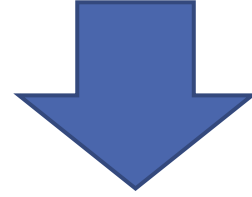


# WHRHSD STRATEGIC PLAN 2020 ENGAGEMENT PHASE REPORT



HYA ASSOCIATES  
May 5, 2020

# FOCUS OF THE REPORT



1. OVERVIEW OF PROCESS
2. METHOD OF INQUIRY
3. OVERVIEW OF 2015-2020 STRATEGIC PLAN
4. STUDENT PERFORMANCE INDICATORS
5. SURVEY RESULTS
6. FINDINGS FROM FEEDBACK SESSIONS
7. CONSIDERATIONS FOR 2020-2025 STRATEGIC PLAN

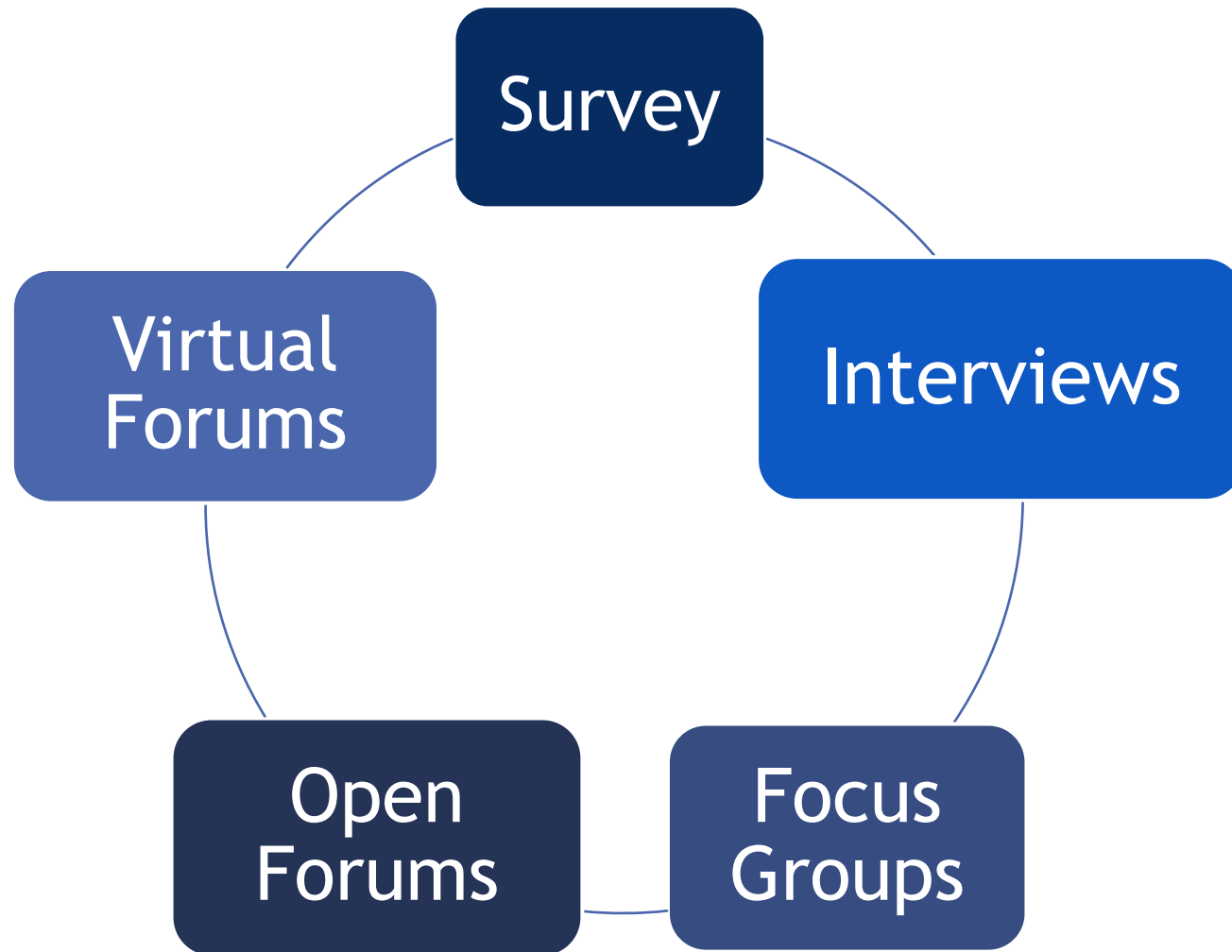
# HYA STRATEGIC PLANNING STAGES

Engage

Focus

Execute

# ENGAGEMENT METHODS



# 2015-2020 STRATEGIC PLAN



Wellness Room: Goal #1  
Social Emotional Health

- ▶ Goals were embraced
- ▶ Planned Activities were completed
- ▶ Progress was monitored and reported
- ▶ Budget was aligned to goals
- ▶ Accountability systems were implemented



# 2015-2020 STRATEGIC PLAN



TEDx Youth Event: Goal #3  
Creative, Innovative & Interdisciplinary Learning

- ▶ How best to address social-emotional health?
- ▶ What more should we do for the non-college bound student?
- ▶ How can we make interdisciplinary instruction meaningful for staff and students?
- ▶ Should we modify and/or replace goal(s)?
- ▶ What system changes are needed to accomplish our goals?

# STUDENT PERFORMANCE INDICATORS



Senior Dance Ensemble: Goal #2  
Post Secondary Planning

- ▶ Athletic and Co-Curricular Competition
- ▶ AP Participation & Performance
- ▶ PSAT, SAT & ACT Participation & Performance
- ▶ SAT Trend Analysis
- ▶ National Merit Scholars
- ▶ U.S. News and World Report Rank
- ▶ Comparisons to State Averages
- ▶ HYA Survey on Satisfaction
- ▶ Feedback from Constituents

# PERFORMANCE QUESTIONS

- ▶ What is our Mission?
- ▶ Who is our Client?
- ▶ How do we Measure Success?
- ▶ How will we Know when we Arrive?





# STATE OF DISTRICT SURVEY RESPONDENTS

<b>Administrators</b>	19
<b>Community Members</b>	12
<b>Parents of Students Attending School</b>	242
<b>Students</b>	178
<b>Certificated Staff Members</b>	67
<b>Non-Certificated Staff Members</b>	12
<b>Total Respondents</b>	530

# STATE OF THE DISTRICT SURVEY RESULTS

## Top 5 Priorities for the Future

1. Foster a positive, professional climate of mutual trust and respect among faculty, staff and administrators
2. Recruit, employ, and retain effective personnel throughout the District and its schools
3. Understand and be sensitive to the needs of a diverse student population
4. Establish a culture of high expectations for all students and personnel
5. Integrate personalized educational opportunities into the educational program

# STATE OF THE DISTRICT SURVEY RESULTS

## Agree or Strongly Agree Responses

Top Five Areas of Agreement	% Agree/ Strongly Agree
Technology is integrated into the classroom	84%
District school is safe	81%
The district has high standards for student performance	78%
Facilities are well-maintained	70%
Technology infrastructure is sufficient to support 21 <sup>st</sup> Century learning	66%

# FEEDBACK FROM ENGAGEMENT SESSIONS

- ▶ 16 Individual Interviews
- ▶ 7 Focus Groups
- ▶ 3 Open Forums

96 Constituents

# FEEDBACK ON MAJOR STRENGTHS

1. Teachers are caring, professional and committed to their work.
2. Students are motivated, talented, engaged in learning, and kind.
3. The curriculum is expansive and serves a wide range of student needs and interests.
4. The co-curricular programs are extensive; students can pursue interests and talents in a broad array of options in athletics, clubs, activities, and competitions.



# FEEDBACK ON CURRENT ISSUES

1. Curricular issues including course levels, rigor, consistency, grading, GPA, and student access
2. Diversity, equity and inclusivity issues
3. Educational needs of the *child in the middle*
4. Social, emotional and mental health needs of students
5. Articulation and student transition from elementary districts to high school
6. School climate, culture and spirit
7. Career pathways and *real-life* experiences for students
8. Potential enrollment changes; numbers and demographics

# WHAT WENT WELL WITH THE 2015 PLAN?

- ▶ It was used as a planning and budgeting tool.
- ▶ We became more aware/concerned with social emotional and mental health.
- ▶ We increased collaboration among teachers.
- ▶ The goals we selected were meaningful.



# WHAT SHOULD WE DO IN OUR 2020 PLAN

???

- ▶ Address diversity, equity and inclusivity (DEI) issues
- ▶ Address the social and educational needs of *child in the middle*
- ▶ Continue and refine work on student social emotional mental (SEM) health
- ▶ Cultivate cooperation and collaboration between staff and administration
- ▶ Expand career pathways and real-life learning experiences for students
- ▶ Grow school spirit and pride
- ▶ Modify systems to improve equity and access for students
- ▶ Shift the culture from achievement to one of learning within the school community

# OUR ASPIRATIONS FOR THE FUTURE

*Ten years from today, WHRHS will be...*



1. Ahead of the curve in pedagogical and technological practices.
2. A model of equity in education.
3. Among the best school districts in New Jersey.
4. A place where all student needs and interests are well served.
5. A place where each student feels valued and connected.

► *Continued...*

# OUR ASPIRATIONS FOR THE FUTURE

*Ten years from today, WHRHS will ...*



1. Engage and celebrate all students at all academic levels
2. Feel like a family/community
3. Produce students who balance academic drive with healthy lifestyles and social responsibility
4. Produce future world leaders who positively impact society

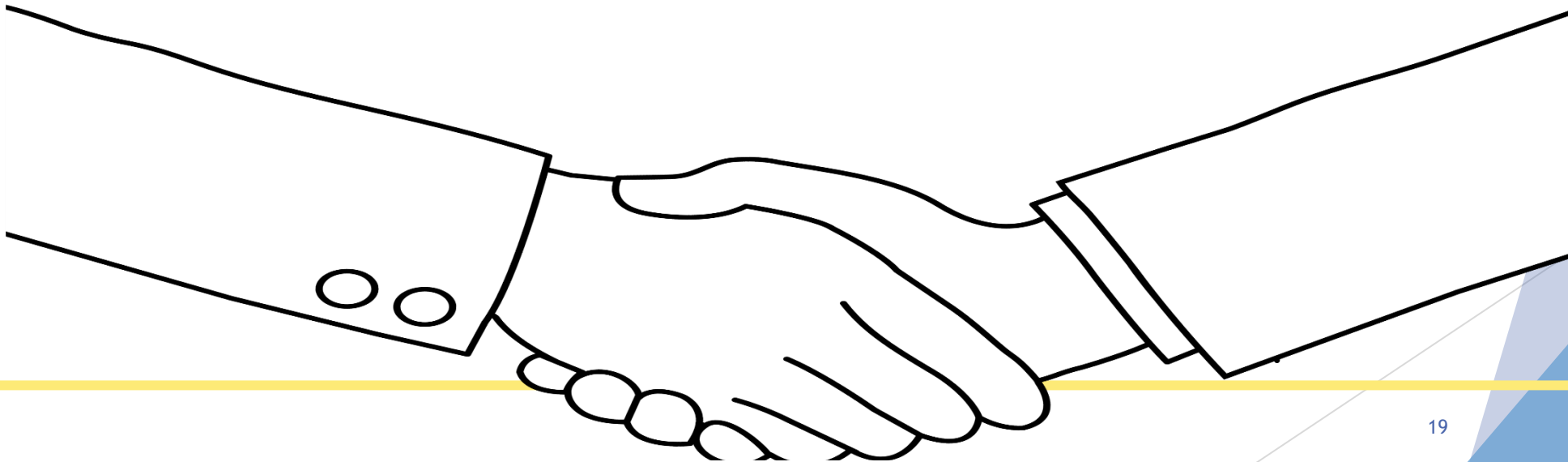


# SUGGESTED GUIDING PRINCIPLES

*In order to achieve our Mission, we will...*

- ▶ Celebrate student success and stimulate school pride.
- ▶ Communicate with and actively engage parents and guardians in the education of their young people.
- ▶ Consider the impact on the social emotional needs of students in making educational decisions that impact them.

*Continued...*



# SUGGESTED GUIDING PRINCIPLES

*In order to achieve our Mission, we will...*

- ▶ Encourage and reinforce dispositions toward civic responsibility and social awareness.
- ▶ Foster a school environment that is based on collaboration, caring and mutual respect.
- ▶ Guide and prepare all students to pursue their post-graduate plans and careers of choice.
- ▶ Provide opportunities for students to grow in maturity and independence.
- ▶ Provide culturally responsive learning opportunities in inclusive and equitable classrooms.
- ▶ Value each student equally regardless of placement or achievement.

# THOUGHTS FOR PORTRAIT OF THE GRADUATE

1. ***Communication:*** effective in reading, writing, speaking and listening using multiple mediums
2. ***Critical thinking and problem-solving:*** able to analyze, evaluate, solve emerging or complex problems and make reasoned decisions
3. ***Learning:*** academically prepared, eager life-long learner: able to apply and adapt
4. ***Personal characteristics:*** confident, motivated, passionate, self-directed, and self-controlled; balanced; able to manage stress and self-advocate
5. ***Practical skills:*** organized, resourceful, and mindful; able to manage one's time efficiently and conduct tasks independently
6. ***Social responsibility:*** respectful, compassionate, other-directed, inclusive, caring, and kind; a steward of natural resources and a servant to community



# STAGE 2: FOCUS



*The Focus Phase involves the following key components:*

1. Document mission and vision for the district, guiding principles for future decision making, and the future direction desired by stakeholders.
2. Synthesize the results of the Engage phase.
3. Develop the strategic plan document to serve as a broad outline to guide direction for the school district.

*The strategic plan contains:*

- Mission
- Vision
- Guiding Principles
- Strategic Goals
- Objectives



# STAGE 3: EXECUTE

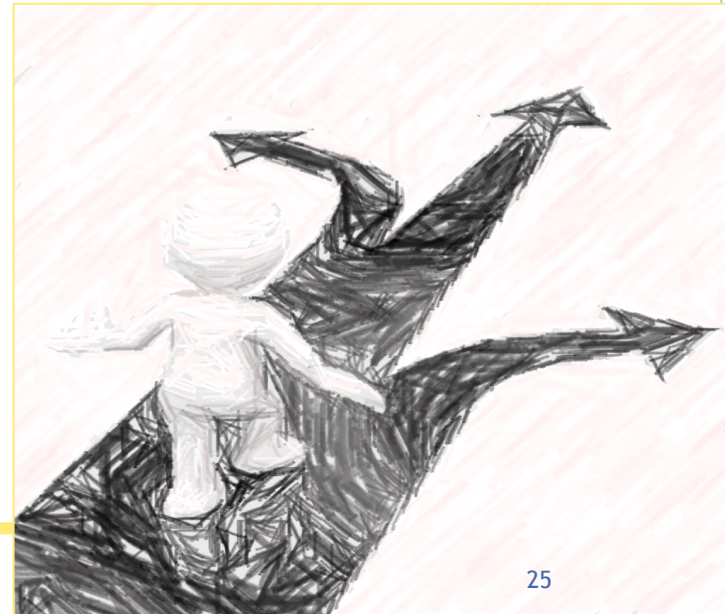


The Execute Phase involves the following key components:

- Provide training to the administrators via a planning meeting
- Develop the implementation plan which contains the following:
  - Objectives
  - Metrics
  - Actions
  - Timeline
  - Responsible Person
  - Resources
- Develop district dashboard to monitor progress toward goals
- Periodic check-in by Associate in year one

# SOME *BIG IDEAS* FOR THE 2020 PLAN

- ▶ Making the school a place where All students feel valued and well-served
- ▶ Building a collaborative culture and sense of belonging
- ▶ Making a big school feel small; sparking school spirit and pride
- ▶ Rethinking current grading and placement systems
- ▶ Continuing the work on SEM and DEI
- ▶ Planning for an uncertain future



# DISCUSSION & DIRECTION TOPICS

- ▶ Report Q&A
- ▶ Mission Style and Theme
- ▶ Goals for 2020 Plan
- ▶ Timing for Next Phase(s)
- ▶ Process for *Checking In* with Board and Constituents
- ▶ Impact of Covid19

