

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Thursday, February 23, 2017 8:30 A.M. Special Meeting

These minutes have not been formally approved and are subject to change or modification.

The Montgomery Township Board of Education held a Special Meeting on Thursday, February 23, 2017 at 8:30 a.m.

OPENING OF THE MEETING

A. The Montgomery Township Board of Education held a special meeting on Thursday, February 23, 2017 in the Montgomery Upper Middle School Media Center.

B. Roll Call - The following Board members were present: Phyllis Bursh, Richard Cavalli, Minkyo Chenette, Dharmesh Doshi, Charles F. Jacey, Jr., Amy Miller, Shreesh Tiwari and Christine Witt

Absent: Dale Huff

Also Present: Nancy Gartenberg, Superintendent
Deborah Sarmir, Assistant Superintendent
Mary McLoughlin, Director of Pupil Services
Kelly Mattis, Director of Human Resources
Annette M. Wells, Business Administrator/
Board Secretary

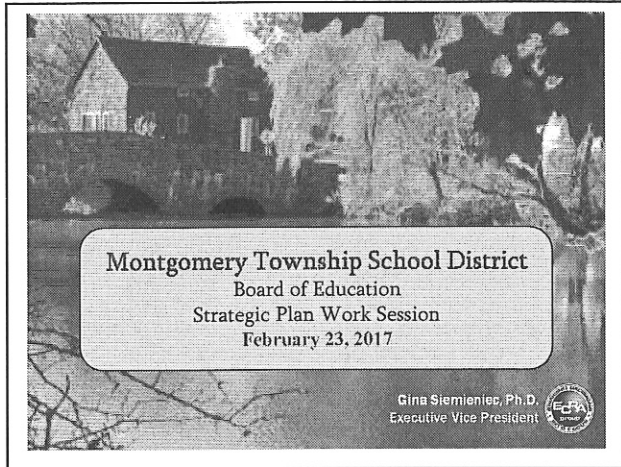
C. Mr. Cavalli read the following Statement of Open Meeting and Public Participation – In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by mailing notice of meeting on February 17, 2017. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Postings, PTSA Officers, Courier News, Princeton Packet, Trenton Times, and The Star Ledger.

F. Mr. Cavalli then led everyone in the Salute to the Flag.

G. Mr. Cavalli welcomed all to the special meeting.

PRESENTATION OF STRATEGIC PLANNING WORK SESSION

Dr. Gina Siemieniec, ECRA, lead the board through the development of a long-term strategic planning document as follows:



Portrait of a Graduate

College and Career Ready Scholars
Ethical and Responsible Citizens
Creative Thinker
Socially Aware Individual

College and Career Ready Scholars	<ul style="list-style-type: none"> College and career readiness Strong academic Global communication skills
Ethical and Responsible Citizens	<ul style="list-style-type: none"> Community service and civic engagement Ability to work collaboratively and respect different viewpoints
Creative Thinker	<ul style="list-style-type: none"> Improvise Analytical, critical thinking, and problem solving skills
Socially Aware Individual	<ul style="list-style-type: none"> Global and emotional skills Self-awareness Confidence and cooperation Resilience

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Agenda

- Portrait of a Graduate
- Mission Statement
- Vision Statement
- Guiding Principles
- Strategic Goals
- Objectives

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Mission Statement

- A mission statement is a statement of the overall purpose of an organization. The mission should say **what you do, for whom do you do it, and the benefit.**
- **Examples:**
 - *Our mission is to promote quality of human life by preventing and controlling disease, injury, and disability (Center for Disease Control).*
 - *Our mission: to inspire and nurture the human spirit – one person, one cup and one neighborhood at a time (Starbucks).*
- Does the mission statement broadly describe **what, for whom, and the benefit?** Does it indicate the industry or market that the organization serves?

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Structure of the Strategic Plan

- The model to the right is a visual representation of the strategic planning process.
- The first two phases of the process extend from the Mission, Vision, and Guiding Principles through Strategic Goals and Objectives.
- The Board's responsibilities include: articulating and documenting the District's reason for being (Mission), its aspirations (Vision), core beliefs and philosophies (Guiding Principles), and strategic goals.
- Objectives transition to Administration to develop strategies for "how" the goals will be accomplished.

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Mission Statement

Current Mission Statement

Our mission as a forward-thinking community is to ensure that all students grow into confident, compassionate, successful, and self-directed learners in a multi-cultural and socio-economically diverse society by providing engaging and challenging real world educational experiences in a student-centered environment.


Proposed Mission Statement

To prepare all students to succeed in a diverse, ever-changing, global society by providing innovative programs and quality educational experiences.

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Vision Statement


- A vision is a picture of the “preferred future.” It is a statement that describes how the future will look if the organization achieves its ultimate aims.
- **Examples:**
 - *Healthy People in a Healthy World (Center for Disease Control).*
 - *To establish Starbucks as the most recognized and respected brand in the world.*
- Does the vision represent the preferred future of the organization?

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Proposed Guiding Principles

We believe:

- All students can learn and grow academically and social-emotionally.
- Each student is entitled to an excellent education that meets his or her individual needs.
- In upholding high academic standards for all students.
- High quality staff is essential to student success.
- Decisions should be made in the best interest of students, using data and research-based best practices.
- Effective, transparent communication builds trust and is essential for the District’s success.
- Our diversity is a strength that creates resilient, socially aware, global citizens.
- Collaboration with internal and external stakeholders enriches teaching and learning.
- Sound financial stewardship strengthens our organization and community.

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Vision Statement

Current Vision Statement

We envision a district on a forefront of public education. We focus on the needs of every child, dedicating ourselves to their present and future success. Success means that all students possess a passion for learning, develop a deep understanding of rigorous content, demonstrate cultural competence, and exhibit ethical conduct, while cultivating social skills and healthy habits that will empower them to achieve their goals and aspirations. Achieving this vision requires that the district become a learning community that continually reflects and challenges itself to effect transformational teaching and learning. We prepare our students to take responsibility for their own educational accomplishments in our global society while nurturing them in a community where each student is known and valued. We believe, by embracing a frontier spirit, we can create a unique organization that is recognized as a forerunner in public education.


Proposed Vision Statement

Creating confident, compassionate, and successful learners.

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Strategic Goals

- **Goals** are broad, long-term aims.
- **Goals** operationalize the District’s mission and vision into general intentions that reflect the desired future position of the organization.

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Guiding Principles

- Beliefs, values which set the foundation for how an organization will operate.
- **Examples:**
 - *We believe in the value of teamwork.*
 - *We maintain an environment that fosters respect, participation, innovation, and the highest ethical standards of conduct.*
 - *We embrace diversity to create a place where each of us can be ourselves.*
 - *We are committed to fiscal responsibility.*
- Guiding principles should be accepted guidelines that capture the District’s values and priorities and provide direction for employees as they go about their daily work.

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Objectives

- **Objectives** are strategies needed to accomplish the goals.
- **Objectives** indicate how the goals will be accomplished.

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Proposed Strategic Goals

GOAL 1:
Student Success
Maximize the academic and social-emotional growth of all students.

Objective 1.1 Differentiate instructional strategies to support each student's unique learning needs, interests, and aptitudes.

Objective 1.2 Enhance student services.

Objective 1.3 Ensure students' social-emotional needs are being addressed.

Objective 1.4 Increase teacher-parent communication about student's educational progress.

Objective 1.5 Expand high school programs and pathways.

Objective 1.6 Ensure a balanced assessment system to support the portrait of a graduate.

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Proposed Strategic Goals

GOAL 4:
Governance and Operations
Maximize operational resources to support student learning.

Objective 4.1 Provide a safe and healthy school environment.

Objective 4.2 Evaluate the impact of programs and expenditures on student learning.

Objective 4.3 Maintain balanced and sustainable short and long-term budgets.

Objective 4.4 Ensure facilities are efficiently maintained and operated.

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Proposed Strategic Goals

GOAL 2:
School and Work Environment
Ensure a learning environment that sustains excellence.

Objective 2.1 Align the curriculum across grade and building levels.

Objective 2.2 Examine the science program.

Objective 2.3 Provide relevant, targeted professional development for all staff.

Objective 2.4 Recruit and retain high quality educators.

Objective 2.5 Ensure special education services provide a continuum of supports and interventions that meet each learner's needs.

Objective 2.6 Address areas for improvement in English Language Learners (ELL) program.

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Next Steps

- Revisions will be reflected in your strategic plan.
- Superintendent and staff will develop the strategic implementation plan to present to the Board.
- The Implementation Plan should result from a generative process by district personnel aimed at understanding the interrelationships among the initiatives.
- The Superintendent will communicate ongoing progress to the Board.

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Proposed Strategic Goals

GOAL 3:
Collaboration and Communication
Strengthen stakeholder relationships to support and enhance student learning.

Objective 3.1 Build partnerships between schools, families, and community to enhance student-learning opportunities.

Objective 3.2 Provide transparent communication to all stakeholders.

Objective 3.3 Develop strategies for ongoing staff involvement in the decision-making process, as well as with planning and implementation of new initiatives.

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Example Implementation Matrix

Goal 1: Student Success

Objective	Metric(s)	Actions	Responsible Person	Timeline	Resource Allocations
1. Ensure the academic growth of all students.	Percentage of students meeting or exceeding growth projections (Target: 90%)	Set and monitor growth projections for every student.			
		Allocate additional coaching time for teachers of students receiving special education services.			
		Integrate growth projections into Rtl identification process.			

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PUBLIC COMMENTS

None

1.0 ADMINISTRATIVE

A motion was made by Ms. Miller and seconded by Ms. Chenette to approve agenda item 1.1 as follows:

1.1 Approve the Following Resolution Regarding Board Goals:

WHEREAS, the Montgomery Township Board of Education believes that the improvement and growth of any institution depends upon an honest appraisal of its strengths and weakness; and

WHEREAS, as a result of the above, the Board is committed to the conduct of a systematic program of self-evaluation and appraisal, as set forth in Bylaw 0134, entitled "Board Self Evaluation"; and

WHEREAS, the Board is committed to the formulation and adoption of annual goals and priorities to guide the Board in the following school year; and

WHEREAS, the Board has discussed and determined its mission, vision, guiding principles and goals for the 2017-2018 school year;

NOW, THEREFORE, BE IT RESOLVED, the Board hereby adopts the attached strategic goals for the 2017-2018 school year.

Upon call of the roll, the motion carried with a unanimous vote recorded.

ADJOURNMENT

A motion was made by Ms. Miller and seconded by Ms. Chenette that the meeting be adjourned at 3:04 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,



Annette M. Wells
School Business Administrator/
Board Secretary