



## **Creating a Strategic Plan for the Northfield Community School District**

### **Mission Statement**

As the center of our community, Northfield Community School provides our children the opportunity to achieve their greatest potential and prepares them to compete and excel in the global 21<sup>st</sup> century society.

### **Session 1**

#### **What are the Strengths, Achievements and Challenges of the Northfield Community School District?**

On December 13, 2022, Northfield Community School District administrators, Board of Education members, staff, parents, and community members, nineteen (19) in all, came together to initiate strategic planning. The meeting began with a welcome and introduction by Superintendent, Mr. Pete Bretones. Mr. Pete Bretones, Superintendent, presented the current “State of the Schools” report. Michelle Kennedy from New Jersey School Boards Association (NJSBA) was introduced and introduced the strategic planning process.

We reviewed the consensus process utilized in strategic planning. The topic for the evening focused on identifying district strengths and challenges. Participants gathered in randomly assigned groups, four groups in total, and engaged in brainstorming the districts strengths and challenges. After group discussion, each group identified their consensus points, “Top 10” strengths and challenges. Each group’s outcomes were displayed for reporting out. All participants participated in the reporting out and then as a large group identified “Common Themes” that had occurred throughout the small group outcomes.

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 course of the strategic planning process.

**2022 Northfield Community School District Strategic Planning Meeting #1 Outcomes**

**Small Group Consensus: Strengths, Achievements & Challenges**

**Table 1**

<b>Strengths</b>	<b>Challenges</b>
Extracurricular Opportunities	2025 Funding Cliff
Facility well maintained with proactive planning	Small group learning and related services spaces
Improved test scores	Keeping academics and test scores high
Our Size - not too big or too small - ~950 students	Behaviors - Social skills with social media challenges
Parental Involvement	Communication with the non-school community
Healthy Financial Capital and Maintenance Reserves (small projects addressed with no tax impact)	
Staff Retention	
Partnership with local government, police, fire and the school	
History of fiscal stability tax increases under CAP	

**Table 2**

<b>Strengths</b>	<b>Challenges</b>
Seasoned, Caring Staff	Space
Comparably Small Class Sizes	Family Involvement Opportunities
Strong Curriculum	Preschool Curriculum Transition
Community School	Literacy Curriculum Transitions between grade levels
Strong Security	Afterschool: scooters, bikes
Quick to update or adjust concerns	Updates to the NCS App
No Bussing	Streamlining School Communication via Apps or Email
Staggered Arrival and Dismissal	Door 6 vs. Door 21 - Mill Road Parking
Theater and Extracurricular Activities	Parents dropping kids off late unsupervised
Curriculum Changes Invite Community Members In to Discuss	
Online BOE Meetings	
School Building Appearance and Maintenance	

2022 Northfield Community School District Strategic Planning Meeting #1 Outcomes

**Table 3**

Strengths	Challenges
Test Scores	Parent groups
Facilities	5 <sup>th</sup> ELA Testing Score
Good Teaching Staff	8 <sup>th</sup> Math Testing Score
Hold Kids to a higher standard	Teaching perseverance
Extra curriculum options (clubs/sports)	Sports as true lessons in gym
	Communication regarding school information (emails, orientation)
	Recess time (request from student)
	1 on 1 aide for PreK (procedure to enroll)

**Table 4**

Strengths	Challenges
Security	Space for classrooms/Offices
Technology	Security
SACC	Staff Support
One building K-8	Extremes in Workload
Staff	Recess/Lunch Times
Small Class Sizes	Special Education
	Over Testing
	Cleanliness/Upkeep
	Main Playground
	Communication
	Middle School and Elementary Streamline
	Field Trips
	Elementary Curriculum Change
	Life Skills

Following each group reporting out on their consensus points, identifiable through the large group discussion were the following **common themes**:

Common Theme Strengths	Common Theme Challenges
One Building K-8	Parent Group
Small Class Sizes	Space (concerning PreK)
Staff	Safety concerns – students’ scooters/bicycles
Security	Communication (various areas)
Extra-Curricular Activities	Curriculum/schedule (various subjects)
School Building Appearance/Maintenance	Test Scores (certain subject/grade level)
Improved Test Scores	Students riding bikes and scooters

## 2022 Northfield Community School District Strategic Planning Meeting #1 Outcomes

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

**Wednesday, February 8, 2023 at 6:00 pm,  
Northfield Community School  
Sign-in begins at 5:45 pm.**

Meetings #2 and #3 are scheduled for 1.5 hours. Meetings start and end promptly.

During the February 8<sup>th</sup> meeting we will create a shared vision together for the future of the Northfield Community School District . . . we will talk about our aspirations and expectations for our students and school district.

Please join us. Bring a friend! Everyone is welcome! We look forward to seeing you!

**Please RSVP by calling *the Superintendent's Office***

***Thank you!***