



Creating a Strategic Plan for the Netcong School District

District Mission Statement

Netcong, a tradition to nurture, inspire, empower, and achieve by all, for all.

Session 3 of 3

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

On April 30, 2021 Netcong School District parents, board members, staff, administration, and community members came together to continue the strategic planning process. The third and final meeting's topic focused on developing a broad goal statement and four or so supporting objectives for each of the goal areas identified at the conclusion of the April 23rd meeting. These goals will represent a shared vision for the Netcong School District over the next five years.

After welcoming remarks from Board president Bernadette Dalesandro, Charlene Peterson from New Jersey School Boards Association facilitated the strategic planning process. The group was provided with an overview of the April 22 and April 23 meetings and then the goal writing process was introduced that included the connection to the work from the first two meetings and the components of a goal statement.

Participants were divided into three breakout groups – one group per each goal area identified at the conclusion of the April 23rd meeting:

- Student Development and Instruction
- Finance and Future-Ready Facilities
- Service, Community, and Cultural Responsiveness

Netcong School District Strategic Planning Meeting #3 Outcomes

Each goal area group was tasked with writing a broad goal statement and developing accompanying objectives that reflected the strengths, challenges, and visions relative to their goal area as determined in Meetings 1 and 2. Outcomes will be posted on the district’s website – www.netcongschool.org.

Small Group Work

The information that follows is a summary of the work of the small groups.

Goal Area	Student Development and Instruction
Goal Statement	Administer an ever-evolving state-of-the-art, technologically secure, and supportive learning environment equipped to deliver 21 st century opportunities for students, staff, and the community.
Objectives	<ol style="list-style-type: none"> 1. More opportunities for middle school and elementary students (during school day and beyond). 2. Create, promote, and maintain a learning environment that keeps pace with technological trends. 3. Maintain and increase proficient, targeted, and collaborative staff professional development. 4. Expand support programs (i.e. RTI, ELL, special education, gifted and talented) to meet the needs of all students. 5. Continue to improve and build on our social/emotional program (students, staff, and overall community). 6. Strive to become a 21st century model district.

Goal Area	Finance and Future-Ready Facilities
Goal Statement	Secure funding to upgrade buildings and grounds to meet the growing needs of the preschool and middle school population while maintaining small class sizes, delivering 21 st century programs/technology, and providing an inspiring, engaging, and welcoming facility.

Netcong School District Strategic Planning Meeting #3 Outcomes

Objectives	<ol style="list-style-type: none"> 1. Secure state referendum funding and/or grant opportunities for building expansion and grounds upgrade. 2. Ensure that the building upgrades include standby power (whole building generator); air conditioning; state of the art labs: STEM, tech, robotics. 3. Develop dedicated Middle School wing and Early Childhood Development wing. 4. Increase staff to include early childhood play therapist, 2 RTI interventionists, 1 ELL teacher, and 2 Class III officers. 5. Explore partnership with Morris County VoTech Academy for Education and Learning program to create 2.5-year-old program and before/aftercare program.
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Goal Area	Service, Community, and Cultural Responsiveness
Goal Statement	Create a 21st century school environment that embraces and supports community-based, arts-integrated, experiential learning opportunities that are culturally responsive to the increasingly diverse Netcong community.
Objectives	<ol style="list-style-type: none"> 1. Integrate community-based experiential learning opportunities into the curriculum. 2. Develop programming to encourage cultural awareness and cross-cultural learning for students and community. 3. Enhance ability to interface and communicate with linguistically-diverse students, families, and community members. 4. Increase arts-integrated programming for students and the community, and create a school culture that celebrates the arts. 5. Identify and incentivize service-learning opportunities within the school community.

Next Steps

A final report summarizing the work and input from the three strategic planning meetings will be generated by New Jersey School Boards and presented at the June 22nd Board of Education meeting for consideration by the Board. We invite all participants and interested stakeholders to attend both that meeting and the July 27th meeting where the Board will engage in its annual goal setting and will use the strategic plan to guide that work.

Netcong School District Strategic Planning Meeting #3 Outcomes

The administration is tasked with overseeing the writing of action plans that will identify the specific tasks needed to accomplish the goals/objectives, who is responsible, the resources needed, the timeline over a 5-year time span, and the indicators of success. These action plans should be shared with all of the strategic planning meeting participants.

Thank You

Thank you to everyone who participated in the strategic planning process. The outcome of the plan has been shaped by the input of every participating member. You have provided the district with a 5-year roadmap that reflects the aspirations of the various stakeholders for your students.