



Greenwich Township School District
Is Creating a New Five-Year Strategic Plan
The 3D Strategic Planning Process:
Dream, Determination, and Destiny by Design
Session 1

**What are the Strengths, Achievements and Challenges
of the Greenwich Township School District?**

On November 13, 2024, Greenwich Township School District administrators, Board of Education members, staff, parents, community members, and students, came together to initiate strategic planning. The meeting began with a welcome by Tina Neely, Superintendent. Patti Rees from New Jersey School Boards Association (NJSBA) was introduced and reviewed the strategic planning process. Superintendent Tina Neely then presented the current “State of the Schools” report.

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, twelve groups in total, and engaged in brainstorming the district's strengths and challenges. After group discussion, each group identified their consensus points, “Top 10” strengths and challenges. Each group’s outcomes were then displayed for a “gallery walk.” All participants participated in the gallery walk and were asked to put a sticky note on the strengths and challenges statements that resonated with them.

The following information is a summary of the work of the small groups. Please note that the numbers to the right of each line represent the numbers of “sticky notes” posted for that statement. As discussed with the meeting participants, all consensus points will be recorded and posted on the district website to share the group work during the strategic planning process.

Small Group Consensus: Strengths, Achievements & Challenges

Strengths		Challenges	
Group 1			
Staff	1	Staff Reduction	4
Class sizes	3	Building Maintenance	16
Student Centered/flexible	1	Tuition to Pburg	13
High support (sp. ed)	1	Attendance	0
Diversity of students	1	Inclusion	1
Quality of programs (ex. Envisions)	0	Sp. Ed. Data/communication with parents	3



Parent PTO involvement	5	Sp. Ed. Staff (ex. Director, Behaviorist	2
Communication	4	ACC Devices Sp. Ed.	2
Family Donations	2	Funds for clubs	3
School Centered Community	0	Funding for Arts (ex. spec)	1
		Staff Retention	7
		Library Programming (lack)	6
Strengths		Challenges	
Group 2			
See academic progress	2	More student needs (unknown needs)	8
Benchmarking	3	Larger class sizes	13
Increased staffing	1	P-burg tuition	9
BSI support	3	Underpaid staff	9
Teacher advocacy	3	Staff retention	5
ABA program, LLD	1	Gifted & Talented Program	4
SEL has improved	0	1 teacher teaching all subjects (5 th grade)	1
Increasing safety & security, SRO presence	3	SMS Social Studies not departmentalized	1
Tutoring programs	3	maintaining buildings	6
Art - music back	6	Only have 1 SRO	3
PTO Involvement	4		
Strengths		Challenges	
Group 3			
Student Growth & Experience	0	Student Achievement	2
Staff dedication	8	Tracking budget vs spending to identify -risks/deficit -opportunity	7
Clubs/Activities	4	Communication with community	6
		Facilities maintenance	19
		Future budget planning -Planning for enrollment increases	6
Strengths		Challenges	
Group 4			
Teachers	16	Financial challenges	9
Parents	6	Lack of ratables	8
Technology	1	More of STEM lab	4
Clubs/organizations/parties/dances	3	Better communication resources for learners that are challenged	10
Strengths		Challenges	
Group 5			
Outstanding staff	11	State mandates	6
Implementation of data tracking program	0	Financial restraints -PHS tuition	6
Administration is involved and dedicated	5	Low ratables	6

Music + art is back	5	Engineering review of HVAC	6
Development of special ed programs	3	Socioeconomic changes	2
Best scores improvements in the area	2	Decreased parent involvement	1
Technology appropriate for learning 3-8, 1:1 devices	0	Limited staffing Increase students Increase need	12
SRO	3	Parent/teacher/student connection	2
PTO	5	Community communication	2
		COVID setbacks	0
Strengths		Challenges	
Group 6			
Dedicated staff	3	High School tuition	4
Community support	1	Finances -Benefits -Loss of state aid	8
Grant writing	2	Changes in demographics	4
We are resourceful with our limited funding	7	No ratables	6
Improved student growth	4	Building maintenance	11
Decreased OOD population	2	Lack of funding for our students with special needs	4
		Finding resources to keep our staff -consistency -retirements	9
		Efficiency in certain areas -busing -sp. Ed. Process	2

Common Themes

Following the gallery walk, and the tallying of the “dots”, the following **common themes**. Please note that the common themes are broad concepts.

Common Theme Strengths		Common Theme Challenges	
Staffing issues	48	Staffing issues	50
program related	38	Program related	38
Parent/PTO	20	Phillipsburg Tuition	32
Special Education	4	Special Education	16
		Facilities	62
		Financial	31

The second strategic planning session is scheduled for:



January 22, 2025, at 6:30 pm,
Meetings start and end promptly.

During the January 22nd meeting we will create a shared vision together for the future of the Greenwich Township School District . . . we will talk about our aspirations and expectations for our students and school district.

The Greenwich Board of Education and Administration greatly appreciates your highly interactive participation in helping to create a roadmap for our school district for the next five years. We look forward to working with you at our future sessions!

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

*Thank
You*

