district website to share the group work during the course of the strategic planning process.

## Small Group Consensus: Strengths, Achievements & Challenges

### Light Blue Dot Team:

Strengths	Challenges
High achieving student scores	Safety at recess
Small class sizes	Small class sized when split at pre-high level
Engagement between younger / older students	Social relationships within a small class
Developing the whole child	Continuous development of the whole child
Traditions / Clubs	
Relationship between teachers / students	

### Red Dot Team:

Strengths	Challenges
Teachers!	Science
Great children	Enrollment
Parental involvement	Too small? / one mind (lack of diversity)
Tutoring	Lack of inter-district overlap beyond sports
Peer leaders	
Facilities	
Inter-district opportunities	
Rest of SG (Sea Girt) community	<i>OPPORTUNITY</i> – make facilities more available to the community

### Purple Dot Team:

Strengths	Challenges
Social opportunities: clubs, sports, activities	Promote social preparedness
Across grade interactions – socially, academically, emotionally	Partnerships with Window Worlds
Athletic success/participation	Utilize nature/environment for learning
Academically prepared	Outside the box thinking / cross curricular projects – integrate their learning
Parent interaction / involvement	Size
Size	Prepare for diversity and inclusion
Technology equipment	Student pride in the appearance of the school
	Technology / social media balance
	Enrollment

**Orange Dot Team:**

Strengths	Challenges
Size	Size
PreK program prepares children for Kindergarten	Diversity
Preparedness of pre-high students for High School	Funding for facility upgrades
	Lack of Curriculum Director – Mr. Papera wearing so many different hats as Super and Principal – the hope is that curriculum does not fall to the bottom of the list
<b>This is not a complete listing.</b>	

**Dark Blue Dot Team:**

Strengths	Challenges
Resources for students (individual support, special ed., \$)	Enrollment
Enrichment opportunities (clubs, arts, etc.)	Class size
School climate (homey, welcoming, K-8 feel)	Staff – only one per grade level
Parent & community involvement & connection	Lack of diversity - exposure - ex: food bank
Faculty	Limited \$ from state
Facilities & grounds – updated	Substitute shortage
Updated curriculum	Security at lunch / recess
Athletics & extra-curricular	Limited time to meet with sending districts
Class size	
SG (Sea Girt) traditions	

Following each group reporting out on their consensus points, the large group identified the following **common themes**:

Common Theme Strengths	Common Theme Challenges
Small class sizes	Enrollment
Teachers	Small class sizes
Traditions	Lack of diversity
Cross collaboration among students	Security – outside on playground
Enrichment and extra-curricular opportunities	Ties to other districts outside of sports (academics, clubs, etc.)
Students well prepared for HS	Ties to other districts for staff
Academic success	Social preparedness
Facilities	
Updated and updating curriculum	
Community interaction and involvement	
Parent involvement	

***2022 Sea Girt School District Strategic Planning Meeting #1 Outcomes***

**The second strategic planning session is scheduled for:**

**Thursday, January 12, 2023, at 6:30 pm,  
Sea Girt Elementary School, Library/Media Center  
Sign-in begins at 6:15 pm.**

Meetings #2 and #3 are scheduled for 1.5 hours. Meetings start and end promptly.

During the January 12<sup>th</sup> meeting we will create a shared vision together for the future of the Girt School District . . . we will talk about our aspirations and expectations for our students and school district.

Please join us. Bring a friend! Everyone is welcome! We look forward to seeing you!

Translators will be available.

**Please RSVP by calling *the Superintendent's Office* or  
using the RSVP form on the district's website. *Thank you!***

# **Appendix "C"**

## **Meeting 2 Outcomes Vision 2027**



## **Creating a Strategic Plan for the Sea Girt School District**

### **Mission Statement**

Sea Girt Elementary School nurtures creativity and imagination while empowering our students with the knowledge, skills, and values needed to think critically, respect themselves and others, and to achieve their highest potential as lifelong learners.

### **Session 2**

#### **Developing a Vision for the Sea Girt School District**

On January 12, 2023, Sea Girt School District administrators, Board of Education members, staff, parents, and community members, seventeen (17) in all, came together to initiate strategic planning. The meeting began with a welcome from Mr. Rick Papera, Superintendent. Mary Ann Friedman from New Jersey School Boards Association (NJSBA) was introduced and explained the strategic planning process.

We reviewed the consensus process utilized in strategic planning. The topic for the evening focused on creating a shared vision for the Sea Girt School District. Participants were asked to picture themselves, having been away from the district for 5 years, returning to Sea Girt and seeing their school on the cover of TIME magazine. The article is about Schools that Succeed. In addition to the current programs already in place in Sea Girt, what programs/services/curriculum/student outcomes/best practices/facilities would you expect to see in your schools that are succeeding? Participants were encouraged to think “big picture.”

Participants gathered in randomly assigned five groups to develop a shared vision and initiatives. The small groups reviewed the outcomes from Meeting #1, strengths, and challenges, and then began brainstorming on their vision for the district. After group discussion, each group identified their consensus points and presented those to the full group of meeting participants.

The information that follows is a summary of the work of the small groups. As discussed with the meeting participants, all consensus points are recorded and posted on the district website to share the group work during the course of the strategic planning process.

## Small Group Consensus: Vision & Initiatives

### Black Dot Team:

**Title of Article: “Gem by the Shore”**

#### Initiatives:

- Variety of after-school programs
  - e.g., Homework, Community-Service, STEM, Art, etc.
- Increased awareness / preparation for high school
- Summer school programs for collective students in Manasquan sending district
- Leadership projects starting at an early age
- Additional foreign language options and summer immersion experiences
- Soft skills / interpersonal / social engagement initiatives
- Leverage expertise of community residents and provide early exposure to careers (forward thinking . . . building leaders)

### Dark Blue Dot Team:

**Title of Article: “Nurturing a Blossoming Future. Strong Roots – Academics, Sportsmanship, Welcoming Atmosphere.”**

#### Initiatives:

- Connecting with other schools
  - Cross-district projects
  - Cross curricular projects, i.e., sports/extracurricular/enrichment
  - Connect with local groups – Holly Club, Lighthouse, Conservancy beach sweeps, clean ocean action, stargazing constellations, Army Camp ~ History, Environmental Awareness, Library, Fire House
  - Wave and a Smile campaign
  - Pride in Community – Baltimore Park
- Variety of opportunities for self-discovery
- Increasing student enrollment
- Well-rounded students
- Bridge gaps by connecting with the community

### Fuchsia Dot Team:

**Title of Article: “THE REAL WORLD: Sea Girt”**

#### Initiatives:

- Facilitate interaction with other school districts (cooperative not competitive)
- Hands-on life skills (Shop/ Home Ed)
- Intro to career readiness/awareness of careers/career paths

## Dark Green Dot Team:

### Title of Article: "Small School Makes BIG!"

#### Initiatives:

- Increase enrollment through recruitment
  - Scalable tuition
  - Retaining/Keeping kids past Pre-K
- Enrichment Programs
  - Staying current → parents
- Technology Club
  - Interactive with other districts
- Staff Development
  - Across districts
- Bringing the community together through Sea Girt School
  - Student instructors for seniors using technology
- Social Literacy
  - Lack of dances

## Light Green Dot Team:

### Title of Article: "Valuing the Future, but Respecting the Past"

#### Initiatives:

- Hands-on learning experiences/opportunities, outside of the classroom, including updating field trips
- Building on more after-school enrichment programs with student input
- Maintaining old learning methods, e.g., cursive writing, traditional projects balanced with technology
- Continuous improvements of security, grounds, facilities
- Building on well-rounded Patriots; empathetic, driven, respectful!
- More ways to interact with older students and younger
- Preparing parents for pre-High – what to expect and what they need

Following each group reporting out on their consensus points, the large group identified the following **common themes**:

- Enrollment
- Enrichment
- Connecting enrichment opportunities to other districts
- Well-rounded students
- Life preparedness
- Community bringing in and students going out into community
- Staff development across districts
- Involving parents in the process
- Social & interpersonal skills

*2023 Sea Girt School District Strategic Planning Meeting #2 Outcomes*

Five goal areas emerged from the common themes identified by the group at large:

1. Student Experience
2. Community / Stakeholder Engagement & Involvement
3. Facilities & Finance
4. Culture & Climate
5. Communication

The third strategic planning session is scheduled for:

**Thursday, February 2, 2023, at 6:30 pm,  
Sea Girt Elementary School, Library/Media Center  
Sign-in begins at 6:15 pm.**

Meetings are scheduled for 1.5 hours. Meetings start and end promptly.

Thank you to everyone who has contributed their time, talent, and perspectives during the first and second Strategic Planning meetings. We appreciate your participation!

During the February 2<sup>nd</sup> meeting participants will review the outcomes from Meetings 1 & 2 (strengths & challenges, vision & initiatives) and develop the strategic planning goals and objectives for the Sea Girt School District.

Attendees will have the opportunity to self-select and work with any/all of the goal areas in which they would like to participate.

Please join us. Bring a friend! Everyone is welcome! We look forward to seeing you!

**Please RSVP by calling *the Superintendent's Office. Thank you!***

# **Appendix “D”**

## **Meeting 3 Outcomes Strategic Planning Goal Setting**



## Creating a Strategic Plan for the Sea Girt School District

### Mission Statement

Sea Girt Elementary School nurtures creativity and imagination while empowering our students with the knowledge, skills, and values needed to think critically, respect themselves and others, and to achieve their highest potential as lifelong learners.

### Session 3

#### Developing Strategic Planning Goals for the Sea Girt School District

On February 2, 2023, Sea Girt School District administrators, Board of Education members, staff, parents, and community members, **fifteen (15)** participants in all, came together for Meeting #3 of the strategic planning process. The meeting began with a welcome and introduction by Superintendent, Mr. Rick Papera. Facilitator Mary Ann Friedman, from New Jersey School Boards Association (NJSBA), was introduced and provided an overview of the strategic planning process and the focus for the evening's activity.

We reviewed the consensus process utilized in strategic planning. The topic for the third evening focused on developing goal statements and objectives for each of the five goal areas identified at the second meeting. Participants gathered in self-selected groups, four in all, to work on the goal area of their choice. The fifth goal area was developed by the group at large. Participants were able to move from one goal area to another if desired.

Small groups were asked to identify a recorder to print their consensus points on the large post-it boards, and a spokesperson, who would report their work to the larger group. The small groups reviewed the outcomes from meeting 1, strengths & challenges, and meeting 2, vision and initiatives, to identify strategies, group those strategies, develop objectives, and then develop an overarching goal statement for their goal area. Each group reported their work to the larger group.

The information that follows is a summary of the work of the small groups. As discussed with the meeting participants, all consensus points are recorded and posted on the district website to share the group work during the course of the strategic planning process.

## **Small Group Consensus: Development of Goal Statements and Objectives**

Five goal areas emerged from the common themes identified by the group at large at the end of the second meeting and are listed below:

- 1. Student Experience**
- 2. Community / Stakeholder Engagement & Involvement**
- 3. Facilities & Finance**
- 4. Culture & Climate**
- 5. Communication**

### **Goal 1: Student Experience**

**Goal Statement:** Enhance school programs and student experiences.

#### **Objectives:**

- Create consistent enrichment programs and clubs.
- Increase academic opportunities across a variety of areas (e.g., technology, content) ensuring career readiness.
- Build a framework to increase social and emotional intelligence.
- Infuse leadership opportunities and programs in day-to-day curricula.
- Create more opportunities for students to engage with other students (academically, socially) from sending districts.

### **Goal 2: Community / Stakeholder Engagement & Involvement**

**Goal Statement:** To re-establish community / stakeholder engagement and involvement as a part of our school community.

#### **Objectives:**

- Develop social and interpersonal skills through engagement with people of diverse ages, backgrounds, and abilities.
- Expand student access to community resources.
- Increase communication between SGES (Sea Girt Elementary School) and community leaders, i.e., Maria Richmond.

## *2023 Sea Girt School District Strategic Planning Meeting #3 Outcomes*

### **Goal 3: Facilities & Finance**

**Goal Statement:** Create an updated space with 21<sup>st</sup> Century learning with a curriculum to drive facility enhancements (STEAM, Media lab).

#### **Objectives:**

- Any capital projects will be evaluated, communicated, and with feedback be fiscally responsible to our tax paying community.
- Visit other schools / facilities by stakeholders (administration/board/teachers/etc.) and research what other schools are doing throughout the state and country.

### **Goal 4: Culture & Climate**

**Goal Statement:** Continue to maintain and grow the positive culture and climate of the district.

#### **Objectives:**

- Maintain communication between administration and staff.
- Continue to grow a climate of learning for faculty and students.
- Continue to celebrate accomplishments of the community, staff, and students.
- Amplify student voice – include the students in decisions.

### **Goal 5: Communication**

#### **Goal Statement:**

To connect school population by promoting communication between the community and stakeholders.

#### **Objectives:**

- Improve communication among staff members in the sending districts.
- Improve communication to the community from the school.

#### **Strategies:**

- Provide professional development days for staff in sending districts.
- Increase communication between boards of education to plan professional development.
- Including school events on Borough and recreation emails to the community.
- Placing copies of the Patriotic Press in the Library and Borough Hall.
- Showcasing student work and art in the Library and Borough Hall.
- Create a Website Design Club – kids can highlight events and achievements.

***2023 Sea Girt School District Strategic Planning Meeting #3 Outcomes***

**Next Steps:**

Thank you to everyone who has contributed their time, talent, and perspectives during any or all of the Strategic Planning meetings. We appreciate your participation!

Please watch the district website for the date and time when the final plan will be presented to the Board of Education at a Board meeting.

Thank you again for your participation in developing the plan that will guide the board and district in moving forward over the next 3 – 5 years.

# **Appendix “E”**

## **Action Plans**



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #1 Student Experience: Enhance school programs and student experiences.**

**OBJECTIVE: Create consistent enrichment programs and clubs.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Explore an update of course and cycle options for students.	Administration	Current offerings list, schedule	Year 2	Courses reviewed, any designated changes made to schedules and offerings
Survey staff and students regarding current enrichment and club opportunities as well as potential interest for new ideas.	Administration	Google Forms and Sheets	Year 1	Survey results
Implement new offerings based upon student and staff feedback.	Administration Staff	Survey Results	Year 3	New offerings added to schedule
Invite other districts to participate in after school and summer opportunities.	Administration Staff	Surrounding District Staff	Year 2, then ongoing	Participants from other districts on club/enrichment rosters



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #1 Student Experience: Enhance school programs and student experiences.**

**OBJECTIVE: Increase academic opportunities across a variety of areas (e.g., technology, content) ensuring career readiness.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Hold a Career Day (with keynote).	Staff	Parents and Community Members	Year 2	Career Day held
Explore an update of course and cycle options for students.	Administration	Current offerings list, schedule	Year 2	Courses reviewed, any designated changes made to schedules and offerings
Implement new offerings based upon student and staff feedback.	Administration Staff	Survey Results	Year 3	New offerings added to schedule
Research course offerings being given in other districts, including high school.	Administration	County and State Administrative Networks	Years 1 & 2	Report out to ScIP and Board Curriculum Committee
Visit other schools to observe offerings that are available.	Administration	County and State Administrative Networks	Year 1	Report out to ScIP and Board Curriculum Committee



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #1 Student Experience: Enhance school programs and student experiences.**

**OBJECTIVE: Build a framework to increase social and emotional intelligence.**

<b>Major Activities</b>	<b>Board/Staff</b>	<b>Resources</b>	<b>Timelines</b>	<b>Indicators of Success</b>
Incorporate a Buddy Program pairing older students with younger students throughout the year for both academic and non-academic activities.	Staff	Staff, schedules	Year 1	Evidence of increased interactions between older and younger students
Explore an update of course and cycle options for students.	Administration	Current offerings list, schedule	Year 2	Courses reviewed, any designated changes made to schedules and offerings
Incorporate lessons based off of the CASEL framework and SEL standards.	Social Worker	CASEL	Year 1	Lesson plans
Expand Wingman program to include student leaders to run the activities.	Staff and students	Wingman trainers, trained staff, Wingman program	Year 1	Students leading Wingman activities
Administer a culture/climate survey	Administration	Google form	Year 1	Survey results
Provide opportunities for special programs relating to social and emotional intelligence.	Administration	Outside Organizations	Years 1-3	Evidence of programs offered and student participation
Allow for staff to attend professional development relating to incorporating social and emotional intelligence into the school program.	Administration	Professional Development Providers	Years 1-3	Evidence of attendance at professional development



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #1 Student Experience: Enhance school programs and student experiences.**

**OBJECTIVE: Infuse leadership opportunities and programs in day-to-day curricula.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Have student leaders run assemblies.	Staff and Students	Student Leaders	Year 1, then ongoing	Evidence of student run assemblies
Incorporate a Buddy Program pairing older students with younger students throughout the year for both academic and non-academic activities.	Staff	Staff, schedules	Year 1, then ongoing	Evidence of increased interactions between older and younger students
Explore an update of course and cycle options for students.	Administration	Current offerings list, schedule	Year 2	Courses reviewed, any designated changes made to schedules and offerings
Expand Wingman program to include student leaders to run the activities.	Staff and students	Wingman trainers, trained staff, Wingman program	Year 1	Students leading Wingman activities
Create a student leadership committee.	Administration and Students	Administration, Staff, Students	Year 1	Student Leadership meeting notes



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #1 Student Experience: Enhance school programs and student experiences.**

**OBJECTIVE: Create more opportunities for students to engage with other students (academically, socially) from sending districts.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Open after school enrichment programs to students from other schools.	Administration, Enrichment Staff, PTO	PTO, Enrichment Staff, Administration from Local Districts	Year 1, then ongoing	Students from Districts Other than Sea Girt on Enrichment Rosters
Invite other districts to schoolwide during the school day events when possible.	Administration from Sea Girt and Other Local Districts, Staff	Transportation	Year 2, then ongoing	Evidence of interdistrict participation in school events
Invite other districts to schoolwide after school events when possible.	Administration from Sea Girt and Other Local Districts, Staff	Transportation	Year 2, then ongoing	Evidence of interdistrict participation in school events
Reinstate Interdistrict Dances	Administration from Sea Girt and Other Local Districts, Staff	Transportation, Staffing and Facilities	Year 1, then ongoing	Evidence of interdistrict dances held
Reinstate Interdistrict Convocations	Administration from Sea Girt and Other Local Districts, Staff	Transportation, Staffing and Facilities	Year 2, then ongoing	Evidence of interdistrict convocations held

Continue with sending district band performance at MHS.	High School and Sending District Band Directors	Transportation	Ongoing	Evidence of student participation in performance
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## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #2 Community/Stakeholder Engagement and Involvement: To re-establish community / stakeholder engagement and involvement as a part of our school community.**

**OBJECTIVE: Develop social and interpersonal skills through engagement with people of diverse ages, backgrounds, and abilities.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Continue to visit and utilized Common Ground Grief Center in Manasquan.	Staff	Common Ground Grief Center	Ongoing	Evidence of visits to Common Ground Grief Center
Connect with senior citizens in town and invite them in for school events (plays etc).	Administration and Staff	Senior Community Members	Year 1, then ongoing	Evidence of senior citizen invitation and attendance at school events
Invite senior citizens in for read along, maybe technology class, to present living history.	Administration and Staff	Senior Community Members	Year 2	Evidence of living history programs offered
Reconnect with Holly Club for shared activities between school and this community group.	Administration and Staff	Holly Club	Year 1	Evidence of joint programs offered with the Holly Club
Provide opportunities for special programs creating exposure and connection to and with people of diverse backgrounds and abilities.	Administration	Outside Organizations	Year 1, then ongoing	Evidence of programs offered and student participation
Allow for staff to attend professional development relating to equity.	Administration	Professional Development Providers	Year 1, then ongoing	Evidence of attendance at professional development



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #2 Community/Stakeholder Engagement and Involvement: To re-establish community / stakeholder engagement and involvement as a part of our school community.**

**OBJECTIVE: Expand student access to community resources.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Hold a Career Day (with a keynote).	Staff	Parents and Community Members	Year 2	Career Day held
Make more use of Sea Girt Library's resources.	Staff	Sea Girt Library and Library Staff	Year 2	Library data showing use of resources by students
Continue and expand community field trips (library, SGPD, SG fire, Ray's, post office, Edgemere, beach, lighthouse, etc).	Staff	Sea Girt Community at Large	Year 1, then ongoing	Evidence of students utilizing the community for learning beyond the classroom
Continue to visit and utilized Common Ground Grief Center in Manasquan.	Staff	Common Ground Grief Center	Ongoing	Evidence of visits to Common Ground Grief Center
Reconnect with Holly Club for shared activities between school and this community group.	Administration and Staff	Holly Club	Year 1	Evidence of joint programs offered with the Holly Club
Connect with Sea Girt Conservancy for shared activities between school and this community group.	Administration and Staff	Sea Girt Conservancy	Year 1	Evidence of joint programs and activities with the Sea Girt Conservancy
Establish a Community Advisory Committee.	Administration	Community Members	Year 1	Meeting notes from Community Advisory Committee meetings



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #2 Community/Stakeholder Engagement and Involvement: To re-establish community / stakeholder engagement and involvement as a part of our school community.**

**OBJECTIVE: Increase communication between SGES (Sea Girt Elementary School) and community leaders.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Establish a Community Advisory Committee.	Administration	Community Members	Year 1	Meeting notes from Community Advisory Committee meetings
Connect with community leaders and invite them in for school events (plays etc).	Administration	Community Leaders	Year 2	Evidence of community leader invitation and attendance at school events
Reconnect with Holly Club for shared activities between school and this community group.	Administration and Staff	Holly Club	Year 1	Evidence of joint programs offered with the Holly Club
Connect with Sea Girt Conservancy for shared activities between school and this community group.	Administration and Staff	Sea Girt Conservancy	Year 1	Evidence of joint programs and activities with the Sea Girt Conservancy
Hold informal community forums, "Coffee with the Superintendent".	Administration	Community Members	Year 1, then ongoing	Attendance sheets from forums
Establish a community leader email list and send regular SGES update emails.	Administration	Community Leaders	Year 2	Emails



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #3 Finance and Facilities: Create an updated space with 21st Century learning with a curriculum to drive facility enhancements (STEAM, Media lab).**

**OBJECTIVE: Any capital projects will be evaluated, communicated, and with feedback be fiscally responsible to our tax paying community.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Apply for available grants that the district qualifies for (ex. ROD Grant).	Administration	Grants	Ongoing	Grants applied for, funds received
Continue to communicate facility and finance needs with the Board of Education's Buildings and Grounds/Finance Committee.	Administration, Board Committee	Board Committee	Ongoing	Minutes from Board 's Buildings and Grounds/Finance Committee
Establish a Community Advisory Committee.	Administration	Community Members	Year 1	Meeting notes from Community Advisory Committee meetings
Work with new BA to review long range facilities plan to include updated facility enhancements.	Administration	Administration, Board Architect, B&G Committee	Year 2	Plan updated and reviewed



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #3 Finance and Facilities: Create an updated space with 21st Century learning with a curriculum to drive facility enhancements (STEAM, Media lab).**

**OBJECTIVE: Visit other schools / facilities by stakeholders (administration/board/teachers/etc.) and research what other schools are doing throughout the state and country.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Administration will visit other school facilities.	Administration	County and State Administrative Networks	Year 1	Report out to SCIP, Board Curriculum Committee, and Buildings and Grounds/Finance Committee
Administration will communicate with leaders in other school districts.	Administration	County and State Administrative Networks	Year 1, then ongoing	Report out Board Curriculum Committee, and Buildings and Grounds/Finance Committee
Administration with research professional materials to stay abreast of trends.	Administration	Professional Materials	Ongoing	Report out to SCIP, Board Curriculum Committee, and Buildings and Grounds/Finance Committee



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #4 Culture and Climate: Continue to maintain and grow the positive culture and climate of the district.**

**OBJECTIVE: Maintain communication between administration and staff.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Continue to utilize Google Classroom, Google Calendar, and Gmail to communicate within the professional school community.	Administration and Staff	Google Apps for Education	Ongoing	Google Apps show regular usage for communication to staff
Continue to hold monthly Faculty Meetings.	Administration and Staff	Meeting Calendar	Ongoing	Meeting agendas and notes
Continue to hold monthly Leadership Meetings.	Administration and Team Leaders	Meeting Calendar	Ongoing	Meeting agendas and notes
Continue with open door policy and remain accessible to staff.	Administration	Administration's Availability	Ongoing	Staff survey data
Administer a culture/climate survey	Administration	Google forms	Year 1	Survey results



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #4 Culture and Climate: Continue to maintain and grow the positive culture and climate of the district.**

**OBJECTIVE: Continue to grow a climate of learning for faculty and students.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Provide professional development opportunities with sending districts.	Administration from Sea Girt and Other Local Districts, Staff	Sending District Network, Professional Development Providers	Year 1	Evidence of attendance at professional development
Continue to provide professional development opportunities for teachers both in house and out of district, in person and online.	Administration	Professional Development Providers, Teacher Leaders	Ongoing	Evidence of attendance at professional development
Find ways to celebrate the learning achievements of students and staff.	Administration and Staff	Social Media, News Media	Year 1	Postings and articles
Cultivate teachers to be instructional leaders.	Administration	Teacher Leaders	Year 3	Evidence of teacher lead professional learning



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #4 Culture and Climate: Continue to maintain and grow the positive culture and climate of the district.**

**OBJECTIVE: Continue to celebrate accomplishments of the community, staff, and students.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Create a "Did You Know?" board.	Staff	Visible bulletin board in the building	Year 1	Bulletin board created
Reach out to alumni for a "Where are they now?"	Staff	Email, social media, Google	Year 2	Survey results
Continue to work with The Coast Star to celebrate accomplishments of the community, staff, and students.	Staff	The Coast Star	Ongoing	Articles published
Continue to utilize social media platforms to celebrate accomplishments of the community, staff, and students.	Staff	Social media platforms	Ongoing	Postings
Invite community in for events showcasing accomplishments of the community, staff, and students.	Administration and Staff	Community	Year 1	Evidence of invitation and attendance at events
Send "Week in Review" emails to the Board celebrating SGES accomplishments.	Administration	Staff	Year 1	Emails



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #4 Culture and Climate: Continue to maintain and grow the positive culture and climate of the district.**

**OBJECTIVE: Amplify student voice – include the students in decisions.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Hold student lead assemblies.	Staff and Students	Student Leaders	Year 1, then ongoing	Evidence of student run assemblies
Create a "Did You Know?" board.	Staff and Students	Visible bulletin board in the building	Year 1	Bulletin board created
Create a student leadership committee.	Administration and Students	Administration, Staff, Students	Year 1	Student Leadership meeting notes
Establish a student BoE liaison.	Board, Administration and Students	Student Leaders	Year 2	Evidence of liaison reporting/interacting with the Board reflected in meeting minutes
Expand Wingman program to include student leaders to run the activities.	Staff and students	Wingman trainers, trained staff, Wingman program	Year 1	Students leading Wingman activities



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #5 Communication: To connect school population by promoting communication between the community and stakeholders.**

**OBJECTIVE: Improve communication among staff members in the sending districts.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Provide professional development days for staff in sending districts.	Administration from Sea Girt and Other Local Districts, Staff	Sending District Network, Professional Development Providers	Year 1	Evidence of attendance at professional development
Increase communication between boards of education to plan professional development.	Administration and Board of Education Committee from Sea Girt and Other Local Districts, Staff	Sending District Network	Year 2	Documentation of interdistrict communication
School Nurse Articulation Meetings - School Nurses from several local districts meet to brainstorm ideas.	Nurses from Local Districts	Regional Department of Health	Year 1	Meeting notes
Establish interdistrict virtual "classrooms" for staff to communicate and share ideas.	Administration	Google Classroom, Staff	Year 2	Meeting stream



## 2023 - 2027 STRATEGIC PLANNING GOALS ACTION PLAN

**STRATEGIC PLANNING GOAL #5 Communication: To connect school population by promoting communication between the community and stakeholders.**

**OBJECTIVE: Improve communication to the community from the school.**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Including school events on Borough and recreation emails to the community.	Administration, Staff, Borough Administrator, Recreation Director	Borough Staff	Year 2	Emails
Placing copies of the Patriotic Press in the Library and Borough Hall.	Staff	Library Staff	Year 1, then ongoing	Patriotic Press
Showcasing student work and art in the Library and Borough Hall	Staff from School, Library, and Borough Hall	Borough Staff	Year 2	Evidence of artwork displayed
Create a Website Design Club	Staff	Staff and students	Year 3	Website postings
Schedule quarterly meetings with the Borough Council BoE Liaison	Administration	Borough Council Liaison	Year 1	Evidence of meetings held
Email quarterly newsletter through Borough email	Administration and Staff	Borough Staff	Year 3	Emails