



## Creating a Strategic Plan for the Linden Public School District



### 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.

### Meeting# 3 Developing Strategic Planning Goals & Objectives

On January 14, 2025, Linden School District administrators, Board of Education members, staff, parents, students and community members came together for Meeting #3 of the strategic planning process. The meeting began with a welcome and introduction by Ms. Atiya Perkins, Superintendent. NJSBA Facilitator Jeanne Cleary provided an overview of the strategic planning process and the focus for the evening's activity.

The topic for the third meeting focused on developing goal statements and objectives for each of the three goal areas identified at the second meeting. Participants gathered in self-selected groups to work on the goal area of their choice. There were two tables for each goal area for a total of 6 groups.

Small groups were asked to identify a recorder to enter their consensus points into the provided laptop, and a spokesperson who would report their work to the larger group. The small groups reviewed the outcomes from meeting #1, Strengths & Challenges, and meeting #2, Vision and Initiatives, to identify strategies, group those strategies, develop objectives, and then develop an overarching goal statement for their goal area. Each group reported their work 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.

## Strategic Planning Goals & Objectives

### GOAL #1: EXPANDED EDUCATIONAL OPPORTUNITIES TO SUPPORT STUDENT ACHIEVEMENT

**Goal Statement Table 1:** Expand educational opportunities to support student achievement. This will allow students to feel they have options after high school.

Objectives:

- Initiate curriculum review for all departments with the focus of enhancing 21<sup>st</sup> century skills and relevance.
- Establish early morning and after school tutoring programs (in person or virtual) with certified staff to meet the academic needs of struggling students.
- Expand the existing college and career readiness counseling services available for students to further help them choose their future paths.

**Goal Statement Table 2:** Create new, and expand, existing career pathways for students at the elementary and secondary levels that identify and develop interests, skills, and habits of mind to foster lifelong learners.

Objectives:

- Integrate Career Exploration and Skills Development into Elementary and Secondary Curricula
- Foster Partnerships with Local Businesses, Industry Leaders, and Higher Education Institutions
- Cultivate a Culture of Lifelong Learning and Continuous Skill Development

### GOAL #2: PARTNERSHIPS AND GRANTS FOR SUSTAINABILITY

**Goal Statement Table 1:** Identify companies that are available for grant money to assist our students to be equipped for the 21<sup>st</sup> century and college readiness.

Objectives:

- Identify needs/opportunities that could be addressed with grant money.
  - College-level classes
  - Parent nights
  - SAT Prep
- Build relationships with businesses within the community to raise funds to compete.
- Research grant opportunities.
- Provide support for staff to write grants (i.e. professional development, workshops, consultants, etc.)
- Survey staff for current relationships/partnerships that can be leveraged for district benefit.

**Goal Statement Table 2:** Promote and foster community engagement to build partnerships with the larger Linden community.

Objectives:

- Early-out/work placement program (work study)
  - help students to prevent student loans and help them to pay them
  - provide opportunities to connect with programs and make connections that give jobs to build experience and give career empowerment
- Reach out to organizations that could provide school supplies, grants, and other partnerships.
- Build connections with organizations and people that can help kids that are struggling emotionally and mentally by funding mental health professionals along with lessening the stress on their parents.
- Bring back the peer-to-peer program that lets seniors talk to other kids who need help.

**GOAL #3: PARENT / GUARDIAN AND COMMUNITY STAKEHOLDER INVOLVEMENT**

**Goal Statement Table 1:** Find ways to keep parents involved by dedicating days for information. This can include in-person meetings or websites that not only update parents about their child's progression in the class but opportunities and events that can be beneficial for the child. Also, improve translation during said meetings/events so that all parents are fully aware of what is happening.

Objectives:

- Flexible hours for parents who are constantly working
- Give parents more accessibility to school activities
- Build a schedule and ensure all parents have it in advance to know of any upcoming events.

**Goal Statement Table #2:** Strengthen connections between the school, families, and the community at large so that students feel a sense of self-worth and validation. Increase communication between families with an approach of caring about the whole child and not just the academic child.

Objectives:

- Work with community groups and schools to provide more opportunities, making sure every student has a clear path to success.
- Offer more services to help parents learn new skills, so they can better support their children's growth and success. This could include things like Parent University, career advice, financial lessons, parenting tips, ESL classes, GED programs, and more.
- Create a safe and inviting learning environment that promotes student achievement.

### **Next Steps**

The next step in the Strategic Planning process is the development of the action plans. The Superintendent and the Administrative team will develop the necessary action plans. The timelines will be developed for a 5-year plan.

The action plans will include:

- Major activities for each objective
- Who is responsible for the activity
- The resources to be deployed
- Due dates for completion
- Indicators of Success (how we will know the activity has been accomplished)

Thank you to everyone who has contributed their time, talent, and perspectives during any part of the Strategic Planning meetings. We appreciate your participation and contributions which will benefit the students of the Linden Public School District.

Please watch the district website for final plan delivery to the Linden Board of Education.