



Byram Township School District Is Creating a New Five-Year Strategic Plan

The 3D Strategic Planning Process: Dream, Determination, and Destiny by Design

Session 3: Drafting Goals & Objectives for our Strategic Plan

On the evening of Tuesday, **March 29, 2022**, stakeholders, school district administrators, staff, and the Byram Township Board of Education came together for our final strategic planning session. Over the course of three meetings, our work delineated the strengths and challenges of the school district, our unbridled visions for Byram Township for the next five years, and finally, translated that work into draft goal statements and supporting objectives for the new Strategic Plan.

After a warm introduction from Board President Julie Lucente, we recapped the outcomes from our second meeting, which established five goal areas for the new Plan. As a large group, we reviewed the process for writing a broad, overarching goal statement and supporting objectives. Participants then broke into small groups, one per goal area, with each individual self-selecting the group in which to work. Small groups reviewed the full outcomes from the first and second sessions, and the data points from the “Strengths & Challenges” and the “Visions” exercises which were categorized to reference to each goal area. Using a consensus process, the small groups employed the data points and their own individual awareness and expertise to write draft objectives and a goal statement for their goal area. That work was reported out to the large group at the end of the evening, to the great satisfaction of all assembled. Superintendent Fritzky and the Board noted that due to anticipated steep declines in school funding over the next two years and the ambitiousness of the proposed goals and objectives, the Board will determine whether the document should live as a five year, as opposed to five year, strategic plan for the District.

At the conclusion of the session, Ms. Helewa and Superintendent Fritzky offered sincere and hearty thanks to all involved, and to the Byram Board of Education for the opportunity to create a new strategic plan in such a robust and participatory manner for all District stakeholders.

On the following pages is a summary of the evening’s work.



Goal #1: Student-Centered Learning & the Whole Child

Goal Statement: To develop a student-centered learning environment to foster student achievement, an appreciation for life-long learning and social-emotional responsibility.

Objectives:

1. Provide a visionary approach to SEL instruction and growth opportunities daily.
2. Create a diverse and inclusive environment through community outreach and a comprehensive curriculum.
3. Continue to develop avenues for vertical articulation between grade levels and schools to share best practices and innovative teaching strategies.
4. Provide students in K-8 the opportunity to design Personalized Learning Goals tailored to their specific needs to be met through access to high level individualized teaching blended learning and expansion of the classroom walls.
5. Maintain and expand age-appropriate use of cutting-edge technology while continuing to model and encourage proper digital responsibility and citizenship.

Goal #2: Staff and Educational Professionals

Goal Statement: To provide support for staff members so that they are set up for success.

Objectives:

1. Place staff in roles that will lead to the highest levels of student achievement.
2. Provide ongoing support for staff to continue to grow and develop professionally.
3. Develop clear and consistent communication among all staff.
4. Demonstrate consistent effort to value and appreciate staff.
5. Work collaboratively with staff to address their social-emotional needs.

Goal #3: Enrichment

Goal Statement: Increase enrichment opportunities in an effort to provide a diverse learning environment for all learners.

Goal 3 work continued on next page



Objectives:

1. Re-evaluate field trips to align with 21st century learning objectives.
2. Collaborate with PTA, BTEF, and other organizations to expand extracurricular programs to align with student interests and trends (i.e. e-sports, coding).
3. Maximize intervention block to expand cross-curricular/enrichment opportunities.
4. Explore the use of transition meetings between grade levels in an effort to share pertinent info that would enhance students' potential upon the culmination of the school year.

Goal #4: Facilities

Goal Statement: To develop and enhance the current physical campus to create a modern but safe & efficient learning environment for the community of Byram Township.

Objectives:

1. Update facilities to be more energy and environmentally efficient.
2. Efficiently use existing space (re-organization of classrooms).
3. To enhance the use of technology while improving the physical infrastructure of each individual building.
4. Prepare for future changes by improving and modernizing open space to meet the demands of Universal Preschool.

Goal #5: Community Engagement

Goal Statement: To increase opportunities to foster community engagement and participation in the learning process.

Objectives:

1. Establish relationships to increase communication with local educational institutions to develop targeted learning opportunities for incoming students.
2. Develop partnerships with the community to increase parental involvement in our students' educational experiences.
3. Collaborate with other schools, communities and organizations to increase opportunities for exposure, education and acceptance of global and world views.
4. Increase intergenerational connections through school-wide community service projects.



Next Steps

Superintendent Fritzky and the Byram Board of Education will review the draft Strategic Plan to determine if it should have a five-year lifespan. The plan will be printed in document form by the New Jersey School Boards Association and will be delivered to the Byram Township Board of Education for formal acceptance and vote at a BOE meeting in the near future, date to be announced. The Administrative Team, led by Superintendent Fritzky, will develop action plans for all areas of the Strategic Plan. The Board and Administration will rely on the new Strategic Plan when setting annual District and Board Goals.

It has been a pleasure to work with such a dedicated group of individuals who so ardently support the students and staff of the Byram Township School District. Certainly the unique plan that results from all of your good work will productively guide the District in alignment with the community's vision for its students. The dedication and passion of the Byram Township learning community is exemplary, and this enthusiastic group of stakeholders has been a true joy to work with. We look forward to seeing the Byram Township School District flourish under its new Strategic Plan.

