

Acknowledgements

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Pine Hill Board of Education

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Joseph Keyek, Board Vice President

Len Cavallaro, Board Member

Zipporah Daniels-Browne, Board Member

Angela Nolan-Cooper, Board Member

Lois Parker, Board Member

Roger Schwartz, Board Member

Barbara Villani-Peters, Board Member

James Wakeley, Board Member

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Jocelyn Lewis, Sending Representative Berlin Township

Dr. Ken Koczur, Superintendent

Nancy Lane, Business Administrator

New Jersey School Boards Association

Terri Lewis, Field Services Representative
Charlene Zoerb, Field Services Representative



Strategic Plan Participants

Dr. Edythe Austermuhl, Superintendent Berlin Township

Don Borden, Staff

Pat Bruno, Community Member

Terry Burke, Councilman Pine Hill

Dr. Shawnequa Carvalho, Staff

Chris Como, Community Member

Zipporah Daniels-Browne, Board Member

Heidi Daunoras, Staff

Elisa DiLolle, Staff

Bill Dilworth, Parent/Board Member Clementon

Lynn DiPietropolo, Superintendent Clementon

Doug Endee, Staff

Erica Fean, Staff, Parent and Community Member

Scott Ford, Parent and Community Member

Randy Freiling, Sending Representative Clementon

Patti Gaft, Parent and Community Member

Les Gallagher, Board Member

Denise Gilmore, Staff

Chris Green, Mayor Pine Hill

Angelina Irizarry, Staff

Ken Koczur, Superintendent Pine Hill

Sue LaBounty, Staff

Nancy Lane, Business Administrator

Adam Lee, Staff



Deborah Lipko, Staff
Michelle McClaskey, Community Member
Ruth McCullen, Councilwoman Pine Hill
Kevin McFadden, Staff
Gary McGaurn, Staff
Jack Nicholson, Mayor Clementon
Angela Nolan-Cooper, Board Member
Nancy Oliver, Staff
Lois H. Parker, Board Member
Katherine Rabaca, Staff
Dan Schuster, Staff
Roger T. Schwartz, Board Member
Dr. Kim Seifring, Staff
Sheryl Smith, Staff
Jim Vacca, Staff
Denise Vuono, Staff
James Wakeley, Board Member
Fredericka Winfield, Parent



3D Strategic Planning Process

Executive Summary

A. Educating the Board to make an informed decision

On January 7, 2014, New Jersey School Boards Association made a presentation to the Board of Education on the 3D (Determination, Dream and Destiny by Design) Strategic Planning Services available through the Association.

The information included a review of the following information and requirements:

- commitment of time and resources
- school and community level involvement
- strategic planning to meet the needs of the district
- the Board's role in the process
- potential participants to be included in the process

Subsequently, the Board contracted with NJSBA for these services.

B. 3 D Strategic Plan Meetings

On February 5 (27 attendees), March 12 (26 attendees), and May 12, 2014 (20 attendees), Terri Lewis and Charlene Zoerb, Field Service Representatives from NJSBA, facilitated the Strategic Planning meetings. Outcomes of these meetings include:

1. Vision 2014 - 2019 Pine Hill School District
2. Strengths and Challenges of the Pine Hill School District
3. Strategic Plan Goals and Objectives

Outcomes from all three of the Strategic Planning Meetings are included in this notebook.

C. Developing the Action Plans



The Superintendent will develop action plans to implement the vision and goals developed in the 3D Strategic Plan. The action plans will include:

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



Pine Hill School District Mission Statement

The Pine Hill School District, in partnership with parents and the community, is dedicated to educating all students in a safe, nurturing environment in order to develop productive citizens who are committed to lifelong learning. Additionally, it is the expectation of this school district that all pupils achieve the New Jersey Core Curriculum Content Standards at all grade levels.



Pine Hill School District Strategic Planning Goals

The Strategic Plan Goals developed, by the participants, for achieving this Mission and Vision are:

Goal #1 - Student Achievement

Every student PreK-12 from the tri-borough area will graduate with the skills necessary to pursue the post-secondary option of their choice.

Goal #2 - Climate & Culture

Create a positive, nurturing, safe and consistent tri-borough school culture that supports diverse learners in a collaborative PreK-12 environment.

Goal #3 - Communication and Community/Parent Support

Develop ongoing mechanisms to improve community perception and collaboration.

Goal #4 - Technology and Facilities

Improve the use of technology, identify needs to enhance student learning and improve communication with students, parents and the community.

Goal #5 - Finance

To obtain additional funding through the exploration of alternate sources.



GOAL AREA # 1

Student Achievement

Goal Statement:

Every student PreK-12 from the tri-borough area will graduate with the skills necessary to pursue the post-secondary option of their choice.

Objectives:

1. Prepare students to meet challenging academic standards based on the common-core that provides them with the skills necessary to pursue a post-secondary option of their choice.
2. Enhance and maintain a developmentally appropriate curriculum based on the common-core through on-going articulation between the Pine Hill, Berlin Township and Clementon School Districts.



GOAL AREA # 2

School Culture

Goal Statement:

Create a positive, nurturing, safe and consistent tri-borough school culture that supports diverse learners in a collaborative PreK-12 environment.

Objectives:

1. Increase communication and collaboration between Pine Hill, Berlin Township, and Clementon School Districts to provide a safe, nurturing, and positive culture for all students.
2. Provide professional development activities that increase interaction between the Pine Hill, Berlin Township, and Clementon teaching staffs.
3. Expand interaction between students, parents, and community member through events that involve the communities of Pine Hill, Berlin Township, and Clementon.
4. Increase pride in the school district's accomplishments through open communication with the communities of Pine Hill, Berlin Township, Clementon.
5. Implement hiring practices that ensure staff that are highly qualified and representative of the diverse district population.



GOAL AREA # 3

Communication and Community/Parent Support

Goal Statement:

Develop ongoing mechanisms to improve community perception and collaboration.

Objectives:

1. Develop a plan that will support implementation and maintenance of technology systems and equipment in all schools.
2. To create and maintain a positive impression of the district schools from the community's perspective.
3. To create and maintain a positive impression of the district schools from the students' perspective.
4. To create and maintain a positive impression of the district schools from the staffs' perspective.



GOAL AREA # 4

Technology and Facilities

Goal Statement:

Improve the use of technology, identify needs to enhance student learning and improve communication with students, parents and the community.

Objectives:

1. Develop a plan that will support implementation and maintenance of technology systems and equipment in all schools.
2. Improve the community impression of district buildings and grounds.
3. Determine staffing needs to effectively implement facility and technology plans district wide.



GOAL AREA # 5

Finance

Goal Statement:

To obtain additional funding through the exploration of alternate sources.

Objectives:

1. To increase district resources through cost saving initiatives.
2. To research and apply for grants that will provide additional funding to supplement the district's resources.
3. Shared Services, Inter-district professional development, uniformity.



Appendix “A”

Superintendent’s Report: “State of the Schools”



Appendix “B”

Vision 2019



Appendix “B”

Vision 2019

Clubs Team:

Where are we now?	Our vision for the future
Independent schools/islands	Collaboration between schools
Not cohesive	Collaboration with parents
Lack of focus/direction	Produce good citizens
Lack of parental involvement	College, career and community
World changed/educating parents	Starting early in the educational process
	Continuity through all schools

Hearts Team:

Where are we now?	Our vision for the future
Perception of high school (LCCR)	All schools with the same shared vision
Operate in isolation – school/students/community	High expectations for all students
Low expectations of students	

Diamonds Team:

Where are we now?	Our vision for the future
Road under construction	Main road
Can’t get out of the circle	Traffic signs
Misdirected	Circle with guidance offering different paths
Not enough direction from community/parents/staff	Right amount of guidance to continue to journey
Barriers/dead ends	

Spades Team:

	Our vision for the future
Perception is everything	Changing perceptions and expectations
This is not LCCR – this is US	See the district for our progress – the good work we are doing
Negative perception of high school	Educate parents to not let kids drop out
Drop out rate	Financial aid nights
No perception of pride from community	Parental involvement/more info/guidance
Home for a lifetime	Support and buy in from all stakeholders
	Successful and proactive in society
	Home for a lifetime



Following each groups reporting out of their consensus points, the large group identified the following **common themes**:

Now...

- Fragmented
- Poor perception of district
- Low expectations of students
- Lack of community/parental involvement
- No appreciation for education

Our vision...

- Graduate and prepare students to compete
- Increased expectations of students, parents and community
- Common vision that includes sending districts
- Continuous process – start early in education
- Collaborating horizontally and vertically
- Communicating/sharing common goals
- Produce good citizens who are college, career and community ready



Appendix “C”

Strengths & Challenges



Appendix “C”

Strengths & Challenges

Team 1:

Strengths	Challenges
Curriculum and Instruction improvements	Parent drop-off
Local business support	Less personal interaction (technology)
Community servants supportive (police, fire, council, etc.,)	Recognize needs of all stakeholders
Kind, tolerant, down-to-earth students	Struggle between academics/outside activities
Students excited to learn	School adapting to pressure to perform/instruct
Faculty	

Team 2:

Strengths	Challenges
Collaboration – Working together	Lack of parental involvement/interaction
Supportive community	Economic resources
Inter-district interaction	Time Constraints
Proximity of sending districts	Population decline/growth in certain areas
Creative problem solvers	Perception
Willingness to think about broader scope of issues	Continuous day-to-day concerns
Focus on special needs areas	Discipline/lack of regulations (ex. Prior drop outs)
Diversity and inclusion	Diversity and inclusion
Motivation and High expectations	Resistance to change – motivating all
Open to change/growth	Fluid community – student population can be transient
Momentum	WIIFM – What’s in in for me?
Business growth in certain areas	Human resources (man/womanpower)
	Consistency (common colors)

Team 3:

Strengths	Challenges
Meeting common core	Attendance
Curriculum	Apathy
Teaching strategies	Facilities
Choir, band, theatre	Resources \$\$\$
Boro relations/shared services	Substance abuse
Athletic fields	Lack of alumni support
Technology	Technology
Sports	Sports



Core group of parents	Large group not involved
Board relationships	Regional feel to high school
Strong core of committed staff	Suspensions/discipline
	Bad Press



Four goal areas emerged from the common themes identified by the group at large:

Student Achievement

- Create career focused learning communities (academies) beginning in 5th grade through 12th grade
- Share professional experiences with tri-borough staff members like “joint professional day”
- Tri-borough vertical articulation fro curriculum
- Tri-borough career days
- Annual curriculum conference
- Provide students with options – guest speakers – more career training and education
- Articulation meetings between sending districts on a regular basis
- Instill parent responsibility for student attendance, etc.

School Culture

- Collaboration opportunities for teachers in common subjects across schools (PD) and set overarching content goals
- Tri-borough professional development days
- Employer network – internships, employment, mentoring opportunities
- Use student led instruction to bring parents and community into classroom to see progress
- Student mentoring club
- Reward students with renaissance type program
- Culture/expectations discussed at articulation meetings
- Build renaissance program
- Survey staff, students, community

Communication and Community/Parent Support

- Stressing/increasing parental involvement
- Re-invent channel 19
- Student/Staff/Community outreach opportunities

Technology and Facilities

- Long range facilities plan

Finance/other resources

- Use social media to attract outside funding
- Sustainability
- Grant writing PD for staff to secure federal grants



Appendix “D”

Action Plans

