



## Creating a Strategic Plan for the Bergenfield Public Schools

### **Mission Statement**

The mission of the Bergenfield Public School District is to offer programs and services that enable all students to become self-directed, lifelong learners who are successful in college and the workplace while displaying a strong sense of citizenship. The district provides a safe and nurturing setting designed to prepare students with 21st century skills consistent with New Jersey Student Learning Standards. The Bergenfield Public School District fosters partnerships for the purpose of educational, operational, and fiscal responsibility.

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

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

On February 10, 2021 Bergenfield Public Schools administration, staff, parents, board members 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 January 27, 2021 meeting. These goals will represent a shared vision for the Bergenfield 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 13 and January 27 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 – College and Career Readiness, Diverse, Equitable, and Inclusive Personnel and Programs, District Operations and Facilities, Physical, Social & Emotional Wellness and Community Interaction.

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

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

<b>Goal Area</b>	<b>College &amp; Career Readiness</b>
<b>Goal Statement</b>	To provide opportunities for all students to develop skills to become independent, self-sufficient, self-reliant, lifelong flexible learners, creative thinkers, problem solvers, collaborators to become productive members of society after high school.
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Expose students to various career pathways; present options to all students; involve community members; create internship opportunities and mentorship opportunities; involve parents</li> <li>2. Provide critical thinking opportunities Pre-K - 12</li> <li>3. Expand STEAM program vertically - Pre-K - 12</li> <li>4. Develop partnerships with colleges and universities, technical schools/training institutions</li> <li>5. Infuse financial literacy instruction across the curriculum</li> <li>6. Develop global and cultural intelligence in all students; awareness of an individual's impact on the world; civic responsibility</li> <li>7. Infuse and utilize current technology skills across the curriculum</li> </ol>

<b>Goal Area</b>	<b>District Operations &amp; Facilities</b>
<b>Goal Statement</b>	To create a state of the art learning environment with facilities that will enhance the overall student experience.
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Safety - Ensure buildings, grounds, property and personnel continue to be maintained/trained to effectively meet the needs of our student, staff and community for the next five years.</li> <li>2. Security - Improve surveillance and system for admitting/monitoring students/visitors into buildings.</li> <li>3. Technology - Create a technological infrastructure that maintains 1:1 accessibility while expanding student to student, student to teacher, and teacher to parent connections outside of the classroom.</li> <li>4. Accessible Facilities - Design ADA compliant spaces, retrofit locations for specialized programming, and multipurpose outdoor facilities to meet the needs of student programs.</li> </ol>

<b>Goal Area</b>	<b>Diverse, Equitable and Inclusive Personnel &amp; Programs</b>
<b>Goal Statement</b>	To create a culture within the learning and professional community that actively embraces and values the perspectives and diversity of all our stakeholders.
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. To attract, recruit and retain high quality and diverse staff</li> <li>2. To advance a climate of cultural competency through school and community activities, clubs and curriculum</li> </ol>

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

	<ol style="list-style-type: none"> <li>3. To provide every student equitable access to all school programs and activities to promote an inclusive culture</li> <li>4. To establish culturally responsive classrooms and teaching through creating and implementing a curriculum that allows all students to see themselves reflected</li> <li>5. To promote professional learning opportunities, dialogue and support for staff in specific strategies for addressing sensitive topics</li> </ol>
--	---

<b>Goal Area</b>	<b>Physical, Social, and Emotional Wellness</b>
<b>Goal Statement</b>	To develop an environment for students, staff, and the community that promotes resilience, self-awareness, accountability, and empathy to encourage well-rounded citizens of the world.
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Provide professional development for staff, parents, and the community on physical, social, and emotional wellness (ex. mental health first aid, growth mindset, mindfulness)</li> <li>2. Interweaving the social emotional wellness strategies into the curriculum (put a component in each curriculum using common language)</li> <li>3. Hiring and retaining a diversified staff (not just focusing on counselors)</li> <li>4. Increase opportunities to celebrate/acknowledge character and achievements</li> <li>5. Increase student knowledge of what resources are available and where to find them</li> <li>6. Track student academic progress, attendance, and social emotional wellness (Panorama)</li> </ol>

<b>Goal Area</b>	<b>Community Interaction</b>
<b>Goal Statement</b>	To expand and further develop partnerships with community stakeholders and organizations to enhance our curriculum and support students districtwide.
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Collaborate with local government agencies to increase civic engagement.</li> <li>2. Improve awareness, communication, and promotion of community-related opportunities for students and families.</li> <li>3. Expand community service opportunities and involvement at all grade levels.</li> <li>4. Cultivate relationships with a diverse collection of community organizations and stakeholders.</li> <li>5. Provide all parents flexible opportunities to participate in student-centered activities.</li> </ol>

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

- |  |  |
|--|--|
|  | 6. Encourage regular collaboration among all school Parent Associations by creating a district PA Council. |
|--|--|

### **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 Bergenfield 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.

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.

### **Thank You**

Thank you to everyone who participated in the strategic planning process. The outcome of the plan has been shaped by the input of every participating member. You have provided the district with a 5-year roadmap that reflects the aspirations of the various stakeholders for your students.

### **2021 Bergenfield Strategic Planning Council Members**

Joseph Amara  
Lupe Ruiz-Catala  
Nelson Reynoso  
Debbie Podwin  
Ovelis Munoz  
Christopher Tully  
Darlene Markman  
Frank Auriemma  
Lorry Booth  
Tara Schneider  
Steve Neff  
Darren Massey  
Zoe Lloyd  
Jim Fasano  
Rob Ragasa  
Shane Biggins  
Dom Rotante  
Everett Thompson  
Craig Vogt

Tom Lawrence  
Bill Fleming  
James Mitchel  
Jackie Gagliardo  
Ligia Alberto  
Howie Conklin  
Doug Lemberg  
Phil Moliere  
Katarzyna Budiman  
Wendy Jones  
Mary Anne Lerma  
Dania Huie-Pasigan  
Andre Rodriguez  
Yasmin Betances  
Coralay Ortega  
Matt Swanson  
Mike Melo  
Sheila Marin  
Jessica Gamarra

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

Cedric Wallerson  
Nicki McGrane  
Joanne Mickolaczyk  
Tracy Jerue  
Mary Cate Corso  
Sara Alex  
Jennifer O'Neil  
Teddy Secillano  
Lisette Aportela  
Jessenia Paoli  
Laurie Shaw  
Claudia Narvaez  
Deirdre Kessler  
Amy Sulich  
Shannon Arrieta  
Toby Reyes  
Gardan Speights  
Laura Morrell  
Brenda Roth

Aile Gutierrez  
Denise Biggins  
Shannon Donegan  
Leslie Malara  
Fred Quiambao  
Donna Jones Schmidt  
Arvin Amatorio  
Mustafa Rabboh  
Joe Suarez  
Allison Ballo  
Julia Guttilla  
Anthony Rapetti  
Carl Mittelhammer  
John Blackowski  
Joe Scaglione  
Melissa Weigl  
Matt McGrath  
Dana Hirstius  
Brian Timmons