



# 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 3

### Developing Strategic Planning Goals for the Red Bank Charter School

On June 5, 2023, Red Bank Charter School administrators, Board of Trustee members, staff, parents, and community members, twenty-six (26) participants in all, came together for Meeting #3 of the strategic planning process. The meeting began with a welcome and introduction by Board Trustee President, Ms. Donna McCourt and Head of School, Dr. Kristen Martello. Facilitator Mary Ann Friedman, from New Jersey School Boards Association (NJSBA), was introduced and provided an overview of the strategic planning process and the focus for the evening's activity.

We reviewed the consensus process utilized in strategic planning. The topic for the third evening focused on developing goal statements and objectives for each of the four goal areas identified at the second meeting. Participants gathered in self-selected groups, four in all, to work on the goal area of their choice.

Small groups were asked to identify a recorder to print their consensus points on the large post-it boards, and a spokesperson who would report their work to the larger group. The small groups reviewed the outcomes from meeting 1, strengths & challenges, and meeting 2, vision and initiatives, to identify strategies, group those strategies, develop objectives, and then develop an overarching goal statement for their goal area. Each group reported their work to the larger group.

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: Development of Goal Statements and Objectives**

Four goal areas emerged from the common themes identified by the group at large at the end of the second meeting and are listed below:

1. Educating the Whole Child
2. Finance & Facilities
3. Community & Parent Involvement
4. Culture

### **Goal 1: Educating the Whole Child**

**Goal Statement:** Maximize individual student potential and learning.

**Objectives:**

- Enhance student choice in educational programs
  - Optimize the schedule
- Prioritize the social/emotional well-being of students and educators
  - Consistency in discipline and accountability
  - Teacher support and mental health (ongoing PD) and ongoing teacher support concerning emotional being
- Student learning environments must include current, updated and functioning technology
  - Instruction supported by high quality technology

### **Goal 2: Finance & Facilities**

**Goal Statement:** Have money available to support educating the whole child, school culture, and furthering the mission of the Red Bank Charter School.

**Objectives:**

- Obtain funds to update classroom technology and maintain current facilities
- Investigate Grant opportunities
- Re-energize the Foundation

### **Goal 3: Community & Parent Involvement**

**Goal Statement:** The success of the school is based on the level of parental and community involvement.

#### **Objectives:**

- Educate parents on Charter 101
- Communication via phone chains to encourage participation in events
- Parents are expected to participate in two (2) events per year
- Establish a committee for community building – including businesses in town and non-profits

### **Goal 4: Culture**

**Goal Statement:** Enhance school cultures to create positive environment for students, staff & families (ALL stakeholders) – BOT (Board of Trustees), CCO (Charter Community Organization), Foundation, Community.

#### **Objectives:**

- Dean of Students
- Peer 2 Peer mediation
- Social, emotional at LIP (Learner Individualized Plan) – include emotional fitness plan
- Education and communication – increase with families
- Professional Development on “whole child”
- Enhance Mentos Program
- “Student Voice & Choice”

### **Next Steps**

The Head of School / Administrative Team will develop action plans to implement the vision and goals developed in the 3D 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
5. Indicators of success

### ***2023 Red Bank Charter School Strategic Planning Meeting #3 Outcomes***

The final strategic plan will be delivered and presented to the Board of Trustees at their regular meeting on August 15, 2023. All who have participated in the strategic plan will be invited to attend. Once the Board of Trustees approves the final plan, the final document should be posted on the school's website so that staff, parents and community members can follow the progress being made.

It is recommended to have a State of the Strategic Plan annually to update everyone on the progress toward achievement of the strategic planning goals.

Thank you to all of the participants who gave of their time, energy, talents and perspectives during any or all of the strategic planning meetings. We appreciate your participation!