



Evesham Township School District

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Evesham Township School District Vision 2024 – Strategic Planning Session 1: Points of Pride October 15, 2018

The Evesham Township School District initiated our strategic planning process on October 15, 2018, engaging staff, parents and community members. This collaborative process will result in development of a five-year plan that will focus our school district improvement efforts and financial resources on consensus driven vision and goals that support the needs of students and the greater community.

Thank you to the 55 people who attended the October 15 meeting. Your interest in helping to plan for the future of our students and community is truly appreciated. We hope to see more school and community members at the next meeting on October 29th. Please review the following summary of our initial work in preparation for our next meeting. You will see in this work the pride of our community for the Evesham Township School District.

During the October 15 meeting, participants were divided across ten working tables. The challenge question was to identify points of pride and accomplishment that describe the Evesham Township School District. Participants first noted their individual thoughts, shared their perspectives, and then agreed through consensus what were the three (3) most common important points. Finally, each of the groups presented their summary results. Many common areas of pride were identified.

Summarized below are the perceptions presented by the ten working groups. The work of individuals is noted, as well as their consensus points of pride.

Group 1:

Consensus Points of Pride:

1. All Staff - Teachers & Paraprofessionals (paras)
2. Program (curriculum, special education, clubs/activities, professional development, technology, etc.)
3. Culture/History

Individual Ideas:

- Special Education
- Professional Development
- Teachers
- Differentiation
- Reflection
- Collaboration – Paras – Parents – BOE – Teachers – Students – Principal – Admin/Superintendent – all

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- Students Respect/Embrace Diversity
- Range of Programs
- Clubs/Activities
- Related Arts Programs – including ADT/FACS
- Authentic Technology Integration
- Instructional Coaches
- Teachers/Principals
- Facilities/Technology
- History
- Attractive School Appearance
- Outstanding Teachers and Paraprofessionals
- Strong Special Needs Programs (for kids of all learning needs)
- Safe School Environment
- Fiscally Responsible
- Strong Leadership
- Schools are Part of their Individual Communities
 - Kings Grant
 - Woodstream, etc.
- Professional Development (PD)
- Buildings & Grounds
- Hiring Practices
- Our Staff
- Curriculum – teacher developed
- Programs
- Budget Process
- Clubs/Activities
- Special Teams
- Tradition/Spirit of Collaboration & Reflection
- Our Processes/Practices
- Our Community Roots $\sum \triangleright$ legacies
- Continued Push for Progress and Improvement
- Respect for Whole Child
- Connection to Community
- Rigor
- High Expectations for Teachers
- Teachers Take Responsibility Personally
- Leadership = Autonomy = Trust = Respect
- Consistent Follow Through on Initiatives
- Policies Implementation Consistent
- Collaboration Across Groups – teachers/administrators/supervisors
- Focus on Professional Development – commitment to it
- Technology

Group 2:

Consensus Points of Pride:

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1. Academic and Support Program Offerings
2. Leadership
3. Professional & Caring Staff and Parents

Individual Ideas:

- Strong Superintendent
- Commitment to Non-Core Programs (music and arts)
- Strong Board of Education
- Public Outreach and Involvement
- Good Superintendent
- Website
- Informed Meetings
- Great Staff
- School Spirit
- PTA
- Safe School Environment
- Good Extra-Curricular Activities (varied music, sports, etc.)
- Professional Staff
- Anti-Bullying Focus (respect)
- Technology – Forward Thinking
- Reputation
- Budget
- PTA/PTO Support
- Good Education
- Good Leadership
- Professional Staff
- Try to Work within Budget
- Great Kids
- PLC Work (collaborative teams)
- Facilities
- Extra Curricular Offerings
- Growth Mindset (academic, emotional & social focus)
- Student-Centered Approach
- Climate and Culture (EL)
- Strong Academic Program Offerings (curriculum, best-practice)
- Varied Support Programs
- Staff Collaboration and Involvement
- PTA/O Support
- Professional Development
- Leadership
- Professional Caring Staff & Parents

Group 3:

Consensus Points of Pride:

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1. Programs Offered
2. Collaborative, Safe and Caring Culture
3. Forward Thinking Initiatives

Individual Ideas:

- Special Education
- Collaborative Culture
- Transparent and Open Comments
- First Class Staff – teachers
- Extra-Curricular Activities (leadership – district and school-level)
- Strong Sense of Community in Schools
- Technology – Character Education – Professional Development
- Supportive Parents – Kid First Focus – Safety – Collaboration with ETPD
- Small Class Sizes – Clean Schools – Support Staff
- Safety
 - Officers
 - Building
- Caring
- Technology
- Open Communications / Engagement
 - Teachers
 - Principals
- Activities/Clubs
- Fun while Learning
- Class Sizes
- Student Engagement
- Curriculum
- Collaboration
- Teachers
- Principals
- Teaching to the Whole Child
- PTO/PTA Support
- Professional Development of Staff
- Enhanced Programs
- Related Arts Programs
- Revenue Generating Initiatives
- Special Education Programs
- Teddy Bear Academy
- Technology
 - State of the Art
 - Incorporated into Daily Instruction
 - 1:1 Chromebook Initiative
- BOE
 - Active in Community
 - Foresight
 - Proactive

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- Supportive
- Knowledgeable
- Facilities
 - Clean
 - Safe
 - Kid Friendly
 - Updated
- Fiscally Responsible
 - Class Sizes
 - Programs
 - Extra-Curricular
 - Consolidation
- Staff and Administrators
 - Caring
 - Collaborative
 - Supportive
 - Flexible
 - Team Players
 - Knowledgeable
 - Lead by Example
 - Climate & Culture
 - Student-Focused
 - Staff is Held in High Regard/Respected
 - Families Welcomed
- Collaboration by Staff
- Fluid Communication within District
- Student Activities (summer, after school, Saturdays)
- Caring Staff
- Clean Facilities (energy efficient)
- Progressive Programs – STEM, G&T, Applied Design & Tech (ADT)
- Programs other Districts have Abandoned – ADT, Librarians, Media Specialists, Family and Consumer Science (FACS, formerly Home Ec.)
- Sports Teams
- Integration of Technology into Curriculum

Group 4:

Consensus Points of Pride:

1. Supportive Community (teachers, staff, administration, parents, students) and Willingness and Desire to Work Together
2. Maintaining and Implementing Programs that Concentrate on Whole Child
3. District's Focus on Relevant Professional Development for All Staff

Individual Ideas:

- Excellent and Caring Staff
- Programs that Concentrate on Holistic Education

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- Being able to Maintain Programs in Tough Financial Times
- Strong Community Feel in Schools
- Caring Atmosphere
- Excellent Facilities
- Technology (keeping up with the times)
- Every child is focused on individually (special needs, general education, tier III-G& T)
- Many Professional Development Opportunities for Staff
- Focus on Security in Schools
- Being in Forefront (tech, safety)
- Many Ways and Opportunities for all Children & Families to get Involved
 - Clubs/Activities
- Exceptional PTA's
- Very Good Academics
- All Schools in District are Great (not the case in all towns)
- Strong Leadership (principals & administration who always think about kids first and foremost)
- Administration & BOE Concentrates of Fiscal Responsibility in These Tough Times, While Keeping Kids First is #1
- How Much Everyone Cares
- How Hard Everyone Works Together (teachers with students; teachers w/parents; students with students, etc.)
- That we Take Not Only Academics Very Seriously, but also Take Care to Address the Whole Experience for Students
- That the District Takes Opportunities like this One to Make Sure it Addresses Important Concerns/Needs/Expectations across the Spectrum
- Strong Sense of Community
- Good Communication with Parents from the Top Level
- Professionalism in Teachers
- Use of Electronic Communications/Grading
- Educational Programs (regular/special education)
- Professional Development for all Staff
- Student Activities for all to Participate
- Leadership of Superintendent
- Reading Recovery
- Literacy Groups
- Community Involvement
- Responsive Classroom Program
- Supportive/Involved Parents/Community
- Schools are Well-Maintained (in great shape)
- PD Opportunities for Staff
- Unique Culture/School Climate
- Clubs After School
- School Security
- In-house, Special Education Programs
- Community Services Programs
- Support/Intervention for Struggling Students

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Group 5:

Consensus Points of Pride:

1. A quality village
 - Parents
 - Students
 - Staff – administrators, teachers, support personnel
 - Facilities
 2. A Quality Curriculum
 - Diversity of Programs (academic, related arts)
 - o Only Offered ETSD
 - Music
 - F & C Science
 - Applied Design & Tech
 - In-house Curriculum Writing
 - Foundation Strong
 3. A Quality Approach
 - Safety/Security/SRO
 - Innovative Solutions
- TBA
Enrollment
Budgetary
\$

Individual Ideas:

- Diverse Programs – Academic, Arts, Music
 - Curriculum Addressing all Levels of a Learner
 - Teachers
 - Clean-up to Standard Facilities
 - Neighborhood Schools
 - Teachers
 - Facilities
 - Administrators Knows the Kids (and heavily involved in community)
 - Programs
 - Teacher Involvement
 - Police Program (keeping kids safe)
 - Curriculum Writing Done In-House
 - Instrumental Music Offered to Students at Early Age
 - Invested in Capital Improvements so Schools are Well-Maintained
 - District Administration Implemented TBA to Offset Budget Gap
 - Students are Well Prepared for Cherokee and Graduate (go on to well respected colleges & universities)
 - Family & Consumer Science
 - Applied Design & Technology
 - Student-Centered at all Levels
 - Our Students and Families
 - Accessibility to Administrators and Staff
- Spec. ed
Tier III

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Group 6:

Consensus Points of Pride:

1. Safety
2. Curriculum/Services/Extra Curricular
3. Community/Staff

Individual Ideas:

- Student-Centered
- Collaborative Staff
- Strong Community Connections
- Engaged Student Population
- Whole Child Approach
 - Academic, Social, Emotional, Arts
- Teachers
- Dedication
- Caring
- Related Services
- Community
- Safety
- Involvement
- Our Kids
- Community
- Support Services
- Curriculum
- Mindset
- Professionalism
- Training
- Parent Support
- Staff
- Community
- Safe
- Diverse
- Sense of Community
- High Standards
- Schools Listens to Parents
- Excellent Teachers and Aides
- Forward Thinking
- Great Value
- Programs
- Preschool
- Clubs (many)
- Academics (curriculum)
- Related Arts

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- Technology
- Feels like Family

Group 7:

Consensus Points of Pride:

1. Teacher & Staff Commitment to Students and Facilities
2. Community Collaboration and Accessibility
3. Curriculum/Programs – Extra-Curricular Activities

Individual Ideas:

- PD Provided to all Staff
 - Support for Teachers
- Student-Centered Curriculum (all focused around district philosophy)
- District & School-Wide PLCs to Support Communication and Collaboration Between and Among Teachers and Schools
- Commitment to Keeping up Facilities and District Resources
- Programs in Place to Support all Children
- Curriculum – Professional Development - Music and Arts Program
- Class Size
- Staff Commitment = Across the District
- Parent Involvement – Paraprofessional
- Teddy Bear Academy
- ECC Child Care (morning drop-off)
- The Amazing Teachers
- The Music Program → (growing, extra)
- The School Communities
- DeMasi Elementary
- Atmosphere in the Buildings
- Preparing for Higher Learning
- Many Positive Changes the District has Gone Through (since I was in kindergarten in 1986)
- School Leadership
 - Superintendent
 - Building Principals
- Ability to Adapt
- Music Programs
- Extra-Curricular Activities
- Skilled Teachers
- Teachers that Care about Kids
- Buildings are in Good Shape and are Taken Care Of
- Curriculum is Reviewed and Updated Regularly
- Teachers
- Before/After School Programs – ECC
- Community Oriented

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- Accessibility to Administrators
- Ability to Communicate with the Board and Staff
- Open to Improvement

Group 8:

Consensus Points of Pride:

1. Staff
 - Highly Trained
 - Very Involved
 - Caring & Nurturing
 - Great Communicators
 - Professional
2. Arts/Clubs/Activities
3. Rigorous Curriculum and Special Education Programs

Individual Ideas:

- Reputation
- Belonging
- Inclusive Extracurricular Activities
- Teacher-Parent Contact/Interaction
- Opportunities to Meet Staff and Educational Nights for Kids
- Top Rated South Jersey Education
 - Specialized IEP Programs
- Staff
 - Hiring Process
 - Social Curriculum/Responsive Classroom
- Professional Development
- Variety of Special Education Programs
- Preschool Programs
- Facilities
- Technology
- Mentoring
- 3-5 Curriculum – Staff Input/Development
- PTA –Community Support
- Staff
- Educational Programs
- Professional Development
- Facilities
- Special Education Programs
- Nurtures Child to Be The Best They Can Be
- Great Communication With Parents
- Organized
- Teaches “Whole Child”
 - Academic

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- Character
- Variety of Activities
- Staff/Teachers
 - As Helpful to Parents as They Are Caring to Kids

Group 9:

Consensus Points of Pride:

1. Technology
2. Differentiated Instruction & Curriculum
3. Family Oriented Educational Community
4. Fine Arts Programs
 - Curricular
 - Extra Curricular
5. Extra Curricular Activity
 - Clubs
 - Sports

Individual Ideas:

- Extra Curricular Activities
- Performing Arts
- Sports
- Clubs
- Collaborative Attitude/Mentality
- Opportunities for Students
- Caring Staff
- Technology
- Curriculum
- Dedicated Staff
- Differentiated Instruction & Curriculum
- Technology
- Theater (DeMasi)
- Chromebooks
- Activeboards
- Fine Arts Programs
- Art Goes to School
- Band
- Honors Band
- Music Lessons
- Chorus
- Curriculum
- Responsive Teaching
- Staff
 - Teachers
 - Administrators

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- Support Staff
- Collaboration and Partnerships w/Cherokee HS & Lenape Region
- Openness and Communications
- Opportunities for All Students
- Facilities
- After School Clubs and Activities
- Tier III Summer Enrichment Program
- Music Instrument
- Technology and Innovation
- Educators
- Principal
- After School Programs
- Programs During School
- Communication from School/Principal
- Apps/Text
- Parent Involvement
- Special Education Programs
- Differentiated Learning
- Reading Recovery
- Instrumental Music
- Technology
- Dedicated & Loving Staff [FAMILY!]

Group 10:

Consensus Points of Pride:

1. Focus on Educating the "Whole Child"
 - Related Arts → Art & Music
 - After School Clubs
 - CARES
2. Kids Drive Decision Making
 - Curriculum
 - Special Education
 - Reading Programs
 - Instruction/Programs
3. Special Education Programs
 - Coordinated Services
 - Parents Are Part of The Team
 - Communication/Collaboration Within Staff
4. Academic Rigor
 - Complimented By a Staff Dedicated to Life-Long Learning

Individual Ideas:

- Reading Program
- Teacher Professionalism

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- Openness to Parent Feedback and Involvement
- Technology Accessibility for Students
- Understanding of The Spectrum of Needs For kids
- Communication From Teachers and Administrators
- Sense of Community in The Schools
- CARES
- Focus on Educating The "Whole" Child. Emphasis on Preserving Related Arts Programs and After School Clubs.
- Academic Rigor Complemented By a Staff Dedicated to Life-Long Learning
- Kids Drive Decision Making
 - Curriculum
 - Special Ed ←
 - Reading Programs
 - Instructional Programs
- Special Education Program
 - Coordinated Services
 - Communication/Collaboration Between Staff
 - Parents Are Part of The Team
 - Inclusion Into General Education Promotes Social and Emotional Growth
- Teachers
 - Getting a Status Call
- Child Study Team
 - Speech
 - Occupational
- Use of Computers/Tablets
- Use of Resource Teacher
- Teacher/Child Ratio
- Academic Rigor
- Parent Involvement
- After School Opportunities
- Dedicated, Professional Teachers
- Values Arts and Music Programs
- Values Academic Support Staff
- Strong Programs for Students With Special Needs
- Best Instructional Practices
- Inclusive, Welcoming Environment
- Involved Staff
- Maintained Programs (Reading Recovery, Music, etc.)
- Value Independent Reading
- After School Clubs
- Professional Development
- Special Education Programs
- Our Students and Families
- Applied Design and Technology
- Family and Consumer Science
- Student Centered at All Levels
- Spanish w/Live Teachers Beginning in 3rd Grade

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- Reading Specialists in Every Building
- Curriculum Written by Our Teachers w/Our Kids in Mind
- Very Supportive PTAs/PTOs
- Multiple Measures of Assessment
- Curriculum Reflective of Best Practice
- Reading Recovery and Reading Recovery Training Site
- Professional Development
- Collaboration Between Staff, Families & Administration
- Decision Made With Kids in Mind First
- So Many Teachers Who Want to Always Work Collaboratively in The Best Reflective Interest of Kids

The focus of the agenda for our next meeting is to discuss expectations for the future. We hope you will join us on Monday, October 29, 2018 at Marlton Middle School from 7:00 p.m. to 8:30 p.m.

Challenge Question for October 29:

Imagine it is 2021. What are three (3) things you expect Evesham Township School District to have accomplished by then that would make the school district better?

We look forward to seeing you at our next meeting. Please encourage your neighbors and friends who share your commitment to the education of the children of Evesham Township to join you.

Sincerely,



John Scavelli, Jr.
Superintendent of Schools

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