

3D Strategic Plan

2022 - 2027

Strategic Plan
Executive Summary

Prepared for the

Teaneck Community Charter School

Facilitated by: NJSBA Field Services Department

Matt Lee & Patti Rees
Field Service Representatives



New Jersey School Boards Association
Serving Local Boards of Education Since 1914

3D Strategic Plan

Teaneck Community Charter School

Table of Contents

Acknowledgements

Executive Summary of Strategic Planning Process

District Mission Statement

Goal Areas

Goals and Objectives

Goal #1 – 21st Century Skills

Goal #2 – Culture & Climate

Goal #3 – Community & Parent Involvement

Goal #4 – Global Awareness

Goal #5 – Student Achievement

Appendix A – State of the District Report

Appendix B – Outcomes from Meetings 1 and 2

Acknowledgements

The Teaneck Community Charter School 3D Strategic Planning process, completed during the 2022 academic year, could not have occurred without the support, cooperation and dedication of the following people and groups:

Teaneck Community Charter School Board of Education

Xiomara Hadnot, President
Anthony McGilchrist, Vice President
Yvette Gonzalez, Secretary
Enid Vallejo-Juste, Treasurer
Kirk Mitchell, Assistant Secretary
Keisha Carter
Julie Mitchell
Lorelle Holway
Nathalie Lazu
Julie Elliott
Douglas Anderson

Ralph Gallo, Lead Person
Sonia Torres, Principal
Thomas Jazwinski, Business Administrator

Staff, Parents, and Community Members

Thank you for your participation and your support
of the Teaneck Community Charter School.

New Jersey School Boards Association

Matt Lee
Field Services Representative

Patti Rees, Field Services Representative



3D Strategic Planning Process

Executive Summary

A. Educating the Board to make an informed decision

New Jersey School Boards Association provided information to the trustees on the 3D Strategic Planning Services available through the Association.

The information included a review of the following considerations and requirements:

- commitment of time and resources
- school and community level involvement
- strategic planning to meet the needs of the district
- the Board's role in the process
- potential participants to be included in the process

B. 3 D Strategic Plan Meetings

On April 20, May 4 and June 1, 2022 Matt Lee, Field Service Representative, facilitated three Strategic Planning meetings. Outcomes of these meetings include:

1. Strengths/ Accomplishments and Challenges/ Opportunities
2. The vision of the future for your district
3. Goals and Objectives

Outcomes in the Strategic Planning Notebook are from all three of the Strategic Planning Meetings.

C. Developing the Action Plans

The Superintendent and administrative team will develop action plans to implement the 3D Strategic Plan. The action plans will include:

1. The actions needed to accomplish the goals and objective
2. Select measures for accountability
3. Resources required
4. A timeline for implementation



MISSION STATEMENT

It is the mission of (TCCS) Teaneck Community Charter School to provide a nurturing environment in which students realize their full intellectual potential and become self-directed learners, who make both pragmatic and creative use of basic skills and who understand and appreciate the cultural diversity of our society. The faculty, staff, parents, extended family, and other members of a child's support network are committed to creating and operating a student-centered "learning community" which promotes and supports a child's natural curiosity and enthusiasm for acquiring knowledge. This learning community will follow a "living curriculum" – an experiential, interdisciplinary study that encompasses literacy, critical thinking, and responsible social interaction while empowering each child to demonstrate his/her unique interests and abilities.



GOALS

The five goal areas that emerged from the group work are:

1. 21st Century Skills
2. Culture & Climate
3. Community & Parent Involvement
4. Global Awareness
5. Student Achievement



GOAL AREA # 1

21st Century Skills

Goal Statement:

To develop and enhance the curriculum to equip students with 21st century skills.

Objectives:

1. Increase experiential learning in and out of the classroom.
2. Increase student driven project based learning.
3. Implement electives to strengthen their life skills.
4. Utilize technology platforms to further prepare students for current and future trends.



GOAL AREA # 2

Culture & Climate

Goal Statement:

Build on TCCS's existing strengths, attain a culture of acceptance, inclusion and equity in which students, teachers and parents are excited, enthusiastic and engaged with each other and the TCCS community as a whole.

Objectives:

1. Create a program to get parents in the classroom.
2. Develop peer mediation program to involve students in helping each other.
3. Establish school norms & continue to reinforce thru PBIS points.
4. Increase/reinstall rituals & traditions throughout the year to bring community together.
5. Better recognize teacher innovation and love for teaching; incorporate peer development, and engage staff in building even more enthusiasm for TCCS.



GOAL AREA # 3

Community & Parent Involvement

Goal Statement:

To increase community and parent involvement in TCCS to enrich the curriculum.

Objectives:

1. Increase parent involvement to promote a united, happy TCCS family.
2. Leverage the multi-cultural diversity of TCCS school community to enhance students' understanding and acceptance of the wider community.
3. To create a parent academy to provide training/ resources to parents to create a new relationship.
4. To increase opportunities for students to volunteer with the local community.
5. Develop a plan for a family participation requirement.



GOAL AREA # 4

Global Awareness

Goal Statement:

To foster an environment where diversity and cultural differences are celebrated and nurtured.

Objectives:

1. Seek resources that enable TCCS to promote & enhance our status as a diverse charter school.
2. Reintroduce field trips at all grade levels.
3. Introduce classes related to climate change, diversity, ethics & public service.
4. Invite outside resources to promote multi-cultural experiences within the school (presentations, assemblies, in-class discussions, etc.).
5. Increase global content (geography, cultures, history, etc.) in curriculum.



GOAL AREA # 5

Student Achievement

Goal Statement:

To create an environment in which students are engaged and motivated to challenge themselves and achieve to their potential.

Objectives:

1. Reinvigorate focus on experiential learning to increase hands-on opportunities.
 - a. Work toward increased mainstream of special ed students
2. Develop programs to highlight student wins and growth so all students see their own evolution.
3. Improve SEL, increase life skills classes and introduce values curriculum across all grades and articulated.
4. Ensure language learning is at least on par with Teaneck middle schools.
5. Better leverage & reward successful teaching strategies thru partnering, support, accountability and development.



Appendix "A"

State of the School Report



TCCS

Strategic Planning Session

State of the District

Ralph Gallo, Lead Person
April 20, 2022

SLIDESMANIA



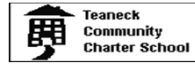
Agenda



- History of TCCS
- School Mission
- School Features
- Looking Back (2015-2020)
- Current State / Pandemic Response (2020-2022)
- Looking Ahead (2022-2027)

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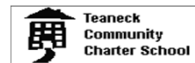
History of TCCS



- Founded in 1998 by parent and teacher group
- Mission: Student-centered learning community
- Living curriculum through experiential and exploratory learning
- Challenging, nurturing environment
- 2009 - moved to current permanent location
- The population has grown to 351 students
- Building expansion completed in January 2020
- Recently visited by the DOE for another 5 year renewal

SLIDESMANIA

Mission Statement



- It is the mission of the Teaneck Community Charter School (TCCS) to provide a nurturing environment in which students realize their full intellectual potential and become self-directed learners, who make both pragmatic and creative use of basic skills and who understand and appreciate the cultural diversity of our society. The faculty, staff, parents, extended family, and other members of a child's support network are committed to creating and operating a student-centered "learning community" which promotes and supports a child's natural curiosity and enthusiasm for acquiring knowledge. This learning community will follow a "living curriculum" — an experiential, interdisciplinary study that encompasses literacy, critical thinking, and responsible social interaction while empowering each child to demonstrate his/her unique interests and abilities.

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School Features



- Small, diverse classes
- Mixed age/grade groupings (Grades 3-8)
- Project based learning
- Technology Integration
- Hands-on experiences
- Numerous field trips (including virtual experiences)
- Extracurricular Opportunities
- High level of communication with families (COMMUNITY School)

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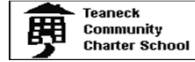
Looking Back (2015-2020)



- NJSBA Strategic Planning Process last completed in Spring of 2015
- Plan covered years 2015-2020
- 3 General Goal Areas emerged
 - Student Achievement
 - Culture & Climate
 - Communication & Community Relations
- Emphasis on integrating and leveraging technology within all goal areas
- During this time period, several major accomplishments were achieved - stemming from strengths and needs identified in the planning process

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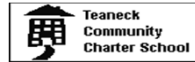
Looking Back (2015-2020)



- Student Achievement
 - Strong Academic Performance with yearly improvements and consistent overperformance on NJSLA testing
 - Tier 1 Charter School recognition by NJDOE
 - Master Scheduling and Class Configuration Changes
 - Curriculum updates and expanded programmatic offerings (electives, etc.)
 - Creation of Department Chair roles with regular data collection and reporting

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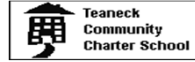
Looking Back (2015-2020)



- Culture & Climate
 - Consistent Leadership after various administrative transitions
 - Restructured Administrative Team and Organizational Chart
 - Rutgers Public School Labor Management Collaborative Program
 - Improved security and safety measures
 - Student Government / Student Council Program
 - Physical Expansion (Gym & Creative Arts Suite) and other additions and improvements
 - Positive Behavior / PBIS programs

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Looking Back (2015-2020)



- Communication and Community Relations
 - Completely Overhauled and Improved TCCS website
 - Creation of Public Relations Positions
 - Increased Social Media Presence
 - Charter School Advocacy at the local and state level in cooperation with the NJPCSA
 - 20th Anniversary Gala with alumni and legislative recognition
 - Construction community meetings and Ribbon Cutting ceremony

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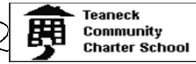
Current State / Pandemic Response (2020-2022)



- March 2020: Schools went Fully Remote for the remainder of the 2019-2020 school year
- Entire 2020-2021 School Year: Offered in a "hybrid" or "full remote" setting, based on parent choice - with Half Days / Alternating Days in person
- 2021-2022 School Year: Completely in person with safety protocols and revised procedures in place - adapting as necessary and allowable

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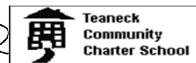
Current State / Pandemic Response (2020-2022)



- Highlights and Lessons Learned from our 2020-2022 experience
 - COMMUNICATION, COLLABORATION, and FLEXIBILITY were extremely important and appreciated contributors to continued success
 - Dedication of staff and families to make the best of a difficult situation has worked to the benefit of our students
 - Technological integration is important in various learning environments

SUDHAKAR

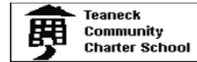
Current State / Pandemic Response (2020-2022)



- District Goals over the past 2 years have been related to the pandemic
 - Safety and Security
 - COVID-19 Protocols (Communication and Enforcement)
 - Curriculum, Instruction and Assessment
 - Identifying and addressing learning gaps
 - Social and Emotional Learning (SEL) and Mental Health
 - Wellbeing of Students AND Staff

SUDHAKAR

Looking Ahead (2022-2027)



- Now that we are getting "back to normal", where do we go from here?
- Take what we've learned to make things even better...
- Keep moving forward!

THANK YOU FOR YOUR PARTICIPATION!

To help us with our next steps and our strategic planning program, please welcome Mr. Matt Lee from the NJ School Boards Association!

Appendix “B”

Outcomes of Meetings 1 and 2

- **Strengths/Accomplishments**
- **Challenges/Opportunities**
and
- **Visions**



Session 1 of 3 - What are the Strengths/Achievements and Challenges/Opportunities of the Teaneck Community Charter School?

On Wednesday April 20, 2022, Teaneck Community Charter School administrators, staff, Board members, and parents came together to initiate strategic planning. The first evening's topic focused on the Strengths/Achievements, and Challenges/Opportunities of the Teaneck Community Charter School. The meeting began with welcoming remarks by Board of Trustees President Julie Elliott, who then introduced Ralph Gallo, Lead Person, who provided an informative "state of the school" overview for participants. Facilitator Matt Lee from the New Jersey School Boards Association introduced the strategic planning methodology and assisted throughout the process, with NJSBA colleague, Patti Rees.

Parent, administration and staff participants gathered in 2 randomly assigned groups to identify the Strengths/Achievements and Challenges/Opportunities of the Teaneck Community Charter School through brainstorming and the sharing of ideas. After discussion, each group came to a consensus on its top 10 Strengths/Achievements and top 10 Challenges/Opportunities and those were then shared with the larger group when group work was completed.

The information that follows is a summary of the work of the small groups. All consensus points are recorded and posted on the school's website (<https://tccsnj.org>) to share the group work during the course of the strategic planning process.



Group Consensus: Strengths/Achievements & Challenges/Opportunities

Group 1

| Strengths/Achievements | Challenges/Opportunities |
|---|--|
| Diversity in population | Parent involvement in choice of curriculum |
| Class Sizes | Incorporating more parent involvement with Science, Arts |
| Helping youth in Perf Arts | Food/Lunch Program |
| Adding Middle School Sports | |
| Sense of Community | |
| Awesome K-8 Boost (8th graders working with kindergarteners) Age group building | |
| Communication Transparency | |
| Commitment of Faculty | |

Group 2

| Strengths/Achievements | Challenges/Opportunities |
|--|--|
| Culture and diversity | Re-engage Community post Covid |
| Equity | 5 year expiration |
| Flexibility/adaptability | Staffing (substitutes) retention, nurse, teachers, etc |
| Community involvement | Trips (events in person) |
| Financially stable | Experiential learning |
| Curriculum opportunities | Planning beyond the next 5 years |
| Classroom size is a plus, low student-to-teacher ratio | Gifted & talented: rebrand, rename and educated |
| Growth in special services | Sports club/opportunities |
| Volunteer board current parents | Playground improvements |
| Social worker / speech program | Electives re-ignition |
| Space | Maintain the good opportunities |
| Electives (band, chorus) | Recruiting board members |
| Collaboration between Administration and community, teachers | |
| Access to kid's grade book | |



Session 2 of 3

Developing a Vision for the Hasbrouck Heights School District in the Next 5 Years

On May 4, 2022, Teaneck Community Charter School administration, staff, and parents came together to continue the strategic planning process. The second meeting's topic focused on creating a shared vision for the Teaneck Community Charter School in the next five years.

The meeting, facilitated by Matt Lee and Patti Rees from the New Jersey School Boards Association, began with an overview of the Strategic Planning process and the steps taken at the October April 20, 2022 meeting.

To begin the visioning process, participants were asked to picture themselves in 5 years in the audience as the Teaneck Community Charter School is receiving an award for outstanding achievement in education - "Schools that Succeed." The participants were asked to envision what was written in an article found on Google which describes what the district did to warranted such high recognition - what programs / services / curriculum / student outcomes / best practices / facilities would you expect to see in your district that led to such success?

The various stakeholders then gathered in two randomly assigned groups to brainstorm their visions of how the school achieved this remarkable success. Each group was asked to write a title for the article and come to a consensus on up to 5-8 key visions. Each group's outcomes were shared with all meeting participants. The session concluded with the identification of common threads throughout the groups' work and five broad goal areas for the next meeting.

Group Work

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's website (<https://www.tccsnj.org>) to share the group work during the course of the strategic planning process. Responses for those who were unable to attend this session can be shared via the school's website.

Group #1

Title of Article: TCCS Shatters Expectations

Key Visions:

- Excellent Life Skills: Financial, Technology, interpersonal communications,



- Community involvement & service: cleaning parks, helping elders with home, assisting disabled kids
- High academic achievement - become part of 5 top charter schools in NJ
- Trips - International trip for 8th graders, 4 trips/year for each grade
- Experiential learning
- Celebration of each other & DEI: community events
- Having the most involved parents/families/staff at various level

Group #2

Title of Article: TCCS enhances program to create 22nd century global citizens with post Gen 2 learners!

Key Visions:

- Incorporate immersion classes/dual language
- Introduce classes related to cultural climate change, diversity, ethics, public service
- Start Pre-K program
- Modified “year round” school
- Increase collaborative classes and special education resources
- More project-based, individual learning
- Full service kitchen
- Community supports/activities
- Life skill electives: financial literacy, childcare, culinary, coding. Robotics
- Foreign exchange program

Broad Goal Areas:

Five goal areas emerged from the common themes identified by the group at large:

- Global Awareness
- Culture & Climate
- 21st Century Skills
- Community & Parent Involvement
- Student Achievement



Session #3 of 3

Developing a Broad Goal Statement and Supporting Objectives for Each Goal Area

On June 1, 2022 Teaneck Community Charter School's administration, staff, parents, board members and community members came together to continue the strategic planning process. The third and final meeting's topic focused on developing a broad goal statement and 4-7 supporting objectives for each of the five goal areas identified at the conclusion of the May 18, 2022 meeting. These goals will represent a shared vision for the Teaneck Community Charter School over the next five years.

Matt Lee from the New Jersey School Boards Association facilitated the strategic planning process. The group was provided with an overview of the May 4 and May 18 and meetings and then the goal writing process was introduced that included definitions, the connection to the work from the first two meetings, and the components of a goal statement. Participants were able to self-select a goal area of interest to them - College & Career Readiness, Culture & Climate: Professional and Student-Centered, State-of-the-Art Teaching & Learning Facilities, Community Connections, and Curriculum & Instruction.

Each goal area group was tasked with writing a broad goal statement and developing up to seven accompanying objectives that reflected the strengths, challenges, and visions relative to their goal area as determined in Meetings 1 and 2.

Group Work

The outcomes of that work are the goal statements and objectives in this report.

