



3D Strategic Planning

“Determination, Dream and Destiny by Design”

LINDEN PUBLIC SCHOOL DISTRICT

November 12, 2024 - Meeting #2 - Outcomes

Mission Statement

The mission of the Linden Public School District is to promote distinction through the infinite resource that is Linden’s diversity, combined with our profound commitment to instructional excellence, so that each and every student achieves their maximum potential in an engaging, inspiring, and challenging learning environment.

The Linden Public School District is committed to developing respect for diversity, excellence in education, and a commitment to service, in order to promote global citizenship and ensure personal success for all students.

What Are Our Visions for the Linden Public School District?

On November 12, 2024, Linden Public School District administrators, Board of Education members, staff, parents, and community members came together for the second strategic planning meeting. The topic for the second meeting was focused on developing a vision and initiatives toward achieving that vision, for the Linden Public School District. Ms. Atiya Y. Perkins, Superintendent, introduced facilitator Jeanne Cleary, from the New Jersey School Boards Association (NJSBA), who provided an overview of the strategic planning process and the focus for the evening’s activity.

We reviewed the consensus process utilized in strategic planning. The topic for the evening focused on creating a shared vision for the Linden Public School District. We were then asked to imagine — what if, in five years’ time, at the maturation of the strategic plan we are creating, Linden Public Schools had become a nationally recognized school district for providing an outstanding education for its students? What if the national media was writing about the Linden Public School district so that schools nationwide could emulate what happens here?



Participants gathered in randomly assigned groups, eight groups in total, to develop a shared vision and initiatives. After group discussion, each group identified their consensus points and presented those to the larger group.

The information that follows is a summary of the work of the small groups. As discussed with the meeting participants, all consensus points are recorded and posted on the district website to share the group work during the strategic planning process.

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| <p>Title of your Article: Table #1</p> <p>Linden Public Schools Creates a Powerhouse for Learning Community</p> | |
| <p><u>Vision Statement</u></p> <p>The vision of LPS is to expand the Welcome-Center district-wide, fostering an inclusive environment that embraces our evolving population. We strive to unite families and the community, one school at a time, building a foundation of support and belonging.</p> | <p><u>Initiatives to Achieve the Vision</u></p> <ul style="list-style-type: none"> ● Expansion of the welcome center ● Programs for families <ul style="list-style-type: none"> ○ Assistance w/completing various forms ○ Learning tech skills <ul style="list-style-type: none"> ▪ Learning how to navigate through various social media platforms ○ Community involvement ○ Learning English and educational needs <ul style="list-style-type: none"> ▪ College/trade/military preparations ▪ Innovative teaching methods ○ Sharing/embracing of cultures ○ Preparing them for the 21st Century ● Tutoring/After-school programs ● Transportation ● Fostering student centered learning ● Infinite resources ● Giving back to our society ● Partnering with local organizations ● Student internships w/in the community (exposing our students to local government) ● Increasing civic engagement |



Title of your Article: Table 2

New Jersey small town BIG Results

Vision Statement

The Linden District Board of Education wins the highest accolades for their extreme success in academics, advancements in their facilities, being visionaries in communication, connected curriculum and doing what no other district has been able to do... keeping their staff in house.

Initiatives to Achieve the Vision

- Increase in academic success
- Technology – not a distraction; but a resource. Using it with a mindful purpose
- Modern facilities – aesthetics
 - Lighting
 - Colors
 - Available space
- Voicing visionaries
 - Increased communication between teacher and parent at secondary level
 - Communication apps (LMS- learning management system)
- Connected Curriculum
 - Special education resources
 - ML – multilingual resources
 - Accessibility
- Staff
 - Headcount
 - Discipline
 - Student led Conference
 - Recognition, in-house health (mental health support, massages, etc. in the building)



Title of your Article: Table 3

Uniting for Success: Collaborative Efforts Drive Transformation and Improvement in the Linden Public Schools

Vision Statement

- Empower the parents to be leaders in their child’s education
- Improved efforts in the equity of resources, learning opportunities and support for all students, families, and staff.
- Sustainable and future ready infrastructure
- Increase exposure outside of our immediate community and broadening experiences and opportunities for all grade levels

Initiatives to Achieve the Vision

- Parent teacher conferences at all levels with students present- elementary, middle and high school (virtual or in-person)
- Create success plans at the conferences
- Benchmark success throughout the year
- Provide professional supports and resources for all staff
- Limit class sizes
- Rebuild new structures that are all ADA compliant
- All updates should be done in entirety for the school
- Safety and cleanliness of all spaces should be priority
- Field trips, internships, partner schools
- Continuity of supportive environments for alternative learning



Title of your Article: Table 4

Linden Is a leader In Addressing the Needs Of The Whole Child

Vision Statement

1. Improve test scores to align with students' interest and goals
2. Families' needs regarding their children
3. Forward thinking, thinking outside of box
4. Assisting students' creativeness
5. Find ways to assist with language barrier via technology
6. (SEL) Social Emotional learning (Responsible use of AI)
7. Community involvement (local businesses)
8. Health and Wellness
9. Create an environment where students and staff WANT to come to work/ school (safe space)

Initiatives to Achieve the Vision

- Multiapproach initiative: Identify weaknesses, strengths, analyze data, addressing the whole child, help address shortages of teachers
- Multiapproach imitative: Educate families who aren't familiar with our school systems, encouraging them to be a part of their child's education such as inviting them to events, socialize with them (make them feel safe/comfortable to be involved)
- Staying on top of trends and using our creativity to leverage those trends.
- Add more critical thinking classes /events, assist with beneficial tech uses, making it a part of our philosophy which we trying to strive for, incorporate CT into their interests
- Meeting the needs of the whole child, parents, and staff
- To achieve community involvement, we need to collaborate with local businesses that can benefit the school, students, staff, and administrators



Title of your Article: Table 5

Linden Receives an A+ on Student, Staff and Community Engagement

Vision Statement

Linden will create an environment where students, staff, and the community are deeply engaged and committed to excellence. Focusing on the 3 E's: education (continuing), enlistment, and employment will motivate and build meaningful and lasting life experiences.

Initiatives to Achieve the Vision

- Use community relationships to facilitate career readiness.
- Linden is looking to bridge the gap between students and the local business community through internships and student employment opportunities.
- Expand ROTC opportunities.
- Increase district wide initiatives to attract and retain staff in order to build long lasting relationships for our students and community.
- Create a district wide data base with career mentorships, volunteer experiences, various field trip opportunities, and post high school educational opportunities including community college pathways.



Title of your Article: Table 6

Linden Public Schools Cures Cancer

Vision Statement

1. Enhance learning spaces resources, and various instructional applicable tools
2. Expand and sustain community partnerships
3. Project based learning that encourages unconventional, innovative thinking
4. Exposure to diverse perspectives through real-life experiences.

Initiatives to Achieve the Vision

- Lab equipment (VR/AR technology), microscopes, robotics equipment, etc.
- Community partnerships with organizations such as hospitals, colleges/universities, technology companies (i.e. Apple, Google, Phillips 66), medical facilities (i.e. Merck), Fortune 500 companies (i.e. Amazon, Walmart, etc.), etc. This includes the offering of internships with various companies. Worked with these companies on cancer research.
- Standards/effort-based grading in elementary/middle school. Training for staff regarding innovative thinking. Grant programs offered based on project ideas.
- VR/AR technology, partnerships with speakers from diverse backgrounds, more field trips to build compassion (i.e. DPW, nursing homes, prisons, Popcorn Park Zoo, etc.). More service-learning projects that help build compassion (i.e. every year a grade level has a service-based project that they work on. For example, the 1st grade class had a park cleaning initiative in 2025. Every month they cleaned a neighborhood park.)



Title of your Article: Table 7

Building Bridges: How a Model School District is Transforming Education Through Strong Community Relationships

Vision Statement

Strengthening the intertwining connections between teachers, parents, and students in and outside the classroom.

- Strengthen the connection between parents and teachers.
- Strengthen the connection between teachers and students.
- A variety of opportunities for parents to participate in a variety of activities, programs, and times.

Initiatives to Achieve the Vision

- Parent Technology/Information Nights.
- Developing Parent Programs based off needs.
- Extracurricular activities for teachers and students together.
- Classroom visit program for parents.
- Interscholastic and intrascholastic competitions (sports, academics, etc.)
- Providing opportunities for parents to showcase our school, district, and community resources and personnel. (living museum for staff)
- Provide translation and transportation services for community members.
- Job placement.



Title of your Article: Table 8

Innovative School Sets the Standard for Balancing Success

Vision Statement

Build a strong homeschool connection between parents and teachers among individual schools and across the district

Multiple measures of success.

Leadership would create a sustainable roadmap for excellence.

Competitive salaries-Support for teachers

Balance teaching curriculum and test taking skills

A well-rounded approach to education which includes technology, problem solving skills, and high academic skills between all students (Special education, ML and general ed)

Vision Statement:

To build a strong homeschool communication that empowers all learners through a well-rounded education, leveraging a combination of technology skills and diverse measures of success to foster lifelong growth and achievement.

Initiatives to Achieve the Vision

- Conferences on a secondary level
- Students rewarded and feel valued at a secondary level
- Parent night (Fun and Informative)
- Teacher morale buddy system
- Teacher Tiger Tickets include security guards, cafeteria staff, nurses.
- PTA parent/teacher mingle night
- Community Events for all the schools.
- Townhall meetings



Following each group reporting out on their consensus points, the following common themes emerged:

- Strengthening connection with families and providing supportive services
- Balance of technology and social skills
- Expanding learning opportunities and avenues of student success through multiple means and experiences
- Working collaboratively with community partners
- Global Awareness and Citizenship
- Creating lifelong learners
- Sustainability
- Staff support and retention

Three goal areas emerged from the common themes identified by the group at large.

1. Parent/Guardian and Community Stakeholder Involvement
2. Expanded Educational Opportunities to Support Student Achievement
3. Partnership and Grants for Sustainability and Student Opportunities

Our next meeting is set for

Tuesday, January 14, 2025

During the January meeting participants will review the outcomes from Meetings 1 & 2 (strengths & challenges, vision & initiatives) and develop the strategic planning goals and objectives for the School District.

Attendees will have the opportunity to work with any/all the goal areas in which they would like to participate!

Please join us. Bring a friend! Everyone is welcome!

We look forward to seeing you!

Be sure to visit our website soon, [Strategic Planning – Linden Public Schools](#) to review the strategic plan progress.

Thank you for your commitment to Linden Public Schools!

*Thank
You*

