



Creating a Strategic Plan for the Avon-by-the-Sea School District

Mission Statement

The mission of Avon Elementary School
is to cultivate in students the knowledge, skills, and attitudes
delineated in the New Jersey Core Curriculum Contents Standards and
necessary to become happy, healthy, productive adults
and informed, responsible citizens;
to foster a desire to be independent, lifelong learners and problem solvers
who are able to adapt to societal changes;
and to empower students to take an active role
in the democratic process in order to positively impact their families,
their communities, their country and the world.

Session 1

What are the Strengths, Achievements and Challenges of the Avon-by-the-Sea School District?

On March 7, 2023, Avon-by-the-Sea School District administrators, Board of Education members, staff, parents, and community members, seventeen (17) in all, came together to initiate strategic planning. The meeting began with a welcome and introduction by Board President, Mr. Bill Bing. Dr. Michael-John Herits, Superintendent, 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, four groups in total, and engaged in brainstorming the districts strengths and challenges. After group discussion, each group identified their consensus points, "Top 10" strengths and challenges. Each group reported their outcomes to the larger group. The large group then identified "Common Themes" that had occurred 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

Fuchsia Dot Team:

Strengths	Challenges
Preschool (keeps students as they age up)	Small class size
Teachers know students as they advance	Single teacher at each grade level (same class makeup every year)
Strong academic curriculum	Ability to offer options within MS (Middle School) content areas
SEL (Social-Emotional Learning) implementation	Constant costs of upgrades
Security	MS communication
Communication between home – school	Unpredictable grading practices
Technology	
Classroom layout / size	

Black Dot Team:

Strengths	Challenges
Small class sizes	Gender imbalance / lack of diversity (some classes)
Individualized attention / proactive teachers	Sports – team sizes, opportunities, busing
Lots of school spirit	Playground / Gym facilities
Abundance of academic resources	No After-Care / not enough After-School opportunities
1:1 devices / strong tech options	Pull-out scheduling (staff / scheduling)
High parent involvement	Communication to larger community (social media?)
Strong intervention programs / tiers of support	Class sizes (socialization)
Pre-K success → larger classes and prepared Kindergarteners	Food / lunch options
Opportunities for collaboration with older / younger grades	HS (High School) placements / opportunities
Specialists / Spec. Teachers	Teacher retention

Dark Green Dot Team:

Strengths	Challenges
Broader <u>interested</u> community + opportunity to tap into “visiting” our community	Small school
2018/2019 work + identified ideas: paper (mailing). <u>Plentiful</u> people (kids door to door), posts (social)	↔ How to leverage?
Strong community bonds to stakeholders	Minimal communication channel(s) with non-school / non-parent Minimal communication channel(s) with non-school / non-parent
Opportunity to build on established community (and school) events	↔ Legal – Home & School vs. Avon School itself
	38 employees

Blue Dot Team:

Strengths	Challenges
SIZE	
Highly engaged staff with program expertise	Small staff, lots of hats
Responsive and engaged student population	Enhancements are grant-dependent
Tight-knit community, resource rich, local expertise + access and capacity in the population	Facilities aging; lack of engineering / tech /athletics space
Curriculum + resources	Budget + fixed costs
Sending district partnerships, shared opportunities / services	Lack of ability to offer some extracurriculars
Preschool	Transportation
Professional development / invest in teachers / grant-funded	Enrollment + program growth
1:1 instruction possible / individualized learning	Serving diverse spectrum of needs
Prioritize SEL (Social-Emotional Learning)	Communication – parents, broader community
Student growth	State mandates in a small school with minimal staff

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

Common Themes - Strengths	Common Themes - Challenges
Small class sizes	Small class sizes
Curriculum	Communications (External – non-school, visiting community)
PreK	MS (Middle School) communication
Resources	Consistent communication across grade levels
Engaged staff	Small staff – capacity
Engaged community	Tapping into the same people
1:1	Budget limitations
Individualized attention	Facility – aging, space, maintenance
Teachers know students	Enrollment = challenge
SEL (Social-Emotional Learning)	



The second strategic planning session is scheduled for:

**Thursday, April 20, 2023 at 6:30 pm,
Avon Elementary School, Cafeteria
Sign-in begins at 6:15 pm.**

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

During the April 20th meeting participants will create a shared vision together for the future of the Avon-by-the-Sea School District . . . we will talk about our aspirations and expectations for our students and school district.

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

**Please RSVP by calling *the Superintendent's Office* or
using the RSVP form on the district's website. *Thank you!***