



# Harborfields Special Edition

*The Official News Source of Harborfields Central School District*

## Our Mission

The mission of the Harborfields Central School District is to provide an innovative and collaborative learning environment where all students are empowered to realize their unique potential while striving for academic excellence. We aim to prepare students for their future and to equip each child with the essential tools needed to become respectful, responsible, resilient, empathetic, self-assured adults. Harborfields is committed to developing lifelong learners with the intellectual, social and emotional skills necessary to achieve success as active citizens within their local community and in an ever-changing diverse global society.

## Our Vision

Each Child. Each Day.  
One Harborfields Family.

## A Message from the Superintendent of Schools

Dear Harborfields School Community,

In his bestselling book, “Start With Why,” Simon Sinek describes the importance of organizations being able to articulate and communicate their “WHY,” which is their purpose, their cause and their belief. Our district’s “WHY” is found in our vision to serve “Each Child, Each Day,” as “One Harborfields Family.” This simple declaration, supported by the district’s mission statement, guides all decisions that are made as we endeavor toward a future where our vision is fully realized. It is only as “One Harborfields Family” that we can make our vision a reality.

When you visit our schools, you will see our facilities, our classrooms, our curriculum and our programs. These are all vital aspects of our operation, but they do not get at the heart of WHY we do WHAT we do. This is why the district set out to develop a strategic plan through an inclusive process that involves all constituents throughout our school community. The district’s

strategic plan represents just one aspect of HOW we will get to our collective vision for the future. Please take the opportunity to read through this publication to learn about our specific goals and action plans.

We thank the members of our community, our staff and, most of all, our students for joining us on this journey. As we move through this process over the next five years, I look forward to updating you on our progress!

Sincerely,  
Dr. Rory J. Manning  
Superintendent of Schools



# Harborfields Strategic Plan 2022-27

## Action Steps to Achieve Our Goals

Celebrate ALL learners as part of an affirming learning environment

- Seek opportunities to highlight and celebrate students, staff and community members with diverse learning needs that comprise our One Harborfields Family.
- Analyze programs to focus on opportunity, access and support for ALL learners.
- Enhance exploration of the trades with students and families.

Create authentic relationships for ALL students

- Explore, evaluate and, if recommended, implement peer/adult mentoring opportunities at HHS, OMS and TJL.
- Implement climate surveys to measure student perception of belonging.
- Use survey data to guide future work.

Celebrate ALL cultures as part of an affirming learning environment

- Seek opportunities to highlight students, staff and community members from all cultures to share experiences.
- Analyze curriculum to find where cultures are represented and can be celebrated.
- Provide resources that reflect the diversity of our community and our global society.

Ensure that ALL members of the Harborfields Family feel supported and represented

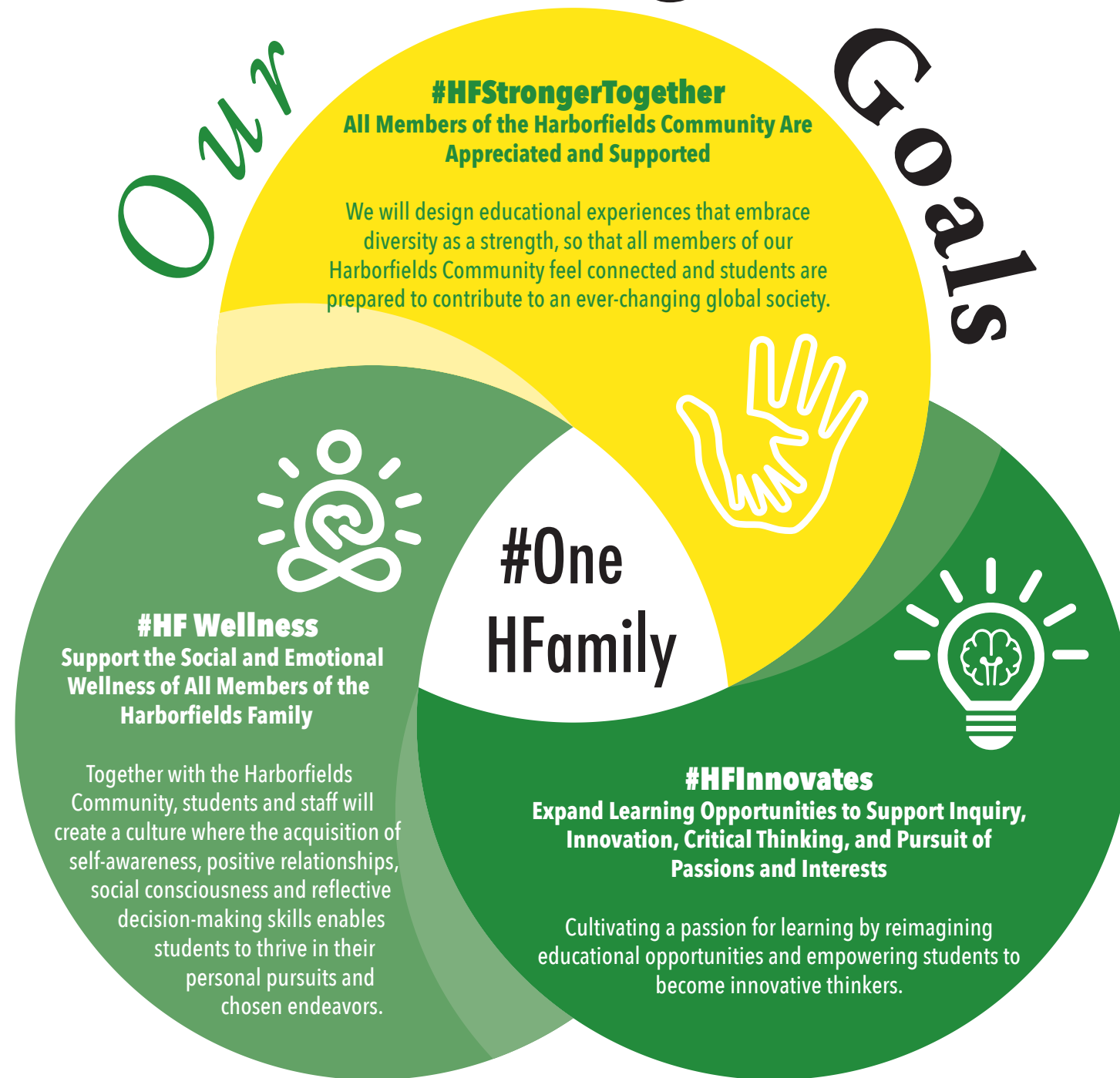
- Widen recruitment practices to reach diverse, highly qualified candidates.
- Seek potential staff candidates with an understanding and appreciation of cultural proficiency.
- Incorporate opportunities for further staff development in cultural proficiency in the district's professional development plan.
- Ensure clubs match the interests of all students as indicated by annual student interest surveys.

Research available curriculum, instruction, resources and assessments to support real-world learning

- Conduct a needs assessment and inventory current K-12 real-world learning practices.
- Explore and evaluate research-based methods of real-world learning.

Design professional development opportunities that support real-world learning

- Evaluate current professional development opportunities.
- Research best practices to support real-world learning



- professional development models.
- Increase vertical alignment of K-12 real-world learning practices.
- Provide opportunities to collaborate on interdisciplinary real-world learning activities and to exchange best practices in real-world learning.
- Create a multidisciplinary team to develop a common understanding of best practices of real-world learning.

Create real-world learning opportunities for all students

- Promote real-world application by including community-

- based experts.
- Celebrate and publicize examples of real-world learning throughout the district.

Ensure that the culture of the Harborfields School Community is one that is conducive to prioritizing social-emotional wellness (SEW) for all of its members

- Create an SEW Counsel composed of all stakeholders (students, parents, community members, teaching and T.A. staff, administrative staff, transportation staff, cafeteria

staff, etc.) committed to social-emotional wellness action planning and implementation that will benefit all members of the school community.

- Identify the needs of the culture of each school and develop a corresponding support plan.
- Examine Restorative Practices for consideration of design and implementation through a K-12 perspective.

Through the lens of Social-Emotional Wellness, develop core values that represent our community at large

- Identify core values through a collaborative K-12 process.
- Develop a coat of arms that is a visual representation of our districtwide community and a symbol of what is valued in Harborfields.
- Recommend additional plans to infuse core values throughout the school community.

Through the lens of Social-Emotional Wellness, examine existing curriculum and consider alignment, enhancement and implementation of social-emotional standards where appropriate

- Investigate research-based programs for social-emotional learning that are designed to focus on fundamental social-emotional needs which are proven prerequisites for optimal academic growth.
- Review existing K-12 literature selections for students and conduct a crosswalk with the Social-Emotional Wellness State Standards.
- Crosswalk Social-Emotional Wellness State Standards with K-12 digital citizenship curriculum to ensure inclusion and alignment where appropriate.
- Develop a recommended curriculum guide for implementation.

Enhance community and citizenship connections and opportunities for all students to support them to thrive in their personal pursuits

- Review, assess and enhance community partnerships to enable students to participate in activities in their school and local community.
- Create a “student connections” program to increase involvement of students to engage with one another beyond their class/grade/level or building.
- Review and enhance the district's Parent Empowerment Program to include parent education and partnership on school efforts, common social-emotional issues and accompanying language.

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# STRATEGIC PLAN



## **Q: How did the school community contribute to the formation of this strategic plan?**

A: To gather input from various stakeholders throughout the school community, the district conducted interviews with Board members, administrators, union leadership, community organizations and the PTA units. Additionally, the district conducted a survey among students in grades 5-12, faculty members, parents, support staff and community members without children in the schools. A total of 2,721 respondents participated in the survey.

## **Q: Who comprised the core planning team to lead the district through this process?**

A: The core planning team consisted of 21 members, including representatives from the Board of Education, central and building administrators, teachers and support staff from all four schools, and representatives from PTA, SEPTA and HACEF.

## **Q: Who helped to develop the action plans to support the three main goals of the strategic plan?**

A: The district formed three planning teams – one to address each main goal of the strategic plan. The teams were comprised of a total of 28 members, who met throughout the months of January through June 2022. Team members consisted of teachers, school counselors and administrators.

