

**SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NJ
PUBLIC BOARD MEETING
DECEMBER 19, 2016**

FOR ACTION

RESOLUTION #3499

SUBJECT: Adopt Strategic Direction, Accept Action Plans, and Authorize the Continuation of the Strategic Planning Process

WHEREAS, the South Orange Maplewood School District is engaged in a Strategic Planning process which involves a 12 step process including (1) collecting data, (2) synthesizing data, (3) creating strategic direction, (4) communicating strategic direction, (5) identifying action planning teams, (6) training the action planning teams, (7) action team meetings to develop implementation steps, (8) Action Plan Strategies presented to and accepted by the Strategic Direction Committee, (9) Action Plan Strategies presented to and approved by the Board of Education, (10) implementation schedule creation, (11) implementation, and (12) feedback and monitoring of implementation;

AND WHEREAS, the Strategic Planning process has progressed through the development of Action Plans which have been presented to the Board of Education and the community;

NOW THEREFORE, BE IT RESOLVED THAT the Board of Education adopt the Strategic Direction document, including the new Mission Statement for South Orange and Maplewood School District, and accept the Action Plans developed by volunteer Action Planning Teams;

BE IT FURTHER RESOLVED THAT the Board of Education formally transfers leadership in the next steps of the Strategic Planning Process from Volunteer Action Planning Teams to the Administration, and specifically the superintendent, and to build trust with stakeholders through engagement and transparency the Board authorizes the Administration specifically, to:

- Synthesize and prioritize the action plan steps. This synthesis and prioritization must be cognizant of our current operational capacity, reflect lessons learned during the action planning phase, and must have active participation and collaboration from district teachers, administrators and the Board.
- Develop a specific reporting mechanism to the Board, district teachers and administrators, and the community that details the prioritization rubric, material rework required, trade-offs accepted, contingencies, and specific engagement of District Staff.
- Acknowledge the potential for successfully delivering a collaboratively developed year one implementation plan by February 15th in preparation for the budgeting season. This is a critical step to temper the urgent need to move forward with the reality of ensuring long term success.
- Create an implementation schedule for Year 1 collaboratively with district teaching and administrative staff, and align it to the 2017-2018 budget. This budget will incorporate these first year initiatives. Both the 2017-2018 budget and the Year 1 Implementation Plan will be adopted by the Board of Education in March 2017.

- In continued collaboration with District teaching and administrative staff, create a 3 Year Implementation Schedule, which will be incorporated into the respective annual district goals, along with other priorities, and adopted by the Board of Education annually as part of the district goal setting process.