



# Creating a Strategic Plan for the Red Bank Charter School

## Mission Statement

*The Red Bank Charter School believes that celebrating individuality, appreciating cultural diversity, mastering conflict resolution, and insisting on accountability by all is a foundation for good citizenship.*

*The Red Bank Charter School is grounded in three bedrock beliefs:*

- 1. All Children Can Learn*
- 2. All Children Must Care for Themselves and Others*
- 3. All Children Should Contribute to Their Larger World*

## Session 1

### What are the Strengths, Achievements and Challenges of the Red Bank Charter School?

On April 25, 2023, Red Bank Charter School administrators, Board of Trustee members, staff, parents, and community members, forty-two (42) in all, came together to initiate strategic planning. The meeting began with a welcome and introduction by Board President, Ms. Donna McCourt. Dr. Kristen Martello, Head of School, presented the current “State of the School” report. Mary Ann Friedman from New Jersey School Boards Association (NJSBA) was introduced and explained 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, seven groups in total, and engaged in brainstorming the school’s strengths and challenges. After group discussion, each group identified their consensus points, “Top 10” strengths and challenges. All attendees engaged in a Gallery Walk to review the small group’s consensus points. The large group then identified “Common Themes” that were identified 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

### Group 1:

Strengths	Challenges
Faithful to our Mission	Long day – extra-curriculars
Community Involvement	Funding through the Borough and not direct through the state
Whole Child focus	Funding for facilities = 0%
Long day	Academics and overcoming learning loss
After school programs for student support	Community support
STEAM!	Limited by Lottery
Character Education & Service Learning	Capped at 200 students
Family support	Language barriers
Quality of faculty	
Diversity of students (mirrors the town)	
*Choice	

### Group 2:

Strengths	Challenges
Internship	Teacher retention
2:1 ratio (2 teachers : 1 classroom)	Parent involvement
Buddy system	School day – extra used for extras
Small population	Group children differently
Support our Spanish speakers	Growing Spanish program
Charter	Family commitment & Community involvement
	Gym

### Group 3:

Strengths	Challenges
Involved teachers	Not evenly distributed afterschool involvement with teachers
Visibility of the school	Maintain visibility and flow of applicants
Longer school day	Online Spanish 5-8
Breadth of curriculum	
Stretching	\$\$\$\$\$
Making opportunities that otherwise might not happen	Improvement of academics to be at least on par with the state
Children knowing every child no matter the ages	Relying on fundraising
Hispanic families might be interested in doing fundraiser/festival type events including organizing	Finding ways to be inclusive

**Group 4:**

<b>Strengths</b>	<b>Challenges</b>
Community activities	Staff wear many hats
Individualized support	Small sports teams
Communication on student development	Lack of town support – lack of acknowledgement of teacher accomplishments and student accomplishments
Inter-grade interaction	Diverse programming for elementary grades
Diverse academic offerings	Lack of inclusion in Borough school activities
School pride	Lack of facility funding – inflation
	Lack of expansion of grades

**Group 5:**

<b>Strengths</b>	<b>Challenges</b>
Internship / Service learning	Funding for facilities
Small school	Engagement within school community
Mentos / Buddies	Partnerships with RBR
2 Teacher model	Inclusivity for non-English speaking families
Family events	Test scores vs. State averages
Charter Champs	Climate within the community
Staff commitment	Technology funding and instruction
Partnerships with business community	Compensation for staff relative to other public schools
Parental dialogue and communication is ongoing	Turnover among teachers
More flexibility for teachers and curriculum/lessons	

**Group 6:**

<b>Strengths</b>	<b>Challenges</b>
Community involvement	Inclusion & involvement
Home-School connection	Acceptance by community
Faculty – commitment	Finances / Facility funding
Character ed / dev	COVID slide – catching up

**Group 7:**

Strengths	Challenges
Charter Champ program	Size
Size	\$\$\$
Community outreach program: service learning	More info on RBCS Foundation
G&T program	No Gymnasium
LIP conferences that students attend	Battle with public school and public-school parents
2 teachers per grade	No support from Red Bank Council
Long school day	Voted unanimously for a resolution to deny the renewal of the school
Buddy program	What can be done to raise students' test scores
Golf outing!!1 and other fundraising events (Charter Palooza, Christmas Show, NOTN	We need better parent involvement in every grade
IditaREAD	

Following each group reporting out on their consensus points, the large group identified the following **common themes**:

Common Themes - Strengths	Common Themes - Challenges
2:1 Teacher / Class	\$\$\$\$
Excellent teachers	Teacher retention
Commitment of staff	Length of school day
Internships	No Gymnasium
Community partnerships	Family involvement
Curriculum	No support from Red Bank Council
Students know each other	Tension between schools
Small size	Limited cap of 200 students
Family atmosphere	Lack of knowledge as to what the foundation does
Family events	Parent involvement
Service learning	Overcoming Learning Loss
Buddy programs	Recent test scores
Cultural diversity	Teachers wear many hats
Focus on the Whole Child	

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

**Monday, May 15, 2023 at 6:30 pm,  
Red Bank Charter School, Omni Room  
Sign-in begins at 6:15 pm.**

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

During the May 15<sup>th</sup> meeting participants will create a shared vision together for the future of the Red Bank Charter School and will talk about their aspirations and expectations for our students and school.

Please join us. Bring a friend! Everyone is welcome! We look forward to seeing you! Please RSVP!