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**Andover Regional School District Board of Education**

**Strategic Planning Update #2**

**Outcomes of the Second Community Strategic Planning Session**

The Andover Regional School District is in the process of renewing its Strategic Plan. The ARSD Board of Education intends to approve a five-year Strategic Plan this fall, which will guide the Board's and Administration's decisions over the next five years. It is the desire of the Board and Superintendent Dr. Clifford Burns that, following the process which was successfully utilized for its first foray into strategic planning, the new Strategic Plan shall be re-formed and renewed with community participation over three evening meetings.

At the invitation of Dr. Burns and the Andover Regional Board of Education, members of the ARSD community came together on the evening of October 16 for the second session of Strategic Planning. The meeting, which was open to all interested participants from the community, included school administrators, teachers, parents, and school board members. Educational leadership consultant Ms. Kathleen Helewa facilitated the meeting.

We began the session with a recap of our first meeting, in which Dr. Burns presented a State of the District report, and attendees subsequently completed SWOT analyses utilizing everyone's unique perspectives.

The focus for our session this evening was on defining a vision for our students. For guidance, we reviewed the Andover Regional School District's Mission Statement and identified the Core Values (in red, emphasis added) incorporated in the Mission Statement, below:

The Andover Regional Schools prepare students to successfully meet the challenges of **today and tomorrow** by fostering a **love of learning**. Our **safe, supportive**, and **stimulating environment encourages** students to reach their **full potential**. It is an **expectation** that all students shall achieve the New Jersey Core Curriculum Content Standards at all grade levels. In Andover Regional, **every child catches the learning spirit!**

All present had an overall positive view of the above, and believe that the Mission Statement accurately reflects the guiding principles which create the student experience in our District. Additionally, there is a desire that the Mission Statement recognize students' agency in their learning at Andover Regional, which is an important and current focus for teachers, staff, and administrators District-wide.

This was the perfect segueway for our small group work. We split into two groups. All were asked to define together a vision for the Andover Regional School District—to envision what the student experience and school district would look like in five years' time, with our new Strategic Plan (which we are currently building) having matured, and all of the aspirational goals and objectives contained



therein having been fulfilled. Groups were asked to imagine accurately completing the following statements five years from now:

*Andover Regional School District students are -- \_\_\_\_\_*

*Andover Regional School District graduates are -- \_\_\_\_\_*

*The Andover Regional School District is -- \_\_\_\_\_*

*Because --*

Below is the small groups' work, in bold, verbatim.

## Group 1

Andover Regional students are

- **Lifelong LEARNERS**
  - **Confident**
  - **Resilient**
- Academically and Socially**

Andover Regional graduates are

- **Lifelong LEARNERS**
- **Prepared with 21<sup>st</sup>-century skills**
- **Positive citizens / contributors to the community**

The Andover Regional School District is

- **Nurturing**
- **Welcoming**
- **“Home”**
- **Catalyst for growth**

Because

- **Foster a love of learning across a spectrum of LITERACIES**
- **Creates opportunities to foster relationships w/ the community**
- **Exposing students to an engaged / sophisticated / well-rounded / complete curricula**
- **Talented / SKILLED & passionate staff**
- **High quality support services based on need**

## Group 2

Andover Regional students are **disciplined to achieve their own personal growth**

Andover Regional graduates are **self-driven, confident, high achieving – ELITE**

The Andover Regional School District **fosters high achievement and PRIDE in students' success**

Because

- **Support (for students, for staff, for families)**
- **Self-driven**



- **Tools they need at their level**
- **Encourages informed, independent thinking**
- **Always growing / changing w/needs (*Know better, Do better*)**

The work of the small groups was shared to the larger group. The work resonated with all present. Especially appreciated by all were the concepts of an elite student experience at Andover Regional; providing for each student's unique needs; and the schools being a home for students, where they can feel safe and confident and thus grow to their full potential.

Our last task for the evening was to determine the Goal Areas for our new Strategic Plan, which would support the visions articulated this evening, while recognizing the outcomes of the SWOT exercises. The following Goal Areas were discussed and agreed upon by the large group:

### **1. The Academic Program**

- providing support for students
- challenging students to achieve

### **2. Social-Emotional Wellness**

- Character education

### **3. Staff Support & Retention**

### **4. Advancing Our Programming Under Challenging Fiscal Conditions**

### **5. Community Engagement**

The meeting ended with thanks again to Dr. Burns and the Board for a productive and meaningful session. The team will meet for a final time on Monday, November 6 to write goal statements and supporting objectives for the Goal Areas we identified.

All interested participants from our school community who were not able to attend our prior meetings are enthusiastically invited to join us at our remaining session, which will begin in the Long Pond School Cafeteria at 6:30 pm and finish at 8 pm. Light refreshments will be served.

**Thanks to all our school stakeholders for your dedication to the Andover Regional School District! We are looking forward to an exciting conclusion of our Strategic Planning.**

**Come join us on Monday, November 6, 6:30—8pm, Long Pond School Cafeteria, for our final evening of Strategic Planning for our School District.**



**We look forward to working with you—Bring a friend!**