

West Deptford School District
Strategic Planning
2018-2021
Final Report

Three Year Strategic Plan

“From Good to Great” (The Process)

During the 2017-2018 school year the West Deptford Board of Education recognized the need to develop a community based Strategic Plan in order to develop a common vision for the West Deptford School District.

The Strategic Planning Process

Rational

- New district leadership
- Need to define district priorities
- Desire to create a common vision
- Involvement of all key stakeholders
- Ensure that student needs are being met

The Strategic Planning Process

Structure

- Determine work session meeting dates
- Invite all stakeholders to participate
- Establish meeting goals and expectations.

The Strategic Planning Process

Work Session Goals

- Identify the qualities of the West Deptford School District in the year 2021
- Identify the current strengths of the West Deptford School District
- Identify the challenges facing the West Deptford School District

Work session #1 – Where Do We Want to Be in 2021?

January 29, 2018 – 51 Participants

Listed below are the responses received from the group of stakeholders in attendance. Note: this is a summary of all the items provided.

Outstanding	Driven	Focused	Inclusive
Student-centered	Transparent	Collaborative	Connected
Diverse	Technology	Enriched	Knowledgeable
Determined	Goal-oriented	Child-centered	Open minded
Needs based	Dedicated	Inspiring	Exceptional
Academic	Excellent	Compassionate	Dynamic
Innovative	Global	Academically Challenging	
Well rounded	Equitable	Accepting	Competitive
Academically Diverse	Creative	Problem Solvers	Leaders
Successful	Disciplined	Exceeding	Data Driven
Respectful	Character	Progressive	Confident
Multi-Cultural	Tech Savvy	Committed to Excellence	
Civic Minded	Culturally Accepting		Rigorous
Love Reading	Empathetic	College Ready	Distinguished

Work session #2 – Where Are We Now (District Strengths) and What are Our Challenges?

February 21, 2018 – 50 Participants

Listed below is a summary of the District Strengths as identify by the stakeholders in attendance:

- Technology 5-12
- Compassionate Staff
- Engaged Community
- Good Leadership
- Caring
- Family Centered
- Pride
- Desire Excellence
- Academic and Athletic Excellence
- Good learning environment
- Strong special education program
- Diversity in the classroom
- Early education
- Student centered
- Strong professional development
- Service learning
- Value curriculum writing
- Pride in facilities and grounds

Listed below is a summary of the District Challenges as identify by the stakeholders in attendance:

- Capability to handle changing student population
- Centralized communication (apps, calendar, fundraisers)
- Gap in understanding a child's progress (report cards, teacher comments, defining success)
- Budget - Lack of state aid

- Social/Emotional development (character education, teaching the whole child)
- Disjointed programs (K-4 ELA, articulation between grades)
- Rigorous curriculum that is adaptive to support learners at various levels of achievement.
- Equity for all levels of learning
- Digital awareness
- Vertical articulation
- Student Achievement
- Inclusive learning
- Improve student performance
- Career and college readiness
- Rigorous curriculum/expectations
- Budget and funding
- A curriculum that addresses the unique skills and abilities of our diverse population.
- Emphasis on career readiness
- Technology instruction at the elementary level
- Class size
- PARCC scores
- Grade level schools – Looping
- Socioeconomics
- Technology alignment (PK – 12)
- Looping/Student achievement

Work session #3 – What is Our Plan

March 26 , 2018 (Rescheduled from March 7, 2018) – 28 Participants

Listed below are the seven major topics that were discussed by the stakeholder in attendance. The group examined each of these areas and offered suggestions as to how the district could best address these needs:

1. Social & Emotional
2. Communication
3. Student Achievement
4. Finances
5. Equity
6. Safety
7. Career and College Readiness

After discussing each of the above the committee decided to focus on the following five goals:

Goal #1 - Student Achievement - Enhance instructional programs that will result in improved student achievement.

Goal #2 – Social & Emotional – Ensure that the social and emotional needs are properly being met in order to maximize student achievement

Goal #3 - Equity - Ensure that all students are provided educational opportunities that best meet their instructional needs.

Goal #4 – Communication – Evaluate all levels of district communications to ensure their effectiveness.

Goal #5 – School Safety – Provide the safest learning environment for all students and staff.

From Good to Great (The Process)

Student Achievement

Goal: Enhance instructional programs that will result in improved student achievement.

Objectives:

1. Evaluate current grade level configurations to determine if the current structure maximizes student achievement.
2. Evaluate the current practice of Looping to determine if this structure maximizes student achievement.
3. Evaluate the current schedules to determine if instructional time can be increased.
4. Ensure that all students have equitable access to technology.
5. Evaluate and enhance professional development opportunities for all instructional staff.
6. Evaluate the current English/Language Arts resources in grades K – 5 and determine if they are providing students with the classroom experiences necessary to maximize student performance.
7. Explore ways in which partnerships can be developed for high school students that will provide enhanced opportunities for College and Career readiness.

Social & Emotional

Goal: Ensure that the social and emotional needs are properly being met in order to maximize student achievement

Objectives:

1. Identify the social and emotional challenges that students are facing at all grade levels.
2. Evaluate the current character education programs at each school and determine their effectiveness.

3. Develop opportunities for all students to strengthen their connections with staff and other role models (adult and student).
4. Evaluate the possible implementation of service learning projects for all students in all grade levels.

Equity

Goal: Ensure that all students are provided educational opportunities that best meet their instructional needs.

Objectives:

1. Ensure that all students have equal access to all instructional programs and activities.
2. Ensure that all students have equal access to technology both in school and at home.
3. Ensure that all special education students are educated in the least restrictive educational setting.
4. Provide teaching staff member's professional development in the area of student poverty.
5. Provide opportunities for vertical articulation so that staff can ensure strong instructional integration in all content areas.

Communication

Goal: Evaluate all levels of district communications to ensure their effectiveness.

Objectives:

1. Evaluate current levels of communication with parents and determine which are most effective and where enhancements can be made.
2. Ensure that the district website is properly maintained, structured to easily access information and is accessible from different access points.

3. Evaluate the current third and fourth grade report cards to determine if they are effectively communicating student's achievement levels to parents.

School Safety

Goal: Provide the safest learning environment for all students and staff.

Objectives:

1. Evaluate the current level of school security personnel to determine if additional staff is needed.
2. Review all school security protocols to ensure that they are up to date, readily accessible and in an easy to read format.
3. Ensure that all school emergency drill procedures are regularly reviewed with local emergency response personnel and that emergency response personnel are invited to participate.
4. Continue to conduct off-site reunification drills at all schools, unannounced lock down drills with local police and staff training on emergency response procedures.

Evaluation

- The Strategic Plan will be evaluated annually by the administrative team.
- An update will be provided to the Board of Education at the May/June meeting.
- Recommendations for any changes to the plan will be provided to the board as needed.
- If necessary, a special meeting of the Strategic Planning Committee (all stakeholders) will be scheduled.