

**Parsippany-Troy Hills Township Schools**  
**Strategic Plan Report to the Board of Education**  
**Presented by Judith Wilson**

Board Approved - December 15, 2016

**The Charge**

At the close of the 2015-16 school year, the Parsippany-Troy Hills Board of Education sought proposals for the facilitation of a strategic planning process. Recognizing the importance of organizational focus, the need for unified direction and the value of an adopted plan when seeking its next superintendent, the Board moved forward with an inclusive process to determine both the points of pride within the district and across the community and the hopes, ideas and needs for the next three to five years.

**The Process**

The full process included individual interviews, group interviews, a community open forum and electronic surveys:

**Individual Interviews (22)**

1. Board of Education Members
2. Mayor
3. Director of Pupil Personnel Services
4. Asst. Supt. Curriculum and Instruction
5. Asst. Supt. Human Resources
6. Business Administrator
7. Director of Assessment
8. Town Council President
9. PTHEA President
10. Local 32-Shop Stewards' Rep
11. Co-Presidents for Secretaries' Association
12. Local 32-Drivers' Rep
13. Administrators' APSA President
14. Para Past President

**Group Interviews**

1. High School pupils together from both schools: Student Advisory Council
2. K-12 Administrators
3. PTA leaders

**Community Open Forum**

Approximately 80 attendees

## **Electronic Surveys**

- |                                   |                |
|-----------------------------------|----------------|
| • Parents of elementary pupils    | 522 responses  |
| • Parents of middle school pupils | 268 responses  |
| • Parents of secondary pupils     | 274 responses  |
| • Students grades 3-5             | 1459 responses |
| • Students grades 6-12            | 1708 responses |
| • Community members (non-parents) | 7 responses    |
| • Faculty members                 | 350 responses  |
| • Support staff members           | 162 responses  |

Throughout the interviews and within the surveys, participants were asked to identify points of pride within the school district. With great passion and deeply seated values, the following points were repeated across all constituents:

## **Points of Pride**

- Our students
- Our diverse community
- Our history of excellence
- Our neighborhoods/generational commitment to the community
- Our teachers and principals
- Our traditions

## **Strategic Planning Core Team**

Twenty-four individuals representing students, parents, faculties, paraprofessionals, administrators and the Board of Education were tapped by the superintendent to participate in a two-day planning and goal-setting process. In addition to analyzing survey, forum and interview data, the core team also considered current research on learning in the twenty-first century and recent district initiatives. The daunting task was to generate the three highest priority goals that would have the deepest impact on student growth/achievement and district organizational strength. It was determined that revision of the district mission statement would also be undertaken since the standing statement was written in 1986 and was deemed out-of-sync with current research, practice and needs. The proposed goals and mission statement follow.

## **The Recommendations**

### **Parsippany-Troy Hills Township School District**

#### **2017-2022 Strategic Goals**

We will serve *all* of our students by focusing on the following goals within a comprehensive and coherent PK-12 framework:

- Our district will create an innovative and rigorous educational experience in a borderless learning community that produces creative students who are problem solvers and self-directed individuals.
- All students will receive social and emotional support to become adaptable, confident citizens who embody self-awareness and strong interpersonal skills, capable of responsible decision-making and managing their emotions and behaviors.
- Our community of adult learners will be fully engaged in professional growth experiences which enable them to continuously hone their craft and maximize student achievement.

#### ***MISSION STATEMENT***

The mission of the Parsippany-Troy Hills Township School District, in partnership with families and the greater community, is to challenge and nurture all students academically and to develop confident learners who are compassionate, generous, appreciative, and invested in their diverse world. This will be accomplished through innovative opportunities that inspire life-long learning, critical thinking and problem solving, creative exploration, and the democratic collaboration among students and staff.

## **What's Next?**

Once the goals and mission statement are Board adopted, they will be widely communicated throughout the district and the Township (a communication plan will guide this phase). The superintendent will appoint co-chairs for an action team for each of the goals. Committee members from within and outside of the district will work from January through July to create a detailed 18 month action plan for each goal. Action plan templates will include specific steps to be taken; resources needed; responsible persons; measurement or benchmarks; and evaluation of progress. It is the responsibility of the action plan committees to continually review progress and adjust specific work as needed. The Board of Education should schedule semi-annual public updates of the goals from 2017-2022.

## **Appreciation**

I am deeply grateful for the vision of the Board of Education, the leadership of Dr. Seitz and Mrs. Benos, the thousands of survey respondents, the people who committed precious time to interviews and forums and, especially, for the leaders on the strategic planning team who devoted their passion, thinking, talents and precious time to this critical process. Parsippany-Troy Hills is indeed fortunate to have so many caring and talented students, employees and constituents.

### **Strategic Planning Team Members**

Joni Benos	Chief of Staff/PIO
Tim Berrios	Board of Education Member
Natalie Betz	Principal
Greg Dalakian	Faculty Member
Lorraine Esposito	Faculty Member
Pam Freund	Coordinating Supervisor
Aahna Ghosh	Student
Jeff Charney	Interim Assistant Supt. C and I
Alison Cogan	Board of Education Member
Fraula Demarest	Paraprofessional
Leticia Lombardy	Support staff member
Tony Maccarella	Community member
Judy Mayer	Board of Education Member
Brigid Mekita	Faculty Member
Denis Mulroony	Principal
Michele Neal	Supervisor
Paola Rodriquez	PTA
Merisa Rosa	Principal
Alexei Sepe	Student
Lisa Vallacchi	Coordinating Supervisor
Chris Waack	Principal
Betty Wang	Faculty Member
Josh Weinstein	Faculty Member
Melissa Van Wingerden	Faculty Member