



New Jersey School Boards Association

Celebrating 100 years of service

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Northern Highlands Regional Creating a Strategic Plan For Northern Highlands Regional High School



Mission Statement

The members of the Northern Highlands community--students, faculty, administration, staff, parents, and other community members--will:

- * Provide a safe, nurturing, and stimulating environment dedicated to human development.
- * Use shared decision-making to create a harmonious environment.
- * Create a community committed to academic excellence and the highest ethical standards.
- * Care about all individuals of our community, their growth and development, their ideas and aspirations.
- * Create an administration that efficiently and effectively serves the needs of students and faculty with the best interests of the school in mind.
- * Foster a highly motivated and innovative staff that inspires students to discover and perpetuate the joy of learning.
- * Involve parents, community, and businesses in the educational process.
- * Perpetually evaluate and adjust the educational process to ensure its relevance to current and future needs.
- * Incorporate conceptual and technological advances both as the object of learning and as tools to facilitate learning.
- * Provide appropriate facilities, materials, equipment, and time for effective learning and teaching.
- * Emphasize the importance of physical and mental well-being by creating an environment that encourages healthy choices and positive self-esteem.
- * Encourage students to appreciate and contribute to our culturally diverse society.
- * Provide an intellectual and cultural environment that is optimal for learning, creativity, and independent thinking.
- * Enable all students not only to master a common core of knowledge and skills, but also to use that knowledge creatively to solve real-life problems.
- * Promote pride in ourselves and our community, and foster school spirit.

Session #3

How does our vision translate into Goals and Objectives for our district's strategic plan?

On March 23, 2016 the Northern Highlands Regional School District Administration, Board of Education Members, Staff, parents, students and community members came together to continue strategic planning. The third and final evening focused on creating goals and objectives for the Northern Highlands Regional School District from the shared common vision developed during Meeting #2. The meeting began with an overview of the final stage of the strategic planning process, the identification of the goal areas that emerged from the visioning work and explanation of the component parts: vision, goals, objectives, strategies and action plans.

The approximately 32 participant stakeholders were asked to select their goal area of choice. The groups were charged with creating an overarching goal statement and objectives that reflect the established vision.

Groups reviewed the categorized visions, strengths and challenges previously identified, then brainstormed ideas and presented their goal statement and objectives to the full group of meeting participants.

The information that follows is a summary of their work including a few minor revisions for clarity. As discussed with the meeting participants, all consensus points are recorded and posted on the district website so as to share the group work during the course of the strategic planning process.

Group Consensus

NHRHS - Vision 2021

**Goal Area #1: Critical Literacy & Life Competencies
(Student Success)**

Goal Statement: Develop student centered discovery and technology based critical thinking competencies to cultivate a coherent set of social-emotional, cultural and civic life skills.

Objectives:

- 1. Mentor students to develop a strong sense of self and independence through social-emotional learning in an effort to find and explore their passion and achieve their personal best.**
- 2. Maintain course offerings with appropriate rigor to meet the needs of all students while increasing opportunities for interdisciplinary studies.**
- 3. Provide a forum environment where students are permitted and encouraged to explore the world, its culture and people.**
- 4. Foster student development of their skills to promote more effective and efficient learning.**

Goal Area #2: Personalized Learning

Goal Statement: Introduce and promote personalized learning environments and dynamic curricular opportunities to meet the individual student needs and interests.

Objectives:

- 1. Encourage self-directed learning at home to connect with content at school through the “flipped classroom.”**
- 2. Explore alternative scheduling to create time and space for independent and creative learning environments.**
- 3. Provide students more choice in curriculum and assessment within core academic subjects.**
- 4. Provide ways to offer and integrate independent learning through internships, fieldwork, and academic studies within the program.**
- 5. Redefine counseling and support services to promote individualized student learning plans.**

Goal Area #3: Technology

Goal Statement: Technology integration at NHRHS will further transform teaching and learning to promote curiosity, communication, collaboration, productivity, creativity and decision-making.

Objectives:

- 1. Provide staff with ongoing, targeted and job-embedded professional development.**
- 2. Create and foster a culture that encourages innovation.**
- 3. Provide opportunities, time and resources for staff to continually reflect and improve curriculum and instruction.**
- 4. Update and evaluate learning spaces to accommodate the ever evolving use of technology.**

Goal Area #4: Learning Spaces

Goal Statement: Create a safe school climate and facility that promotes a healthy balance of the academic, emotional and social development of the student.

Objectives:

- 1. Maintain a low student-teacher ratio.**
- 2. Upgrade facilities to support the 1:1 initiative.**
- 3. Enhance social emotional programs with relevant follow-up student discussion.**
- 4. Provide programs that prepare students for successful post-secondary transition.**
- 5. Foster a mindset that focuses more on personal growth and learning among all stakeholders in the school community including: students, staff and parents.**

Goal Area #5: **Global Citizenship**

Goal Statement: **Graduate students who are socially conscious, globally aware, independent thinkers with strong personal communication skills.**

Objectives:

- 1. Enhance personal communication and collaboration skills.**
- 2. Expand curriculum to increase tolerance and appreciate diversity.**
- 3. Foster global citizenship and awareness on a daily basis.**
- 4. Create opportunities for community service.**
- 5. Promote opportunities for independent study.**

After developing goal statements and objectives under the five goal areas, all group participants received a presentation from each goal group.

The Superintendent and administrative team will develop an action plan for each objective listed under the corresponding goal area.

The **NHRHS School Strategic Planning - Vision 2021** will be presented to the board of education at an upcoming meeting in **May 2016**.

We thank all participants who so generously gave of their time to determine, dream, and design the destiny for the NHRHS and students - Vision 2021.

Please join us when the final plan is presented to the board of education and also annually when we celebrate the anniversary of the plan and review the progress that's been made!

It has been a genuine honor and pleasure to work with all of you!

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