



## Creating a Strategic Plan for the Hackensack Public Schools

### 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.

## **Hackensack Public Schools Strategic Planning Meeting #3 Outcomes**

### **Session #3 of 3**

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

On March 24, 2021 Hackensack Public Schools administration, staff, parents, 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 4-7 supporting objectives for each of the five goal areas identified at the conclusion of the February 25, 2021 meeting. These goals will represent a shared vision for the Hackensack Public Schools over the next five years.

Matt Lee from the New Jersey School Boards Association facilitated the strategic planning process. The group was provided with an overview of the January 21 and February 25 and meetings and then the goal writing process was introduced that included definitions, the connection to the work from the first two meetings, and the components of a goal statement. Participants were able to self-select a goal area of interest to them – State-of-the-Art Community-Based Schools, Educating the Whole Child, Creating Life-Long Learners, Access to Equity & Inclusivity and Building, Empowering & Engaging the Community.

Each goal area group was tasked with writing a broad goal statement and developing up to seven accompanying objectives that reflected the strengths, challenges, and visions relative to their goal area as determined in Meetings 1 and 2.

#### **Group Work**

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's website to share the group work during the course of the strategic planning process

<b>Goal Area</b>	<b>Building, Empowering &amp; Engaging the Community</b>
<b>Goal Statement</b>	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.
<b>Objectives</b>	<ol style="list-style-type: none"><li>1. Foster collaborative relationships between the community and the school to expand and enhance opportunities for student achievement. (mentoring, internships, volunteer, work study)</li><li>2. 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)</li><li>3. 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)</li></ol>

**Hackensack Public Schools Strategic Planning Meeting #3 Outcomes**

	<p>(People are more likely to attend events in the community if they are aware of them.)</p> <p>4. 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.</p>
--	--

<b>Goal Area</b>	<b>State-of-the-Art Community-Based Schools</b>
<b>Goal Statement</b>	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.
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Upgrade all school facilities to ensure schools are safe, equitable, modern, and energy efficient.</li> <li>2. Explore options to expand all school facilities to help build strong smaller neighborhood communities.</li> <li>3. Create a district-owned and operated centralized preschool program which provides students from all neighborhoods equal access to a quality foundational education.</li> <li>4. Update facilities and educational equipment to align with current and future curricular needs in order to optimally prepare students for College and Careers.</li> <li>5. Provide facility space, dedicated equipment, and communication platforms for community-initiated and community-driven activities and events.</li> </ol>

<b>Goal Area</b>	<b>Access to Equity &amp; Inclusivity</b>
<b>Goal Statement</b>	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.
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Provide professional development that is student-centered to enhance each instructor’s knowledge of diversity in order to apply it to daily methodology.</li> <li>2. 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.</li> <li>3. Provide opportunities for students to value and respect the differences they bring to the school community.</li> </ol>

**Hackensack Public Schools Strategic Planning Meeting #3 Outcomes**

<b>Goal Area</b>	<b>Educating the Whole Child</b>
<b>Goal Statement</b>	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.
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Increase awareness and understanding of student needs among staff and be responsive to and capitalize on students’ understandings, interests, and abilities.</li> <li>2. Build positive school environments by utilizing restorative approaches to discipline and supporting social, emotional, mental, physical and cognitive development.</li> <li>3. Diversify curriculum and instructional techniques including multi-tiered systems of support services.</li> <li>4. Partner and engage with families and community to include all stakeholders in the whole child educational journey.</li> </ol>

<b>Goal Area</b>	<b>Creating Life-Long Learners</b>
<b>Goal Statement</b>	To create a lifelong learning environment so that all stakeholders recognize that learning is an ongoing and enduring process.
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. 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.</li> <li>2. 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.</li> <li>3. To provide all stakeholders with ongoing learning opportunities in their areas of interest, passion, and professional goals.</li> <li>4. 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.</li> </ol>

**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 a Hackensack Board of Education meeting to be determined by the board’s 2021 meeting schedule.

The administration is tasked with writing action plans for the objectives developed under each goal statement, that will identify the specific tasks needed to accomplish the objective, 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.

***Hackensack Public Schools Strategic Planning Meeting #3 Outcomes***

It is recommended that an annual review of the strategic plan take place and that the strategic plan will serve as the basis for the development of the annual district goals.