



Creating a Strategic Plan for the Norwood Public School

Mission Statement

The Norwood Public School District is dedicated to educational excellence. In partnership with the family, staff and community, our mission is to meet the educational needs of each child by providing the programs and environment necessary to: Enable every child to reach full potential; promote self-esteem, respect, responsibility and appreciation of diversity; develop knowledge, skills and academic achievement; consistent with the New Jersey Student Learning Standards; prepare each child for continued education and responsible citizenship; instill a life-long passion for learning.

THINK ~ LEAD ~ SERVE

Session 1 of 3 - What are the Strengths/Achievements and Challenges/Opportunities of the Norwood Public School?

On Tuesday, October 2, 2018 Norwood 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 Norwood Public School. The meeting began with welcoming remarks by Michael Sprague, President of the Board of Education. Lisa Gross, Superintendent, provided an informative overview of the district. Facilitators Matt Lee and Mary Ann Friedman from the New Jersey School Boards Association introduced the strategic planning methodology and assisted throughout the process.

More than 35 community, parent and staff participants gathered in five randomly assigned groups to identify the Strengths/Achievements and Challenges/Opportunities of the Norwood Public School 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 presented those to the full group of meeting participants.

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 (www.wearenorwood.org/nps) to share the group work during the course of the strategic planning process.

Norwood Public School Strategic Planning Meeting #1 Outcomes

Group Consensus: Strengths/Achievements & Challenges/Opportunities

Red Dot Group:

Strengths/Achievements	Challenges/Opportunities
Teachers	Security / cont. updates
Special Education Program	School Rank
Security	Math program
Maker Space	Language program
Electives (the play, band)	Assessments/testing explanation
Enrichment programs	Communication (program changes)
The PTO	Remediation for Math
Custodians	Clubs (academic based)
Responsive classroom and advisory period	
TREPS (Entrepreneurial Program)	

Green Dot Group:

MAPS / RTI	HS transition – Math
LATIC program (Learner Active Technology Infused Classrooms)	Challenge to get special ed services
Additional math period	Fiscal constraints
Staff	Space – classrooms
Community & PTO involvement	Playground size for older students
Progressive ideas	Special education costs
Additional Guidance Counselor	Teacher retention
Social / Emotional Awareness	Community disconnect
Advisory / Responsive Classrooms	
Professional Development	

Black Dot Group:

Strengths/Achievements	Challenges/Opportunities
Technology – keeping up with it	Keeping up with technology
Makerspace – STEM incorporated	Athletic field – age appropriate equipment
Choices – many things the students can do	Clubs – give the child opportunities
Staff	Air conditioning
Real world problem-solving – class incorporated group projects	Size of the building – drop-off/pick-up Classroom space
	Mixing different class subjects

Norwood Public School Strategic Planning Meeting #1 Outcomes

Blue Dot Group:

Strengths/Achievements	Challenges/Opportunities
Positive change is noticeable	Administration changes – need to keep administration we have now in place
Talking about new ideas and a willingness to move NPS forward	Staff retention
Powerful community – passionate people	Class sizes (K too big)
Overall appearance of the school	ESL (how do we give everyone – staff and students what they need to succeed)
Attract talented staff	Budget restrictions
Technology & innovation in curriculum	Outreach to community - need a strong marketing campaign – need to make it easy to engage, change the culture
Security	Lunch, i.e., unstructured time
Mr. DeLaura (he was on our team)	Gym
	World Language lacking

Orange Dot Group:

Strengths/Achievements	Challenges/Opportunities
Teacher quality and loyalty	Class size in lower grades possible support in Kindergarten
Technology	Teacher retention
PTO	Transparency / communication
Diversity	Classrooms (need upgrades)
Relationship with Police Dept.	World Language (need K-4)
Curriculum	Parking / Space Dismissal / Lunch
Support Staff	Need stakeholder groups for district decisions
8 th Grade Math	Segue from ES to MS (i.e., lockers, schedule, etc.)
Family involvement	CST – Child Study Team – kids need to come first
Extra-Curricular Activities and Clubs	

The second strategic planning session is scheduled for:

Monday, November 5, 2018 from 7:00 – 8:30 pm at the Norwood Media Center.

During the November 5 meeting, using a similar brainstorming process, we will identify our visions for the Norwood Public School five years from now.

The final meeting will be held on Thursday, December 6 at 7:00 pm to write goal statements using the input from the two previous sessions.

Please join us. Everyone is welcome, and can fully participate, even if you were not able to attend the first meeting. We look forward to seeing you!