

Mountainside School District

Mission Statement



The Mountainside Public School District is committed to academic excellence and providing an equitable, whole-child education for all K-8 students to ensure they are well-prepared for high school, and empowered with the knowledge, literacy, and social and emotional skills needed to be lifelong learners and shape the world around them. The District promotes a collaborative and supportive learning environment, infusing a comprehensive curriculum with 21st century skills that encourage communication and innovative, creative and critical thinking. It is our goal that all our students become informed, empathetic and productive citizens who are responsible on a personal, community and global level. The Board of Education, administration, and staff, working together with students, parents and the community, are accountable for achieving this vision.

Belief Statements

We continue to believe...

- that children are society's most valuable asset and every decision should be in their best interest.
- that schools should give all students opportunities to achieve and succeed to the best of their abilities.
- that schools should provide a safe, positive, and welcoming environment that emphasizes integrity, pride, acceptance, and mutual respect and will allow students to become responsible and caring adults.
- that students must understand the value of education and the opportunities it provides.
- that schools must address the needs of the whole child in areas such as: social, emotional, physical, intellectual, and civic preparation.
- that schools should create a comprehensive curriculum incorporating 21st century creative and critical thinking, technology, communication, entrepreneurial, and problem-solving skills imperative to succeeding in a global society.
- that well-rounded academic and extracurricular experiences (athletics, fine arts, clubs) should be available and encouraged for all students.
- that parents are essential to the success of the educational process.
- that faculty and staff members should be knowledgeable in their subject areas, with a vigorous emphasis on professional development and creative, innovative instructional methods to ensure all students achieve at their highest levels.
- that when facing budgetary and economic issues, the district will find the best funding resources available to support its mission and to provide efficient, effective and safe school facilities and infrastructure.
- that an excellent school system is crucial to the economic development and vitality of the community.
- that community involvement is critical in the educational process.
- that we must commit to continually improving communication and maintaining a strong relationship between the schools, residents, and Mountainside community at large.

Mountainside Schools Long Range Strategic Plan 2019-2024

Long Range Goal I: To develop a system to continuously collect and monitor a variety of student achievement data in order to better target student learning needs, so that every student is provided with the support necessary to be challenged and succeed at his/her appropriate level.									
Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2019-20	2020-21	2021-22	2022-23	2023-24	
1. Develop and continually improve a student dashboard that keeps track of student academic progress as a district, at the school level, grade level, classroom level and individual progress.	a. Identify variety of assessment tools in both language arts and math that are research based and user friendly.	1) A list of research-based assessment tools 2) A plan for continual monitoring and upgrading to ensure the accurate diagnosis of students' needs.	Chief School Administrator Administrative Team Teacher Coordinators/ Specialists I&RS Coordinators	X	X	X	X	X	
	b. Provide professional development for teachers so that they are familiar with these tools and can readily use them for assessment in order to make informed curricular decisions.	1) Agendas, outlines, & minutes from PD workshops. 2) Agendas, outlines, & minutes from PLC & team meetings 3) Lesson plans that demonstrate the use of these assessment tools.	Chief School Administrator Administrative Team Teacher Coordinators/ Specialists I&RS Coordinators	X	X	X	X	X	
	c. Report to the BOE regularly on student progress.	1) Agendas and minutes from BOE meetings that indicate presentation and discussion of student dashboard at least twice per year.	Chief School Administrator Administrative Team Teacher Coordinators/ Specialists I&RS Coordinators	X	X	X	X	X	
2. Develop a data driven process, using the dashboard, of identifying students' weak academic areas and a systematic plan for helping students improve.	a. Develop clear cut benchmarks in both language arts and math so the needs of students who don't reach the benchmarks can be readily addressed.	1) Chart that indicates the benchmarks for students at each grade level and in each academic area	Chief School Administrator Administrative Team Teacher Coordinators/ Specialists	X	X	X	X	X	
	b. Use multiple sources of data to determine student's strengths and weaknesses.	1) An outline of the multiple data sources with clear indicators of what constitutes low achievement in the respective academic areas	Teacher Coordinators/ Specialists	X	X	X	X	X	
	c. Develop a student profile, accessible through technology, that can be regularly updated.	1) Evidence of a technology based, student dashboard matrix that provides multiple data points to assess individual students' achievement levels	Administrative Team Teacher Coordinators/ Specialists	X	X	X	X	X	
3. Develop a bank of tools, strategies, materials that assist teachers in differentiating instruction to meet the needs of different types of learners.	a. Provide on-going professional development for teachers so they are familiar with these differentiated strategies.	1) Agendas, outlines, minutes, & Power Points that indicate on-going PD training in differentiation	Chief School Administrator Administrative Team	X	X	X	X	X	
	b. Develop an electronic and/or physical library for teachers so these tools can be readily accessed.	1) Evidence of on-line tools readily accessible for faculty 2) Evidence of a resource library in each school's media center and/or faculty room	Administrative Team Teacher Coordinators/ Specialists	X	X	X	X	X	
	c. Continually update the library so that the resources reflect current research and best practices.	1) Budget line for both on-line and print faculty resources in differentiation	Administrative Team Business Administrator Media Specialists	X	X	X	X	X	

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Long Range Goal II. To improve and sustain a plan for regular articulation between both Beechwood and Deerfield Schools, and the Mountainside and Berkeley Heights School District to ensure that all students are prepared to perform at their full potential when they enter Governor Livingston High School.								
Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2019-20	2020-21	2021-22	2022-23	2023-24
1. To review school to school level and district to district level articulation models of school districts similar to our.	a. Explore/Identify successful articulation models in other school districts similar to ours.	1) Visits to other schools/districts to gather articulation models 2) A collection of articulation models that would work within our schedule limitations	Chief School Administrator Administrative Team	X				
	b. Develop with the administrative team a needs assessment of our current articulation structure in order to determine strengths and weaknesses.	1) Agendas and minutes from general faculty meetings and meetings at each building indicating these discussion points	Chief School Administrator Administrative Team	X				
	c. Review feedback from school climate survey to obtain preferences and concerns from faculty. Invite faculty to be part of decision making process.	1) A summary of relevant points from school climate survey 2) Agendas from meetings with teachers where these key points were reviewed and discussed	Chief School Administrator Administrative Team Faculty	X				
2. To develop a comprehensive plan for articulation between Beechwood and Deerfield Schools to ensure a seamless transition from 2nd to 3rd grade.	a. Develop a planning meeting to determine needs of both schools	1) Schedule	Administrative Team Teacher Coordinators/ Specialists	X				
	b. Develop goals and a schedule to meet those goals. Conduct on-going meetings.	1) Schedule of meetings and agendas/minutes from these meetings	Administrative Team Teacher Coordinators/ Specialists	X	X	X	X	X
	c. Report to the BOE and the community the results.	1) Power Point at an end-of-year board meeting to report on progress of the committee and impact on the respective curriculums and programs of both schools	Chief School Administrator Administrative Team Teacher Coordinators/ Specialists	X	X	X	X	X
3. To develop a comprehensive plan for articulation between the Mountainside School District and the Berkeley Heights School District.	a. Develop a planning meeting with Berkeley Heights to determine needs of both districts.	1) Schedule	Chief School Administrator Administrative Team	X	X	X	X	X
	b. Develop goals and a schedule to meet those goals. Conduct on-going meetings.	1) Schedule of meetings and agendas/minutes from these meetings	Chief School Administrator Administrative Team	X	X	X	X	X
	c. Report to the BOE and the community the results.	1) Power Point at an end-of-year board meeting to report on progress of the committee and impact on the respective curriculums and programs of both districts	Chief School Administrator Administrative Team Teacher Coordinators/ Specialists	X	X	X	X	X

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Long Range Goal III. To facilitate the social and emotional well-being of all students, increase their capacity for learning and handling challenges by cultivating a school culture based on communication, respect, inclusion, and empathy.								
Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2019-20	2020-21	2021-22	2022-23	2023-24
1. Adopt and implement a Social Emotional Learning curriculum across all grade levels.	a. Develop a committee comprised of various stakeholders	1) List of participants	Chief School Administrator	X				
	b. Review researched based programs	1) List of programs that were reviewed	Chief School Administrator Administrative Team Student Counselors CST	X				
	c. Select a program that meets the district's needs.	1) A matrix of factors that determined the final decision and recommendation and presentation to the BOE	Chief School Administrator Administrative Team Student Counselors CST	X				
	d. Implement year 1 pilot of the program.	1) Presentation to BOE on successes and areas of improvement	Chief School Administrator Administrative Team Student Counselors	X				
2. Develop family and community partnerships.	a. Conduct outreach to local agencies.	1) List of potential agencies in the immediate area that could assist in crisis management	Student Counselors	X	X	X	X	X
	b. Conduct ongoing parent workshops	1) Agendas and outlines from parent workshops	Student Counselors	X	X	X	X	X
	c. Compile a list of contacts and local resources	1) Specific list of agencies and contact information, services they provide and costs, if any.	Student Counselors	X	X	X	X	X
3. To evaluate the SEL program for continuous improvement.	a. Develop an SEL evaluation tool that can be applied each year.	1) Assessment tool	Chief School Administrator Administrative Team Student Counselors	X	X	X	X	X
	b. Collect data and analyze the results of the SEL evaluation tool.	1) Evidence of collection of data and analysis	Chief School Administrator Administrative Team Student Counselors	X	X	X	X	X
	c. Make recommendations about program improvements based on the results of the evaluation tool.	1) List of recommendations	Chief School Administrator Administrative Team Student Counselors	X	X	X	X	X

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Long Range Goal IV. To insure that the district has a qualified and knowledgeable administration and faculty to support a comprehensive program that ensures that students needs are met and to facilitate long-range success.									
Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2019-20	2020-21	2021-22	2022-23	2023-24	
1. To analyze the current administrative structure to ensure that there is knowledgeable and sufficient oversight of all programs and faculty.	a. Explore/Identify successful administrative structure models in other school districts similar to ours.	1) Visits to other schools/districts to gather administrative models 2) A collection of administrative models that would work within our small population of students and faculty and within our budget	Chief School Administrator Administrative Team	X					
	b. Develop with the administrative team a needs assessment of our current administrative structure in order to determine strengths and weaknesses.	1) An outline of strengths and weaknesses of current administrative structure	Chief School Administrator Administrative Team	X					
	c. Report to the BOE recommendations for changes to the current administrative structure bases on research and needs assesment.	1) Presentation to the BOE of recommendations for improvements over current structure	Chief School Administrator Administrative Team	X					
2. To review current school schedules for ways to enhance instructional delivery and learning opportunities.	a. Explore the possibility of middle school electives that incorporate STEAM across all subjects.	1) Evidence of PD workshop attendance on this topic and of articulation with other districts	Administrative Team Teacher Coordinators/ Specialists	X	X	X	X	X	
	b. Explore the possibility of block or modified block scheduling to increase instructional time.	1) The development of a pilot schedule 2) Evidence of Budget impact	Administrative Team Business Administrator Teacher Coordinators/ Specialists	X	X	X	X	X	
	c. Incorporate/promote regularly scheduled grade/subject/cross-departmental meetings to share knowledge, review student data and identify an address problem areas in real time.	1) Schedule of Meetings 2) Minutes of Meetings	Administrative Team Teacher Coordinators/ Specialists	X	X	X	X	X	
3.To identify and cultivate faculty leadership in order to build and sustain a community of highly-qualified, highly motivated and engaged educators who are connected to each other and the students.	a. Address staff responses and suggestions from the data collected in the 2017-18 Climate Survey.	1) A compilation of staff responses and suggestions 2) Agendas from PLC's and faculty meetings where these items are addressed 3) A list of faculty suggestions	Chief School Administrator Administrative Team	X	X	X	X	X	
	b. Continue professional development strategies that provide for both individual growth and cross-faculty/district benefit.	1) Evidence of attendance at PD workshops 2) Evidence of turnkey workshops that give faculty leadership opportunities	Chief School Administrator Administrative Team Teacher Coordinators/ Specialists	X	X	X	X	X	
	c. Review and adjust for increased opportunities in STEAM and other initiatives that incite passion, dynamic teaching, creativity and critical thinking in the classroom.	1) A list of workshops and PD opportunities that specifically address STEAM needs and skill development 2) Evidence of additional leadership opportunities for faculty to impart knowledge and strategies in integrating STEAM into classroom activities 3) Evidence of Budget impact	Administrative Team Business Administrator Teacher Coordinators/ Specialists	X	X	X	X	X	

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Long Range Goal V. To provide students and faculty with a dynamic, state-of-the-art multi-media learning environment through continuous assessment and improvement of district technology infrastructure, equipment and systems.									
Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2019-20	2020-21	2021-22	2022-23	2023-24	
1. To ensure that technology is represented and reviewed across all program and planning discussions.	a. Ensure that the infrastructure is continually reviewed and updated.	1) Schedule of replacement of all aspects of technology infrastructure 2) Ensure that the budget sufficiently covers this expenditure	Technology Coordinator Business Administrator	X	X	X	X	X	
	b. Ensure that technology is infused in all building and administrative operations.	1) Schedule of replacement of all aspects of central office technology 2) Evidence of participation in webinars and/or PD workshops by central office staff 3) Ensure that the budget sufficiently covers these expenditures	Chief School Administrator Business Administrator Administrative Team	X	X	X	X	X	
	c. Ensure that technology is infused in all curriculum and classroom instruction.	1) Lesson plans 2) Formal and informal observations	Administrative Team	X	X	X	X	X	
2. To enhance STEAM initiatives and encourage student creativity, innovation and critical thinking through technology.	a. Provide professional development for faculty on infusing STEAM across the curriculum	1) Agendas and minutes from faculty meetings and PLC meetings 2) Identify Budget impact	Administrative Team Business Administrator	X	X	X	X	X	
	b. Create/enhance the current technology lab and science labs to ensure that they are STEAM friendly and STEAM equipped.	1) Assessment of current status of these labs and proposals from the architect of record 2) Ensure that the budget sufficiently covers these expenditures	Chief School Administrator Business Administrator Administrative Team	X	X	X	X	X	
	c. Identify extra curricular activities that would enhance students knowledge, understanding and exploration of STEAM concepts.	1) List of expanded STEAM related before and after school activities, both free, shared costs by district and parent, and cost to district	Administrative Team Business Administrator	X	X	X	X	X	
3. To expand the knowledge base of administrators and faculty regarding emerging trends, including collaboration, e-learning and data collection tools. Keep the BOE and the community informed of this expanding knowledge base.	a. Continue to develop knowledge and understanding of data based instructional decision making by familiarizing teachers with the use of the student data dashboard. Research additional tools to further identify ways to better assist student learning.	1) List of PD opportunities for administrative team 2) List of publications and websites that could serve as ongoing resources 3) Ensure that the budget sufficiently covers these expenditures	Chief School Administrator Business Administrator Administrative Team	X	X	X	X	X	
	b. Provide the administrative team the opportunity to attend NJTechspo, the annual technology conference, turnkey significant findings and and identify program enhancements.	1) Ensure tht the budget sufficiently covers these expenditures	Business Administrator	X	X	X	X	X	
	c. Provide bi-annual updates to the BOE and the school community so they are informed of administrative, faculty and student progress.	1) Presentations at BOE meetings	Chief School Administrator Administrative Team Teacher Coordinators/ Specialists	X	X	X	X	X	