



Creating a Strategic Plan For the Wall Township of School District

Mission Statement

The Wall Township School District is a partnership of committed staff, dedicated learners, and supportive community members.

Our mission is to provide meaningful educational experiences and opportunities, thereby ensuring all students achieve the New Jersey Core Curriculum Content Standards and are prepared to become productive citizens, informed decision-makers and life-long learners in a diverse and evolving society.

Session 3 Developing Strategic Planning Goals & Objectives

On April 18, 2017, Wall Township School District administrators, staff, parents, and community members, fifty-four (54) in all, came together for the third and final strategic planning meeting. The topic for the third meeting was focused on developing strategic planning goals and objectives for the Wall Township School District. The meeting began with a welcome by Superintendent, Mrs. Cheryl Dyer. Facilitators, Kathy Winecoff and Mary Ann Friedman, from New Jersey School Boards Association (NJSBA) provided an overview of the strategic planning process.

The activity for the April 18, 2017 meeting was to develop goal statements and objectives for each goal area. The initiatives from the previous two strategic planning sessions were utilized to develop the goal statements and objectives by the attendees.

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.

Wall Township School District Strategic Planning Meeting #3 Outcomes

At the conclusion of Meeting #2, five goal areas emerged from the common themes identified by the group at large. Those areas listed below the goal areas were identified as topics to include in objectives and strategies.

- 1. Student Success**
- 2. School Climate & Culture**
- 3. Facilities**
- 4. Finance**
- 5. Community Outreach & Engagement**

The strengths and challenges, vision and initiatives have been grouped under the goal area that applies. Please note that items may appear under several goal areas.

Goal Area: Student Success

Strengths	Challenges
Full day kindergarten	Facilities (major overhaul of facilities)
More Advanced Placement courses	Technology <ul style="list-style-type: none"> • Better technology infrastructure • Technology team • Consistency within district & buildings
Brookdale dual enrollment for Associates credits	Equality / support in special programs, i.e., G & T, ROTC
Variety of course offerings	Elementary report card (clarity); explanation / interpretation
Academy programs	Scheduling (Wall Intermediate School / Wall High School), i.e., class offerings, promotion of programs, repeating electives, Freshman Seminar
Teachers	Better professional development for elective teachers
Music & Art program	Demands on administration interfere with support instruction
Sports & extra-curricular programs	High achieving students choose alternate high schools
Fine & Performing Arts	Technology
Learning opportunities for staff & students	Parent Academies (programs)
Special Education – inclusive	Elementary – lack of athletic & extra-curricular activities
Advanced Placement classes	Elementary school consistency
Teaching staff and administration	Over testing
Advanced Placement classes	Too much screen time
Electives	Technology problems (not cloud based)
Extra-curricular activities	Extra help only focuses on task at hand (not root problem)
Helping students achieve their goals	No teacher contracts
Focus on good citizenship	Not enough focus or recognition for academic achievement
Knights in Training	Anti bullying
Dedicated teachers	Demands “forced upon” teachers
Opportunities for advanced placement courses	Wall High School open house later than private schools
Unique high school transcript re: academies	Enhance Arts facilities
Technology	Increase Performing Arts (drama classes)

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: Student Success

Strengths	Challenges
High School / Intermediate School extra-curricular offerings	Increase athletic offerings at Wall High School to include intramurals
High School / Intermediate School athletic offerings	Technology
Good, great students	Pre-school program
School performance	More activities for elementary
Quality of staff	Need for alternative programs for special education
Mid-term schedule	Lack of consistency in academic rigor
High school academic program	Facilities
Relationship with Brookdale Community College	Quarter 3 percent matriculation rate
Academics at intermediate school	Stronger / more guidance for college prep
Clubs & activities participation at intermediate & high school	
Teachers	
Extra-curricular activities	Technology
Character development (social, emotional)	Consistency in elementary schools
Strong teachers	High achieving students elect to leave district at high school
Guidance Counselors / support	Money spent on technology
Community support of co-curriculars	Classification rate – more classroom support
Teachers and their involvement are awesome	Technology <ul style="list-style-type: none"> • Not consistent • Not adequate to the need • Behind
Wide variety of sports, clubs and class choices	Budget / funding
Dual enrollment <ul style="list-style-type: none"> • Advanced Placement courses 	Band, art, extra-curricular & athletic facilities in need of update
Prepare students <ul style="list-style-type: none"> • College prep 	Rolling out new curriculum too fast causes issues for struggling learners (Math)
Academy <ul style="list-style-type: none"> • Wall Business Finance Academy • Pre-Engineering 	High School counselor / student ratio
Amazing and respectful student body	Quickly changing / inconsistent visions
Music Program	STEM Programs
Intervention Programs	Technology 1:1
Vision	Initiatives
Technology	<ul style="list-style-type: none"> • One-to-one initiatives • Upgrading equipment • Infrastructure improvements • Increase support staff
Brookdale Dual Enrollment	Keeping students in district
1:1 Technology	

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: Student Success

Vision	Initiatives
Educational program	<ul style="list-style-type: none"> • Consistent curriculum & effective roll out • Graduation rates • Career readiness • Top colleges • Character education, civics • Basic life skills • Internships, co-ops, work study • Science Labs / Science, Engineering, Technology & Math (STEM)
Strong leadership	
Special Education	<ul style="list-style-type: none"> • Board of Education liaison • Better training (kindergarten & grade 1 dual certification) • Unskewed data • Parent Advisory for Special Education • Test student scores
Current Programs	<ul style="list-style-type: none"> • Vast opportunities for secondary students • Strong support from parent organization • Opportunities for exploration through electives
Expectations for the future	<ul style="list-style-type: none"> • Opportunities at elementary levels • Up-to-date facilities • Consistent, positive communication
Foundation with community involvement – funding (Wall Foundation for Educational Excellence, Crimson Knight Foundation)	<ul style="list-style-type: none"> • Athletic – new football stadium, track, corporate sponsorships (do we have a policy?) • Academic – money not taken out of school budget by sports / programs
Technology Vocational Training Program	<ul style="list-style-type: none"> • Work with corporations / companies • Generate revenue by bringing in students from outside of Wall Twp.
Provides all students at all levels access to technology on a daily basis	
Provides differentiated instruction in all classrooms to meet the needs of every learner. Co-teaching is a success!	
Continues to add programs at the high school to create opportunities for increased rigor and create a unique transcript	
To create a school environment where students feel empowered through freedom of choice by providing meaningful opportunities based on best practices in order to develop competent and confident students.	Increased or improved technology through facility (infrastructure) renovations, tech support & teacher training

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: Student Success


Vision	Initiatives
	Create STEAM / Academies that compete with outside Academies through researching successful programs, increased budget & appointment of talented, knowledgeable, creative administrators
	Create school environments that encourage choice by starting FLEX programs, student driven / school-wide enrichment activities
Enhanced Visual & Performing Arts	Dance and ...
Middle School - preparation / transition	Grade 5 semi-departmentalized in all 4 schools
	•
Healthier balance of work & play	<ul style="list-style-type: none"> • Mindfulness • Recess
Grading – social studies / science	Revisit important things from past
Rigorous curriculum	
Excellent teachers & a high retention rate	
Equally supportive of all students and their individual & emotional needs	
A performing arts academy	
Strong trades program for the students	
Excellent teachers (retention)	<ul style="list-style-type: none"> • Teacher recognition program • Incentives for higher degree • Keeping positive morale up
Student successes and engagement	<ul style="list-style-type: none"> • Hands on • Increase STEM (elementary) • After school programs for elementary

Areas to consider for Student Success:

- Technology
- Instruction & Program
 - STEM
 - Elementary Programs
 - Character Education
 - Academies
 - Visual & Performing Arts
 - Vocational Training
- Partnerships
 - Corporate internships
 - Parent Academies
- Professional Development
- Consistency among elementary schools
 - Transition to Middle School

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: School Climate / Culture

Strengths	Challenges
More Advanced Placement courses	Technology <ul style="list-style-type: none"> • Better technology infrastructure • Technology team • Consistency within district & buildings
Brookdale dual enrollment for Associates credits	Equality / support in special programs, i.e., G & T, ROTC
Academy programs	Scheduling (Wall Intermediate School / Wall High School), i.e., class offerings, promotion of programs, repeating electives, Freshman Seminar
Teachers	Better professional development for elective teachers
Increased use of social media to engage students & community	Leadership  past future
Learning opportunities for staff & students	Managing the mandates
Teaching staff and administration	Over testing
Extra-curricular activities	Create more avenues to encourage student voice
Community involvement	Too much screen time
Safe schools	Extra help only focuses on task at hand (not root problem)
Helping students achieve their goals	No teacher contracts
Focus on good citizenship	Not enough focus or recognition for academic achievement
Knights in Training	Anti bullying
Dedicated teachers	Demands “forced upon” teachers
Good, great students	High achieving students choose alternate high schools
High School / Intermediate School extra-curricular offerings	Demands on administration interfere with support instruction
High School / Intermediate School athletic offerings	Lack of quality athletic facilities
School / township pride / support	Elementary – lack of athletic & extra-curricular activities
School performance	Wall High School open house later than private schools
Parents & students	Increase athletic offerings at Wall High School to include intramurals
Relationship with Brookdale Community College	Quarter 3 percent matriculation rate
Clubs & activities participation at intermediate & high school	More activities for elementary
Teachers	Not enough recess for elementary
Mid-term schedule	Consistency in elementary schools
Extra-curricular activities	Classification rate – more classroom support
Security	Rolling out new curriculum too fast causes issues for struggling learners (Math)
Climate & culture	Band, art, extra-curricular & athletic facilities in need of update
Character development (social, emotional)	High School counselor / student ratio
Leadership of the district	Quickly changing / inconsistent visions
Strong teachers	High achieving students elect to leave district at high school
Safety of the schools	
Low incidence of violence	
Guidance Counselors / support	
Community support of co-curriculars	

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: School Climate / Culture

Strengths	Challenges
Teachers and their involvement are awesome	
Wide variety of sports, clubs and class choices	
Amazing and respectful student body	
Security	
Maintenance / custodial	
Intervention Programs	
School spirit	
Vision	Initiatives
Facilities	Budget for: <ul style="list-style-type: none"> • Heater • Air Conditioning • Equipment – standing desks, classroom configuration • Sporting (athletic) facilities
	Student-driven / created murals
	<ul style="list-style-type: none"> • Google training (parents) • Review student work for all parents
Strong leadership	<ul style="list-style-type: none"> • Board of education responsive and more interactive • Public should be more involved (questioning)
Special Education	<ul style="list-style-type: none"> • Board of Education liaison • Better training (kindergarten & grade 1 dual certification) • Unskewed data • Parent Advisory for Special Education • Test student scores
Current Programs	<ul style="list-style-type: none"> • Vast opportunities for secondary students • Strong support from parent organization • Opportunities for exploration through electives
Expectations for the future	<ul style="list-style-type: none"> • Opportunities at elementary levels • Up-to-date facilities • Consistent, positive communication
Build a town identity	<ul style="list-style-type: none"> • One identity, mascot – each school has a different mascot • Communication & education of town • Businesses that are in Wall don't even realize it (so many zip codes, none for Wall)
Provides all students at all levels access to technology on a daily basis	
Provides differentiated instruction in all classrooms to meet the needs of every learner. Co-teaching is a success!	

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: School Climate / Culture

Vision	Initiatives
Every student is involved in one or more extra-curricular activities in ALL grade levels!	
Voted healthiest district in the state offering fresh food and only high nutritional cafeteria meals and snacks combined with best practices for healthy living	
To create a school environment where students feel empowered through freedom of choice by providing meaningful opportunities based on best practices in order to develop competent and confident students.	Create school environments that encourage choice by starting FLEX programs, student driven / school-wide enrichment activities
Middle School - preparation / transition	Grade 5 semi-departmentalized in all 4 schools
Healthier balance of work & play	<ul style="list-style-type: none"> • Mindfulness • Recess
Rigorous curriculum	
Excellent teachers & a high retention rate	
Equally supportive of all students and their individual & emotional needs	
A cafeteria that serves delicious food	
Excellent teachers (retention)	<ul style="list-style-type: none"> • Teacher recognition program • Incentives for higher degree • Keeping positive morale up
Student successes and engagement	<ul style="list-style-type: none"> • Hands on • Increase STEM (elementary) • After school programs for elementary

Areas to consider for School Climate & Culture:

- Technology
- Extra-curricular programs
- Retention of students
 - Rigor in programs
 - Academies
- Consistency among elementary schools
- One identity

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: Facilities

Strengths	Challenges
Full day kindergarten	Facilities (major overhaul of facilities)
Safe schools	Technology <ul style="list-style-type: none"> • Better technology infrastructure • Technology team • Consistency within district & buildings
Technology	Technology
High School / Intermediate School extra-curricular offerings	“Managing Business” – facilities
High School / Intermediate School athletic offerings	Facilities
Security	Technology problems (not cloud based)
Safety of the schools	Technology
Security	Lack of quality athletic facilities
Maintenance / custodial	Elementary – lack of athletic & extra-curricular activities
	Increase Performing Arts (drama classes)
	Enhance Arts facilities
	Facilities
	Technology
	Technology
	Older facilities / infrastructures
	Age of buildings
	Wall High School track
	Wall High School athletic facility
	Wall Intermediate School fields – soccer / field hockey, track & field
	Technology <ul style="list-style-type: none"> • Not consistent • Not adequate to the need • Behind
	Facilities are old <ul style="list-style-type: none"> • No empty rooms • No air conditioning in some rooms
	Multiple HVAC issues (heating, ventilation and cooling)
	Band, art, extra-curricular & athletic facilities in need of update
	Safety of the schools
Vision	Initiatives
Facilities	Budget for: <ul style="list-style-type: none"> • Heater • Air Conditioning • Equipment – standing desks, classroom configuration • Sporting (athletic) facilities
Visual Facelift – Building Interiors	Student-driven / created murals

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: Facilities

Vision	Initiatives
Technology	<ul style="list-style-type: none"> • One-to-one initiatives • Upgrading equipment • Infrastructure improvements • Increase support staff
Educational program	<ul style="list-style-type: none"> • Consistent curriculum & effective roll out • Graduation rates • Career readiness • Top colleges • Character education, civics • Basic life skills • Internships, co-ops, work study • Science Labs / Science, Engineering, Technology & Math (STEM)
Expectations for the future	<ul style="list-style-type: none"> • Opportunities at elementary levels • Up-to-date facilities • Consistent, positive communication
Foundation with community involvement – funding (Wall Foundation for Educational Excellence, Crimson Knight Foundation)	<ul style="list-style-type: none"> • Athletic – new football stadium, track, corporate sponsorships (do we have a policy?) • Academic – money not taken out of school budget by sports / programs
Improve infrastructure	<ul style="list-style-type: none"> • Boilers are 90 years old • Air conditioning – climate controlled classrooms throughout the district • Update auditoriums • Revenue from solar
Provides climate controlled, comfortable learning environments during all seasons	
To create a school environment where students feel empowered through freedom of choice by providing meaningful opportunities based on best practices in order to develop competent and confident students.	Increased or improved technology through facility (infrastructure) renovations, tech support & teacher training
	Create STEAM / Academies that compete with outside Academies through researching successful programs, increased budget & appointment of talented, knowledgeable, creative administrators
Update facilities	<ul style="list-style-type: none"> • HVAC (air conditioning) • Expansion • Other necessary repairs
Enhanced Visual & Performing Arts	Dance and ...

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: Facilities

Vision	Initiatives
A performing arts academy	
Well maintained and updated complex	<ul style="list-style-type: none"> • Abundant technology • Bleachers / track updated • Sound system updated in Auditorium
A cafeteria that serves delicious food	
Strong trades program for the students	
Student successes and engagement	<ul style="list-style-type: none"> • Hands on Increase STEM (elementary) • After school programs for elementary

Areas to consider for Facilities:

- Technology
- Infrastructure
 - Air conditioning
- Facilities
 - Academies
 - STEM
 - Visual & Performing Arts
 - Band
 - Art
 - Athletic
 - Auditorium
- Revenue
 - Solar
 - Corporate Sponsorships

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: Finance

Strengths	Challenges
Full day kindergarten	Facilities (major overhaul of facilities)
More Advanced Placement courses	Technology <ul style="list-style-type: none"> • Better technology infrastructure • Technology team • Consistency within district & buildings
Brookdale dual enrollment for Associates credits	Equality / support in special programs, i.e., G & T, ROTC
Academy programs	Scheduling (Wall Intermediate School / Wall High School), i.e., class offerings, promotion of programs, repeating electives, Freshman Seminar
Sports & extra-curricular programs	Managing the mandates
Fine & Performing Arts	Technology
Safe schools	Technology problems (not cloud based)
Advanced Placement classes	Facilities
Opportunities for advanced placement courses	No teacher contracts
Technology	Technology
High School / Intermediate School extra-curricular offerings	High achieving students choose alternate high schools
High School / Intermediate School athletic offerings	Lack of quality athletic facilities
	Elementary – lack of athletic & extra-curricular activities
	Financial restrictions
Quality of staff	Increase athletic offerings at Wall High School to include intramurals
Quality of website	Increase Performing Arts (drama classes)
School / township pride / support	Enhance Arts facilities
High school academic program	Facilities
Academics at intermediate school	Pre-school program
Clubs & activities participation at intermediate & high school	Need for alternative programs for special education
	Technology
Extra-curricular activities	Technology
Security	Older facilities / infrastructures
	Budget constraints
Community support of co-curriculars	Age of buildings
	Wall High School track
Safety of the schools	Wall High School athletic facility
Security	Wall Intermediate School fields – soccer / field hockey, track & field
Maintenance / custodial	Money spent on technology
Academy <ul style="list-style-type: none"> • Wall Business Finance Academy • Pre-Engineering 	Technology <ul style="list-style-type: none"> • Not consistent • Not adequate to the need • Behind

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: Finance

Strengths		Challenges	
		Facilities are old	<ul style="list-style-type: none"> No empty rooms No air conditioning in some rooms
		Multiple HVAC issues (heating, ventilation and cooling)	
		Rolling out new curriculum too fast causes issues for struggling learners (Math)	
		STEM Programs	
		Technology 1:1	
		Facilities	
		Corporate support	
		Budget / funding	
		High achieving students elect to leave district at high school	
Vision		Initiatives	
Facilities		Budget for:	<ul style="list-style-type: none"> Heater Air Conditioning Equipment – standing desks, classroom configuration Sporting (athletic) facilities
Visual Facelift – Building Interiors		Student-driven / created murals	
Fundraisers		Runs, town-wide events (funds for district initiatives)	
Technology		<ul style="list-style-type: none"> One-to-one initiatives Upgrading equipment Infrastructure improvements Increase support staff 	
Brookdale Dual Enrollment		Keeping students in district	
1:1 Technology			
Better use of tax dollars		<ul style="list-style-type: none"> Highly effective Business administrator go out & gets bids Teacher count ^ 15% - student count ^ 15% Teacher contracts 	
Educational program		<ul style="list-style-type: none"> Consistent curriculum & effective roll out Graduation rates Career readiness Top colleges Character education, civics Basic life skills Internships, co-ops, work study Science Labs / Science, Engineering, Technology & Math (STEM) 	

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: Finance

Vision	Initiatives
Technology Vocational Training Program	<ul style="list-style-type: none"> • Work with corporations / companies • Generate revenue by bringing in students from outside of Wall Twp.
Expectations for the future	<ul style="list-style-type: none"> • Opportunities at elementary levels • Up-to-date facilities • Consistent, positive communication
Foundation with community involvement – funding (Wall Foundation for Educational Excellence, Crimson Knight Foundation)	<ul style="list-style-type: none"> • Athletic – new football stadium, track, corporate sponsorships (do we have a policy?) • Academic – money not taken out of school budget by sports / programs
Improve infrastructure	<ul style="list-style-type: none"> • Boilers are 90 years old • Air conditioning – climate controlled classrooms throughout the district • Update auditoriums • Revenue from solar
Provides all students at all levels access to technology on a daily basis	
Provides climate controlled, comfortable learning environments during all seasons	
Continues to add programs at the high school to create opportunities for increased rigor and create a unique transcript	
Voted healthiest district in the state offering fresh food and only high nutritional cafeteria meals and snacks combined with best practices for healthy living	
To create a school environment where students feel empowered through freedom of choice by providing meaningful opportunities based on best practices in order to develop competent and confident students.	Increased or improved technology through facility (infrastructure) renovations, tech support & teacher training
	Create STEAM / Academies that compete with outside Academies through researching successful programs, increased budget & appointment of talented, knowledgeable, creative administrators
	Create school environments that encourage choice by starting FLEX programs, student driven / school-wide enrichment activities
Update facilities	<ul style="list-style-type: none"> • HVAC (air conditioning) • Expansion • Other necessary repairs
Enhanced Visual & Performing Arts	Dance and ...

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: Finance

Vision	Initiatives
Well maintained and updated complex	<ul style="list-style-type: none"> • Abundant technology • Bleachers / track updated • Sound system updated in Auditorium
A cafeteria that serves delicious food	
A performing arts academy	
Strong trades program for the students	
Excellent teachers (retention)	<ul style="list-style-type: none"> • Teacher recognition program • Incentives for higher degree • Keeping positive morale up
Community involvement	<ul style="list-style-type: none"> • District newsletter – town wide (to get more involvement) • Website improvement • Social media
Student successes and engagement	<ul style="list-style-type: none"> • Hands on • Increase STEM (elementary) • After school programs for elementary

Areas to consider for Finance:

- Technology
- Program & Instruction
- Infrastructure
 - Air conditioning
 - Heaters
 - Boiler
- Facilities
 - Academies
 - STEM
 - Visual & Performing Arts
 - Band
 - Art
 - Athletic
 - Auditorium
- Revenue
 - Solar
 - Corporate Sponsorships

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: Community Outreach & Engagement

Strengths	Challenges
Communication	Elementary report card (clarity); explanation / interpretation
Genesis (when it works)	Technology
Parent support (communication)	Parent Academies (programs)
Increased use of social media to engage students & community	Managing the mandates
Knights in Training	Involving working parents
Community involvement	Too much screen time
Helping students achieve their goals	Create more avenues to encourage student voice
Focus on good citizenship	High achieving students choose alternate high schools
Sense of community as a whole	
Technology	
Good, great students	
School performance	Lack of positive public relations for Wall High School; lacks advertisement of selling points, i.e., (21 Advanced Placements, quality of teachers & teacher / student relationships)
School / township pride / support	Need to attract North Jersey residents relocating to Central New Jersey
Community support	Need to use schools as the vehicle to help residents connect to community
Communication	Wall High School open house later than private schools
Relationship with Brookdale Community College	Quarter 3 percent matriculation rate
Parents & students	Technology
Mid-term schedule	Need better public relations / marketing – no “WOW” factor
Low incidence of violence	High School counselor / student ratio
Guidance Counselors / support	Community Outreach
Community support of co-curriculars	
Teachers and their involvement are awesome	
Dual enrollment <ul style="list-style-type: none"> • Advanced Placement courses 	
Communication of superintendent – principals	
Academy <ul style="list-style-type: none"> • Wall Business Finance Academy • Pre-Engineering 	
Communications	Corporate support
	Budget / funding
	High achieving students elect to leave district at high school
Vision	Initiatives
Fundraisers	Runs, town-wide events (funds for district initiatives)
Brookdale Dual Enrollment	Keeping students in district
Community engagement	<ul style="list-style-type: none"> • Google training (parents) • Review student work for all parents
Strong leadership	<ul style="list-style-type: none"> • Board of education responsive and more interactive • Public should be more involved (questioning)

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal Area: Community Outreach & Engagement

Vision	Initiatives
Special Education	<ul style="list-style-type: none"> • Board of Education liaison • Better training (kindergarten & grade 1 dual certification) • Unskewed data • Parent Advisory for Special Education • Test student scores
Current Programs	<ul style="list-style-type: none"> • Vast opportunities for secondary students • Strong support from parent organization • Opportunities for exploration through electives
Expectations for the future	<ul style="list-style-type: none"> • Opportunities at elementary levels • Up-to-date facilities • Consistent, positive communication
Foundation with community involvement – funding (Wall Foundation for Educational Excellence, Crimson Knight Foundation)	<ul style="list-style-type: none"> • Athletic – new football stadium, track, corporate sponsorships (do we have a policy?) • Academic – money not taken out of school budget by sports / programs
Build a town identity	<ul style="list-style-type: none"> • One identity, mascot – each school has a different mascot • Communication & education of town • Businesses that are in Wall don't even realize it (so many zip codes, none for Wall)
Technology Vocational Training Program	<ul style="list-style-type: none"> • Work with corporations / companies • Generate revenue by bringing in students from outside of Wall Twp.
To create a school environment where students feel empowered through freedom of choice by providing meaningful opportunities based on best practices in order to develop competent and confident students.	
Better post-school plans	<ul style="list-style-type: none"> • Career • Percentages • Degree completion • Community involvement (in & out of school)
Enhanced Visual & Performing Arts	Dance and ...
Feedback	<ul style="list-style-type: none"> • Surveys • Public comment • Forums, like this • Social media
Healthier balance of work & play	<ul style="list-style-type: none"> • Mindfulness • Recess

Wall Township School District Strategic Planning Meeting #3 Outcomes

Vision	Initiatives
Community involvement	<ul style="list-style-type: none"> • District newsletter – town wide (to get more involvement) • Website improvement • Social media
Student successes and engagement	<ul style="list-style-type: none"> • Hands on • Increase STEM (elementary) • After school programs for elementary

Areas to consider for Community Outreach & Engagement:

- Technology
- Public Relations Program
- Parent Academies
- Corporate Support / Partnerships

Utilizing the information from Meetings #1 and #2, participants developed the following goal statements and objectives in small groups. Consensus was achieved in the individual groups. Each small group then reported out and consensus was achieved by the larger group.

Wall Township Strategic Planning Goals

1. Student Success

Goal 1: Ensure success for all students by providing meaningful educational experiences and opportunities, producing well-rounded, balanced, confident life-long learners in an ever-changing world.

Objectives:

1. Continue to provide opportunities for vertical and horizontal articulation at the elementary level and add opportunities for 5th Grade to 6th Grade and 8th Grade to 9th Grade and within high school.
2. Integration of technology Pre K-12 providing professional development for teachers to develop meaningful, age appropriate lessons.
3. Through character education, develop respectful, considerate and responsible students who are able to communicate effectively and contribute to society in meaningful ways.

Goal 2: Empower the success of all students by providing a rich variety of programs that support the diverse needs of all learners.

Objectives:

1. Technology Objective: 1:1 initiative issuing each enrolled student an electronic device in order to access the internet, digital course materials and digital textbooks.

Wall Township School District Strategic Planning Meeting #3 Outcomes

2. Elementary Programs Objective: Elementary students will be given opportunities to explore interests outside academic curriculum (Art, Sports, STEM, Robotics and Outdoor activities)
3. Character Education Objective: Articulated mentorship that fosters kindness, empathy, and respect across all grade levels that is implemented to benefit all K-12 students.
4. Academy Objective: All students should be provided greater opportunities for exposure and exploration of visual and performing arts.
5. Vocational Objective: Students interested in vocational training should be exposed to a variety of opportunities that support continued engagement.
6. Additional Objectives:
 - Continue / strengthen the Crimson College Academy Partnership with Brookdale Community College
 - Targeted building-based professional development to meet the specific needs of each faculty
 - Support the needs of the whole child through a variety of extracurricular programs that promote social-emotional learning and leadership skills
 - Promote greater consistency throughout the elementary schools in order to ensure student success at the Intermediate School.

2. Finance

Goal: Investigate and implement cost saving measures.

Objectives:

1. Create a taxpayer committee to review budget and identify cost savings to administration and board of education.
2. More accountability and transparency by administration and board of education.
3. Hire a grant writer to source additional revenue.
4. Bid out all items over \$25,000 and discontinue Requests for Proposals (*it was explained to the group that this item is covered under statute and code and cannot be bypassed*).
5. Establish a friendlier forum to discuss finances / budget among the board of education and taxpayers.
6. Hire Assistant Business Administrator.
7. Outsource payroll.
8. Explore the possibility of hiring a money saving consultant.

3. Facilities

Goal: By 2022, Wall Schools will implement a schedule of facility and infrastructure improvements and updates that supports success of Wall students.

Objectives:

1. Assess facilities.
2. Prioritize.
3. Develop a realistic plan (focus on current and future needs).
4. Educate community of district needs.
5. Unify fundraising opportunities.
6. Support board of education and administration.
7. Revise mission statement (include physical structures).
8. Plan budget.
9. Develop an ad hoc committee of expertise.

4. Community Outreach & Engagement

Goal: Creating a town identity by engaging all township stakeholders.

Objectives:

1. Annual community event hosted by the district.
2. Build corporate and community partnerships.
3. Establish centralized public relations program for all township stakeholders.
4. Coordinate district-wide opportunities to give back.

5. School Climate / Culture

Goal 1: Design a culturally aware and responsive school environment with increased K-12 interaction.

Objectives:

1. Develop a Future Teacher of America Club at Wall Township High School.
2. Design a Junior Knight Academy where high school students design mini courses for K-8 students
3. Increase mentoring opportunities

Wall Township School District Strategic Planning Meeting #3 Outcomes

Goal 2: Create a school environment that offers all students the flexibility to pursue meaningful opportunities based on interest level in order to yield competent, confident and driven students.

Objectives:

1. Encourage K-12 interaction (high school engineering, music and arts) and interaction with other community stakeholders.
2. Increase student and teacher recognition for positive environment and morale (not all students are knighted).
3. Balance curriculum at Intermediate level to encourage art, engineering and music and not take away STEAM (Science, Technology, Engineering, Arts & Math).
4. Foster a safe and nurturing learning environment among all elementary schools.

Next Steps

The Superintendent will develop action plans to implement the vision and goals developed in the 3D Strategic Plan. The action plans, which will cover the next 3 – 5 years, will include:

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

All participants will be invited to attend a future board meeting when the final strategic plan, along with the action plans, will be presented to the Board of Education by Kathy Winecoff, NJSBA Field Service Representative. The Superintendent, Mrs. Cheryl Dyer, will notify you when the meeting will take place.

Thank you to all of the participants who gave of their time, energy and talents to contribute to the strategic plan for the Wall Township School District! It has been a pleasure to work with you!