



The Paterson Public School District

Is Creating a New Five-Year Strategic Plan

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

Session 2: What Is our Vision for the Paterson Public School District?

On the evening of **April 9, 2019**, a cross-section of our stakeholders--community members, parents, educators, and school district Administrators--came together at the John F. Kennedy Educational Complex for our second session of strategic planning. Over the course of three meetings, our work will focus on both the realities of, and our visions for, the school district in order to form a new Strategic Plan that shall guide the district for the next five years. The first evening's topic was focused on the current strengths and achievements of, and challenges and opportunities facing, Paterson Public Schools and the community of Paterson. This evening's session focused on our vision for Paterson Public Schools

The evening started with an introduction and a State of the District presentation (first presented on March 14) from Superintendent Eileen Shafer. Ms. Helewa of NJSBA recapped for the group the reason and methodology for strategic planning. We then advanced to a visioning exercise for the evening: each of us imagined being overseas for five years and returning home, only to find the Paterson Public School District has been featured in a Time Magazine cover story as a national model for 21st-century education. The group was asked to ponder, *what would you envision occurring in the school system to make this happen? What would be the title of such an article, touting such astonishing success? What would be the key visions in the article—meaning, what would be the means the district would have used to make exemplary educational success a reality—if there had been **no** pre-determined mandates or limits on resources?* Participants then divided into five, non-consecutively numbered, small groups to develop a shared vision.

The information inscribed on the following pages is the work of the small groups, each of which wrote a title for the hypothetical Time Magazine article described above, and key visions that would comprise that article. Underlying all of our work is the District's Mission and Vision Statement, which were a focal point of the evening's presentations and distributed to all participants.



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The information that follows is the work of the small groups. As discussed with the participants, all meeting outcomes will be recorded, posted on the District website, and used at future meetings to inform the final work in preparing the District's new Strategic Plan.

Group #6

Title of Article: "Regenerating the Fiber of Paterson Schools to Reignite the Community"

Key Visions:

- Phenomenal community involvement
- Leadership
- Success
- Individualized model district
- Career / college readiness
- Staffing – phenomenal
- Student driven technology
- Community involvement
- Diversity
- Hyper-local

Group #4

Title of Article: "Paterson! The Golden Standard Everyone Wants to Follow"

Key Visions:

- Hands on, interactive learning
- Standardized testing NOT related to student grades
- Basic needs pantry (including health, hygiene, personal needs)
- Students of every need / group receiving adequate care
- Hearing and seeing positive news published
- Student's IEPs are established at a young age, interventions are in place before needs become critical
- Our students are proud to be educated in their school "PATERSON!!"
- PD / training for teachers / staff to be cognizant of trauma. Crisis intervention...
--STIGMA FREE
- Student, family, and community engagement and pride are high
- SPORTS TEAMS IN EVERY SCHOOL – elementary, middle high school
- Clubs and alternative programs available in all schools
- Transportation is available to all as needed
- Peer tutoring is normal part of school environment



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- Sharing programs with colleges– two-way (internships, visitations)
- Partnerships between schools & community services / goods / events/ human capital
- Fully functioning websites at each school & district
- More comfortable, updated and inviting classrooms

Group #7

Title of Article: “Charting Our Own Path, Leveraging Our Gifts”

Key Visions:

- Developing citizens who are future ready
 - Innovative
 - Entrepreneurship
 - Empowered
- Leaders and educating the whole child
- The community and staff are unified in purpose
- Focused on student growth and achievement

Group #9

Title of Article: “The Comeback Kid”

Key Visions:

- Modernized buildings
- Students are academically prepared for college
- Qualified teachers are highly motivated to come to our district
- Collaboration efforts for higher learning among teachers, students, parents and community
- Connections with business community for donations of supplies, equipment, furniture, money and other needs

Group #2

Title of Article: “Paterson Students Lead the Nation in Innovation, Entrepreneurship, and Technology for Success in the 21st Century Global Economy”

Key Visions:

- Coding starting in PreK-12
- Apps creation & selling
- Renewable energy



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- Innovation in engineering and manufacturing
- Green farms and sustainability
- Service to the community
- Small business associations (borrow money)
- Partnership with local universities

After sharing and discussing the groups' work with the entire group, and considering the outcomes of the first session, we identified four consistently emerging themes, or, "common threads":

1. Teaching & Learning
2. Facilities
3. Communications & Connections
4. Social-Emotional Learning

These themes will be refined into four distinct goal areas for the new Strategic Plan.

At the conclusion of the work session, gratitude was expressed to the Board of Education and Superintendent Shafer for making this initiative possible, Administration for all its efforts in ensuring a successful evening, and to all participants for their wide-ranging contributions and collaborative work.

Our next meeting is set for **Thursday, May 16, at 6pm at School 25.** Check will begin at **5:30pm.** We will write formal Goal Statements and supporting Objectives for each of the Goal Areas.

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. **Free childcare will be provided and complimentary dinner will be served** at all Strategic Planning meetings.

The Commissioners of the Paterson Board of Education and Superintendent Shafer greatly appreciate your highly interactive participation in helping to help create a roadmap for our public school district for the next five years—by Paterson, for Paterson. We look forward to working with you at our final session!

We look forward to seeing you for our next Strategic Planning meeting, May 16, at 6pm at School 25. Childcare and dinner provided, all free of charge. Bring a friend!



Our Mission:
To prepare each student for success in
the
college/university of their choosing
and in their chosen career

Our Vision:
To be the leader in educating
New Jersey's urban youth