



## **Creating a Strategic Plan for the Hasbrouck Heights Public Schools**

### **Mission Statement**

The mission of the Hasbrouck Heights School District is to focus on student development within a safe, supportive environment that promotes self-discipline, motivation, and excellence in learning.

### **Session 1 of 3 - What are the Strengths/Achievements and Challenges/Opportunities of the Hasbrouck Heights Public Schools?**

On Monday October 25, 2021, Hasbrouck Heights Public School District administrators, staff, Board members, parents, students and community members came together to initiate strategic planning. The first evening's topic focused on the Strengths/Achievements, and Challenges/Opportunities of the Hasbrouck Heights Public Schools. The meeting began with welcoming remarks by Board of Education President Jillian Ferdinand, who then introduced Dr. Matthew Helfant, Superintendent, who provided an informative "state of the district" overview for participants. Facilitator Matt Lee from the New Jersey School Boards Association introduced the strategic planning methodology and assisted throughout the process, with NJSBA colleague, Charlene Peterson.

More than 30 community, parent and staff participants gathered in 4 assigned groups to identify the Strengths/Achievements and Challenges/Opportunities of the Hasbrouck Heights Public Schools through brainstorming and the sharing of ideas. After discussion, each group came to a consensus on its top 10 Strengths/Achievements and top 10 Challenges/Opportunities and those were then shared with the larger group when group work was completed.

The information that follows is a summary of the work of the small groups. All consensus points are recorded and posted on the district's website <https://www.hhschools.org/>) to share the group work during the course of the strategic planning process.

## **Group Consensus: Strengths/Achievements & Challenges/Opportunities**

### **Group 1-2**

<b>Strengths/Achievements</b>	<b>Challenges/Opportunities</b>
Strong sense of community	Balance between tradition and innovation
Accessibility	Space
Inclusivity	Funding
Faculty	Lack of visual arts, fine and performing arts
Safety	Technology
Sports/extracurricular activities	Differentiation
Communication	Communication
Parent involvement	Buildings
Administrative team	Parent involvement
Character development	STEM

### **Group 3-4**

<b>Strengths/Achievements</b>	<b>Challenges/Opportunities</b>
Close knit community	Raise the bar: STEAM, public speaking, writing, spelling
Safety	Basics
Communication: encouraging parental involvement	Higher education counseling\college prep
Tradition: multigenerational community	Consistency across elementary school
Professional development	Interpersonal communication
Vested community interest	Consistent curriculum changes by state
Availability of Chromebooks	Space
Mastro great representative for middle schoolers	Consistency in foreign language

### **Group 5-6**

<b>Strengths/Achievements</b>	<b>Challenges/Opportunities</b>
Community\parent involvement	More communication - weekly e-mail\newsletter
Diverse programs and studies	Transfer students after ninth grade - other district/countries
Devoted teachers and support for students	Virtual vs. hybrid vs. in-person instruction
Students are our strength	Infusion of diversity at the middle school level
PD offered to staff	More options for non-college bound students
College application assistance	Updating\maintaining facilities
Safety and security	High school college process (Naviance)
Data-driven decision-making	Managing the budget
Ancillary staff	More community involvement
Sports program	Managing state mandates

## ***Hasbrouck Heights Public Schools Strategic Planning Meeting #1 Outcomes***

### **Group 7-8**

<b>Strengths/Achievements</b>	<b>Challenges/Opportunities</b>
State scores	Space (limited) indoor and outdoor
Personal/close knit	Academic choice - electives #
Class sizes, manageable	Playground activities/games (painting)
Communication - transparency, frequent	Communication in Spanish/translations
PSD program/team	Recognition and inclusion of cultural histories, (Black History Month, Hispanic Heritage Month)
Safety, security	Addition of murals art contests > playgrounds
Welcoming - orientations of new families/students	World languages, early learning
Teacher/student relationships bring out their best	Life skills courses - trades
College prep	Pick up-drop off safety/organization

**The second strategic planning session is scheduled for:**

**Monday, November 15, 2021 from 7:00 – 8:30 pm. kicking off in the auditorium.**

During the November 15, meeting, using a similar brainstorming process, we will identify our visions for the Hasbrouck Heights Public Schools five years from now.

The final meeting will be held on Monday, January 24, 2022 at 7:00 pm to write goal statements using the input from the two previous sessions.

Please join us. Your commitment to fully participate, is important to the success of this program. We look forward to seeing you!