



## **Creating a Strategic Plan for the Old Bridge Township School District**

### **Mission Statement**

Recognizing that each person has an inherent worth, it is the mission of the Old Bridge Public Schools to empower each student to learn, to achieve success, and to become a confident, productive member of a pluralistic, global society prepared to face the challenges of the 21<sup>st</sup> century.

### **Session 1**

#### **What are the Strengths, Achievements and Challenges of the Old Bridge Township School District?**

On October 13, 2022, Old Bridge Township School District administrators, Board of Education members, staff, parents, community members, and students, fifty-four (54) in all, came together to initiate strategic planning. The meeting began with a welcome and introduction by Board President, Mr. Frank Weber. Mr. David Cittadino, Superintendent, presented the current “State of the Schools” report. Mary Ann Friedman and Patti Rees from New Jersey School Boards Association (NJSBA) were introduced and reviewed 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, ten 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 then displayed for a “gallery walk.” All participants participated in the gallery walk and was asked to focus on common themes in both the strengths and challenges. The 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.

## Small Group Consensus: Strengths, Achievements & Challenges

### Light Blue Dot Team:

Strengths	Challenges
Teacher-parent communication	Teacher expenses
Block scheduling	Decline in enrollment
Related arts engagement	Transparency from central administration
Special education integration	Standards based report cards

### Light Green Dot Team:

Strengths	Challenges
Parent involvement	AC
Staff	Space
Students	Bathroom Paralegal
Clubs & services	Student population
Special Education	Disparity of supplies & equipment
O.B. Bus Drivers	Kindergarten readiness screening
Innovation	WiFi – Tech challenges
Small school communities	Diverse learners
	Budget

### Fuchsia Dot Team:

Strengths	Challenges
Diversity	Communication to community, families, etc.
Range of course offerings	Community interaction / support (partially due to Covid restrictions. Starting to make a comeback)
After-School activity offerings	Diversity of food offerings
College partnership	Transportation
Vocational Licensing	Diversity of festival holidays
Staff	Dress code – student
Digital resources	Student involvement in making changes in the school
Accessibility of communication with staff/admin.	

### Orange Dot Team:

Strengths	Challenges
The Whole Child	District (outsides)
Special Ed services	Money
United Twp.	Polarization
Cohesive staff	Teacher vacancies
Many programs	Old buildings
	Small schools

**2022 Old Bridge Township School District Strategic Planning Meeting #1 Outcomes**

**Purple Dot Team:**

<b>Strengths</b>	<b>Challenges</b>
Parent involvement	Aging infrastructure
Friendly	Enough room?
Former students returning to work here	Current BOE climate
Administration	Playground area for active play
Communications with parents	State Aid
Staff	Supplies for teachers
Sense of Community	Need for calm down / sensory rooms
Strong PTA's	More ESP's (Education Support Professionals)
Athletics	

**Dark Green Dot Team:**

<b>Strengths</b>	<b>Challenges</b>
Community diversity	Age of schools
Program offerings	Technology devices
Strong staff	Transportation
Sports – After-School activities	Staffing
Special Education	Class sizes – Elem, MS, HS
Technology	Diversity in staff
Safety in schools	State Aid
School Pride	Geographics / size of town
	Admin / Staff restructure
	Ideology

**Dark Blue Dot Team:**

<b>Strengths</b>	<b>Challenges</b>
Diversity of student population	Varied needs of O.B. families
Special education programs / services	Varied family support for each student
Educational opportunity for all students	Post Covid learning gap
STAFF!	Lack of social skills, i.e., communicating effectively with other
Leadership opportunity for students	Budget cuts
Abundance of extra-curricular activities	Age of our buildings
Family and community involvement	Keeping up with technology
Security within the building and grounds	Communication with the community
Availability of the Administration	Size of our district
Staff welcoming and embracing all students	

**2022 Old Bridge Township School District Strategic Planning Meeting #1 Outcomes**

**Brown Dot Team:**

<b>Strengths</b>	<b>Challenges</b>
Strong staff and leadership	Staffing-recruitment and retention
Technology	Budget
Special education	Increased workload
Security	Outside services - custodial
Sense of belonging	Substitute, transportation, and food
Parental involvement at elementary level	Divisive BOE
Small, community elementary schools	Secondary parent involvement
Extra-curricular	Dishonest spread of information
SEL (Social-Emotional Learning) supports	Resources and supplies
Facilities	State mandates
	Under supported by the community

**Red Dot Team:**

<b>Strengths</b>	<b>Challenges</b>
Community	Inclusion
Celebrating Diversity	Equity
Academics	Transportation
Arts	Misinformation
Athletics	Shared vision
Teachers	Acceptance
R.T.I. program (Response to Intervention)	
P.T.A.	
Administration	

**Black Dot Team:**

<b>Strengths</b>	<b>Challenges</b>
Partnership between parent and schools	Finances / State cuts
Special education – strong programs and parent involvement	Aging facilities
Capital reserves	Updated curriculum
Academics, Arts, Athletics	Support for Counselors
Financial management	DEIB (Diversity, Equity, Inclusion, Bullying?)
Programs for non-college students – Industrial Arts	PR – outside forces / false information
E-Sports	State mandates
Supporting all students (career readiness)	Communication consistency
RTI (Response to Intervention) – catching struggling learners	Staffing & Subs – turnover
Professional Development – staff doing PD for colleagues	Transportation

**2022 Old Bridge Township School District Strategic Planning Meeting #1 Outcomes**

Following the gallery walk, the large group identified the following **common themes**:

<b>Common Theme Strengths</b>	<b>Common Theme Challenges</b>
Staff	Budget
Special Ed program	Infrastructure
Sense of community	Misinformation
Security	Aging facilities
Diversity	Transportation
# of offerings and programs	Losing staff
Sense of pride	Decreasing population
Extra-curricular activities	Current BOE climate
Parent involvement	Technology
Cooperation between staff and administration	Chance for student involvement and change
Students	Communication – consistent
Academic achievement	Size
Communication	Space
	Air conditioning

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

**Monday, November 14, 2022 at 7:00 pm,  
Old Bridge Township HIGH SCHOOL, Cafeteria.  
Sign-in begins at 6:30 pm.**

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

During the November 14<sup>th</sup> meeting we will create a shared vision together for the future of the Old Bridge Township 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* or  
using the *RSVP form on the district's website.***

***Thank you!***