



Kittatinny School District Is Creating a New Five-Year Strategic Plan

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

Session 1: What Are the Strengths, Achievements, and Challenges of the Kittatinny School District?

On **April 6, 2022**, teachers, staff, administrators, Board members, community members, faith leaders, parents, and students came together to initiate strategic planning. The first evening's topic was focused on the current strengths and achievements of, challenges and opportunities facing, the Kittatinny School District.

The Board President, Ms. Moira Douglas, gave the opening remarks, especially thanking the Board's Strategic Plan committee members Robert Greene and Lou Sylvester for their work in setting up this initiative. We began the process with an overview of the district and the former Strategic Plan as presented by Superintendent Dr. Craig Hutcheson. The reasoning for and the

methodology of creating a new Strategic Plan for the Kittatinny School District was presented to the participants by facilitator Kathleen Helewa of the New Jersey School Boards Association. We then gathered in seven assigned groups to identify the strengths and points of pride in our district, and to brainstorm what opportunities and challenges the school district faces in the future. After group discussion, each group identified their "top 10" (or thereabouts) list of strengths and challenges for the district. Underlying all of our work are the District's Mission Statement, which was distributed to all participants, and underscored by Ms. Helewa in her remarks to the large group.

The information that follows is the work of the small groups. As discussed with the meeting participants, all meeting outcomes are listed in this memo and are posted on the District website for the wider community.



Group 1

Strengths/Accomplishments

- Elective Offerings
- Faculty
- Campus!!
- School related extracurriculars
- Community Parents & Businesses
- Weight Room/Pool
- Fine & Performing Arts
- Faculty/Student Relationships
- Community Pride in KRHS

Challenges/Opportunities

- Schedule is Inflexible
- Keeping students at KRHS
- Mandates from DOE!!
- Students balancing Academics/Athletics/Social
- School-wide Initiatives
- Facilities/Fields
- Flexibility for Students, re: Summer/Schedules
- Marketing Opportunities
- Mult./Single Lunch Per.
- Reaching Alumni Parents

Group 2

Strengths/Accomplishments

- Commitment of Staff and Faculty
- Enjoyable experience for students (current and former)
- Inclusive Environment for all
- Programming diversity and availability for 7/8 and high school
- Week of Lights/School Spirit
- Community Engagement
- Relationship with sending districts
- Academic Achievement
- Good kids/Supportive parents



(Group 2 work, continued)

Challenges/Opportunities

- Enrollment
- State Aid
- School promotion
- Program Retention with staff cuts
- State Testing
- Societal Issues
- Lack of Diversity/Sense of being sheltered
- Student Motivation

Group 3

Strengths/Accomplishments

- Parental Involvement and Communication
- Support Systems with Students, Staff, and Parental involvement
- Academic Achievement and Academic choices/paths
- Teaching Staff
- Facilities/Property
- Special Ed Dept.

Challenges/Opportunities

- Community Involvement
 - Using local businesses
 - Career day
- Funding/Budget
- Internships/Apprenticeships
- Community service/Volunteer opportunities

Group 4

Strengths/Accomplishments

- Students (Amazing)
- Staff
- Pride
- Courses
- Athletics, Music, Drama



(Group 4 work, continued)

Challenges/Opportunities

- Diversity
- Class support/pride
- Connections
- Budget
- Transportation
- Accolades

Group 5

Strengths/Accomplishments

- Student/Teacher Relationships
- Community is strong
- Dedicated Staff
- Adaptability to change
- Facility in great condition
- Creative budgeting
- Extra-Curricular Activities
- Shared Services

Challenges/Opportunities

- Fiscal Challenge
- Social Media Pitfalls on Education
- Social Pressure
- In-Person and Digital Etiquette
- Maintain and pursue efficiencies in budget
- Make every student feel like a valued member of our community
- Potential Regionalization
- DEI and SEL

Group 6

Strengths/Accomplishments

- Our Students-Excellence
- Community involvement



New Jersey School Boards Association

(Group 6 work, continued)

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Strengths/Accomplishments - Continued

- COVID-flexible activities with students & staff
- Building structure
- Opportunities clubs, sports, etc.
- Cycle students – get to try new things

Challenges/Opportunities

- Budget
- COVID – academic & regression
- Transportation – no 5:30 bus
- Career readiness – JR High and up shadow program
- Preparing for the “real world”
- Facility upgrades – lights, auditorium, etc.

Group 7

Strengths/Accomplishments

- Sports/Activities #
- College Admin. Across Region
- Academic Program

Challenges/Opportunities

- Improve those (Sports) facilities W/A Revenue (Bubble)
- School Spirit/Community
- Student Morale
- Geographic Limitations



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After sharing our small group results with all the evening's participants, all were thanked for their wide-ranging contributions and collaborative work.

Our next meeting is set for **Thursday, May 5, at 6pm in the Kittatinny Regional High School Media Center**. Check-in will begin at **5:30pm**. We will engage in a **Visioning Activity** to help refine our collective vision for the Kittatinny School District, which promises to be a truly **fun** exercise! We strongly encourage all to **bring a friend** to our next meeting. New participants from all facets of the community are welcome at all three Strategic Planning meetings. The third meeting will be on Thursday, June 9, also at 6pm.

The Kittatinny School District Board of Education and Administration greatly appreciate your highly interactive participation in helping to create a roadmap for our wonderful district for the next **five** years. We look forward to working with you at our future sessions!

We look forward to seeing you for our next Strategic Planning meeting, May 5, at 6pm in the Kittatinny Regional High School Media Center. Bring a friend!



Mission statement:

Kittatinny Regional High School District is committed to inspiring and nurturing productive, confident, lifelong learners capable of realizing their full potential as individuals who contribute responsibly to their community and the world that awaits them.