



## The Hawthorne 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 Are Our Visions for the Hawthorne Public School District?

On the evening of Monday, October 11, 2022, Hawthorne students, parents, staff, Administration, members of the community, and Hawthorne Board of Education members came together for the second of three meetings regarding strategic planning for our school district. The previous meeting's topic, on October 4, focused on the current strengths and achievements of, and the challenges and opportunities facing, the Hawthorne Public School District. This evening's topic was our unfettered aspirations for the District and its students.

Board President Abigail Goff offered warm welcoming remarks to all, and Superintendent of Schools Rick Spirito screened for the crowd two student-created videos which detailed the opportunities at HHS and profiled successful HHS alumni. Patricia Rees of the New Jersey School Boards Association then recapped for the group the purpose and methodology of creating a new strategic plan for the District. We were then asked to imagine — what if, in five years' time, at the maturation of the strategic plan we are creating, Hawthorne Public Schools had become a nationally-recognized school district for providing an outstanding education for its students? What if the national media was writing about Hawthorne so public school districts nationwide could emulate what happens *here*?

We discussed the literacies of 21<sup>st</sup>-century learning and the “Cs” that we want to inculcate in our students, among them: Compassion, Character, Critical Thinking, Collaboration, Communication, Creativity, Community and Citizenship. We also looked to the District's Mission Statement and Portrait of a Graduate, which underscore all of our work in these strategic planning sessions.

We then gathered in five small groups to “write” a news article that would detail our hypothetical success. The groups were asked to come up with a title and key points for the article. In this exercise, we were asked to disregard any real-life restrictions that could be barriers to achieving our visions. Groups used a consensus process, and were randomly assigned and adjusted for a balance of stakeholder viewpoints.

The information that follows is the work of the small groups. As discussed with the meeting participants, all meeting outcomes are listed in this memo and will be posted on the District website for the wider community.



## **Group 1**

**Title: “Hawthorne Becomes the New Educational Landmark as Reported by the Associated Press ”**

### **Key Visions:**

- Our students have the opportunity to partner with companies, colleges, and programs in our school district to help pave the way for their future endeavors.
- Provide all vocational subjects in state-of-the-arts facilities, e.g. woodshop, auto shop.
- Our school district becomes one of the most competitive in the area of teacher incentives, e.g. salaries, family insurance for all
- Embrace an all-inclusive learning environment academically, socially, and emotionally
- Build state-of-the-art athletic facilities, improve our equipment and uniforms, and be able to share this with our youth programs.

## **Group 2**

**Title: “HPS Makes Largest Leap!”**

### **Key Visions:**

- Data Team
- Senior internships ↑
- Vertical + Horizontal Articulation
- Standardized Test Prep
- Everyone is a BEAR!
- Raise Rigor
- Partnerships with local Colleges for Para/Student Teachers
- Summer Academic Enrichment Program
- Foreign “Sister” Schools
- Update Athletic Facilities

## **Group 3**

**Title: “Hawthorne Bears Prove Powerful as they Pave the Way in Service, STEM, and future Success”**

### **Key Visions:**

- HHS Graduates prepare for life beyond the classroom
- Expand partnership with local community businesses and universities
- Compete in entrepreneurial studies competition

*Group 3 work continues on next page*



*Group 3 work continued from the preceding page*

- 100% of graduating seniors have a “Bears Success Plan”
- District wide service project
- 100% of students meet or exceed expectations on state assessments

## **Group 4**

**Title: “Hawthorne School District Develops a Committed Community of Exceptional Teachers and Students”**

### **Key Visions:**

- Provide equitable resources across all grade levels by:
  - Reconfiguration of schools
  - Access to variety of electives / courses
- Cohesive community mindset across all grade levels by:
  - MS house system
  - Positive culture and climate
  - Nurture exceptional teachers
- Innovative instruction and learning experiences
  - HS graduates w/Associates Degree
  - State / nationally recognized teachers

## **Group 5**

**Title: “Hawthorne: Preparing Our Youth Today for a Better Tomorrow”**

### **Key Visions:**

- Students exude respect for each other, their community, and themselves.
- Through extracurriculars and athletics, Hawthorne Schools create an abundance of opportunities that tap into student interest and passions, inspiring them to be leaders in the real world.
- Increased / varied methods of communication has led to high parent involvement across the district.
- Innovative curriculum structure embodies flexibility and encourages students to have an active role in their education (and beyond).
- High quality new facilities empowers students to think critically, problem solve, and collaborate to tackle the challenges of tomorrow.

*End of group work; recap continues on next page*



# New Jersey School Boards Association

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After the small groups shared their work with the large group of all participants, robust discussion ensued about our shared visions and the common themes that emerged in this work and the work from meeting #1. We agreed that the following themes would be appropriate goal areas for Hawthorne's new five-year strategic plan:

1. Student Achievement and Opportunities
2. Community Commitment
3. Facilities
4. Safe Environment

Superintendent Spirito gave closing remarks, and all present were thanked for the excellent work and unflinching conversations, which will serve to push the Hawthorne Public School District and its students to new heights and a successful future.

Our next step is to use the work from our previous two meetings to write draft goal statements and supporting objectives for Hawthorne's new strategic plan. Participants will self-select the small group and goal area in which they would like to work. Our third and final meeting will take place on **Tuesday, November 1**, in the high school. Pre-registration will not be necessary. **Check in will begin at 6:30pm, and the program will begin at 7pm.**

The Hawthorne Board of Education and Administration greatly appreciate your participation and good work in this crucial endeavor. We look forward to seeing you at our final meeting.

***Please plan on joining us for our final meeting on November 1, beginning at 7pm at Hawthorne High School. Attend with a friend!***



## Mission Statement

The Hawthorne Public School District will provide a safe and challenging learning environment that develops the whole child academically, behaviorally, socially, and emotionally. In doing so, students are able to reach their maximum potential in a supportive and inclusive school community that welcomes all students, staff, and families to be their authentic selves.

Hawthorne students are empowered to develop heightened communication skills, demonstrate knowledge of citizenship and economic responsibility, make meaningful connections and function successfully as active participants in a complex, changing global world community.



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## Hawthorne Public Schools Portrait of a Graduate

**Balanced:** Well-rounded, empathetic individuals that explore a variety of interests and passions while embodying diverse perspectives.

**Empowered:** Confident, self-motivated lifelong learners with a sense of purpose for themselves and their community.

**Active:** Intellectually curious, engaging communicators that take initiative as participants within their school and community.

**Resilient:** Reflective problem-solvers who navigate a variety of challenges to adapt to a complex, ever-changing global society.

**Skilled:** Resourceful citizens that apply acquired knowledge to real-world experiences while maintaining a strong work ethic and core set of values.