

2017 Strategic Planning Committee Findings

Presented: May 8, 2017

Revised: May 9, 2017

10:30am

Strategic Planning Committee Members

Jeanna Velechko	Administrator
Jack Hurley	Ad-hoc
Greg Recine	BOE Trustee
Jackie Tobin	Parent
Michael Finan	Parent
Patricia Boylan	Parent
Megan Fisher	PreK-3 teacher
Joan Macri	Grade 4-6 teacher
Sherrienne Herninko	Grade 7-8 teacher
Nicole Bowden	Grade 9-12 teacher
Daniel Sullivan	Student representative
Michelle Perez Hoen	Supervisor of Student Services
Charles Ryan	Assistant Principal
Brian Ersalesi	Supervisor of LAL and FPPA

Strategic Planning Process

- Defining Values
- Scan of Internal Environment
 - Interviewed:
 - Building principals
 - Athletic Director: David Frazier
 - Technology Director: Barbara O'Donnell
 - Buildings & Grounds: Anthony Paterno
 - Business Administrator: Joseph Kelly
 - Special Education: Michelle Perez Hoen
 - Building Tours
- Scan of External Environment
 - National Situation and Trends
 - Local Situation and Trends
 - Interviewed:
 - Mayor DeSalvo
 - Police Chief Russo
 - Recreation Department Director Bennett
 - Jennifer Darby Metzger and Peter Garbedian, realtors
 - Community Survey
- Review of Findings
- Analysis/Synthesis

Strategic Planning Process - Values

- Students will participate in a well-rounded curriculum that is based on problem solving and critical thinking.
- Students will understand their role as a citizen in the community, nation and the world.
- Students will become independent life-long learners who know self, exhibit strong character traits and make positive contributions for the betterment of society.

Strategic Planning Process – Internal Review Process

- RHS
 - need bandwidth increased
 - increase offerings for students with special needs
 - field is uneven
 - limited lifetime fitness opportunities
 - cafeteria cannot hold student population
 - science labs outdated
 - sound and lighting system in auditorium needs to be updated
 - modernize security system
- Union
 - space limitations in gym and floor buckling
 - no athletic program
 - no air conditioning in auditorium
 - need bandwidth
 - science labs
 - need increased storage space
 - increase special education programming
 - modernize security system

Strategic Planning Process – Internal Review Process

- Pierrepont
 - class size
 - no available classroom space
 - gym and multipurpose room cannot accommodate student population
 - no air conditioning in gym or multipurpose room
 - current band and chorus space cannot accommodate members
 - modernize security system
- Washington/Lincoln
 - need additional space for increases in special educational offering
 - need pre-school playground
 - writing program needs more resources
 - modernize security system
- K Center
 - large class size
 - need bigger outside play space
 - structural issues with bathrooms and nurse's room
 - modernize security system

Strategic Planning Process – Internal Review Process

- Technology
 - need access points
 - core switches
 - wiring needs to be updated
 - teacher trainers/facilitators at each school
 - modernize security system
- Buildings and Grounds
 - K Center bathrooms and nurse's room need to be brought up to Code
 - Mortimer Side of RHS have non-thermal windows
 - modernize security system

Strategic Planning Process – External Review Process

- National Situation and Trends
- Local Situation and Trends
 - Interviewed:
 - ❖ Mayor DeSalvo
 - potential of future housing development
 - ❖ Police Chief Russo
 - modern technology available that can improve communication between Police Department and schools
 - need to get parents to park and walk students to school
 - opiate addiction becoming a state-wide problem
 - ❖ Recreation Department Director Bennett
 - usage of Recreation Department is high
 - limited by facilities to run programs
 - strong desire to add lacrosse program
 - better coordination of facility scheduling

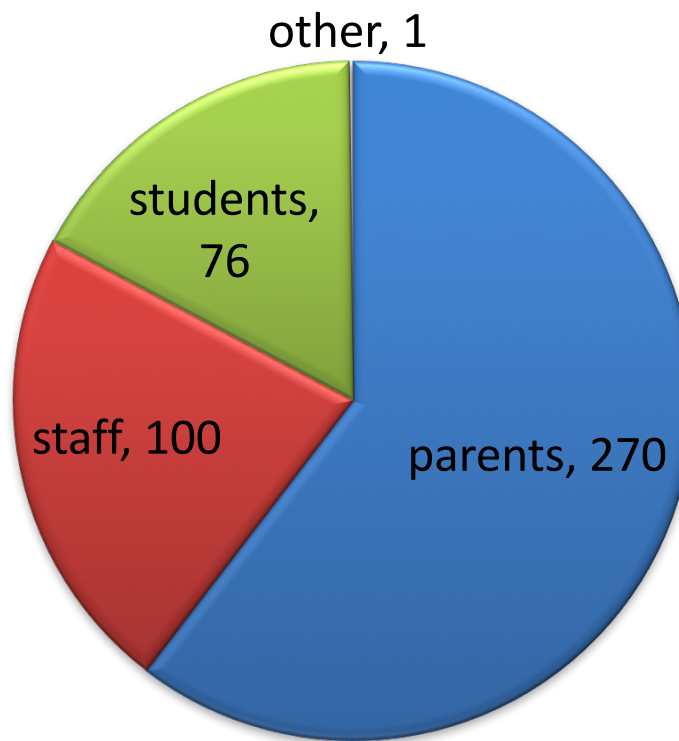
Strategic Planning Process – External Review Process

- ❖ Jennifer Darby Metzger and Peter Garbedian, realtors
 - buyers request more information about schools
 - Buyers attracted to town because of school system
 - Buyers attracted to town because of available transportation
 - present physical appearance of schools important to new buyers
- Community Survey – Ms. Tobin

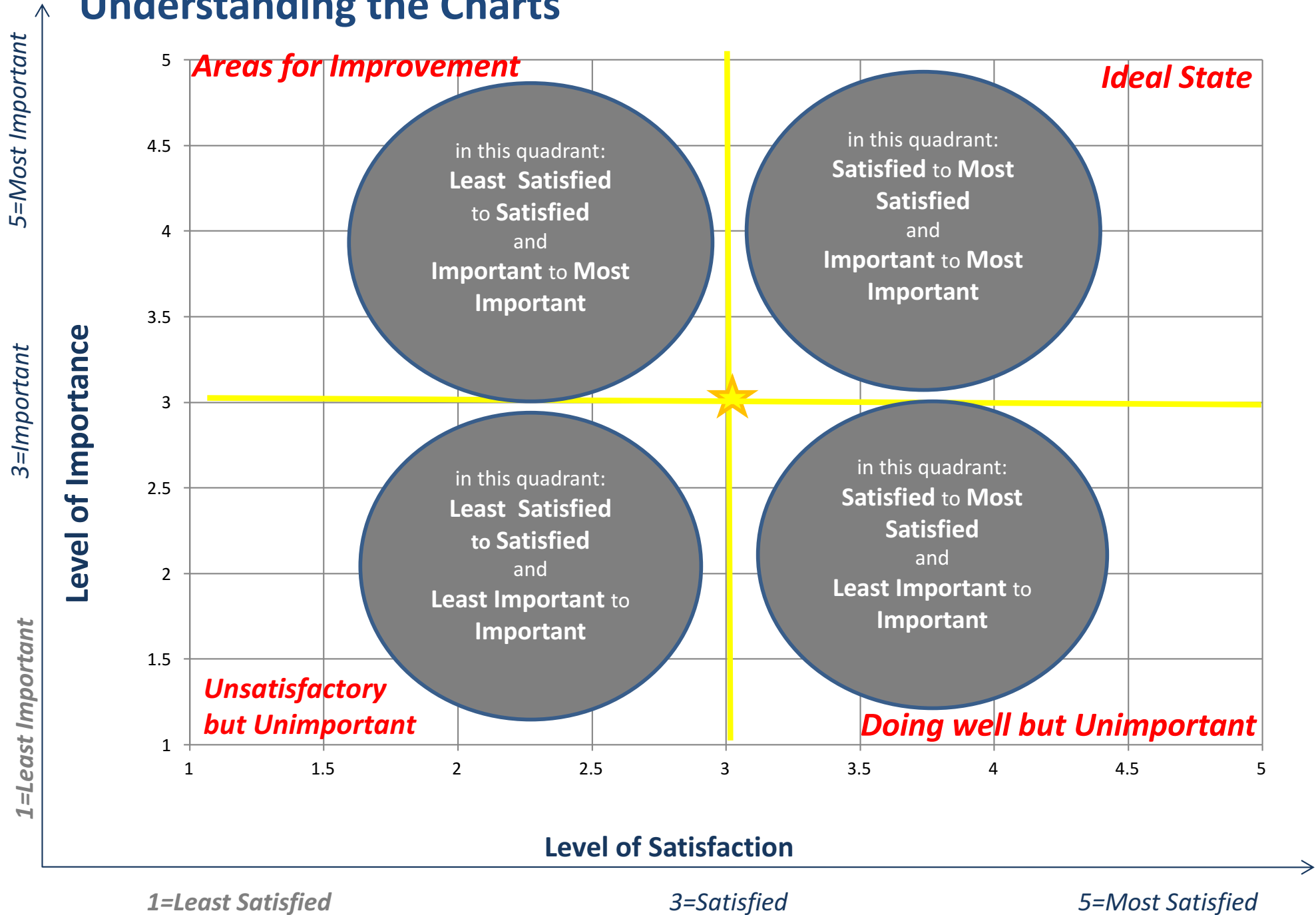
Community Survey Overview

- Offered via email; hosted on Survey Monkey over a 10 day period
- 10 multi-faceted questions were asked
- 447 parents, staff, and students (RHS & UMS) responded

Breakdown of Respondents



Understanding the Charts



Question 1:

Programs
Satisfaction & Importance

Program Satisfaction & Importance – Summary of Findings

Program Importance

- For every aspect that was surveyed ALL responses averaged within the 'Important' to 'Most Important' range. (This means that the survey focused on areas of importance!)

Program Satisfaction – All Respondents

- All programs and services offered (e.g. academics, performing arts, special education, STEM, athletics, etc.) all scored within the 'Satisfied' to 'Most Satisfied' range when averaging all respondents.
- **Academics** floated to the top in both importance and level of satisfaction with an average satisfaction rating of 3.93'.
- **Standardized Test Prep** scored lowest of our programs. 3.4 Satisfaction and 3.66 Level of Importance. This is still in the 'Satisfied' and 'Important' range.

Program Satisfaction– By Respondent Type

- Staff and Students are generally more satisfied than Parents.
- **Special Education:** average satisfaction was lower for Parents (2.11) and Students (2.36) compared to Staff (3.64)
- Staff indicated 'Satisfied' to 'Most Satisfied' in all areas except **Business/Tech Education** (2.98), **RHS Athletics** (2.84) and **Family & Consumer Sciences** (2.60).
- Parents indicated 'Satisfied' to 'Most Satisfied' in only the following areas: Academics, Health & Phys Ed, Performing Arts, and STEM. Parents rated all other areas less than Satisfied (3.0) to Less Satisfied (2.1) with Special Ed being the lowest (2.11).
- Students indicated that they were less than Satisfied' with **Special Ed** (2.36), **Student Support Services** (2.71) and **Standardized Test Prep** (2.87).

Programs - Satisfaction & Importance

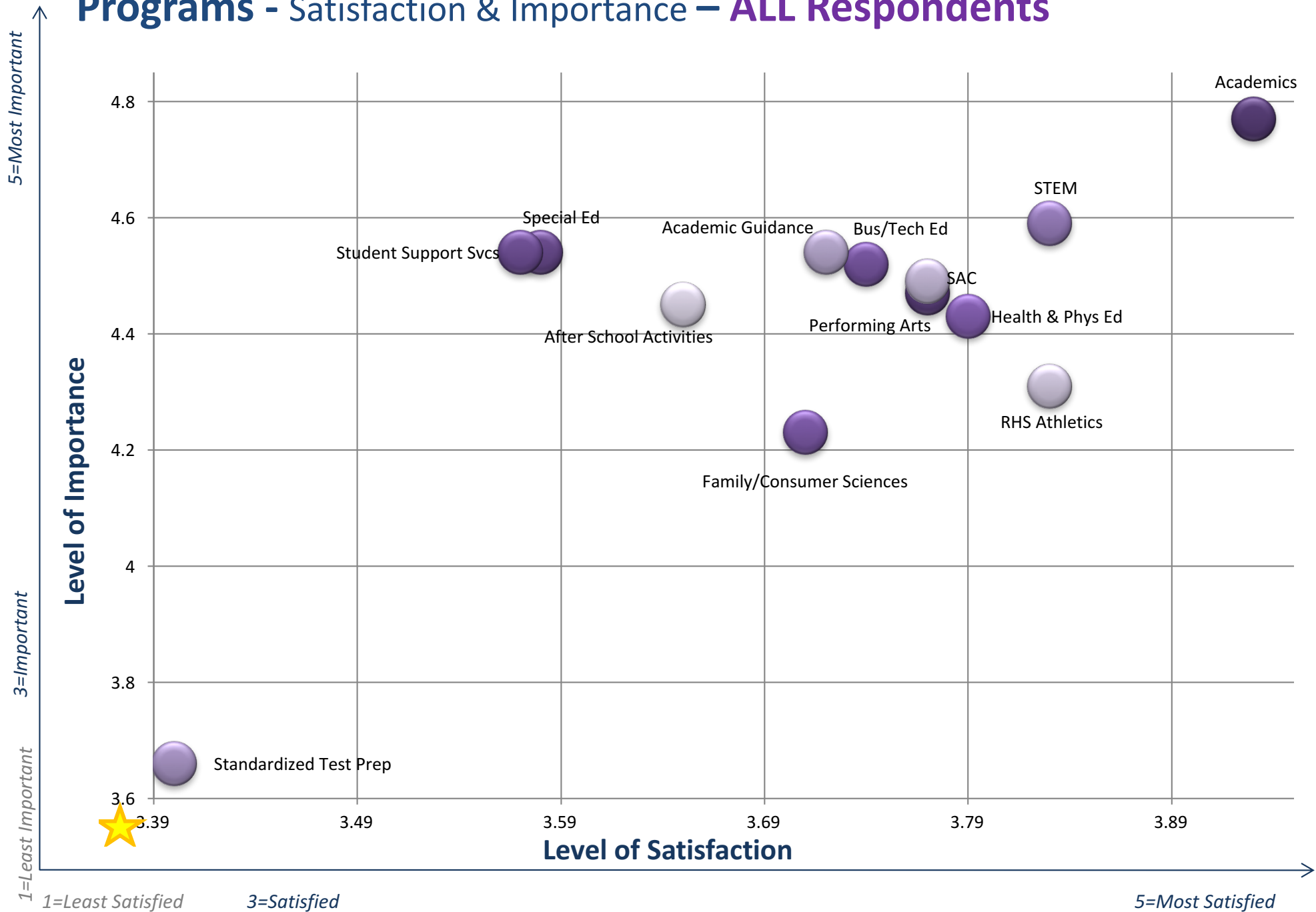
Question 1: Please indicate your satisfaction with our programs and how important you feel the programs are:

Academics
Performing Arts
Special Ed
Student Support Svcs
Bus/Tech Ed
Family/Consumer Sciences
Health & Phys Ed
STEM
Standardized Test Prep
Academic Guidance
SAC
RHS Athletics
After School Activities

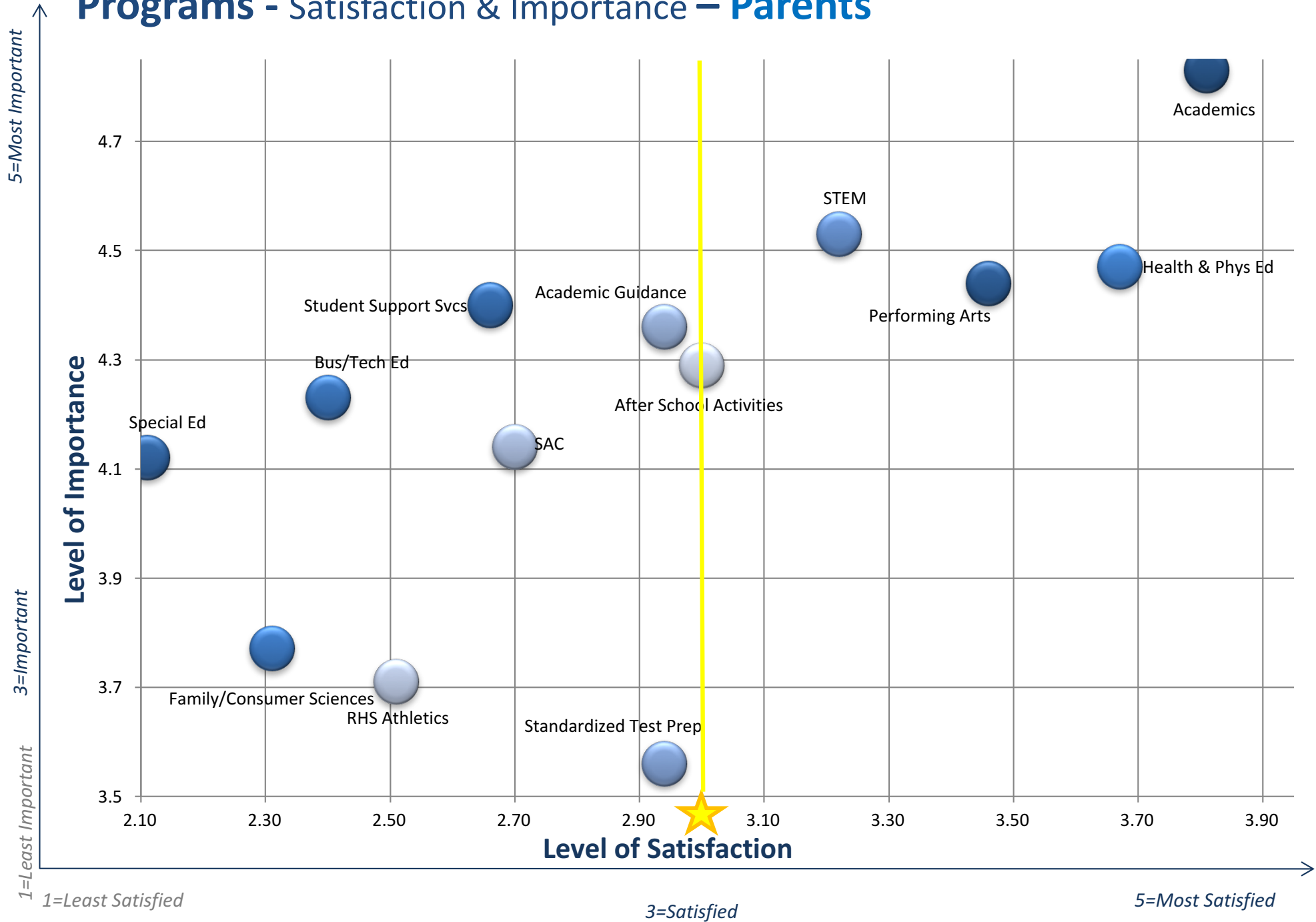
Respondents rated each aspect on a 1 to 5 scale

1= Least Important/Satisfied
5= Most Important/Satisfied

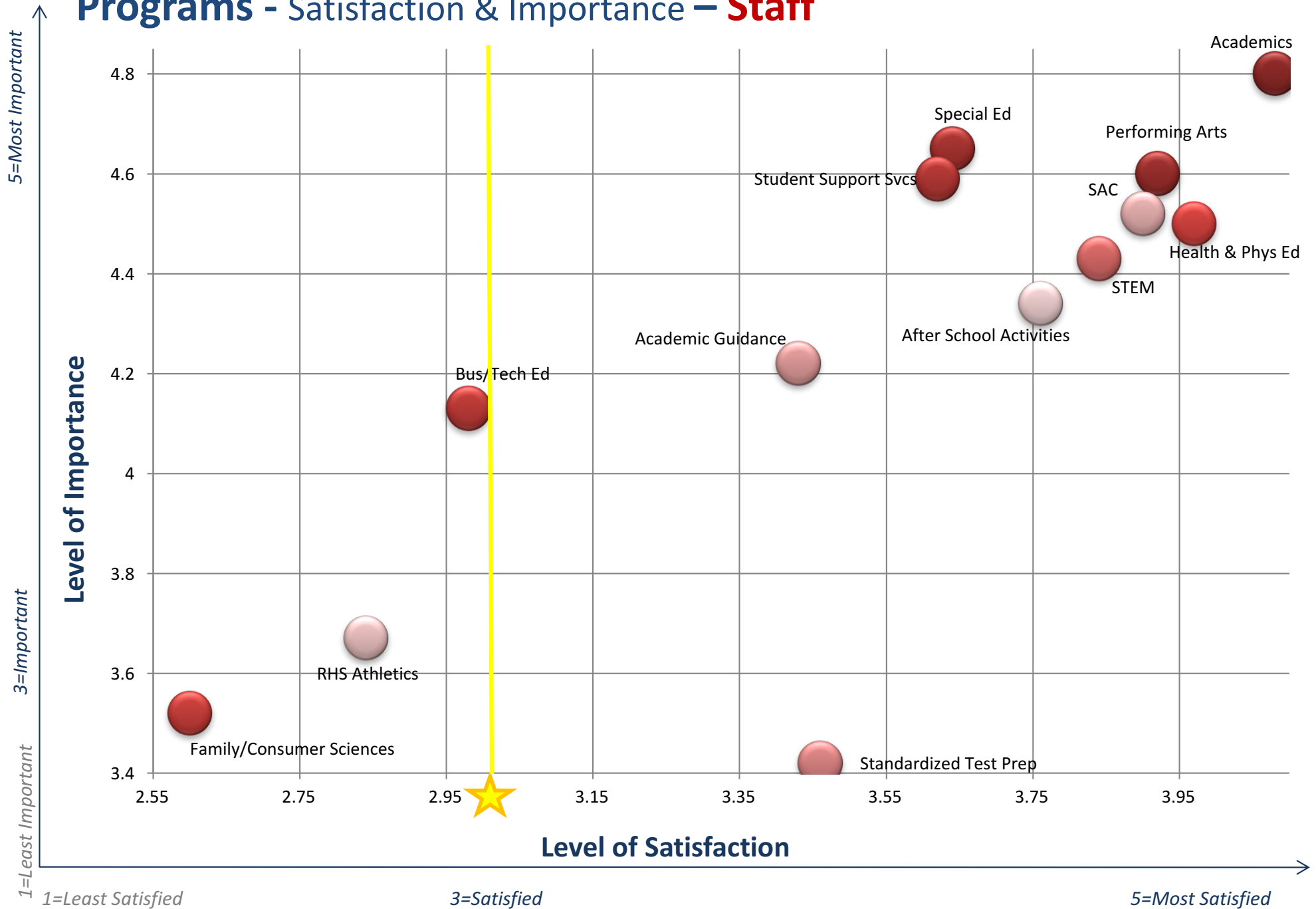
Programs - Satisfaction & Importance – ALL Respondents



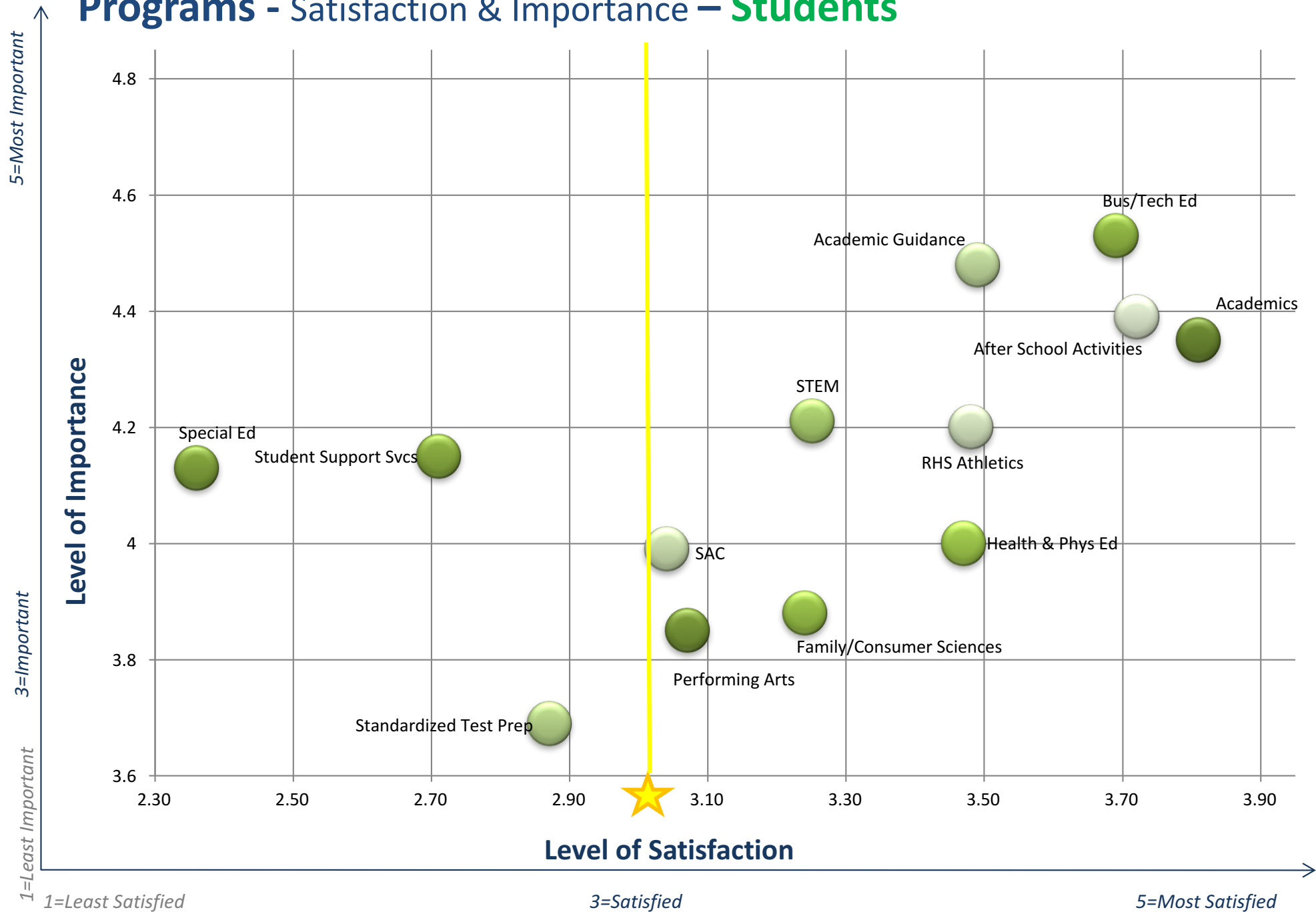
Programs - Satisfaction & Importance – Parents



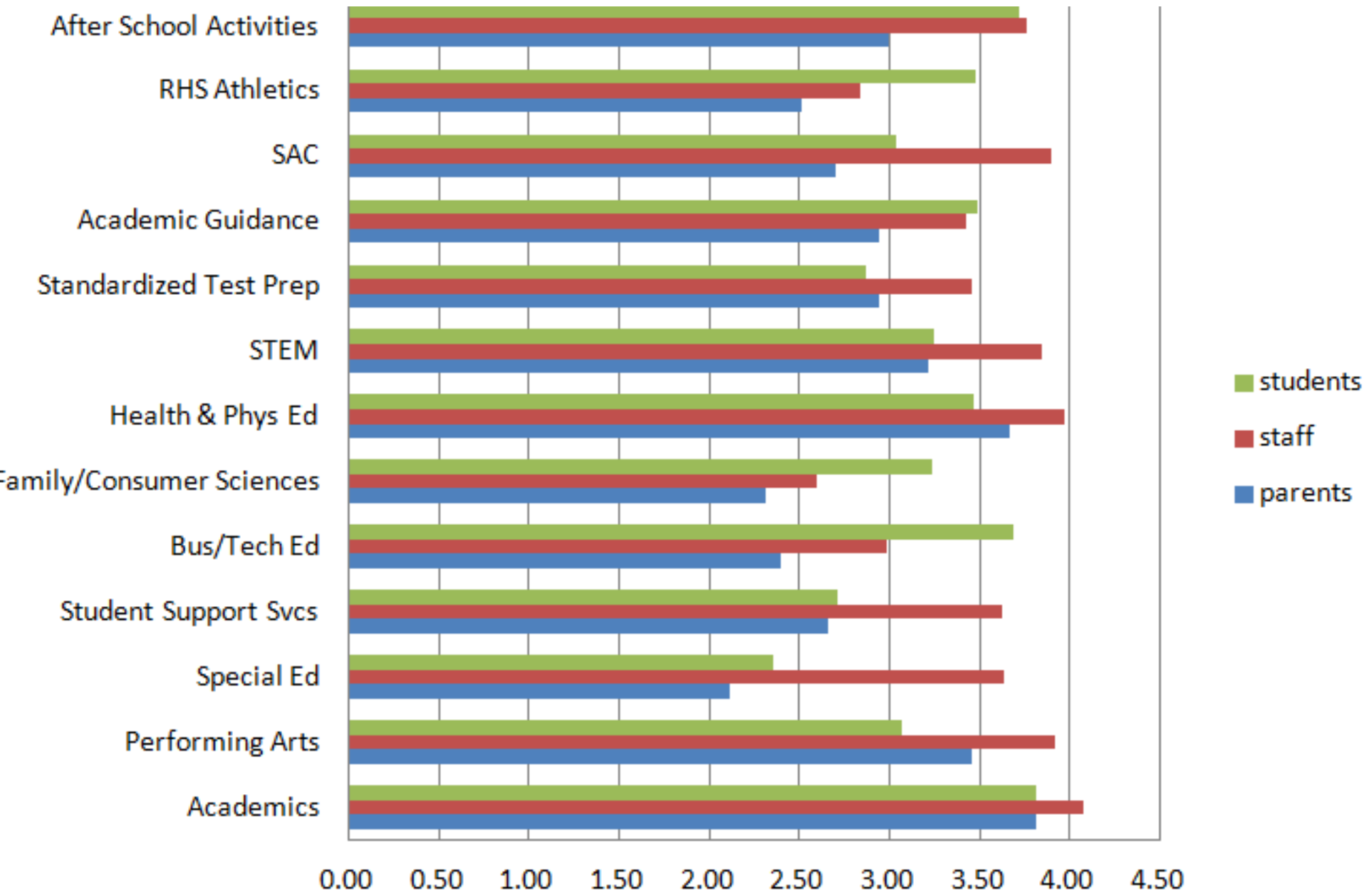
Programs - Satisfaction & Importance – Staff



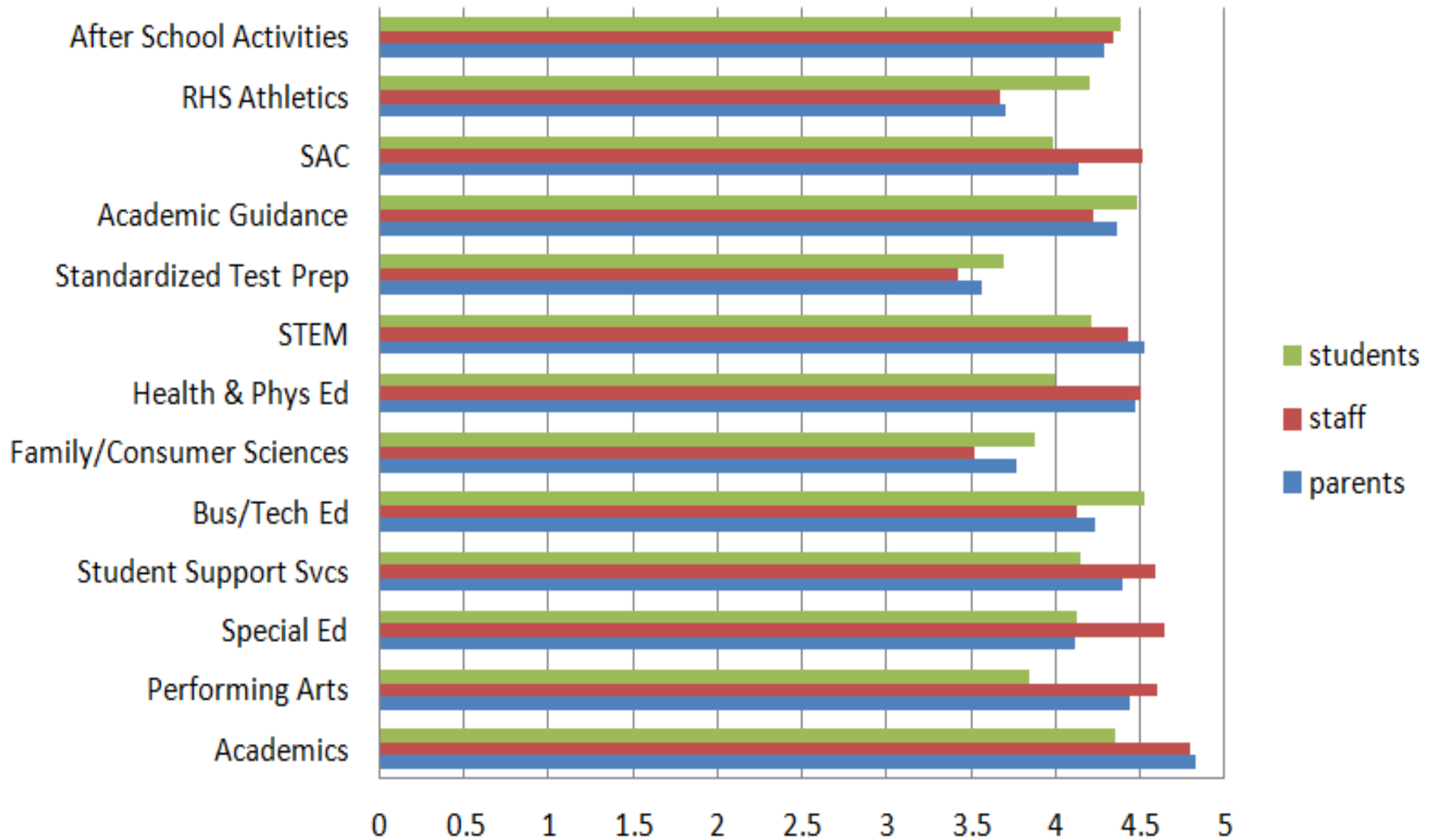
Programs - Satisfaction & Importance – Students



Programs - Satisfaction



Programs - Importance



Question 2 through 6:
**Rating Satisfaction & Importance of Various Aspects
that are Specific to the Individual Schools**

Individual Schools - Satisfaction & Importance – Summary of Findings

RHS

- **Outdoor Field** scored 2.56 which is below ‘Satisfactory’ level across all respondents. This was consistent throughout all 3 groups of respondents.

UMS

- **Gym** (2.81) and **Outdoor Play Area** (2.9) scored the lowest levels of satisfaction across combined respondent groups. This is true for the Parent and Student populations as well. The only exception was that the Staff rated the Outdoor Play Area in the Satisfactory range (3.05).

Pierrepoint

- **Auditorium** (2.43), **Gym** (2.64), **Outdoor Play Area** (2.69) and **Class Size** (2.80) all fell under the Satisfactory level across combined respondent groups.
- Parent responses are in line with the combined groups.
- Staff rated the Outdoor Play Area as Satisfactory (3.0). Staff average rating for **Class Size** nears Least Satisfied (1.79).
- Students rated only the **Auditorium** as less than Satisfactory (2.88). Students rated the Gym (3.13), Outdoor Field (3.17), and Class Size (3.65) in the Satisfactory range. It is worth noting that the students surveyed included only RHS and UMS (who may not be Pierrepoint alum but may just have familiarity with the facility).

Individual Schools - Satisfaction & Importance – Summary of Findings

Continued

Washington & Lincoln Schools

- Washington & Lincoln receive high ratings in all aspects with **Class Size** being the lowest and even that is 3.7 (above Satisfactory level).
- The results were consistent across all respondent groups with the exception being Students rating Technology (3.41) lower than Class Size, but even these are above Satisfactory level. Furthermore RHS and UMS Students may not be familiar with current Technology in these facilities.

Kindergarten Center

- The Kindergarten Center received Satisfactory and above ratings in all categories across combined respondent scores. Parent averages were the consistent with the combined respondent ratings for these categories.
- Staff rated **Outdoor Play Area** (2.2), Gym (2.4) and **Auditorium/Assembly Space** (2.5) all less than Satisfactory.
- There were very few Student responses for the Kindergarten Center and the ratings are outliers as these students (RHS & UMS) have not attended the facility and may have limited familiarity.

Question 2:

Rutherford High School

Satisfaction & Importance of Various Aspects

Rutherford High School

Satisfaction & Importance of various aspects

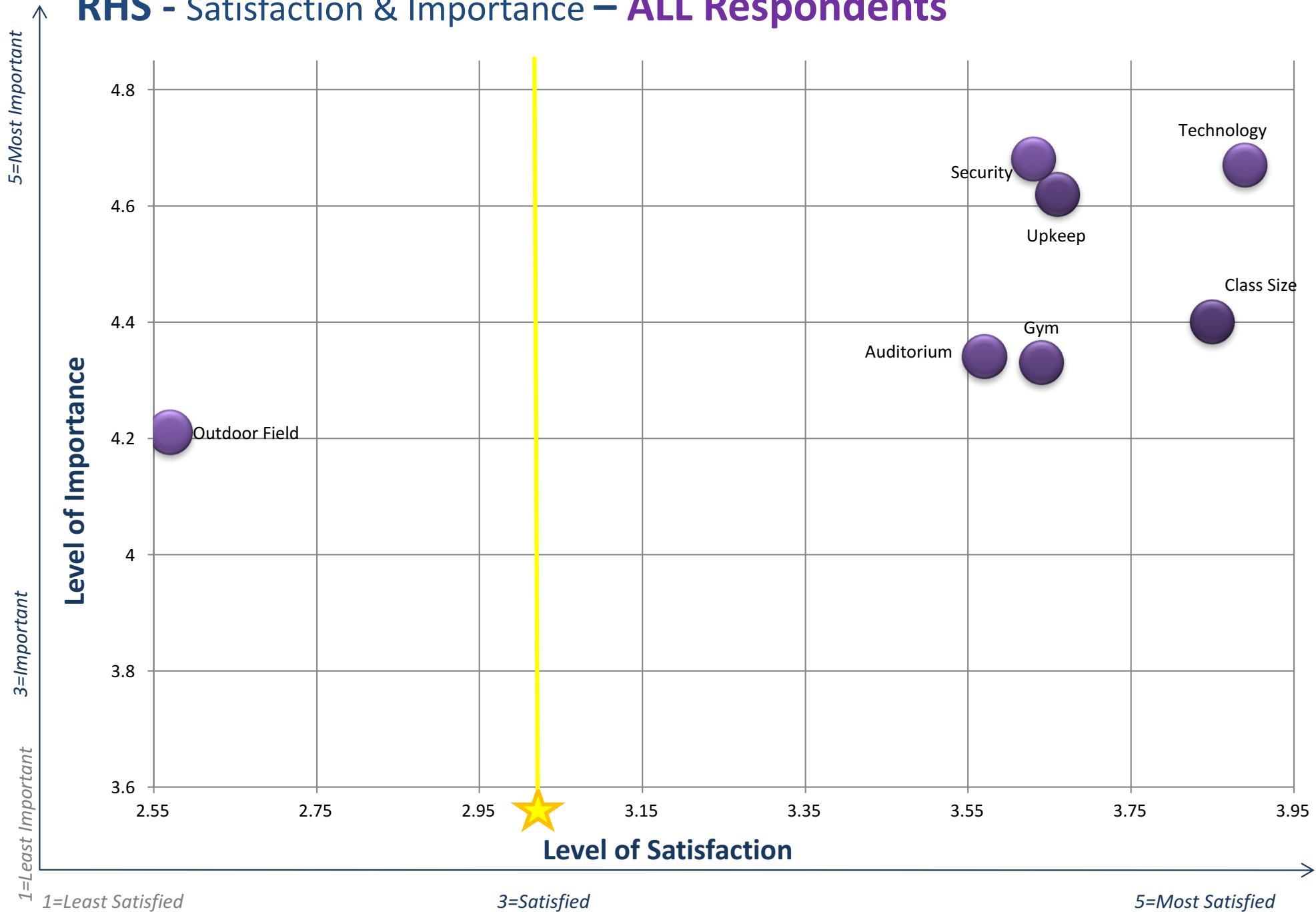
Question 2: If you are familiar with the RHS facility, please indicate your satisfaction and tell us how important each aspect is to the overall learning experience:

Class Size
Cleanliness & Upkeep
Gymnasiums
Auditorium/Assembly Space
Modern Technology
Security
Outdoor Field

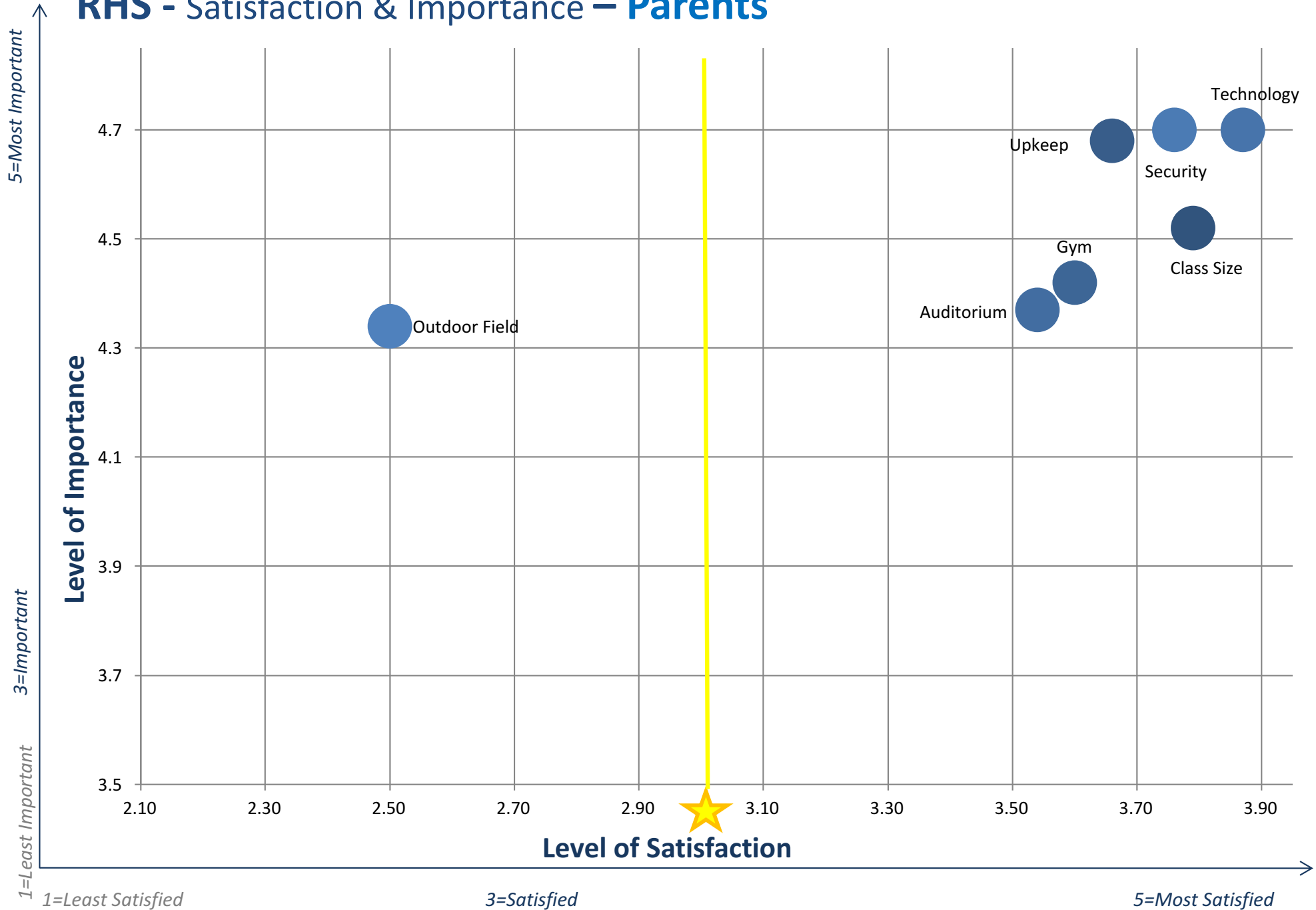
Respondents rated each aspect on a 1 to 5 scale

1= Least Important/Satisfied
5= Most Important/Satisfied

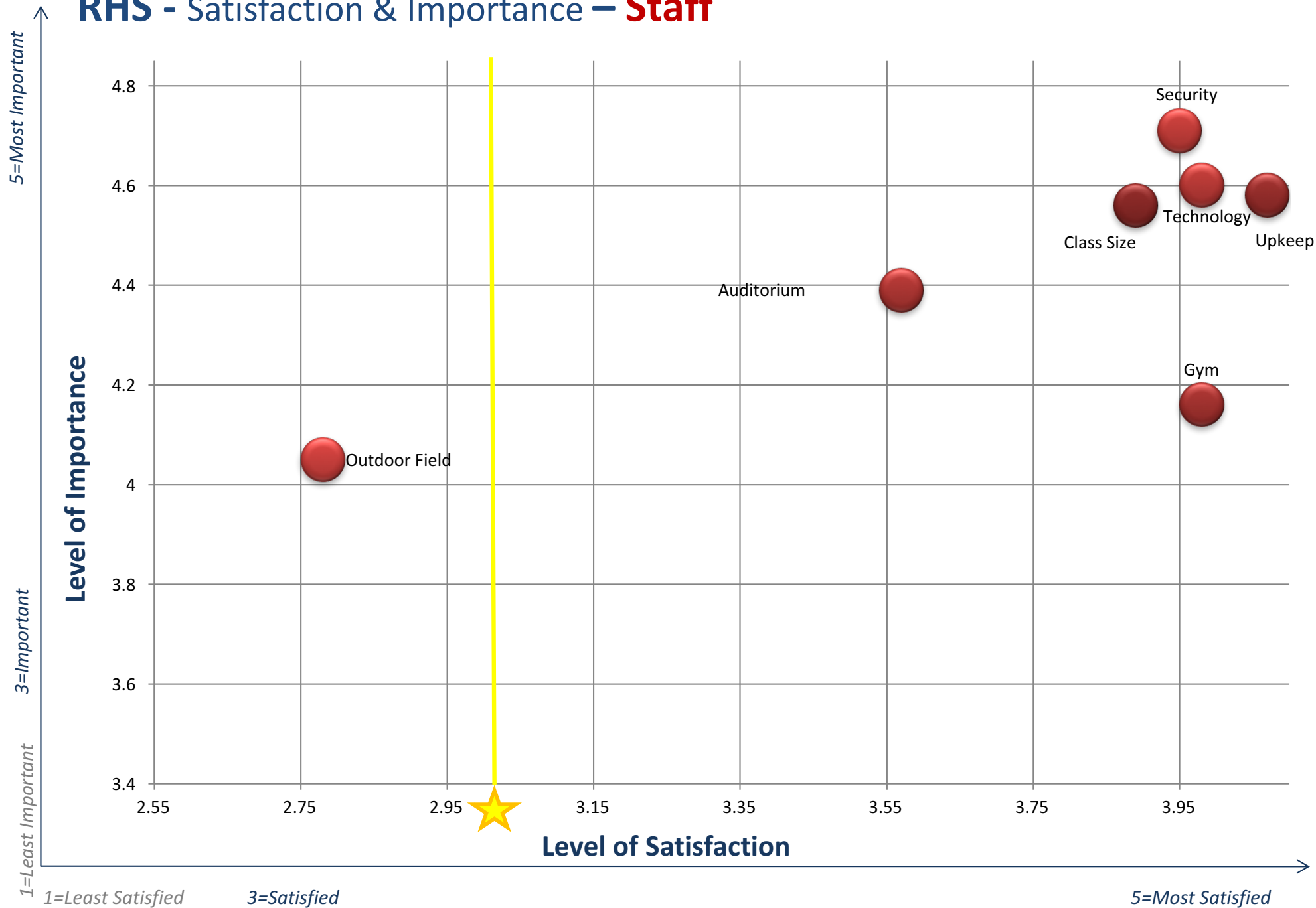
RHS - Satisfaction & Importance – ALL Respondents



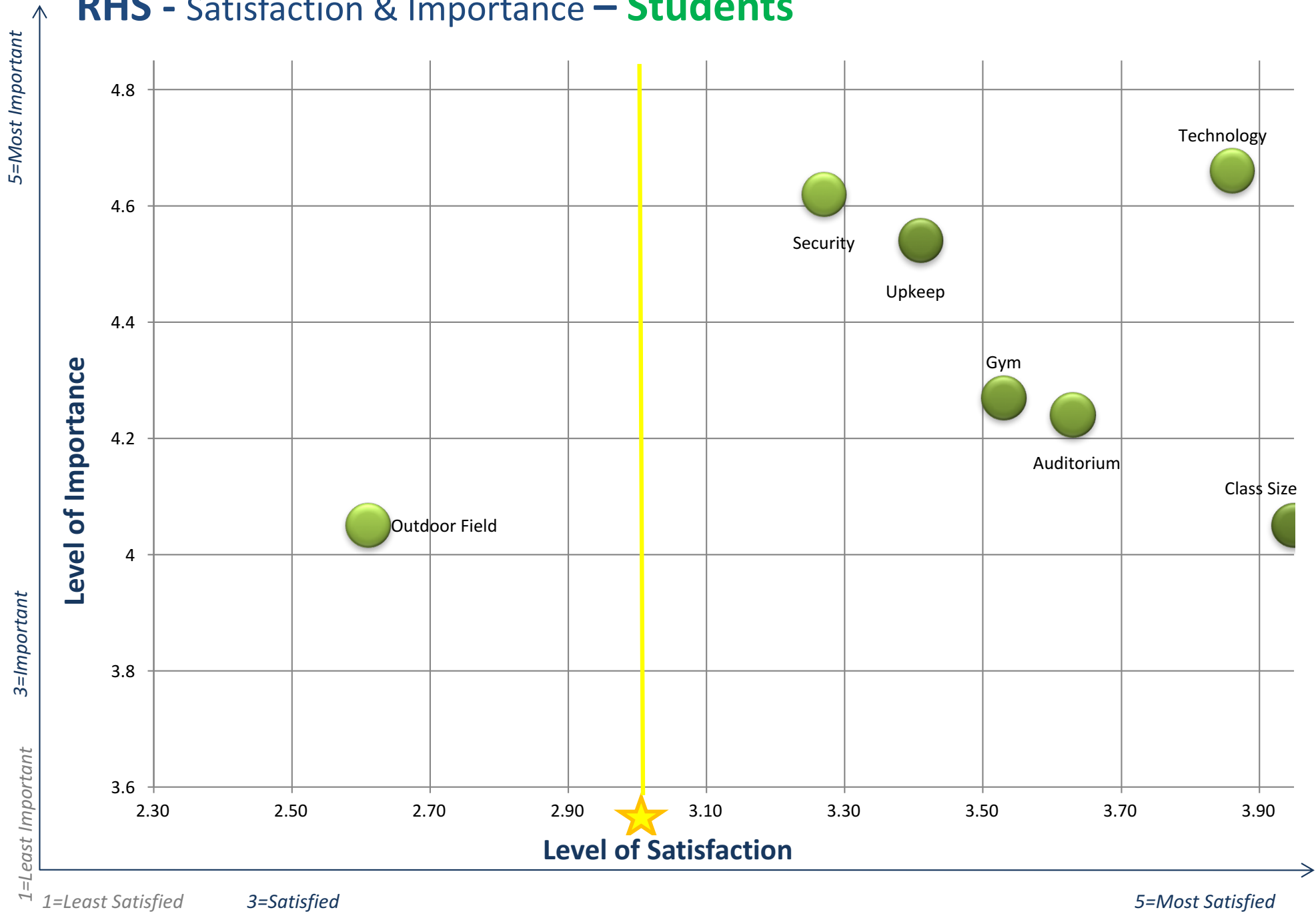
RHS - Satisfaction & Importance – Parents



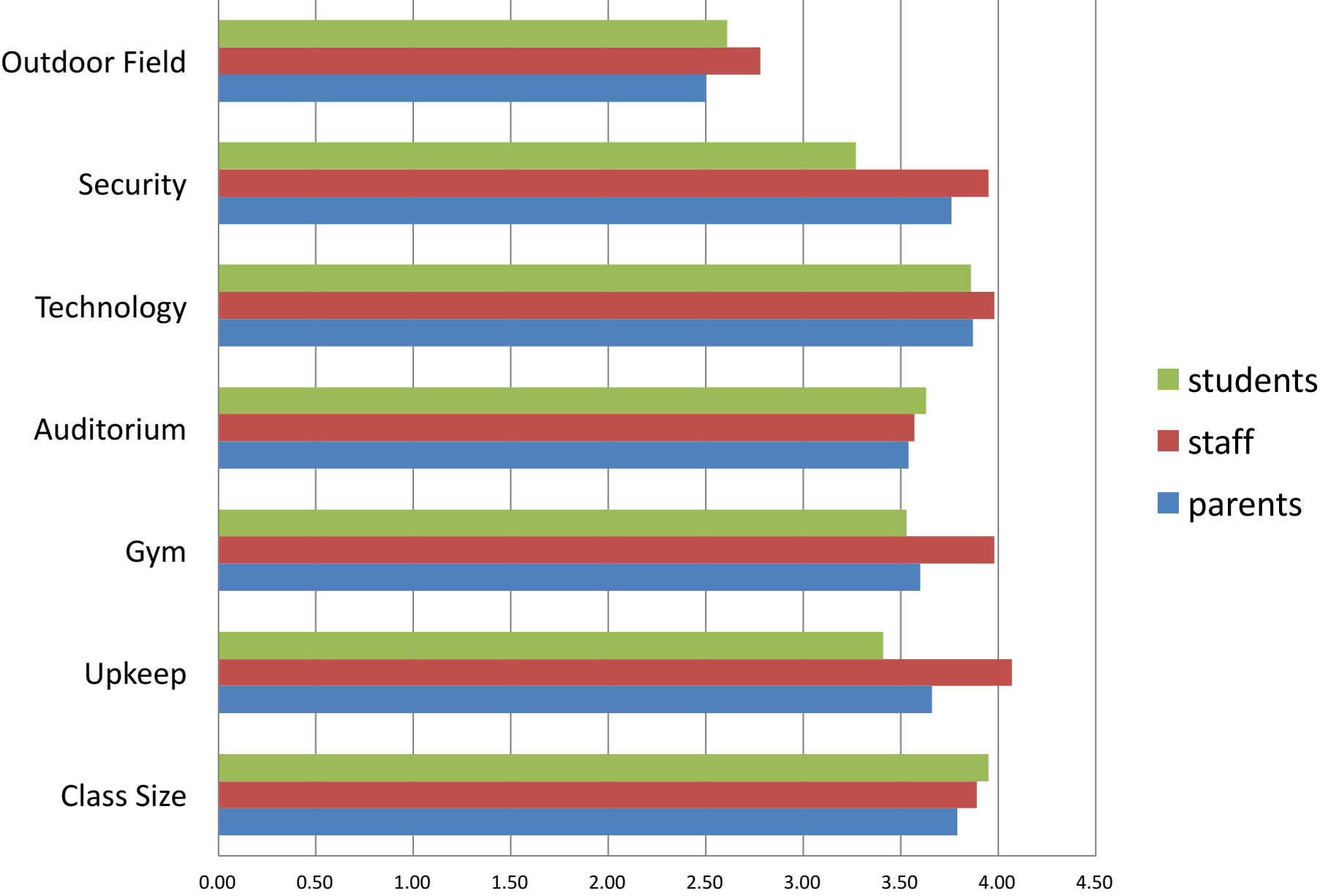
RHS - Satisfaction & Importance – Staff



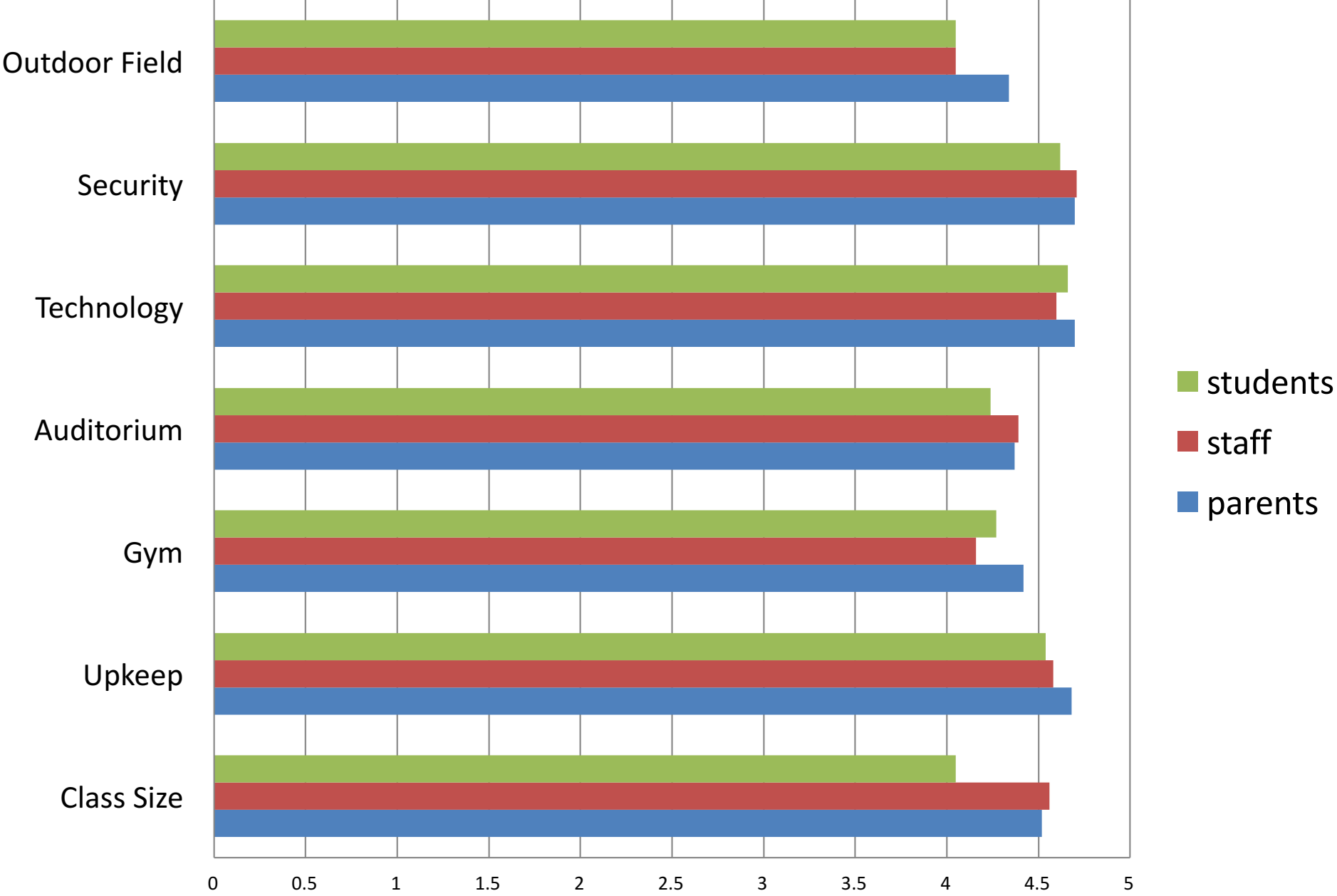
RHS - Satisfaction & Importance – Students



RHS - Satisfaction



RHS - Importance



Question 3:

Union Middle School

Satisfaction & Importance of Various Aspects

Union Middle School

Satisfaction & Importance of various aspects

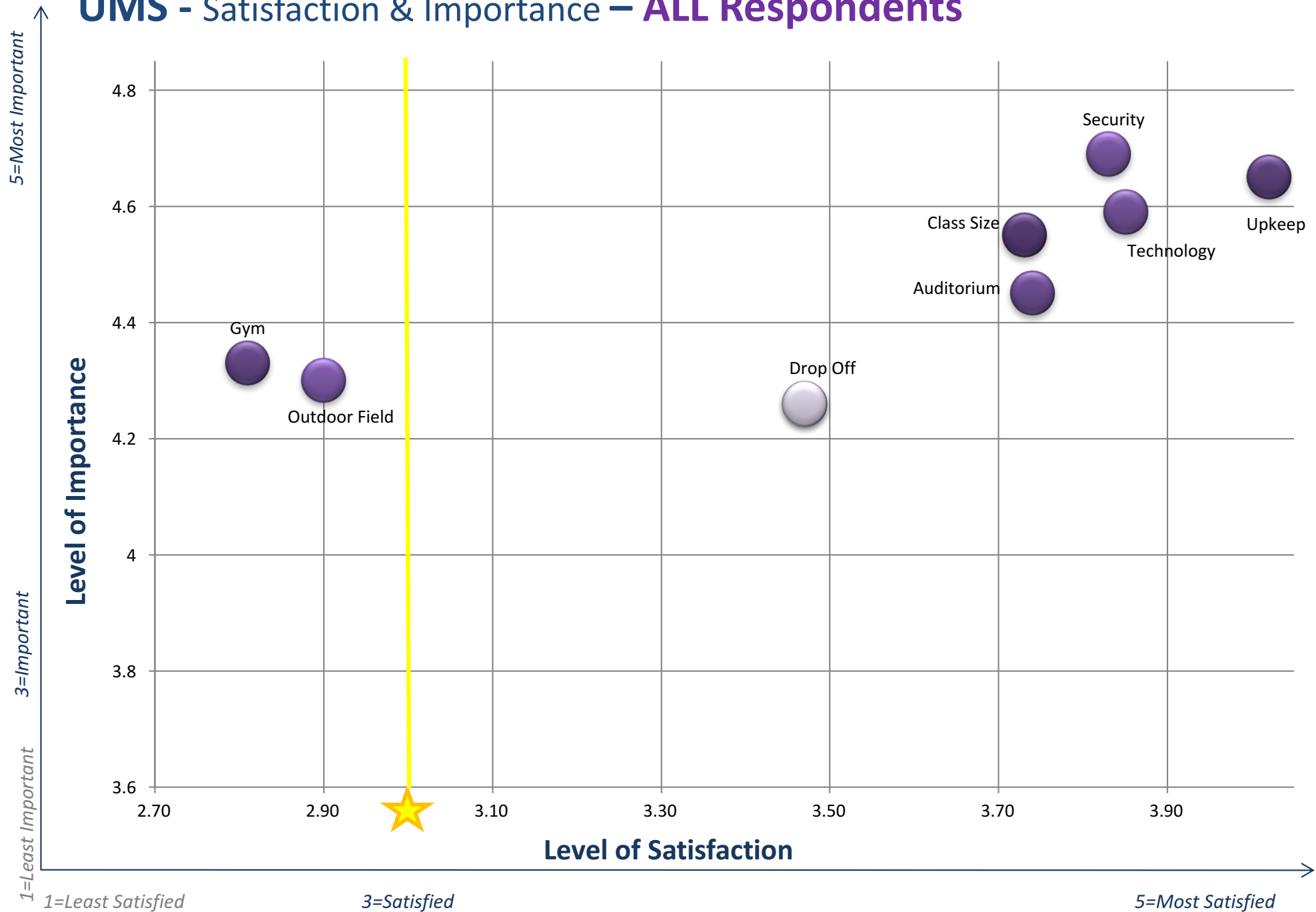
Question 3: If you are familiar with the UMS facility, please indicate your satisfaction and tell us how important each aspect is to the overall learning experience:

Class Size
Cleanliness & Upkeep
Gymnasiums
Auditorium/Assembly Space
Modern Technology
Security
Outdoor Play Area
Drop Off/Pick Up

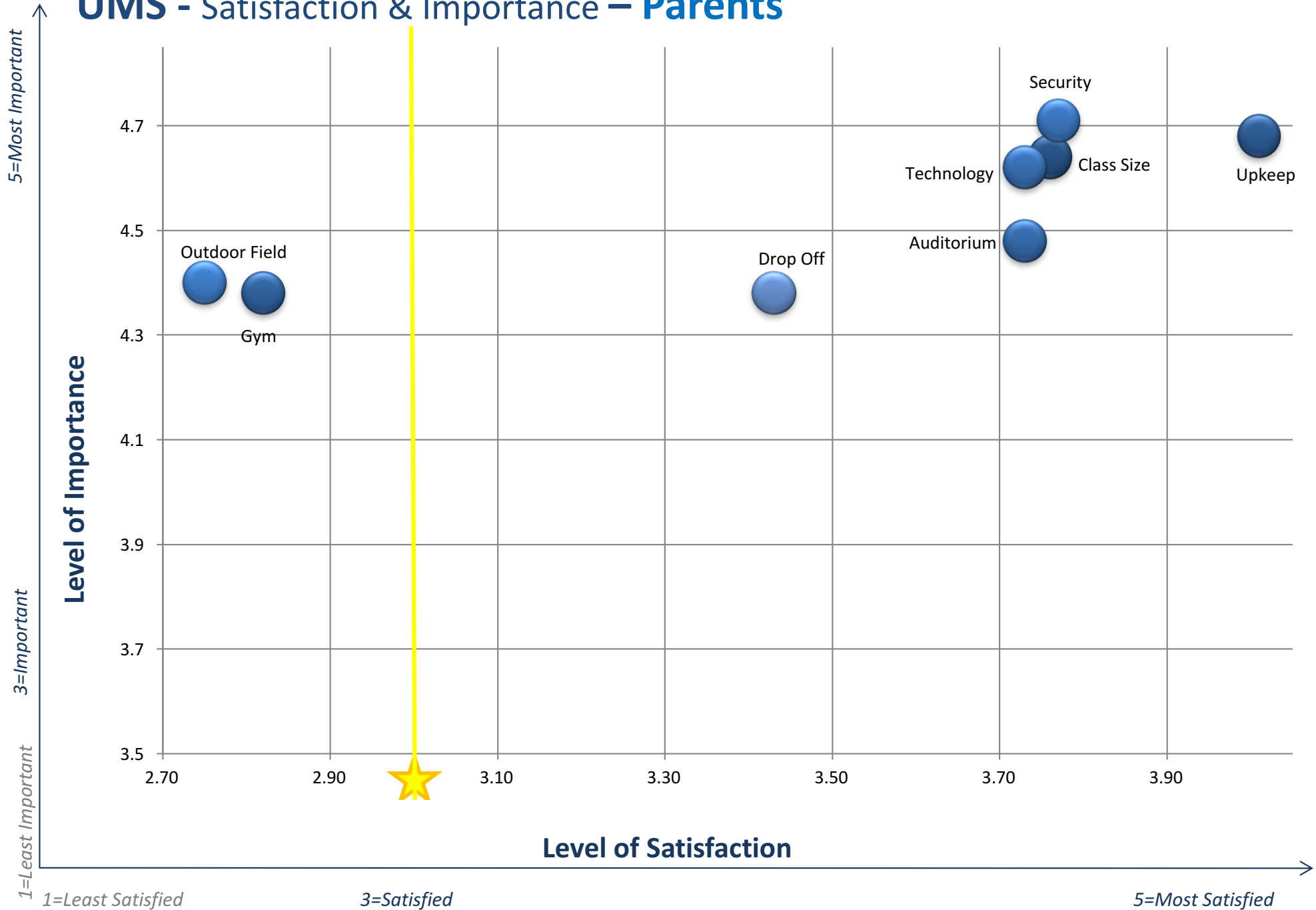
Respondents rated each aspect on a 1 to 5 scale

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5= Most Important/Satisfied

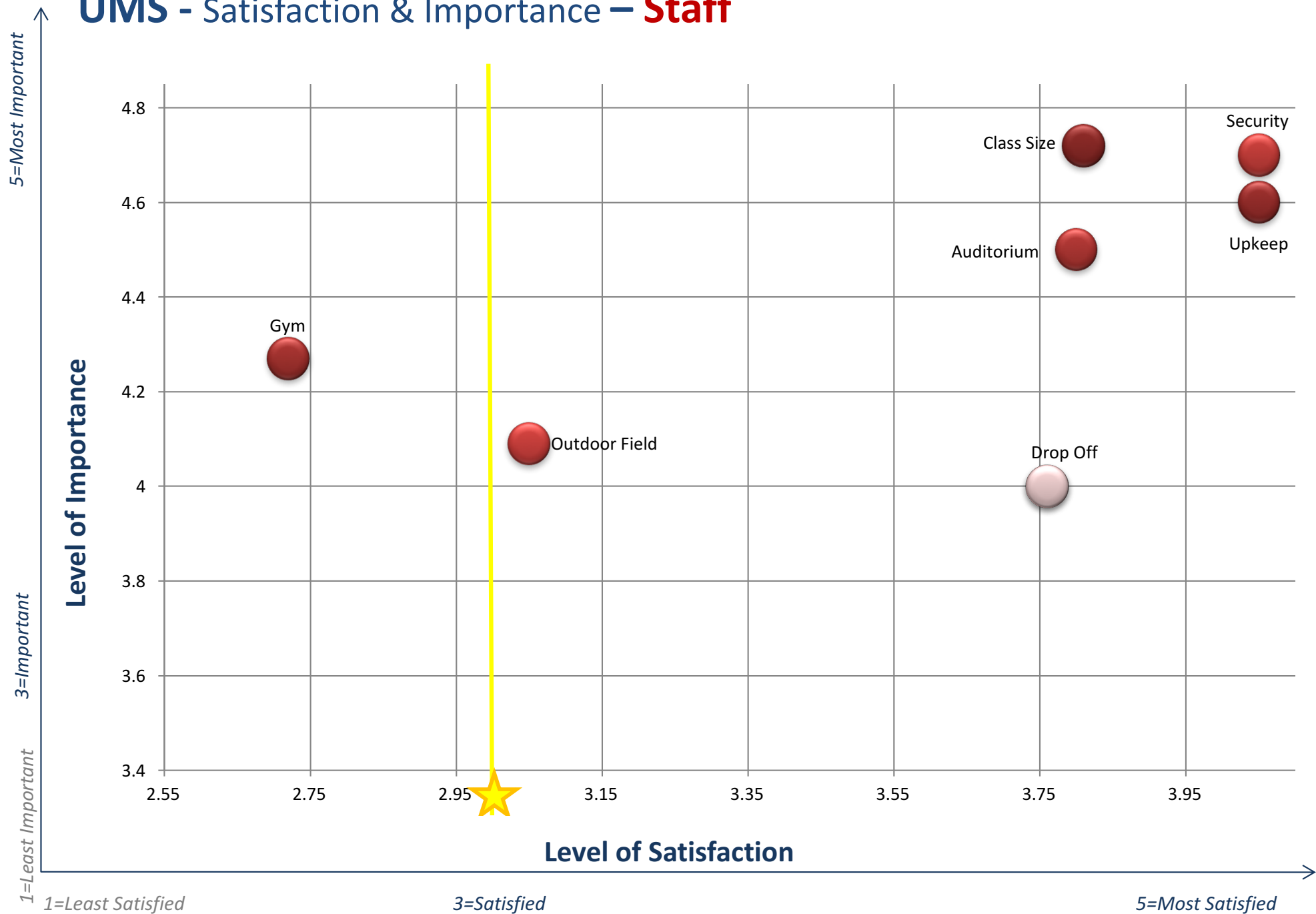
UMS - Satisfaction & Importance – ALL Respondents



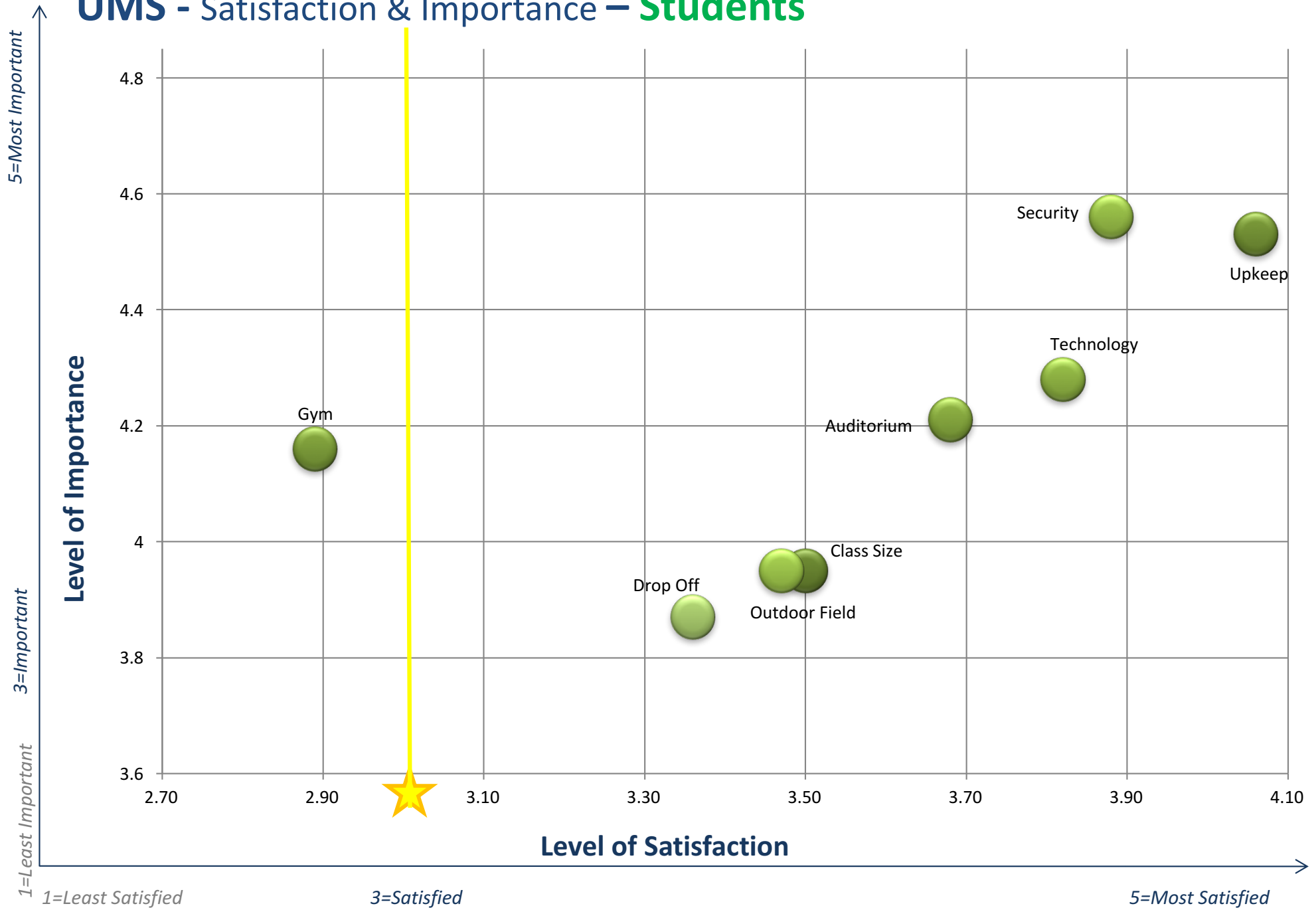
UMS - Satisfaction & Importance – Parents



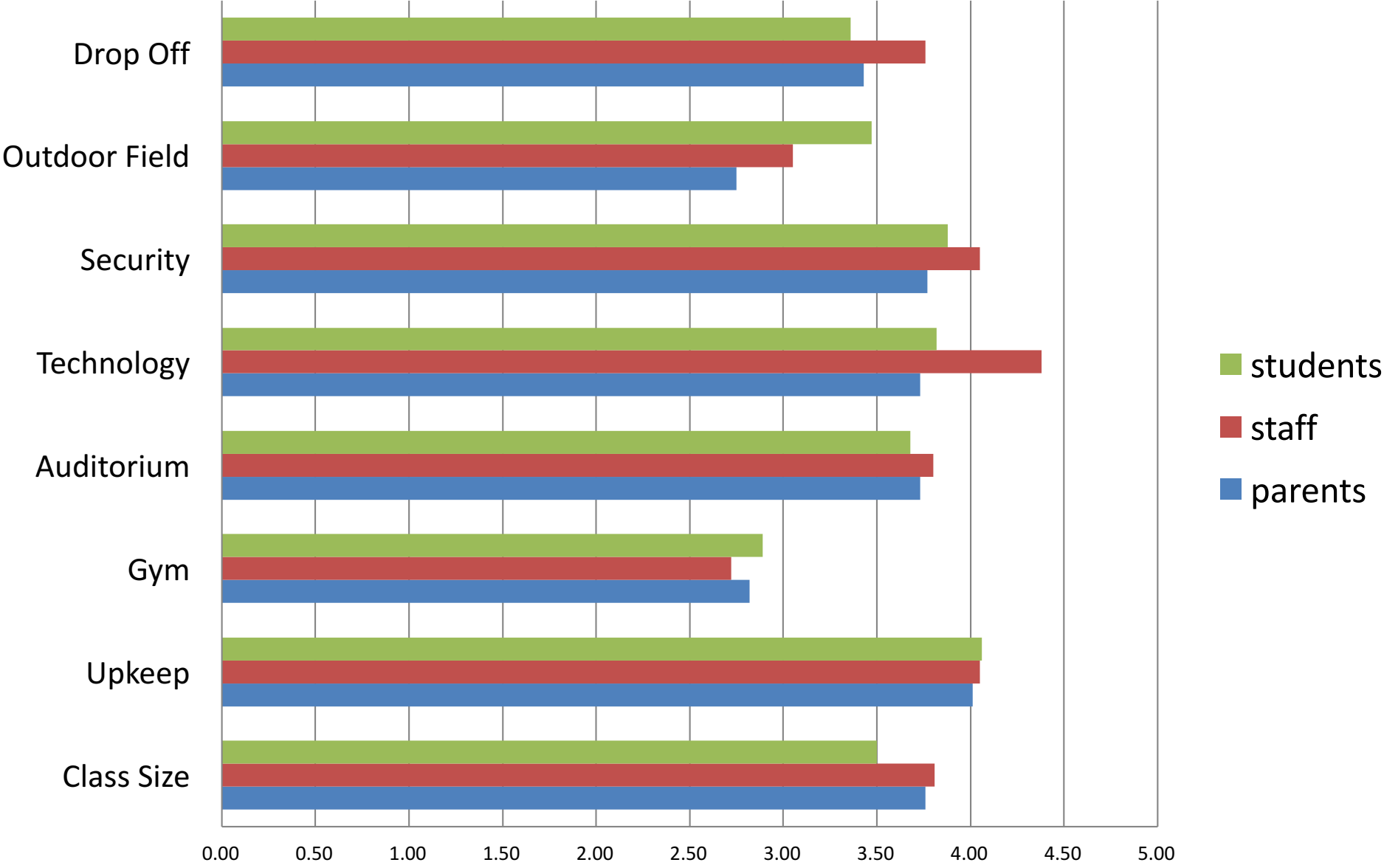
UMS - Satisfaction & Importance – Staff



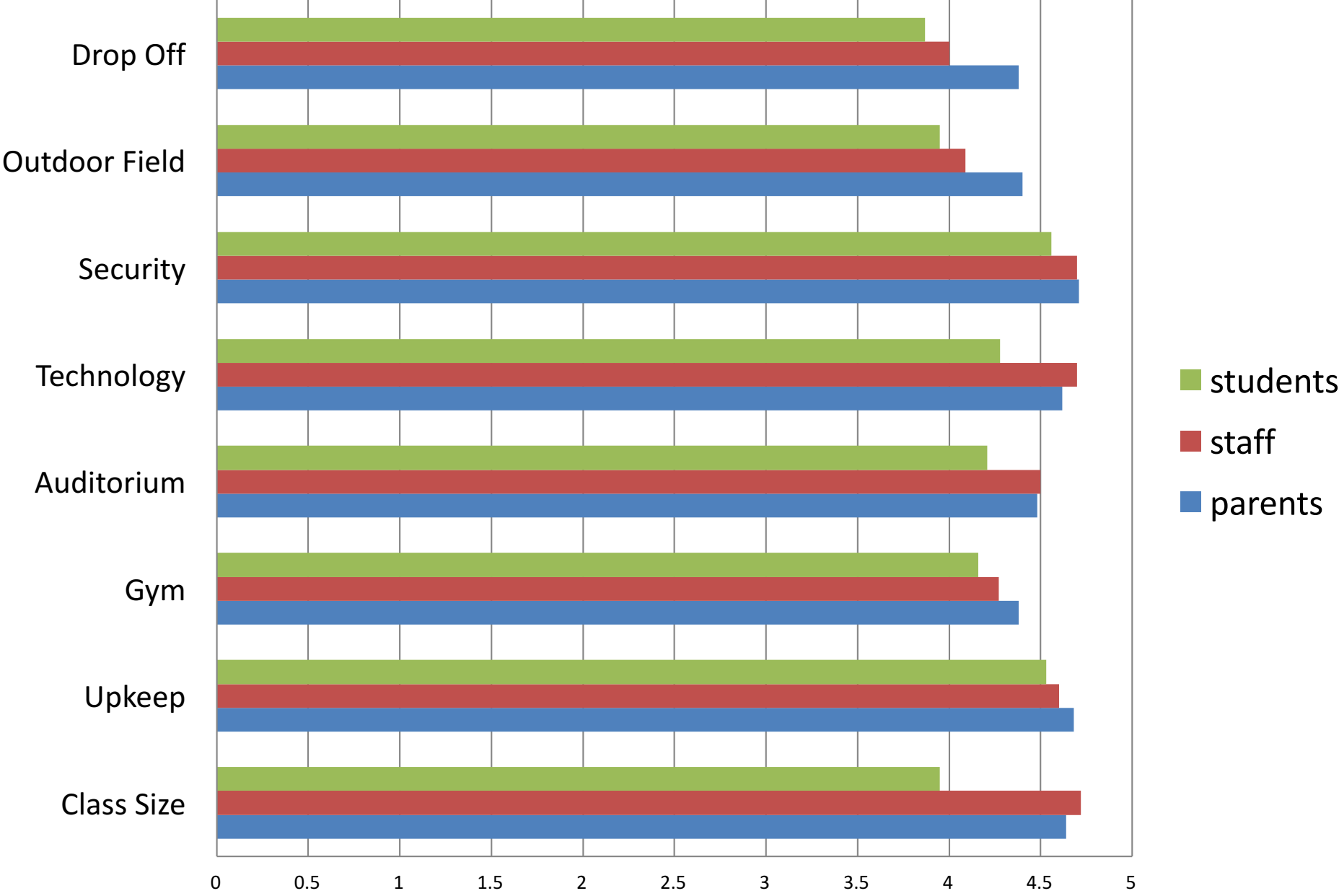
UMS - Satisfaction & Importance – Students



UMS - Satisfaction



UMS - Importance



Question 4:

Pierrepont School

Satisfaction & Importance of Various Aspects

Pierrepont School

Satisfaction & Importance of various aspects

Question 4: If you are familiar with the Pierrepont facility, please indicate your satisfaction and tell us how important each aspect is to the overall learning experience:

Class Size
Cleanliness & Upkeep
Gymnasiums
Auditorium/Assembly Space
Modern Technology
Security
Outdoor Play Area
Drop Off/Pick Up

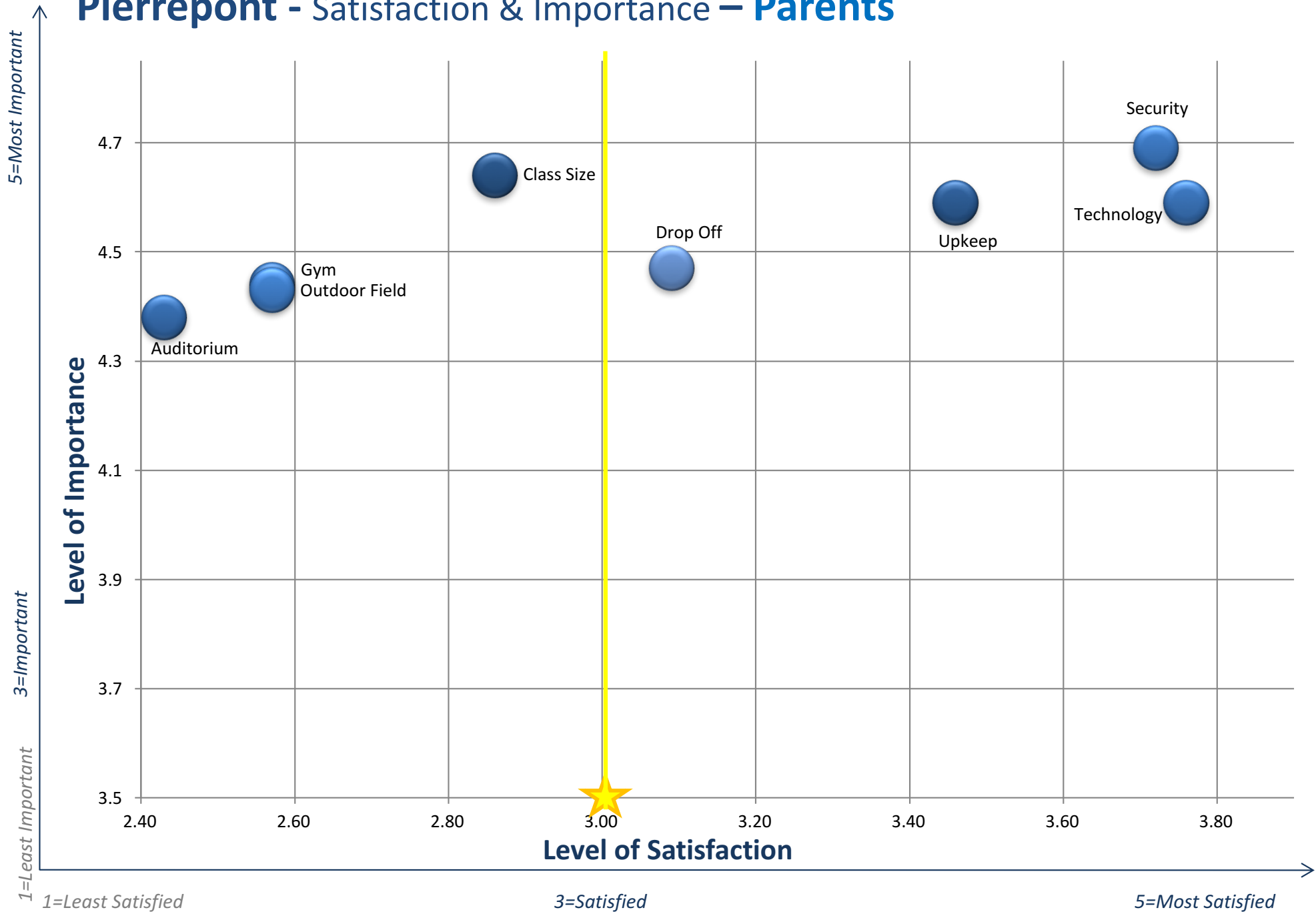
Respondents rated each aspect on a 1 to 5 scale

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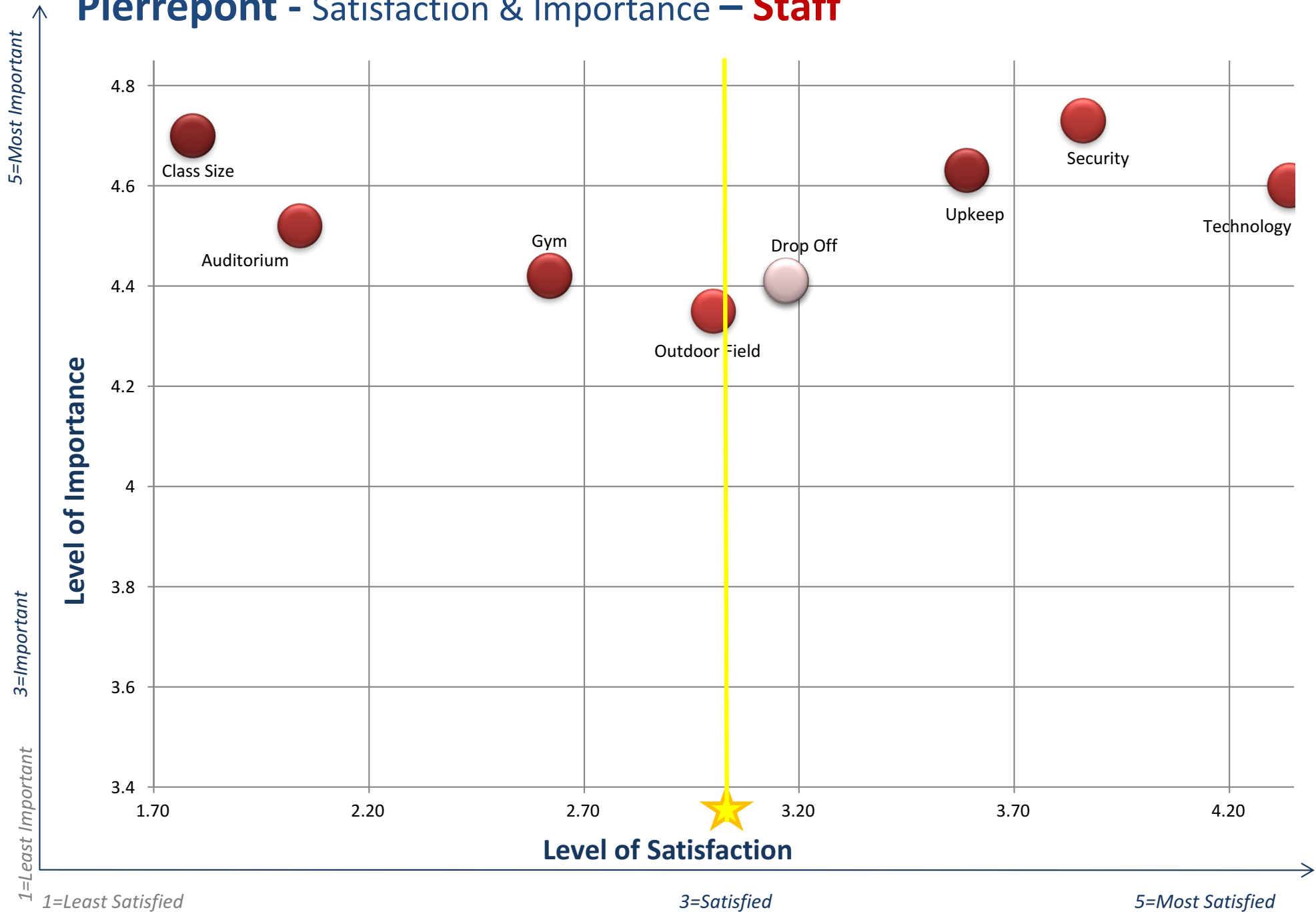
Pierrepoint - Satisfaction & Importance – ALL Respondents



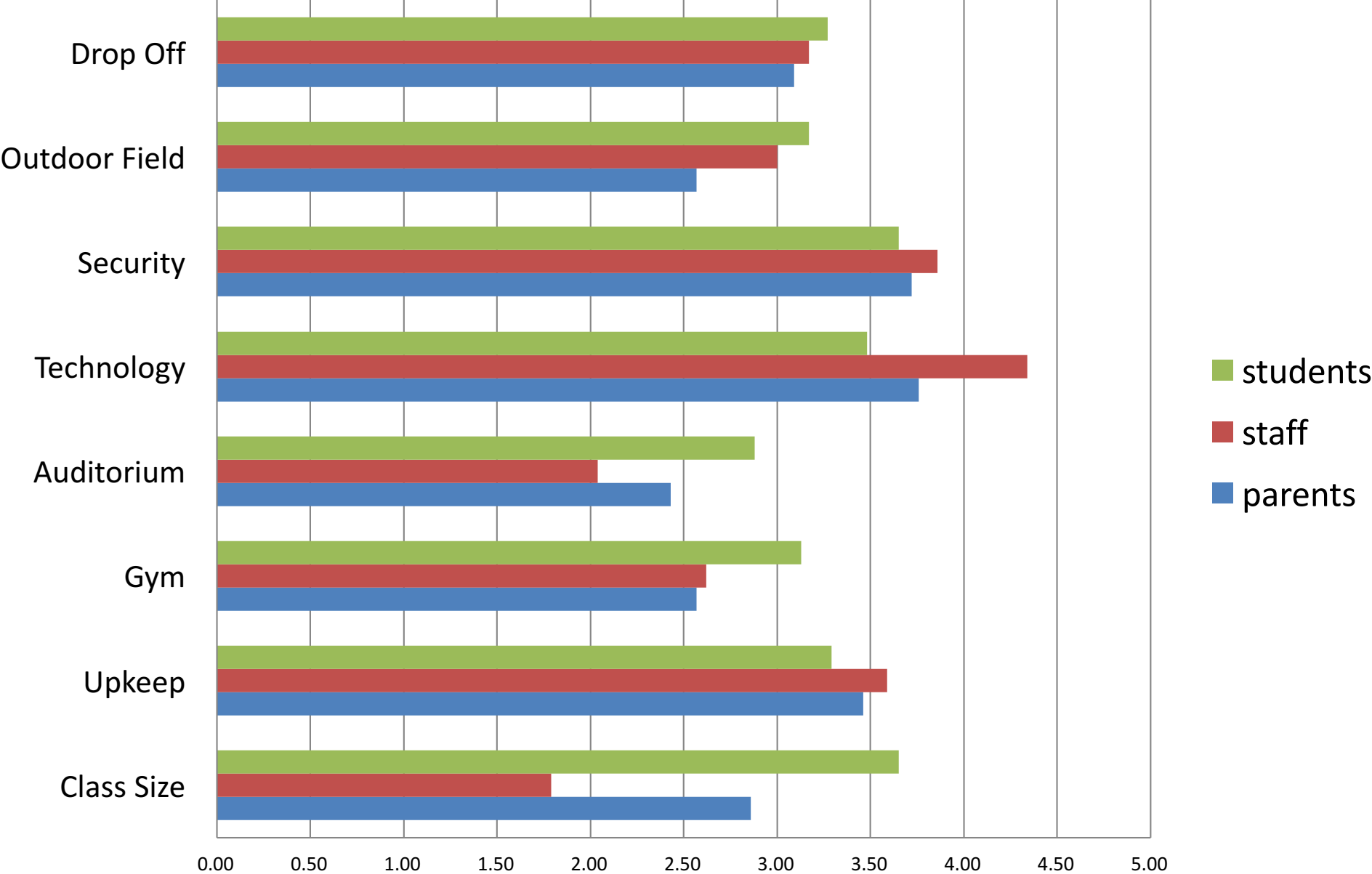
Pierrepoint - Satisfaction & Importance – Parents



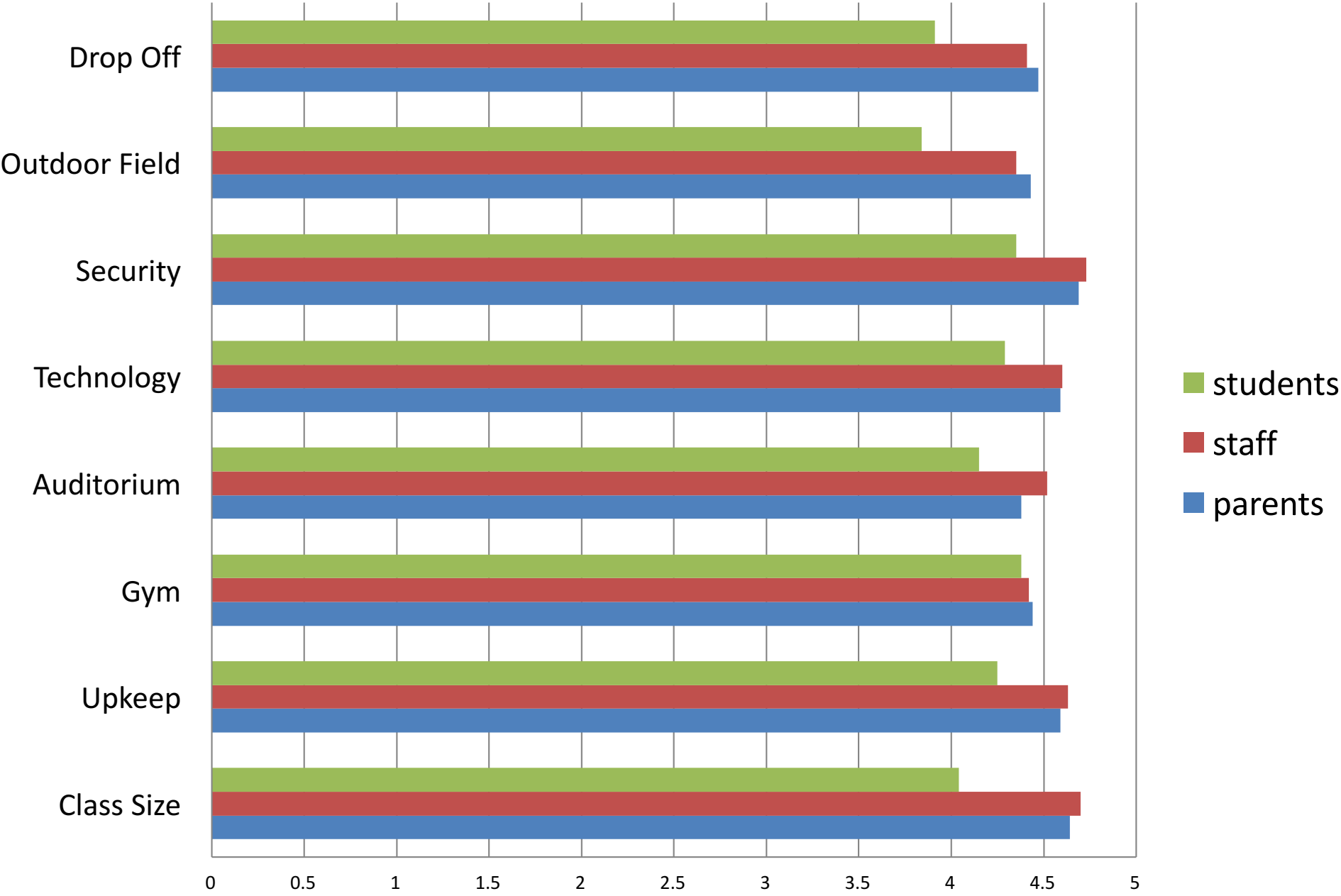
Pierrepoint - Satisfaction & Importance – Staff



Pierrepont - Satisfaction



Pierrepoint - Importance



Question 5:

Washington & Lincoln Schools

Satisfaction & Importance of Various Aspects

Washington & Lincoln Schools

Satisfaction & Importance of various aspects

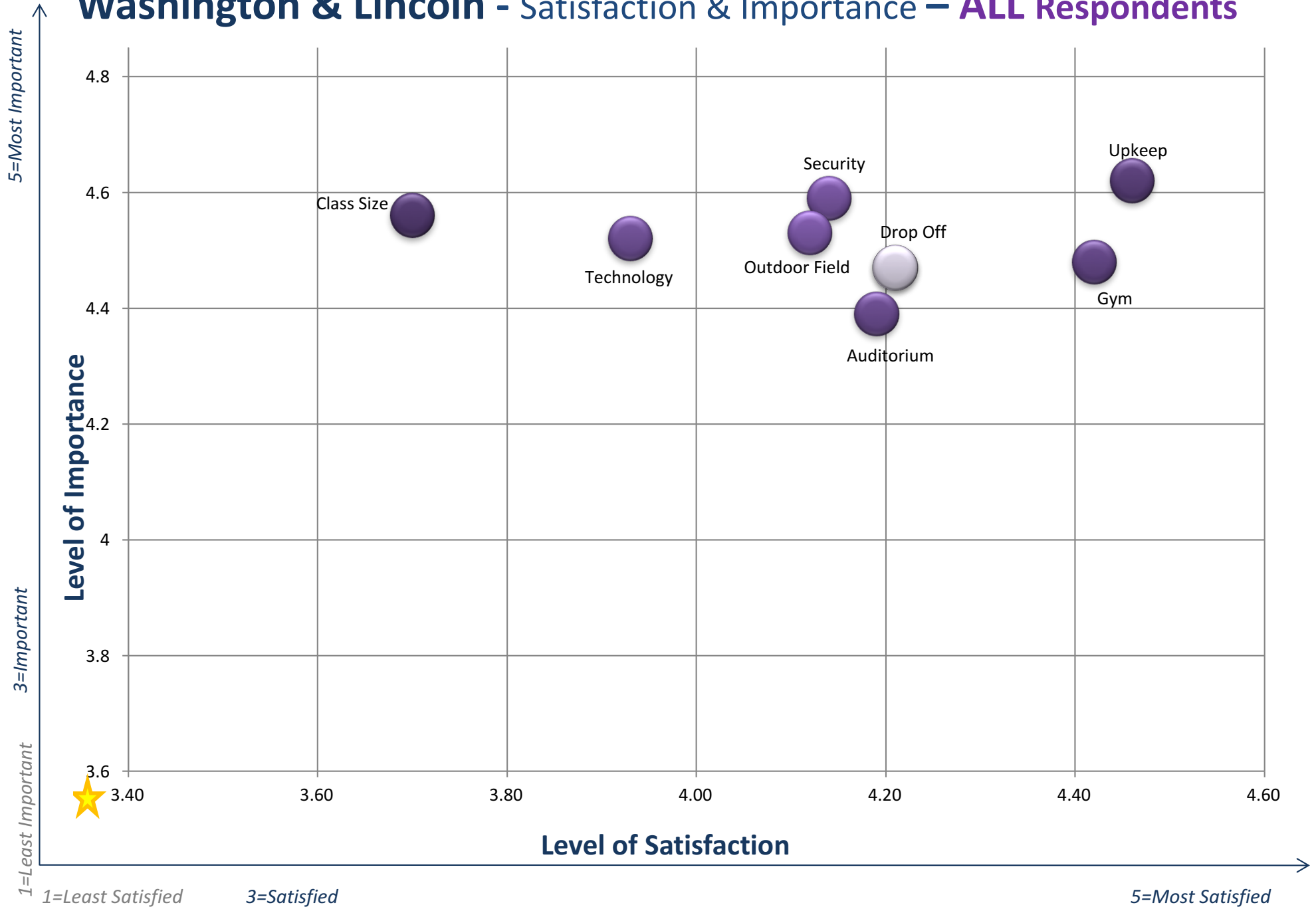
Question 5: If you are familiar with the Washington or Lincoln facility, please indicate your satisfaction and tell us how important each aspect is to the overall learning experience:

Class Size
Cleanliness & Upkeep
Gymnasiums
Auditorium/Assembly Space
Modern Technology
Security
Outdoor Play Area
Drop Off/Pick Up

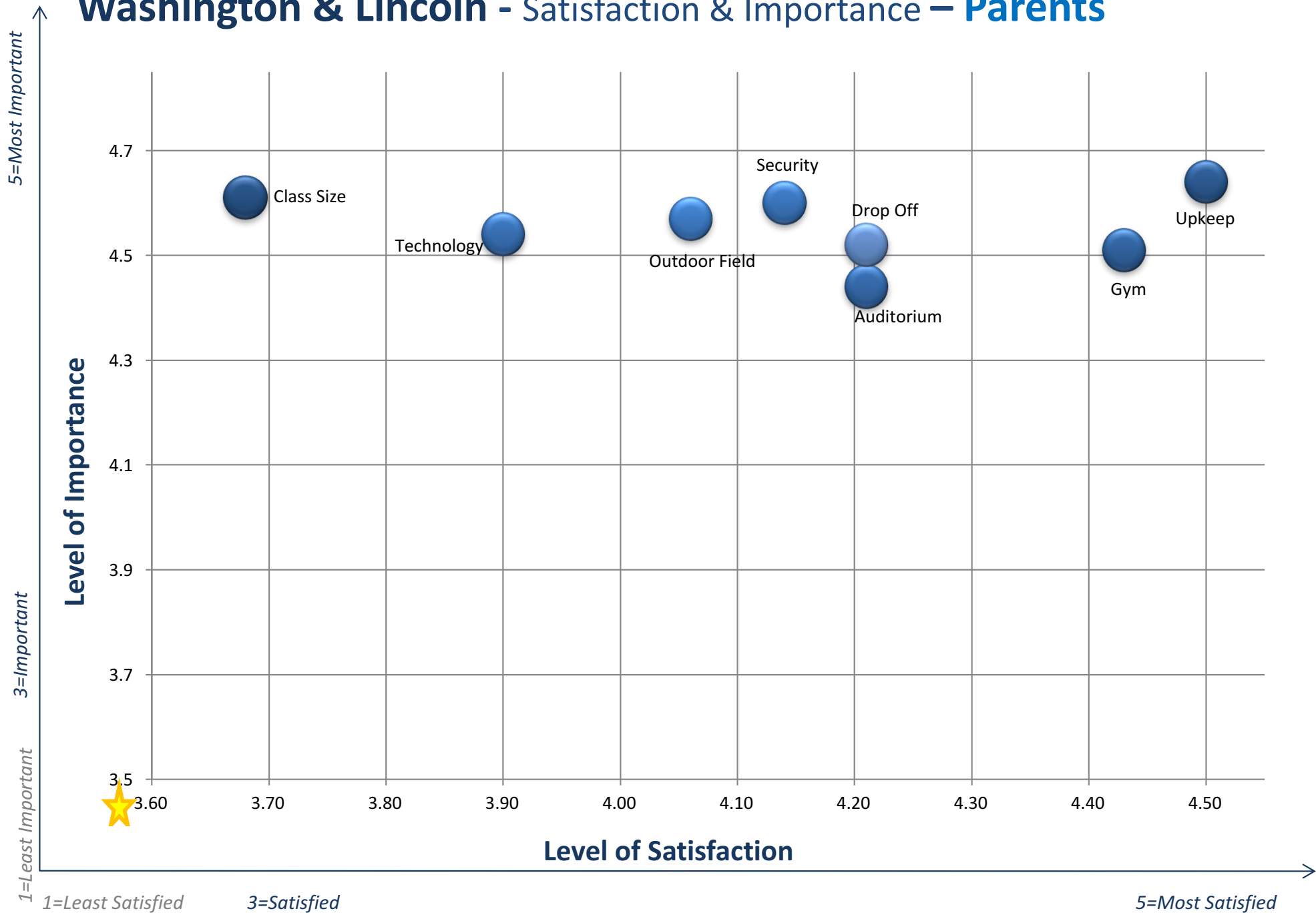
Respondents rated each aspect on a 1 to 5 scale

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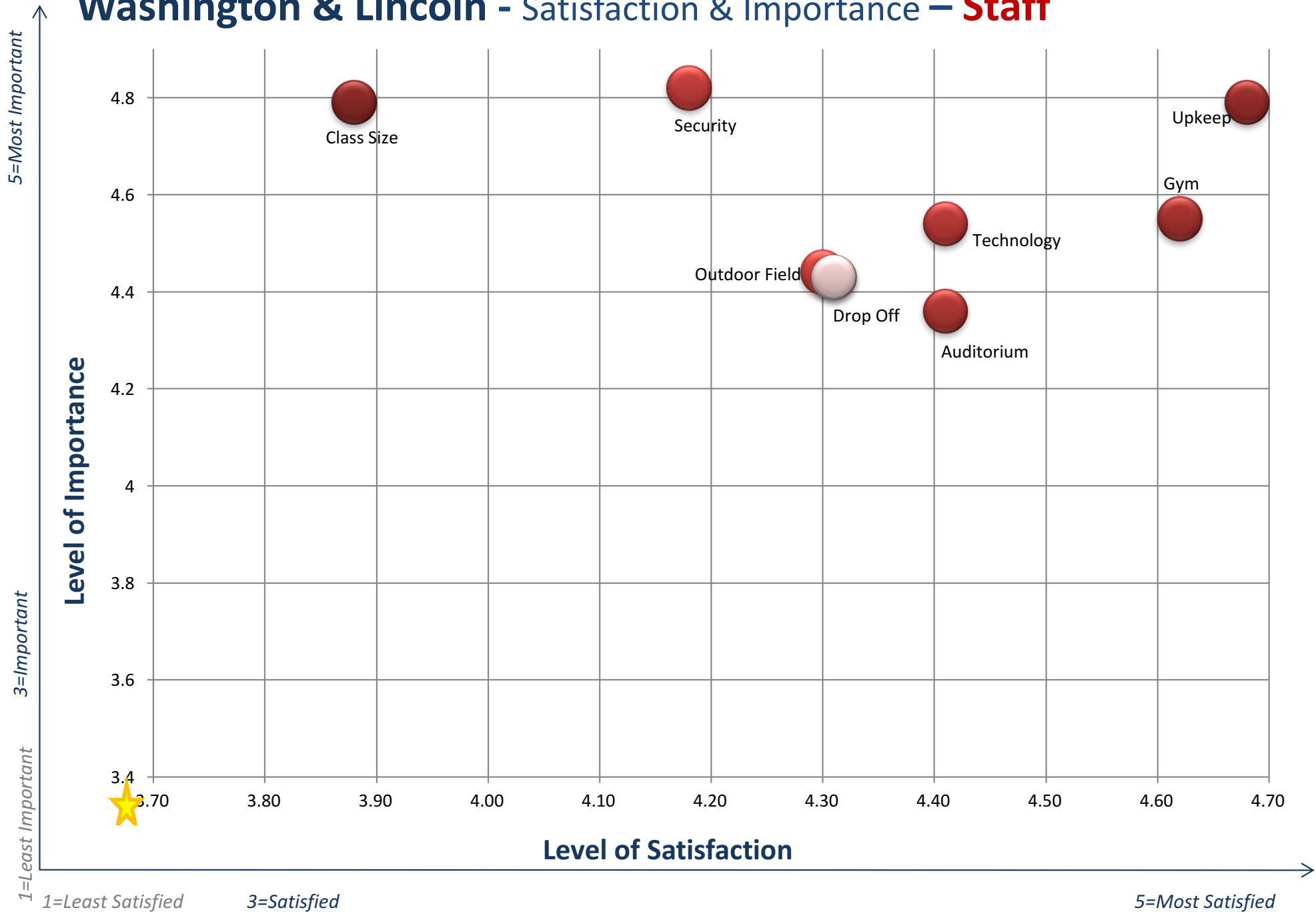
Washington & Lincoln - Satisfaction & Importance – ALL Respondents



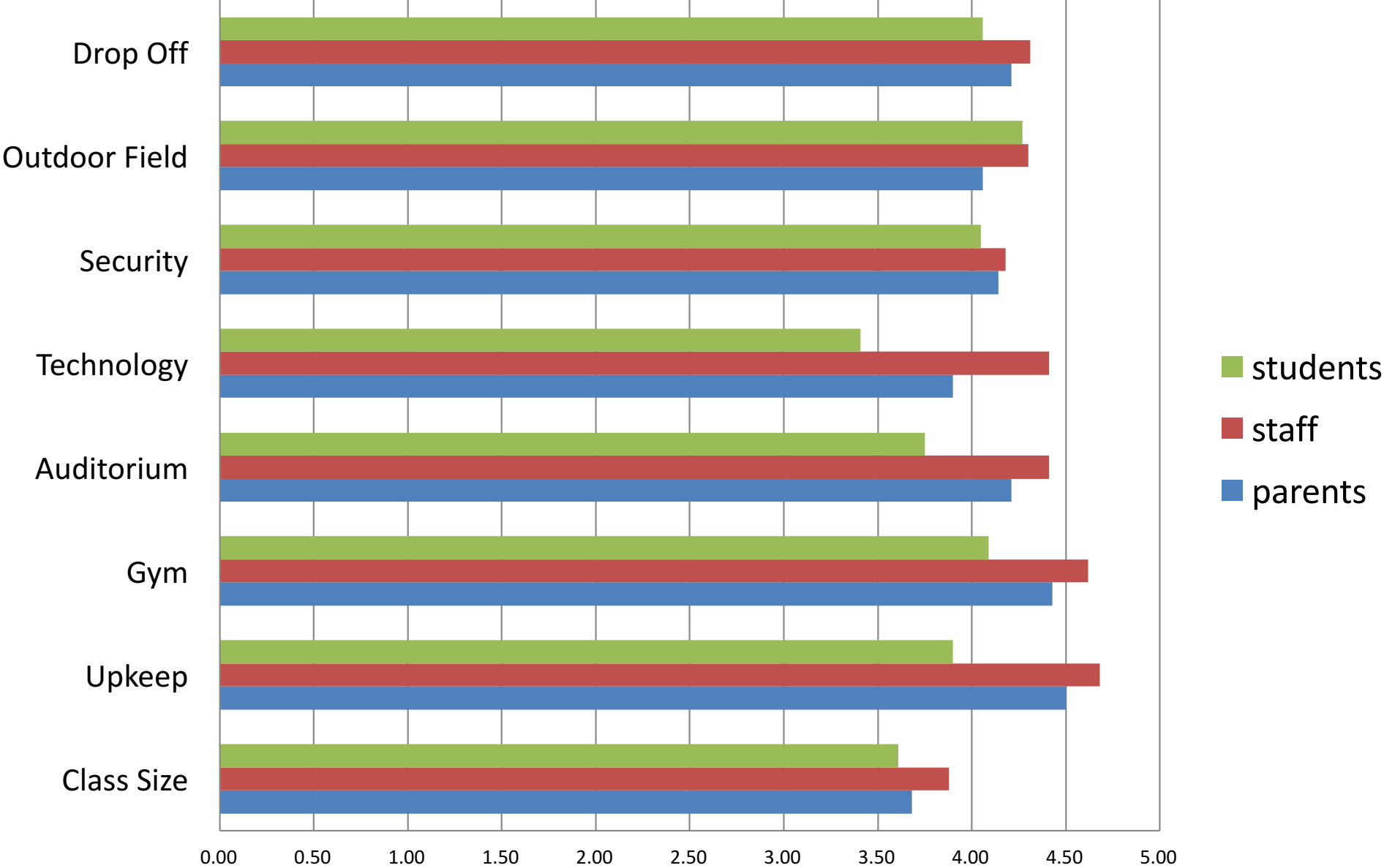
Washington & Lincoln - Satisfaction & Importance – Parents



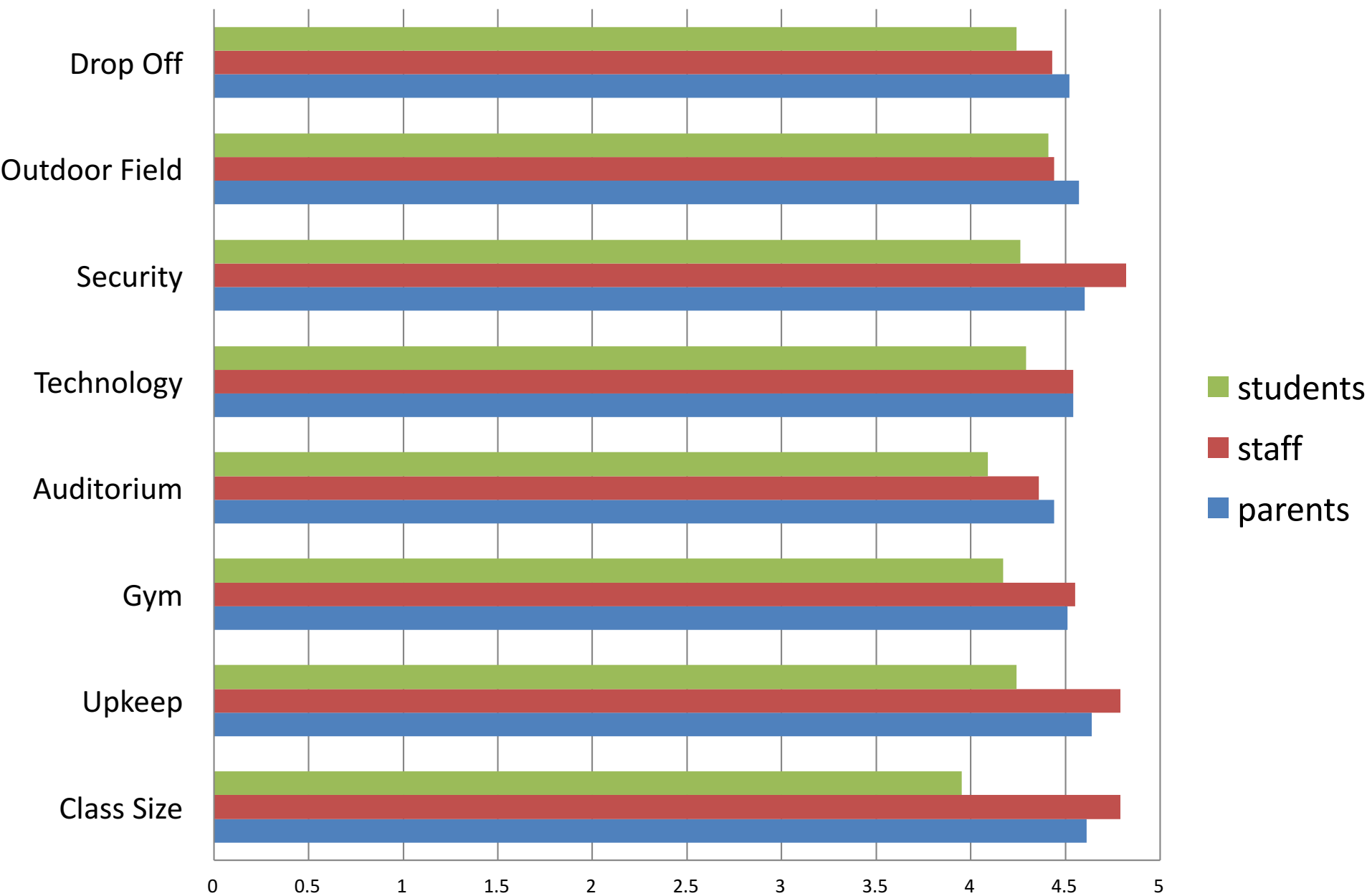
Washington & Lincoln - Satisfaction & Importance – Staff



Washington & Lincoln - Satisfaction



Washington & Lincoln - Importance



Question 6:

The Kindergarten Center

Satisfaction & Importance of Various Aspects

Kindergarten Center

Satisfaction & Importance of various aspects

Question 6: If you are familiar with the Kindergarten Center, please indicate your satisfaction and tell us how important each aspect is to the overall learning experience:

Class Size
Cleanliness & Upkeep
Gymnasiums
Auditorium/Assembly Space
Modern Technology
Security
Outdoor Play Area
Drop Off/Pick Up

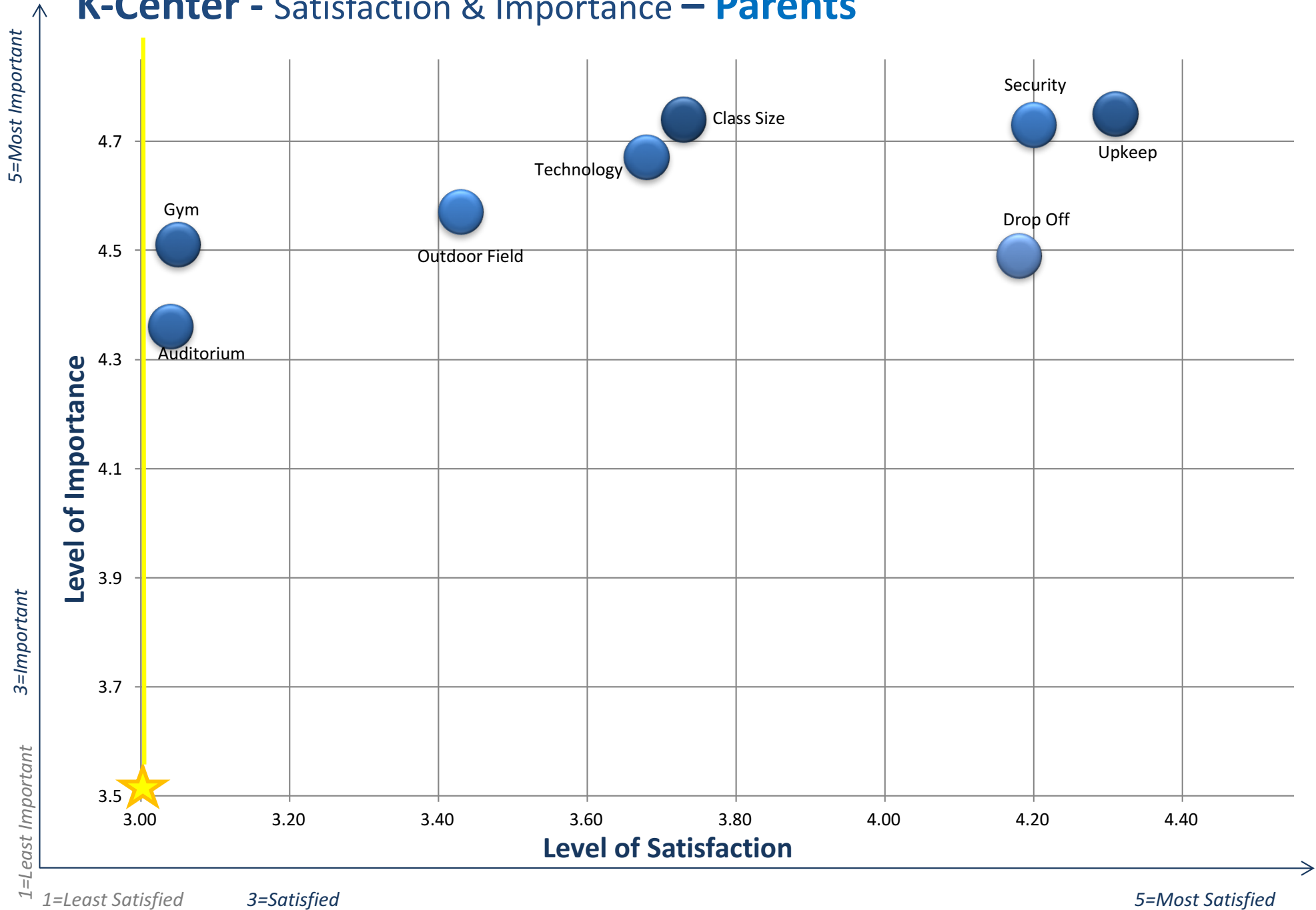
Respondents rated each aspect on a 1 to 5 scale

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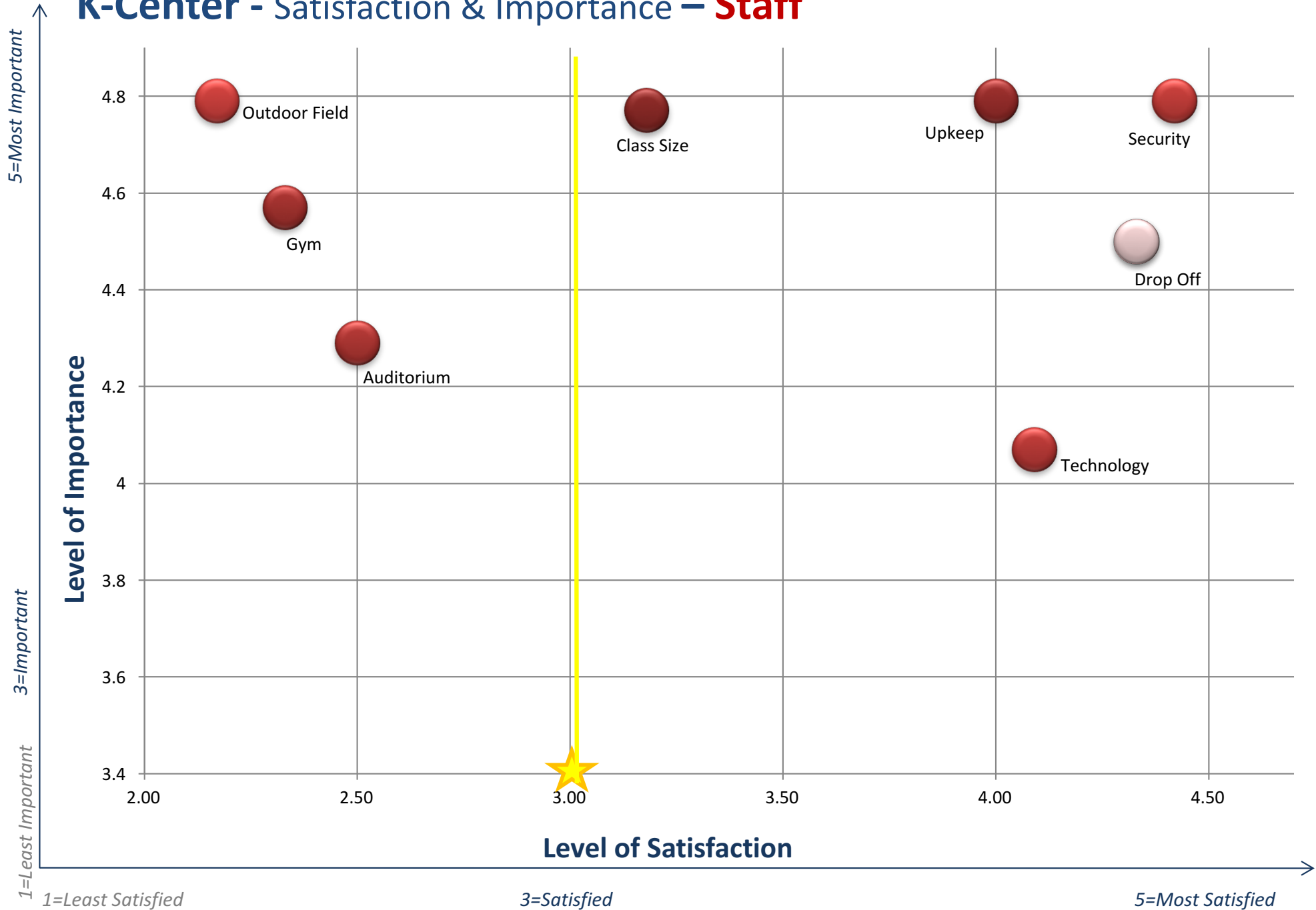
K-Center - Satisfaction & Importance – ALL Respondents



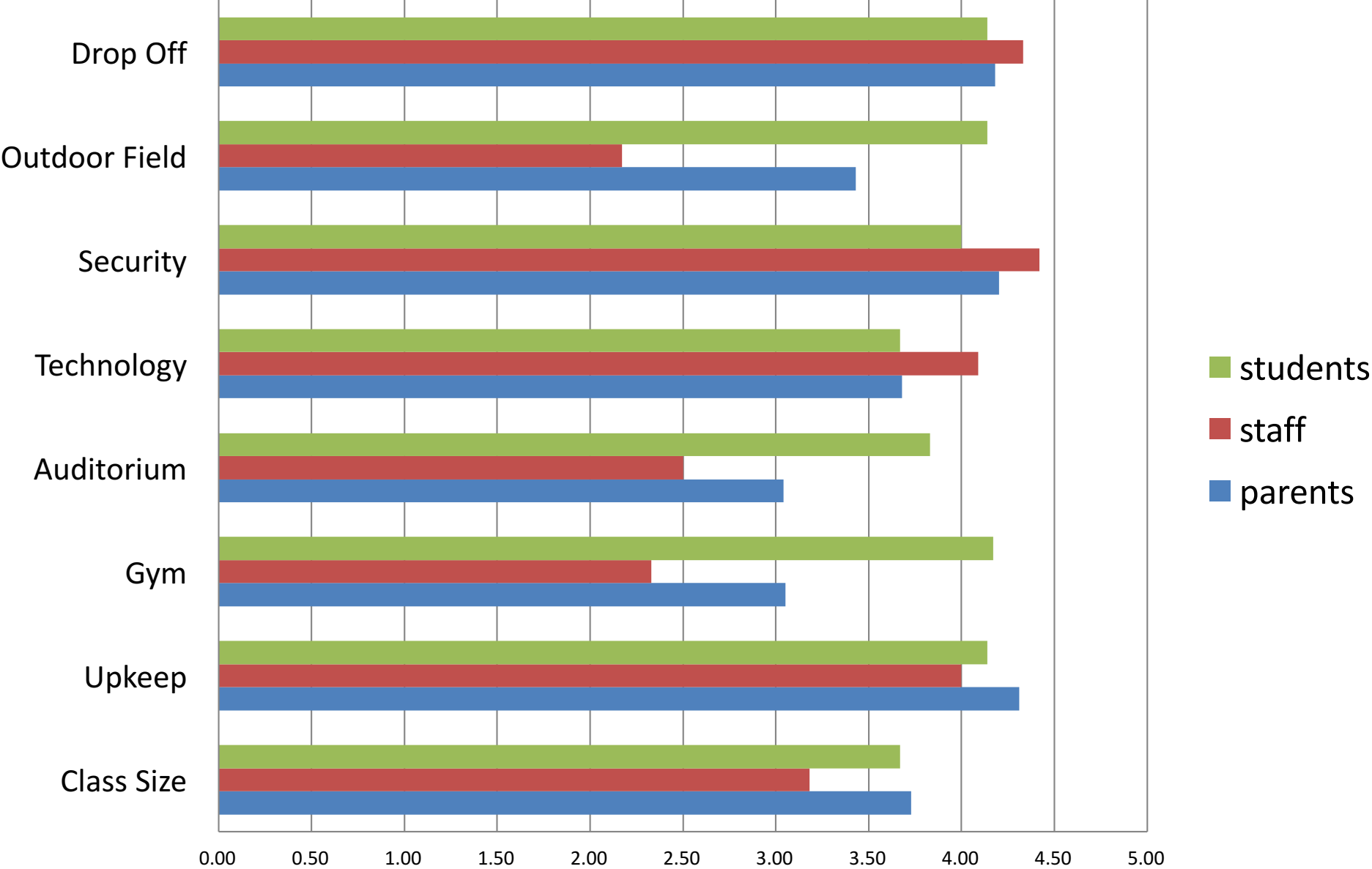
K-Center - Satisfaction & Importance – Parents



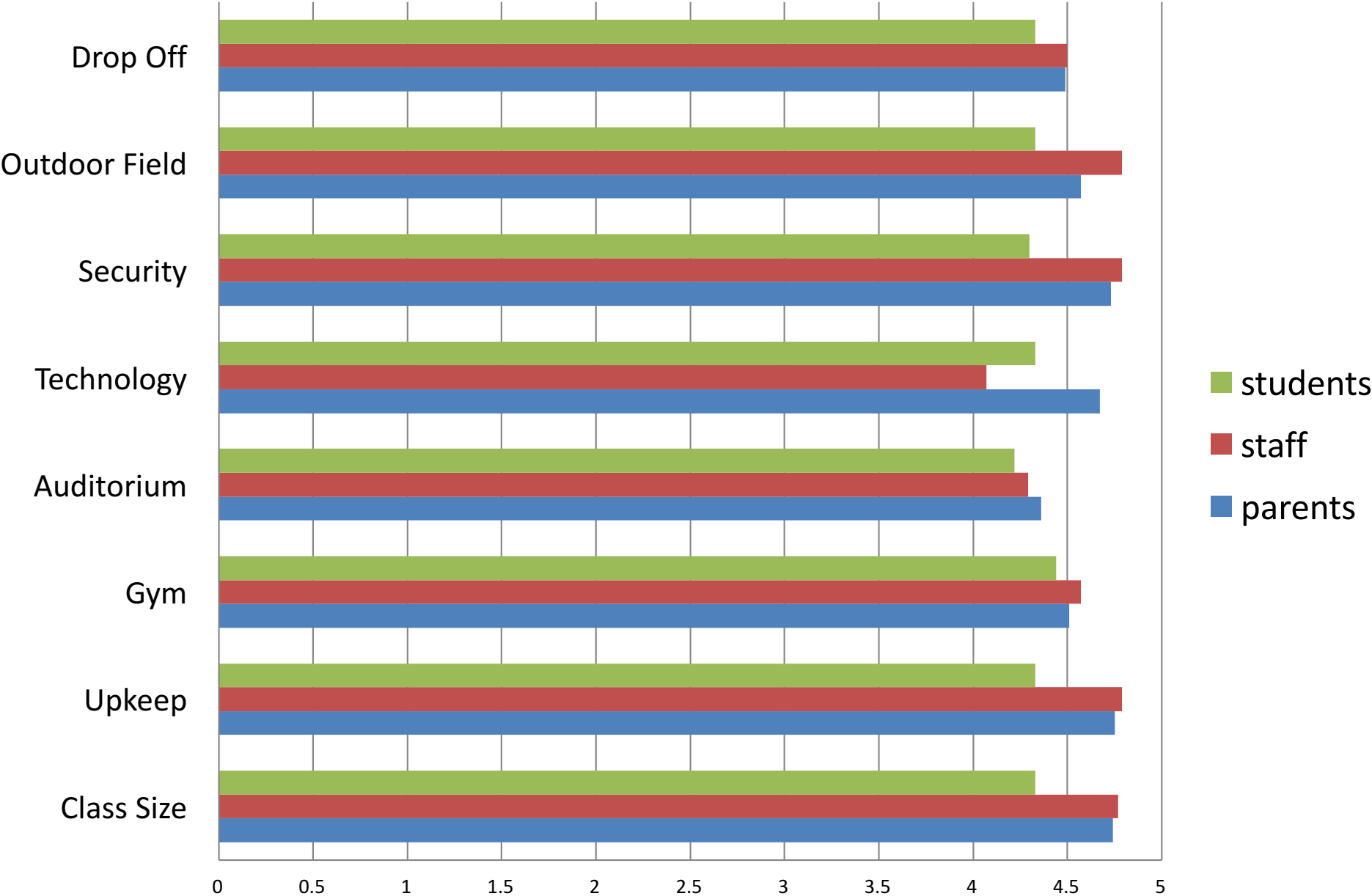
K-Center - Satisfaction & Importance – Staff



K-Center - Satisfaction



K-Center - Importance



Question 7:

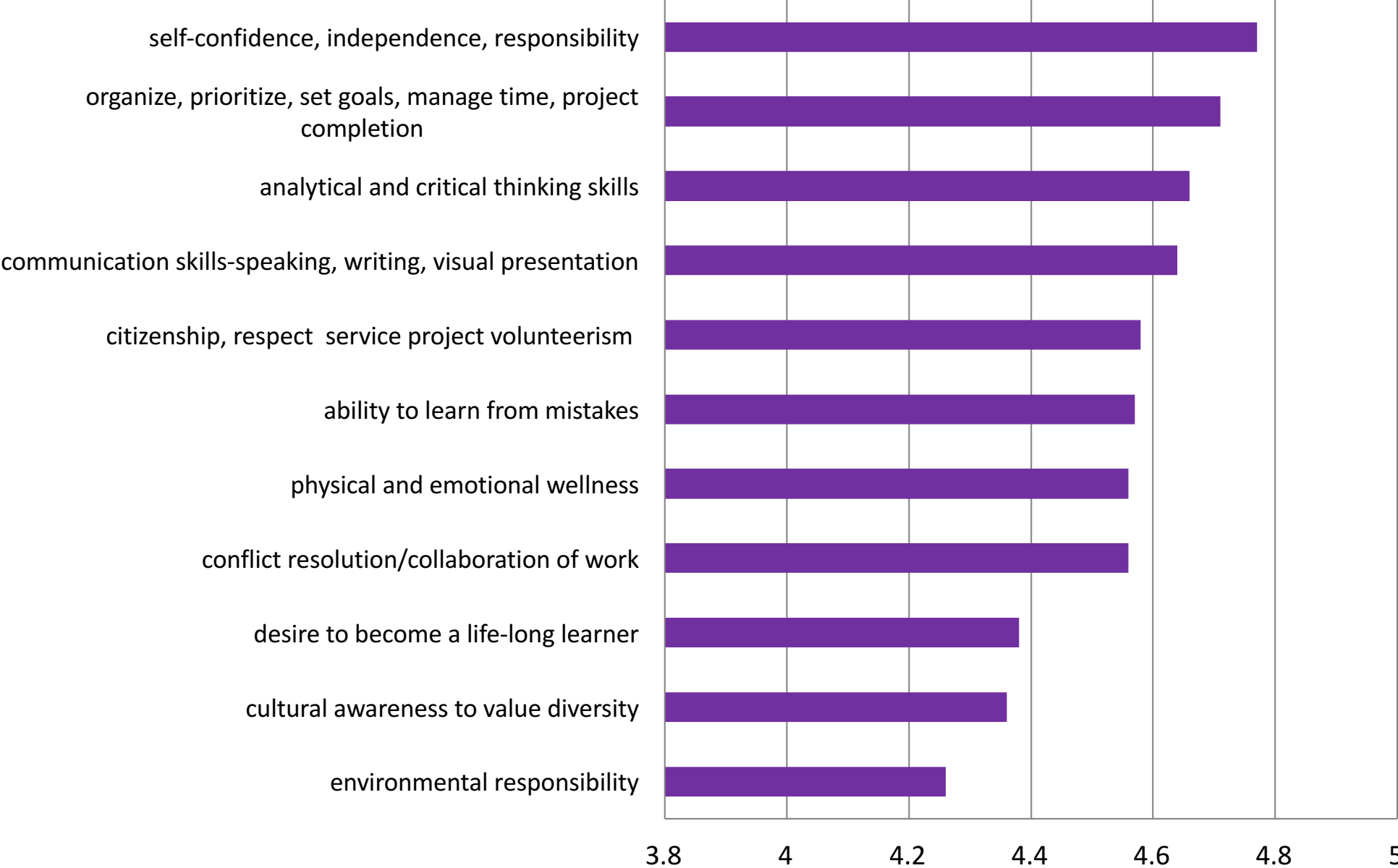
Importance of Skills & Abilities

Importance of Skills & Abilities – Summary of Findings

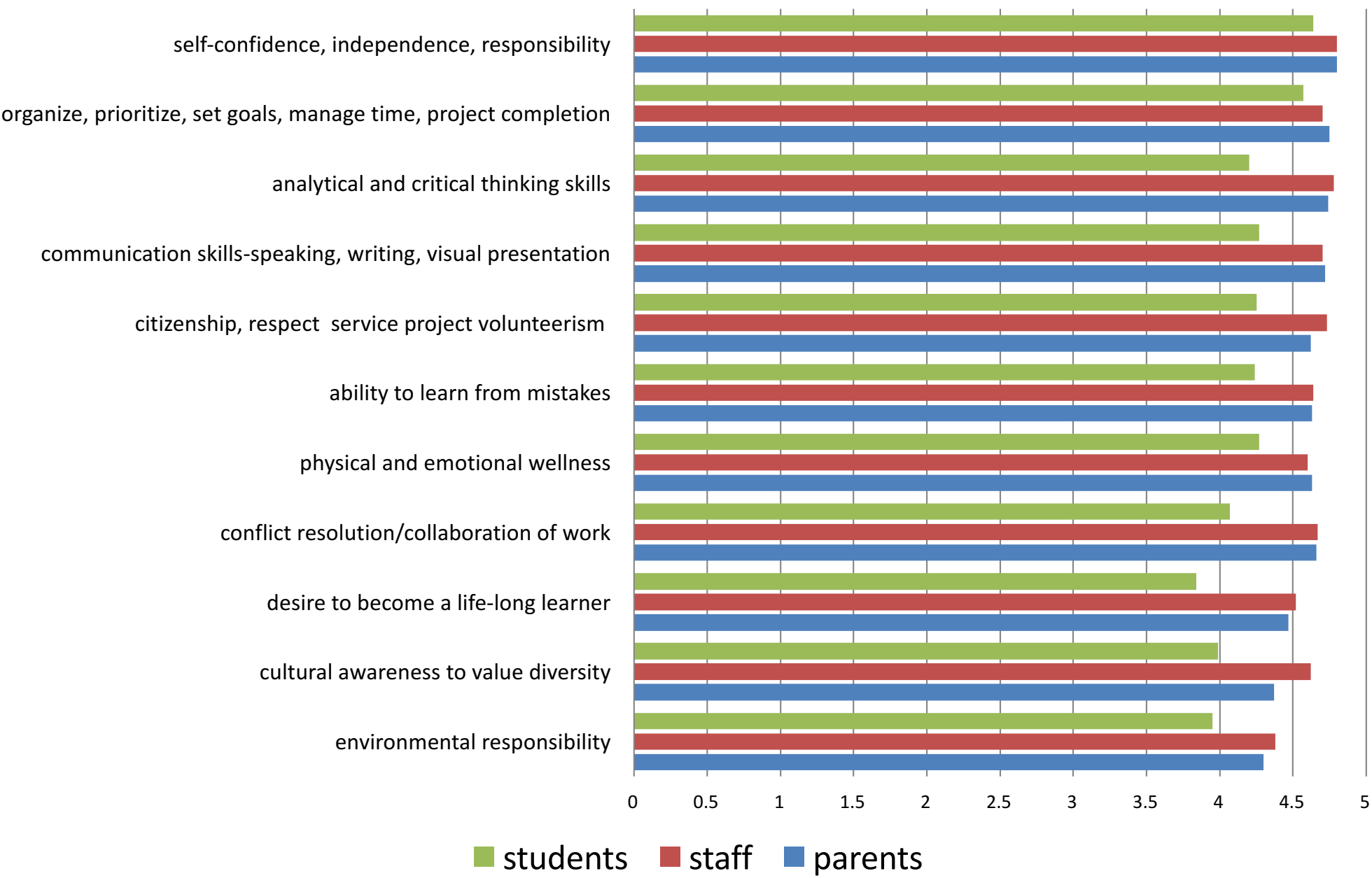
Respondents were asked to rate the importance of various skills and abilities to prepare students for the future.

- All skills rated in the Very Important to Most Important range with 4.77 being the highest rating for a skill (self-confidence, independence, responsibility) and 4.26 being the lowest rating for a skill (environmental responsibility). However even the lowest rated skill is highly valued by all respondent groups.
- Comparing the respondent groups average responses, Students rated every skill lower than Staff and Parents did.

Importance of Skills & Abilities – ALL Respondents



Importance of Skills & Abilities – ALL Respondents



Trends Found in Open Comments Section

Comments appeared more than ten times in the following areas:

- Class size
- Facilities
- Maintenance
- Athletic Program
- Gym Size
- Playgrounds
- Special Education
- Security

Trends Found in Open Comments Section – Class Size

Class Size: Sampling of Comments (approximately 55 comments)

- Inadequate at Pierrepont
- Too large at K -3 level
- Classrooms overcrowded

Trends Found in Open Comments Section – Facilities

Facilities: Sampling of Comments (approximately 39 comments)

- RHS- field needs to be updated/turfed, auditorium updated, Mortimer windows replaced, landscaping/fence replaced, would like building appearance more uniform
- Union- gym too small for age of student, auditorium needs updating, AC in auditorium/gym
- Pierrepont- overcrowded, no large group space, lacks AC in gym and multipurpose room, needs gym expanded

Trends Found in Open Comments Section – Maintenance

Maintenance: Sampling of Comments (approximately 39 comments)

- Pierrepont – outdated; uninviting, cramped
- RHS - auditorium needs updating (curtains, seating, lighting), grounds need refreshing, field maintenance, modernizing bathroom and improved cleanliness

Trends Found in Open Comments Section – Athletic Program

Athletic Program: Sampling of Comments (approximately 30 comments)

- Union- Start middle school feeder program; Middle school program will compete with REC; town too sports minded
- RHS- Add additional sports like Lacrosse, crew, boys' volleyball
- Too much money/emphasis on sports
- Add some more options to physical education classes (ex. yoga)

Trends Found in Open Comments Section – Gym Size

Gym Size: Sampling of Comments (approximately 26 comments)

- K Center gym is too small, has poles and no air conditioning
- Pierrepont - no auditorium to gather as group, no air conditioning, too tight in gym, parents could not get in for Back to School Night, no outdoor gym space
- Union – gym too small, overcrowded, inclement weather days pose a problem, no air conditioning

Trends Found in Open Comments Section – Playgrounds

Playgrounds: Sampling of Comments (approximately 16 comments)

- Washington needs expanded playground
- Lincoln and Washington - preschool play area
- K Center needs expanded playground and safer blacktop area
- Pierrepont - needs equipment and/or proper play space

Trends Found in Open Comments Section – Special Education

Special Education: Sampling of Comments (approximately 15 comments)

- More resource classes/continuum of services
- Too crowded in LLD
- More teacher/aide training
- RTI should be small group instruction out of the classroom
- Seem to offer the same modifications, but many types of disabilities

Trends Found in Open Comments Section – Security

Security: Sampling of Comments (approximately 13 comments)

- RHS open doors at night (sports, adult school, Rec); can get in via those exiting
- Union/Pierrepont - enter near classrooms; not near main office
- Able to enter buildings after school due to facility usage

What did the Committee learn?

Findings – Overall Trends

- Modernize facilities
- Improve communication
- Update security

Findings – Overall Trends - Modernize Facilities

- Overcrowded classrooms at all schools, especially Pierrepont
- RHS outdoor field (unusable due to poor condition)
- RHS auditorium needs refreshing
- Pierrepont Multipurpose Room and Gym needs updating/larger size
- Union Gym needs updating/larger size
- Update Science labs at Union and RHS
- RHS Mortimer Avenue wing needs updating
- K Center playgrounds need updating
- K Center Nurse's suite
- Long-term solution for bus parking/storage

Findings – Overall Trends – Improve Communication

- Full-time public relations/communications director
- Bi-lateral communications: Rutherford and BOE
- Continued outreach for Special Education; out-of-district students participating in:
 - Family Fun Nights
 - Socials
 - Teams
 - Musical events
- Follow-up about survey results identifying Special Education as an issue
- Increase parent communication
- Inform realtors

Findings – Overall Trends – Update Security/Safety

- Limit school access points:
 - During school hours
 - After school hours
- Modernize Cameras/Police Monitoring:
 - Common areas
 - Points of entry
- Modernize sensors
- Modernize integrated system with Police

Findings – Overall Trends – Topics to Consider

Miscellaneous items that came up to Committee for consideration by the Board:

- Re-registration
- Middle School sports
- After School Programs/Tutoring
- Shared service Wellness Center
- Language lab (online)

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