



3D Strategic Plan 2021-2026
for the
Hackensack Public Schools



Acknowledgements for their Support, Cooperation and Dedication

Hackensack Schools BOE Members

- Lancelot Powell President
 - Scott James-Vickery, Vice President
 - Christopher Coleman
 - Detra DeNully
 - Ira Goodman
 - Zonie LeSane
 - Michael Oates
 - Anthony Rodriguez
 - Carlos Velez
 - Julio Bendezu, Maywood
-
- Robert Sanchez, Superintendent
 - Rosemary Marks, Assistant Superintendent
 - Andrea Parchment, Assistant Superintendent
 - Dora Zeno, Interim Business Administrator/Board Secretary

Other District Stakeholders:

There are too many of you to list individually, but this plan would not be possible without the input of the many:

- **Parents**
- **Staff**
- **Community Members/Leaders**
- **Administrators**

who generously gave of their time.

NJSBA:

Matt Lee, Bergen County Field
Services Representative



Components of Strategic Planning





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.



Strengths & Challenges – Meeting 1

Some Strengths Identified

- We make sure that students get what they need - all of our children
- Curriculum Strides (proactive and constructive)
- Teachers are amazing, knowledgeable, patient and creative.
- Technology - 1 to 1 Chromebook initiative K-12
- Extensive Special Education Services

Some Challenges Identified

- Need for space- growing city, within each school
- Building relationships between buildings (ELEM, MS, HS) with students
- More mental health services
- Do not promote ourselves within the district and to community
- Need for a dedicated district wide RTI (Response to Intervention) program



Visions – Meeting 2

Titles of Articles:

“Purposeful Progression Towards Education: Where Teaching and Learning are our Core Values”

“Community is Key to the Success of Hackensack Public Schools”

“Like the Mars Rocket Perseverance - Overcoming Challenges and Reaching New Horizons”

Leaders in Education





Some 5-year Visions from the Groups' Work

Value education and honesty

Promote the development of the whole child, including extracurricular pursuits, emotional intelligence and resilience, and physical well being

Self-directed, independent and thoughtful learners

Technological literacy (robotics, environment, STEM, STEAM, etc.)

Hackensack Public Schools Develops Community Partnerships Help Build Connections Between the Community and Schools

Celebrate and accept our diversity as a strength--Creating and fostering an Inclusive environment

Personalized Learning for All students



Common Threads from Meetings 1, 2

Community collaboration
Social-emotional learning
Diversity, equity and inclusion
Early childhood education
Facilities upgrade and expansion
Faculty strength and dedication
Technology
Career-focused learners
Parent/family involvement
Educating the whole child
Lifelong learning



5 Goal Areas Developed

- **Goal #1 – Building, Empowering & Engaging the Community**
- **Goal #2 – State-of-the-Art Community-Based Schools**
- **Goal #3 – Access to Equity & Inclusivity**
- **Goal #4 – Educating the Whole Child**
- **Goal #5 – Creating Life-Long Learners**



Building, Empowering & Engaging the Community

Goal

To empower the Hackensack and sending districts' communities, so that everybody is engaged and has a vested interest in the development of the whole child.

Objectives

Foster collaborative relationships between the community and the school to expand and enhance opportunities for student achievement. (mentoring, internships, volunteer, work study)

To open lines of communications with families and provide needed resources for parents to support their children's success. (Parent academy/school programs/community programs)

To provide a comprehensive and robust communications program to keep all community and school members engaged and informed about community/school events. (Platform: calendar/ newsletter) (People are more likely to attend events in the community if they are aware of them.)

To provide for a variety of activities for parents and community members to engage in the school community that will foster a sense of belonging.



State-of-the-Art Community-Based Schools

Goal

To develop state-of-the-art, sustainable, community-centered schools that provide all students with a high-quality education including the necessary resources to support families.

Objectives

Upgrade all school facilities to ensure schools are safe, equitable, modern, and energy efficient.

Explore options to expand all school facilities to help build strong smaller neighborhood communities.

Create a district-owned and operated centralized preschool program which provides students from all neighborhoods equal access to a quality foundational education.

Update facilities and educational equipment to align with current and future curricular needs in order to optimally prepare students for College and Careers.

Provide facility space, dedicated equipment, and communication platforms for community-initiated and community-driven activities and events.



Access to Equity & Inclusivity

Goal

To create equity for all students to have access, opportunity, and voice so that they are valued, respected, and included in all aspects of the curriculum, policies, and the school community/education environment.

Objectives

Provide professional development that is student-centered to enhance each instructor's knowledge of diversity in order to apply it to daily methodology.

Provide access to all students; inclusive of those that are identified as both exceptional and in need of remediation so that they have access to different learning opportunities.

Provide opportunities for students to value and respect the differences they bring to the school community.



Educating the Whole Child

Goal

To create an environment which maximizes students' social and emotional growth, mental and physical health, and academic development by educating the whole child for educational and societal success.

Objectives

Increase awareness and understanding of student needs among staff and be responsive to and capitalize on students' understandings, interests, and abilities.

Build positive school environments by utilizing restorative approaches to discipline and supporting social, emotional, mental, physical and cognitive development.

Diversify curriculum and instructional techniques including multi-tiered systems of support services.

Partner and engage with families and community to include all stakeholders in the whole child educational journey.



Creating Life-Long Learners

Goal

To create a lifelong learning environment so that all stakeholders recognize that learning is an ongoing and enduring process.

Objectives

To create and maintain a database and alumni support system to share career experiences, make connections in order to provide opportunities for internships and career exploration.

To encourage and mentor students to participate in lifelong learning opportunities in order to explore future career paths and facilitate student driven curriculum and instruction

To provide all stakeholders with ongoing learning opportunities in their areas of interest, passion, and professional goals.

To create a comprehensive full day pre-k program for three and four year olds that will provide a foundation of lifelong learning in collaboration with our community providers.



Developing the Action Plans

Goal Statement:

Objective:

Major Activities	Staff	Resources	Timeline	Success Indicators
1.				
2.				
3.				
4.				

Work of Administration



Thank You

