



New Jersey School Boards Association



**HACKENSACK
PUBLIC SCHOOLS**
EXCELLENCE IN EDUCATION

3-D Strategic Planning

Determination, Dreams and Destiny by Design

Facilitated by Matt Lee
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The main hope of a nation lies in the education of its youth.

--Erasmus

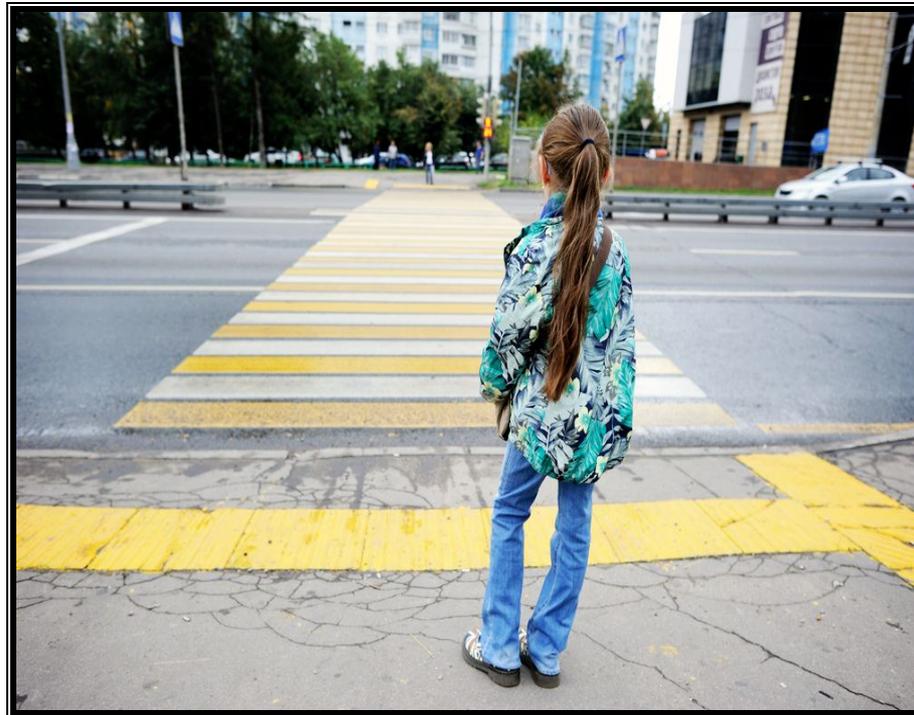


Purpose of Strategic Planning

Creating an organization-wide mission--

a Vision

--that will direct, motivate and inspire all members of the community to work together to elevate student achievement.





Advantages of Strategic Planning

- Proactive, creative and flexible – determine your own destiny
- Provides a forum for community participation
- Continues an ongoing cycle of planning, assessment and decision-making, optimizing limited resources and increasing communications



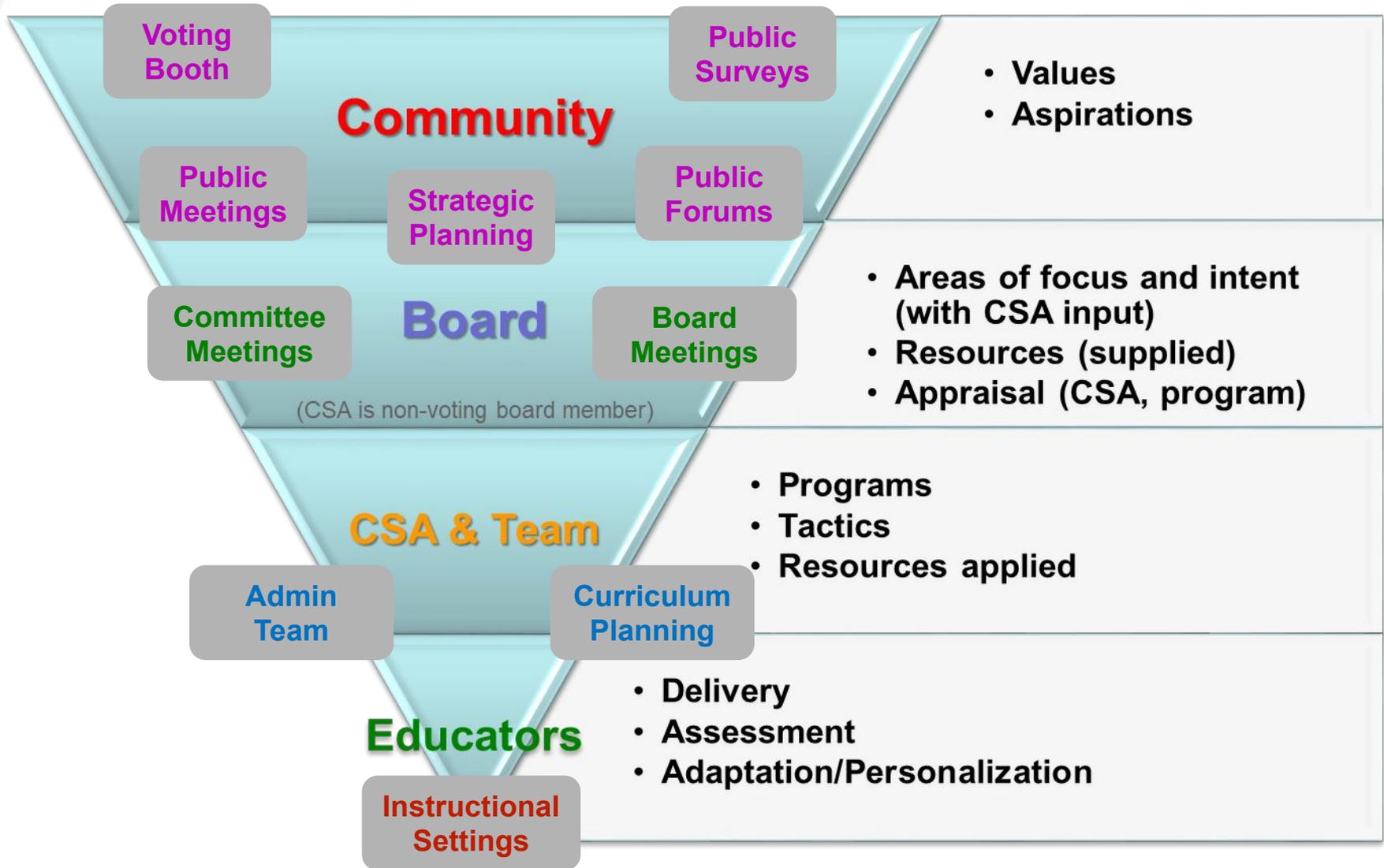


Building A Strategic Plan





How Groups Contribute To Goals





Waterfall Effect of a Strategic Plan



From the Goals & Objectives of a Strategic Plan flow:

- District Goals
- BOE Goals
- Administrators' Goals
- Building Goals
- Department Goals
- Staff SGOs
- Staff PDPs

all of which ultimately flow into—

Student Achievement



Mission Statement

The mission of the Hackensack Public School District is to challenge all students to excel along their own personal learning continuum and become responsible, civic-minded global citizens of the 21st Century. We inspire and challenge students to be active learners who can think critically, engage in complex problem-solving, communicate effectively, take pride in the work they produce and contribute to making a positive difference in the world around them.

Our schools strive to personalize learning to meet the needs of each student. In partnership with parents and the community, our schools will maximize academic achievement and develop confident students who are accountable for their ongoing learning, value initiative and diversity, and who are able to contribute meaningfully to the ever-changing global society.

We believe:

- Our students will be effective communicators, quality producers, self-directed lifelong learners, community contributors, collaborative workers and complex thinkers;
- All students are entitled to opportunities to maximize their talents and abilities;
- Our ethnic and cultural diversity is one of our greatest strengths and prepares students for success in a global society;
- Setting high expectations for students, teachers and administrators ensures that our students successfully meet or exceed New Jersey Student Learning Standards.
- Parents are essential partners in the education of their children;
- Maintaining a strong partnership with the Hackensack community is integral to student success;
- Understanding, implementing and responding to current trends in digital learning is intrinsic to success in a global 21st century;
- In ensuring that the district has a well-trained, highly qualified and competent staff;
- In maintaining a safe and secure learning environment.

The underlying values and principles that drive our mission and vision are personal responsibility, a strong work ethic, collaboration, respect for others, honesty, integrity and the firm belief that every child can learn.



Group Work – About 30 Minutes

- You have been assigned to a group as a result of your accepting an invitation to participate.
- **Brainstorm/discuss strengths/ achievements and challenges/ opportunities** the district faces with your group.
- Your group recorder will capture your thoughts on a common document which you'll share in your breakout group.





Group Work

- Reach a **group consensus** on the **Top 10** strengths and **Top 10** challenges.
- Each group works with an assigned **RECORDER** to enter these **Top 10** lists.
- When the breakout groups return to the main meeting “room” we’ll discuss highlights and recurrent themes.



Information & Upcoming Meetings

All of tonight's outcomes will be posted on the school website: <https://www.hackensackschools.org/>

- **Meeting 2** – Create an ideal vision for the district 5 years from now.

Thursday, February 21 at 6:30pm



- **Meeting 3 & 4** – Development of broad goal statements and objectives.

- **Wednesday, March 24 at 6:30pm**

- **Thursday, March 25 at 6:30pm**