Pennsville School District Strategic Plan

2025–2030

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Acknowledgments

The Pennsville School District Strategic Planning process, completed during the 2024–2025 academic year, could not have occurred without the support, cooperation, and dedication of the following people and groups:

PENNSVILLE SCHOOL DISTRICT BOARD OF EDUCATION

- Keith Chambers, President
- Diana Staffieri-Morris, Vice-President
- Sharon Cook, Board Member
- David Delgiorno, Board Member
- Kathy Gralley-Smalley, Board Member
- Thomas Hassler, Board Member
- Thomas Mason, Board Member
- Jeffrey Thomas, Board Member
- Robert Townsend, Board Member
- Michael Brodzik, Superintendent
- Kyle Marie Baker-Plale, Assistant Superintendent
- Heather Mayhew, Business Administrator

NEW JERSEY SCHOOL BOARDS ASSOCIATION

- Theresa Lewis, Field Service Representative
- Laurie Bandlow, Field Service Representative



Strategic Planning Participants



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Strategic Planning Process

Executive Summary

On July 16, 2024, the Pennsville School District Board of Education met with representatives from the NJ School Boards Association to review the process for strategic planning. The information discussed at the planning meeting included a review of the following items of business:

- Commitment of time and resources
- School and community level involvement
- Strategic planning to meet the needs of the district
- The Board and Superintendent's role in the process
- Potential participants to be included

The Board of Education approved the process and the calendar, a sample listing of stakeholder groups, and invitation templates were provided to the committee for their use in communicating the planning sessions to the community, parents, and staff.

Strategic Planning Process

STRATEGIC PLAN MEETINGS

Meeting 1: On Thursday, September 26, 2024, Terri Lewis and Laurie Bandlow from NJSBA facilitated the initial Strategic Planning meeting with district stakeholders. The meeting commenced at 6:00 PM. The meeting included a State of the District Report from Superintendent Michael Brodzik and Assistant Superintendent Kyle Baker-Plale. Participants then worked in small groups for discussion, sharing their work with the larger group. This meeting set the foundation for the beginning of the strategic plan where the district's strengths and achievements were recognized while also identifying areas of challenge.

Meeting 2: A subsequent meeting was held on Wednesday, October 9, 2024. At this meeting, participants were tasked with providing a vision of the future of the school district. The meeting was comprised of small group work and reporting to the larger group. After the meeting, three focus areas were identified and formed the basis for setting goals and objectives.

Survey: Based on discussion at the Strategic Planning sessions, a survey was developed by NJSBA to gain further insight from the school community to aid in developing goals and objectives for the plan. The survey was approved by the district administration on October 31, 2024, and distributed to all district stakeholders beginning November 1 through November 12, 2024.

Meeting 3: On November 13, 2024, the Strategic Planning Committee met to review the results of the stakeholder survey. Using this data and the outcomes from the first two planning sessions, they initiated the development of goals and objectives for the plan. They broke into three groups, each covering a focus area identified from the data in meetings one and two. Each group presented its final goals and objectives and reviewed the work of other groups in preparation for the finalization of the plan.

Pennsville School District Mission Statement

Through the collaborative efforts of the entire school community, an ever-evolving instructional program will serve the development of the individual and the welfare of the global society by achieving the following goals:

- To build a foundation for self-esteem, self-motivation, purposeful aspirations, and life-long learning.

- To build a foundation of knowledge and strategies in all curricular areas that utilize communications, technology, and creativity as a basis for career and personal development.

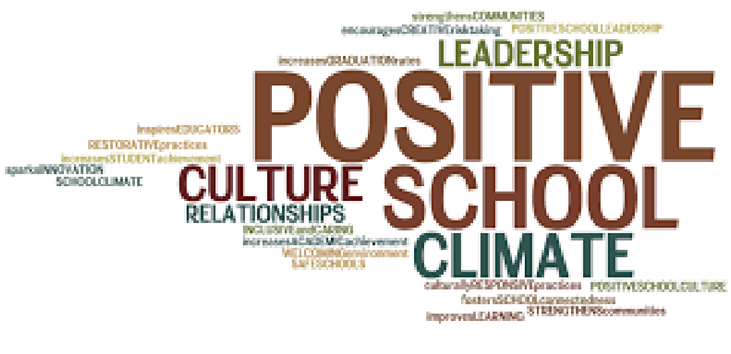
- To build a foundation for active citizenship as well as respect and consideration for the worth and dignity of all individuals, races, creeds, and cultures.

Goals



Goal Area 1

ACADEMIC PROGRAM



Goal Area 2

SCHOOL CULTURE AND ENGAGEMENT



Goal Area 3

FINANCES AND FACILITIES

Goal Area 1

Academic Program



Goal Statement

Prepare the students of the Pennsville School District for success with a balance of life skills, academics, and career pathways.

Objectives

1) Provide students with more diverse options in defining their future plans for college or careers.
2) Increase world language opportunities for our students.
3) Provide more resources for our Multilingual Learners (ML) students.
4) Increase technology literacy throughout the curriculum.
5) Develop more opportunities to develop life skills for students throughout the curriculum.
6) Increase academic rigor in Pennsville School District from pK-12.

Goal Area 2

School Culture and Engagement



Goal Statement

Create an engaged school community to foster academic success.

Objectives

1) Create meaningful opportunities for parent and community engagement.
2) Provide appropriate guidance resources and support for students with adverse childhood experiences.
3) Develop a long term plan to reduce chronic absenteeism and increase attendance overall.
4) Create opportunities for students to connect with each other across all grade levels.
5) Increase social and emotional learning throughout the school community

Goal Area 3

Finances and Facilities



Goal Statement

Create a safe and sustainable learning environment to meet the needs of present and future students and staff.

Objectives

1) Increase and retain staffing to accommodate growing student needs.
2) Improve the safety of the physical buildings and safety protocols.
3) Update academic and athletic facilities to be safe, aesthetically pleasing, and comfortable for students and staff.

Action Plans

DEVELOPING THE ACTION PLANS

The Superintendent and administrative team will develop first year action plans to implement the goals developed in the Strategic Plan. The action plans will include:

1. The actions necessary to accomplish the goals and objectives
2. Select measures for accountability
3. Resources required
4. A timeline for implementation

NEXT STEPS

After the Board of Education adopts the 2025–2030 Strategic Plan, the district will begin implementation of the action plans. The plans will be shared with the BOE and the community. On ongoing assessment of the Strategic Plan and Action Plans will be shared with and assessed by the Board of Education throughout the year.

