

Mount Holly Township School District
Strategic Planning
Implementation Meeting 2 Notes - December 2016

Implementation Phase Meeting #2: Agenda

1. Focus on Individual Imperatives - **accomplished**
 - a. Analyze strategy (If ... , then ...)
 - b. Analyze strategic intent (We will ...)
 - c. Revisit strategic environment

2. Identify 2-3 Measurable Goals - **every team developed 3-6 measurable goals - to be finalized during 3rd meeting.**
 - a. Align to Strategic Intent
 - b. SMART Paradigm

Individual Meeting Minutes

Notes: the Implementation Team reviewed the notes from meeting 1 and reviewed the Educational Strategy with the additional information highlighted in the strategic environment for each imperative analyzed during meeting 1. The focus of Meeting 2 was to develop measurable goals using the SMART paradigm (specific, measurable, attainable/achievable, relevant, and timebound). After some examples and practice, the Implementation Team worked in pairs or as a larger group (depending on the team and the imperative) and developed 3-6 goals before the conclusion of the meeting. The goals identified below are rough drafts - to be finalized at the 3rd meeting. (January).

SEE PAGES 2-10 for strategies and goals.

Pages 2-3 (One District, One Community)
Pages 4-5 (College and Career Readiness)
Pages 6-7 (Learning Environment)
Pages 8-9 (Character Education)
Page 10 (Sustainable Practices)

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1. **One District/One Community**

STRATEGY

If we cultivate a collaborative educational experience, then our students will be inspired to have pride in themselves, their school, and their community.

STRATEGIC INTENT

1. We will unite one district through curriculum, spirit, and support.
2. We will connect school and community by building relationships and providing service opportunities.
3. We will embrace diversity by creating a positive environment that fosters acceptance for all.

GOAL 1

By 2021, the district will unite through vertical articulation in programs PK-8 for educators and families to have a deeper understanding of student progress and needs resulting in a deeper learning experience for all students.

- **(to consider for action plan:** data, alignment of programs, History of Mt Holly, understanding of progression)

By 2021, the district will establish cohesive articulation (horizontally and vertically) across all programs in grades PK-8 for educators and families to have a deeper understanding of student progress and needs resulting in a deeper learning experience for all students.

GOAL 2

By 2021, the community (schools, parents, and township) will coordinate events and meetings to increase overall participation.

- **(to consider for action plan:** school district coordination, parent coordination, develop a Coordination Advisory Team, increase diversity participation).

By 2021, the schools, parents, and township will coordinate several events and meetings as one unified community to build relationships, embrace all stakeholders, and establish productive partnerships.

GOAL 3

By 2021, the District will unite through one color, one mascot, and one emblem/logo/symbol/crest.

- **(to consider for action plan:** survey stakeholders, establish a committee to design logo/mascot, have contests)

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By 2021, the District will create a shared identity across all three schools by initiating one color, one mascot, and one emblem/logo/symbol/crest.

GOAL 4

By 2021, every grade, PK-8, will each connect with one community partner through a local (MH) service learning project.
(to consider for action plan: identify local needs; include MHPD MHFD, Amer Legion, VFW, Twp Rec Dept) - looks good

GOAL 5

Goal to embrace diversity - not created.

By 2021, the District will develop a support system to reach all families and eliminate barriers (language, cultural, economic) that can impede academic success.
(to consider for action plan: families teaching families/students; language support; parent and professional development on acceptance, tolerance, understanding culture)

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2. College and Career Readiness

STRATEGY

If we build a mindset for high expectations through student-driven learning and innovative programs, then our students will be prepared for college and a career of their choosing.

STRATEGIC INTENT

1. We will use all available measures of data to facilitate a student's individualized plan for academic success in preparation for college and career.
2. We will create Individual Student-Driven Plans in grades Pre-K-8 to ensure all students develop goals to help encourage positive future developments in a college and/or career setting.
3. We will integrate innovative practices that promote an understanding of the connection between educational experience, individual passion, and real world careers.

GOAL 1

By 2021, students in grades K-8 will have exposure to real world outer elements, such as expanding partnerships with the workforce, determining their individual passion, expand and explore current and future programs at all three schools. (missing college and military)

By 2021, students in grades K-8 will be exposed to real world outer elements (college, workforce, military) to identify individual passion, expand current programs, and explore future programs at all three schools.

GOAL 2

Annually, in collaboration with counselors, teachers, administrators, and peers, students develop a plan geared towards individual monitoring, identifying strengths and needs, generating a path for responsibility for learning.

By 2021, every student will have an individualized learning path that focuses on personal responsibility and accountability.

GOAL 3

Starting in 4th grade, students will be able to measure their current performance level and use their insight to better meet their yearly expectations and individual goals for future success.

By 2021, students in grades 4-8 will measure their current performance level, set individual

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goals, and design a plan to meet their yearly expectations.

GOAL 4

Every year, the percentage of students who demonstrate on grade level proficiency in reading will increase by 3-5% each year through differentiated experiences, individualized programs, and innovative practices to prepare them for future academic and career success.

The percentage of students in grades K-2 who demonstrate on grade level proficiency in reading will increase by $\geq 3\%$ each year through differentiated experiences, individualized programs and innovative practices.

GOAL 5

By 2021 the middle school will establish an integrated curriculum by connecting and unifying all content areas (math, science, language arts, social studies) across each curriculum to ensure consistency, relevance, and rigor.

(to consider for action plan: planning time, exploration opportunities, student-centered, student choice, inquiry based learning, empower student growth)

By 2021 the middle school will establish an integrated curriculum by connecting and unifying multiple content areas (major content areas, related arts, electives) to ensure consistency, relevance, and rigor.

GOAL 6

Goal for high expectations

By 2021, the District will redesign its 'expectations criteria for academic success' to meet or exceed the expectations of the top districts in Burlington County.

(to consider for action plan: grading expectations, grading scale, honor roll, advanced programs, special education)

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3. Character Education

Character.org

- 2017 Schools of Character
- #KindnessChallenge
- 11 Principles of Effective Character Education

STRATEGY

If we provide the tools and the resources to be upstanding students and citizens, then students will contribute to a positive and respectful school culture.

STRATEGIC INTENT

1. We will **eliminate** bullying from our schools by teaching tolerance and embracing diversity.
2. We will expect students to take responsibility for themselves and hold them accountable for their words and actions.
3. We will implement a district-wide character education curriculum.
4. We will provide opportunities for students to positively contribute to their community.

GOAL 1

To eliminate bullying by 2021, a peer mentoring training program will be implemented consistently district wide (A.P. that will include meetings between mentors/mentees at least 1x per month for the duration of each school year. Pairings will be identified as early as Pre-K and followed until Grade 8)

- All students receive training.
- All students receive a mentor
- Need common mentor language for training
- Teach tolerance and embrace diversity (part of training)

By 2021, all students in grades PK-8 will be directly involved in a district wide peer mentoring training program.

GOAL 2 AND GOAL 3

By 2021, Mt Holly will adopt a Restorative Approach Philosophy to cultivate excellent character (A.P. reflective sheet, journal K-8, <https://www.edutopia.org/blog/restorative-justice->

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[tips-for-schools-fania-davis](#)

- <http://sel.cse.edu/restorative-discipline-practices-a-socially-emotionally-intelligent-alternative-to-punishment/>
- <http://www.hpedsb.on.ca/ec/services/eds/documents/RestorativePracticesinSchoolArticle.pdf>

By 2021, Mt Holly will adopt Positive Behavior Interventions and Support district wide as proactive approaches to discipline to set clear expectations and directly teach students how to meet them.

By 2021, Mt Holly will adopt Restorative Discipline Practices district wide as reactive approaches to discipline to rebuild connections, keep students in school and contribute to a positive school climate.

GOAL 4

By 2021, Mt Holly will restructure and implement a Code of Conduct to reflect student expectations.

*need more explanation or examples here to fully understand this one (and how this looks with RDP)

GOAL 5

By 2021, 80% of students in PreK-Gr 8 will participate in 2 community based events per school year (i.e. MLK day, park clean up, toy drive, volunteering)

Beginning in 2017, there will be a 10% yearly increase in student participation of community based events (i.e. MLK day, park clean up, toy drive).

GOAL 6

By 2021, all students in grade PK-8 will host an annual appreciation event to honor community helpers (EMT, police, fire) and/or military personnel.

By 2021, each school will host a student-led annual appreciation event to honor community helpers (EMT, police, fire) and/or military personnel.

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4. Learning Environment

STRATEGY

If the learning environment is supportive and productive, and if the learning environment promotes independence and self-motivation, then the students will have an excellent individualized educational experience.

STRATEGIC INTENT

1. We will implement differentiated instruction in order to promote creative thinking and close the achievement gap.
2. We will promote and provide life skills classes and more extracurricular activities district wide, based on student's needs and interests.
3. We will incorporate the philosophies of Growth Mindset in order to support the social and emotional needs of students.
4. We will improve the classroom and school settings by moving toward a 21st century learning environment.

GOAL 1

By 2021, the District will adopt a curriculum framework that gives all individuals equal opportunities to learn and provides flexible approaches that can be customized and adjusted for individual needs.

By 2021, the District will adopt a growth mindset framework in the classroom.

(action plan includes:

- We will educate all stakeholders on what a growth mindset looks, feels, and sounds like. We will work to ensure that these strategies are only being implemented by the classroom teachers, but also by parents at home. This will be measured by a monthly survey done by parents/guardians.
- Every student will overcome at least one challenging (classroom) obstacle. All stakeholders will incorporate growth mindset strategies to achieve this goal. Such as: more focus on the process; praising participating (mistakes = ok); perseverance through challenges.

GOAL 2

By 2021, the District will adopt a research-based pedagogical model that promotes 21st century skills and practices (critical thinking, creativity, collaboration, and communication).

(action plan includes:

- Director of Curriculum will work with all Admin and teachers to collect baseline data

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(formal and informal) regarding current teacher practices.

- Professional Development will be based upon identified need with follow up consultation.
- Reflections regarding best practices and student success data will be analyzed within three years
- The district will establish an environment where both students and teachers can be more creative, more collaborative, & more independent by utilizing teacher run PD that can be measured by observation and self reflection.)

GOAL 3

By 2021, the district will establish a learning environment that all students regardless of their academic, socio-economic, or special needs, will become successful, self-sufficient, and financially stable individuals by developing a financial, an organizational, and a social life skills program.

- What are life skills in 2016?
- DA (Dec 2016) on pg 72 identifies life skills curricula that promotes social-emotional learning, mindfulness, problem solving, and other soft skills ... creates an achievement gain in attitudes, empathy, and behavior.

GOAL 4

By the end of 2021, school personnel will facilitate student learning by motivating students to drive their own instruction.

(**action plan includes:** District and Building staff and Admin will work with parents and community to identify desired motivational components. Current practices will be analyzed and enhanced based on Qualitative Data from all stakeholders. Systems will be put in place and evaluated as they relate to the individualized buildings/age groups within the first year of plan.)

GOAL 5

By the end of 2021, Mt Holly School District will provide school personnel with effective professional development to provide essential skills and strategies to assist teachers with empowering students.

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5. Sustainable Practices

STRATEGY (to define the imperative; clarify a goal statement with the vision and mission in mind):

If we focus our efforts on sustainable practices for people, planet, and the prosperity of all, then students will be aware of sustainability issues and contribute to the construction of sustainable societies.

STRATEGIC INTENT (objectives statements to reach strategy)

1. We will improve health and wellness of students and staff through integration into the curriculum.
2. We will reduce our carbon footprint through sustainability.
3. We will educate students to have a caring commitment for their future.
4. We will raise awareness of sustainability through service learning projects and other educational practices.

GOAL 1
By 2021, the Mount Holly School District will be Bronze Certified and will develop a plan of action to certify each school.
GOAL 2
By 2021, the Mount Holly School District will incorporate, where fiscally responsible, a facilities plan and energy plan that focus on reducing our carbon footprint. (to consider for action plan: greener chemicals, energy savings (windows, lighting, etc.), water/plumbing, electrical, utility pack, etc.)
GOAL 3
By 2021, the Mount Holly School District will establish a project-based curriculum that educates students on problem solving for sustainability issues for people, planet, and prosperity with a culminating activity as a District and Community Green Fair. (to consider for action plan: Sustainability challenges, green challenges, recycling, food/nutrition; Incorporate health/wellness and the Arts)
GOAL 4
By 2021, students in grades 6-8 will be able to set individual health and wellness goals based on two years of health and fitness data.

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