



Mountainside School District 2019-2024 Strategic Plan

Building on the Past, Providing a Foundation for the Future

Overview of the Strategic Planning Process



1. From June 2017 through January, 2018 the Mountainside Board of Education carried out a strategic planning process for the purpose of developing a framework to guide priority-setting over the next five years.
2. The Board of Education Strategic Planning Committee, worked closely with the Board of Education and the Chief School Administrator in the formulation of the plan. Committee meetings were conducted and input was gathered from the public at both formal and informal meetings.
3. A School Climate Survey was developed and distributed electronically during the winter of 2018, and was made available through our website in order to solicit input from stakeholders and to encourage dialogue within the community about the future direction of the district and schools.

Overview of the Strategic Planning Process

(continued)



4. The survey results were presented by the Strategic Planning Committee at the April, 2018 Board Meeting. The survey yielded several critical themes and issues that further guided the strategic planning process and helped to focus on specific district concerns and improvements.
5. In addition, the strategic planning committee reviewed the district's mission statement and core values with the administrative team and the Chief School Administrator.
6. From all of these activities several common themes and priorities became evident. The 5 areas and related goals served as the basis for the development of the Strategic Plan.

OVERSIGHT

The 2019-2024 Strategic Plan was developed with input from students, parents, teachers, administrators, the Board of Education and the larger school community. Its success requires active, continuous oversight and evaluation. As part of the Chief School Administrator’s ongoing management and implementation of the specific outlined goals, the CSA each Fall and Spring will present a progress update to the Board of Education and community. Additionally, each Fall and Spring the CSA and Board of Education Strategic Planning Committee will evaluate the District’s progress and make recommendations to the full BOE for approval and implementation of any adjustments. This assessment process will ensure the plan remains a “live” document that reflects changing needs and priorities of the District.

STRATEGY

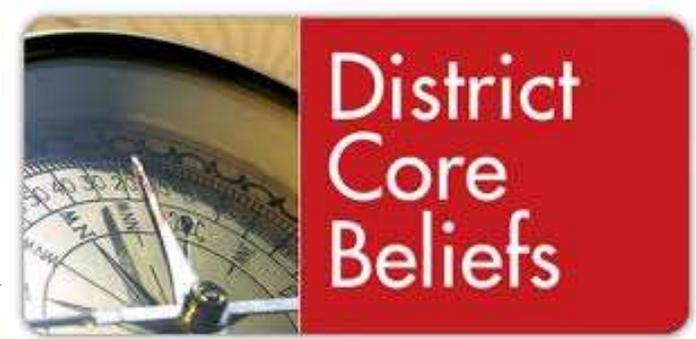
The 2019-2024 Strategic Plan identifies five primary goals of the District, along with targeted quantitative, qualitative and perceptual measures essential for accomplishing goal initiatives. Each goal has a specific set of indicators by which progress and performance will be measured over the five years of the plan.

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.

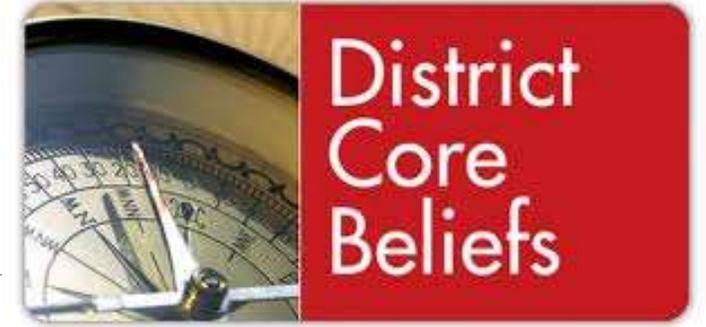
Belief Statements



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.

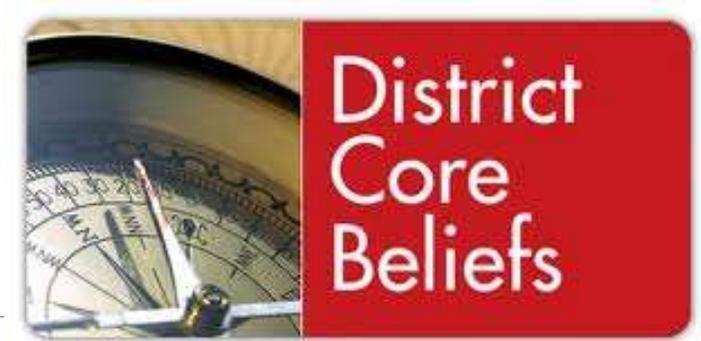
Belief Statements (continued)



We continue to believe...

- ❖ 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.

Belief Statements (continued)



We continue to believe...

- ❖ 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.



Long Range Goal 1



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:

1. To 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.
2. To develop a data driven process, using the dashboard, of identifying students' weak academic areas and a systematic plan for helping students improve.
3. To develop a bank of tools, strategies, materials that assist teachers in differentiating instruction to meet the needs of different types of learners.



Long Range Goal 2



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:

1. 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.
2. To develop a comprehensive plan for articulation between Beechwood and Deerfield Schools to ensure a seamless transition from 2nd to 3rd grade.
3. To develop a comprehensive plan for articulation between the Mountainside School District and the Berkeley Heights School District.



Long Range Goal 3



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:

1. To adopt and implement a Social Emotional Learning curriculum across all grade levels.
2. To develop family and community partnerships.
3. To evaluate the SEL program for continuous improvement.



Long Range Goal 4



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:

1. To analyze the current administrative structure to ensure that there is knowledgeable and sufficient oversight of all programs and faculty.
2. To review current school schedules for ways to enhance instructional delivery and learning opportunities.
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.



Long Range Goal 5



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:

1. To ensure that technology is represented and reviewed across all program and planning discussions.
2. To enhance STEAM initiatives and encourage student creativity, innovation and critical thinking through technology.
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.

In Summary



- ❖ This strategic plan has been developed with both an awareness of past achievements and the goal of setting new standards for academic performance, safety and security, and infrastructure.
- ❖ Annual action plans, using strategies identified in the planning process, will define each year's actions to meet the plan's priorities, including specific initiatives, timeframes, and positions responsible for leading each effort.
- ❖ Measures of success were developed to define annual targets for improvement and benchmarks against which to measure progress, as well as to monitor and adjust strategies to meet those targets.

In Summary (continued)



- ❖ The strategic plan will be reviewed on an on-going basis to ensure that goals, strategies, and actions are addressed as appropriate.
- ❖ The Chief School Administrator will annually report to the Board of Education on the prior year's actions and present the action plan for the coming year, reflecting current strategic issues, problems, and successes.
- ❖ The plan, in time, may be modified to reflect achievements and address new priorities.

Questions?

See full details of the Strategic Plan on the Quick Links tab

