



Stanhope School District Is Creating a New Five-Year Strategic Plan

The 3D Strategic Planning Process: Dream, Determination, and Destiny by Design

Session 1: What Are the Strengths, Achievements, and Challenges of the Stanhope School District?

On **May 3, 2022**, Stanhope community members and leaders, educators, parents, school district Administration, and Board of Education members all came together to initiate strategic planning. The first evening's topic was focused on the current strengths and achievements of, and challenges and opportunities facing, the Stanhope School District.

After a warm welcome and opening remarks from Board President Gil Moscatello, we began the process with a comprehensive presentation on the state of the school district from Superintendent Steve Hagemann. The reasoning for and the methodology of creating a new Strategic Plan for Stanhope was presented by facilitator Kathleen Helewa of the New Jersey School Boards Association. We then gathered in four small groups to identify the strengths of our district, and to brainstorm what opportunities and challenges the school district faces now and will face in the future. After group discussion, each group identified their lists of strengths and challenges and shared their work with the large group. Underlying all of our work are the District's Mission Statement, which was noted by Ms. Helewa in her remarks and distributed to all participants this evening.

The information that follows is the work of the small groups. As discussed with the meeting participants, all meeting outcomes are listed in this memo and will be posted on the District website for the wider community to read.

Red Group

Strengths/Accomplishments

- K-8 school (Family)
- Something to brand
- Great students
- Tech

(work continues on the next page)



(Red Group work, continued)

- Great staff
- Safe environment

Challenges/Opportunities

- K-8 school (social challenge)
- Attendance to Board / events
- Communication
- Branding ourselves

Green Group

Strengths/Accomplishments

- Inviting / Welcome to new students
- Structure & organization / routines within classes for students
- Good reputation
- Openness with parents, teachers, admins
- Quality admins w/support
- Inclusion works
- PT Conf. is a whole group effort
- Summer programming
- Size of classes / close knit
- Relationship w/Lenape
- Kid centered
- Ready to face challenges
- Longevity of admin/staff

Challenges/Opportunities

- Too much time together
- Afterschool / extra-curricular opportunities (Join w/other districts)
- Need choices for specials / electives
- Para retention and training
- Communication w/paras
- Communication between staff and parents



Orange Group

Strengths/Accomplishments

- Small town
 - sense of community
 - support & closeness of people
- Excellent teachers
- Small class size
- Administrators present around school / know all children
- Communication
 - b/w teachers/parents
 - admin / teachers /parents
- Supportive Administration

Challenges/Opportunities

- Small town
 - limited resources
 - cliques
 - limited sports options
 - finances
- Part time specials teachers
 - lose teachers
 - teachers doing too many jobs
- Decreased pay for substitutes and paraprofessionals
- Lack of diversity

Blue Group

Strengths/Accomplishments

- Teachers / staff
- Admin/ BD leadership
- HAS
- Technology
- Curriculum
- Safety
- Academic progress

(work continues on the next page)



(Blue Group work, continued)

Challenges/Opportunities

- Technology
- Extra-curriculars for K-3
- Parent involvement
- Communication
- Consistent discipline outside the classroom
- Vertical and co-district articulation
- Differentiation
 - leveled instruction offering

After sharing our small group results with all the evening's participants, all were thanked for their wide-ranging contributions and collaborative work, and encouraged to attend our next session.

Our next meeting is set for **Wednesday, May 25, at 7pm in the Valley Road School Gymnasium**. Check-in will begin at **6:30pm**. We will engage in a **Visioning Activity** to help refine our collective vision for the Stanhope School District, which promises to be a truly *fun* exercise! We strongly encourage all to **bring a friend** to our next meeting. New participants from all facets of the community are welcome at all three Strategic Planning meetings. The third meeting will be on **Wednesday, June 15, also at 7pm**. Our meetings are open to all!

The Stanhope School District Board of Education and Administration greatly appreciate your participation in helping to help create a roadmap for our District for the next five years. We look forward to working with you at our future sessions!

We look forward to seeing you for our next Strategic Planning meeting, May 25, at 7pm in the Valley Road School gym, and our final meeting on June 15. Attend with a friend!



Stanhope School District Mission Statement

Stanhope School District will provide a diverse and challenging educational environment that encourages individual initiatives, fosters success through teamwork, promotes accountability, and demonstrates a passion for educational excellence.

The Stanhope School District is committed to the development of our Students and Staff, so that individual aspirations can be achieved throughout their lifetime