

Mountainside School District

Mission Statement

The Mountainside School District will provide an exceptional, well-rounded education with equitable opportunities, which align with the New Jersey Core Curriculum Standards, for all students that will empower them with the knowledge, literacy and skills to compete and thrive in a global environment, while becoming responsible on personal, community, and world levels. 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 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 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 2013-2018

Long Range Goal I: To create high quality 21st Century schools that will prepare our PreK-8 students to face the rigorous academic challenges of secondary and post-secondary education and/or challenging careers.

Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2013-14	2014-15	2015-16	2015-17	2017-18
1. To provide a sound comprehensive educational program that will prepare our students to successfully compete in a global society.	a. To implement differentiated curriculum, methodology, and strategies for instruction and assessment.	1) Lesson plans 2) Formal and informal observations 3) Curriculum documents	Chief School Administrator Director of Curriculum Building Administrators	X	X	X	X	X
	b. To ensure that assessment tools are aligned with curriculum, in order to properly monitor and evaluate the progress and achievement of students.	1) Formal and informal observations 2) Data collection as outlined by the state 3) Agendas, minutes and artifacts from K-8 departmental meetings	Director of Curriculum	X	X	X	X	X
	c. To ensure continuity and articulation K-12, particularly as students move from Beechwood to Deerfield and then to Governor Livingston High School.	1) Agendas, minutes, and artifacts from K-8 PLC and departmental meetings 2) Departmental and articulation meetings with Berkeley Heights faculty K-12 3) Administrators' attendance at monthly Berkeley Heights administrative team meetings	Director of Curriculum	X	X	X	X	X

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2. To foster positive personal growth and professional development of all employees.	a. To continue to provide a schedule to ensure that all faculty have common professional development/PLC time weekly.	1) Schedule	Administrators	X	X	X	X	X
	b. To continue to provide professional development options through web-based modules, webinars, videos, and articles to be accessed during teachers' professional development/PLC period through the use of the intranet.	1) Mandatory training through on-line resources (GNC) 2) Attendance data and summary feedback from teachers	Director of Curriculum Technology Coordinator	X	X	X	X	X
	c. To implement a comprehensive teacher evaluation system that complies with state guidelines.	1) Evaluation documents	Chief School Administrator Building Principals	X				

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Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2013-14	2014-15	2015-16	2015-17	2017-18
3. To support academic success by hiring and retaining the highest quality workforce possible.	a. To continue the annual new teacher orientation, which takes place in August.	1) Agenda and attendance documents	Administrative Team	X	X	X	X	X
	b. To continue the monthly New Teacher Cohort.	1) Agenda, minutes, and artifacts	Director of Curriculum	X	X	X	X	X
	c. To provide support for state mentoring program.	1) Flexibility of schedule 2) Record of hours 3) Completion of state documents	Director of Curriculum	X	X	X	X	X

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Long Range Goal II: To maximize the efficient use of district resources and funding opportunities.

Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2013-14	2014-15	2015-16	2016-17	2017-18
1. To maintain existing and develop new alternative revenue sources to assist with budgeting constraints and alleviate the local property tax burden through partnerships with private, business, and corporate entities.	a. Continue to research and apply for grants to support technology and other educational initiatives.	1) Receipt of multiple grants and financial support from community and corporate entities	Chief School Administrator and Business Administrator	X	X	X	X	X
	b. Develop and maintain an Alternative Funding Committee.	1) The development of a committee comprised of a cross section of community members 2) The development of a long range plan for annual and sustained giving	Chief School Administrator	X	X	X	X	X

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Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2013-14	2014-15	2015-16	2016-17	2017-18
2. To review all district operations for potential efficiencies and explore further shared services opportunities with other school districts and government entities.	a. To continue membership in ACES program – largest cooperative purchasing system for energy in the state.	1) On-going membership payment	Business Administrator	X	X	X	X	X
	b. Review programs annually with MUJC and UCESC for student transportation services.	1) On-going review of students in need of transportation services	Business Administrator Supervisor of Special Education	X	X	X	X	X
	c. Maintain membership with ED Data – purchasing consortium.	1) On-going membership payment	Business Administrator	X	X	X	X	X

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Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2013-14	2014-15	2015-16	2016-17	2017-18
3. To develop a one-time referendum to upgrade physical plant and infrastructure in order to provide a safe and secure environment that can successfully support 21st century educational programs.	a. Hire architect to review district's Long Range Facilities Plan, assess facility needs, and make recommendations.	1) The approval of an architect at a Board of Education meeting	Business Administrator	X				
	b. Seek state facility funding for proposed referendum.	1) Approval of application for ROD4 Grant by the NJ Department of Education	Business Administrator	X				
	c. Develop the referendum to meet district goals and facility needs.	1) Voter approval of the referendum	Chief School Administrator Business Administrator	X				

Mountainside Schools
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Long Range Goal III: To provide the best technological learning tools, and a reliable and dynamic infrastructure and environment for our students and faculty.

Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2013-14	2014-15	2015-16	2016-17	2017-18
1. To provide hardware, software and infrastructure (including network connections, and wireless access) to support best teaching methods and learning environments.	a. To develop and maintain a maintenance and replacement plan for all technology in the district.	1) District technology purchasing plan 2) 2013-14 Budget	Technology Coordinator Business Administrator	X	X	X	X	X
	b. To create unified, district-wide standards and recommendations for hardware and software purchasing that is equitable across both schools.	1) Plan developed and approved by Board of Education	Technology Coordinator Chief School Administrator	X				
	c. To formalize and implement a work order system for technology issues.	1) Work order system revised/developed	Technology Coordinator Supervisor of Buildings and Maintenance	X				
	d. To maintain a student management system that supports student growth and learning.	1)Power School continued implementation	Building Administrators Technology Coordinator	X	X	X	X	X
	e. Follow updates and technology tests for PARCC to ensure that the broadband width, hardware, and software meet the requirements of the assessment.	1) District technology purchasing plan 2) Three year county technology plan 3) 2013-14 Budget	Technology Coordinator Building Administrators	X				
	f. To purchase a variety of technology hardware and software to address students' needs.	1) District technology purchasing plan	Building Administrators Technology Coordinator Business Administrator Building Administrator	X	X	X	X	X

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Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2013-14	2014-15	2015-16	2016-17	2017-18
2. To ensure that students use technology as an integral part of their learning experience.	a. Explore the transition to Google Docs and Google Apps for Education district wide.	1) Recommendations for 2014-15 2) Three year county technology plan	Technology Coordinator Administrative Team	X	X			
	b. Develop a K-8 technology curriculum that is integrated with all curriculum areas.	1) Evidence of curriculum document 2) Approval by Board of Education in 2013-14 3) Three year county technology plan	Director of Curriculum Technology Coordinator	X				
	c. Research best practices in educational technology and technology enhanced instruction, particular a one-to-one tablet initiative.	1) Recommendations for 2014-15	Director of Curriculum Technology Coordinator Building Administrators	X	X			
	d. Identify on-line resources that relate to each curriculum area.	1) Evidence that these resources have been incorporated into curriculum documents	Director of Curriculum	X	X	X	X	X

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Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2013-14	2014-15	2015-16	2016-17	2017-18
3. To provide the training and support for teachers to become competent and confident in using the full range of technology resources to deliver effective curriculum, instruction, and assessment.	a. Employ an in-house district-wide Technology Coordinator.	1) Employed for the 2013-14 school year 2) Three year county technology plan	Chief School Administrator	X				
	b. Develop the positions of Technology Integration Teacher at each school.	1) Development and expansion for the 2013-14 school year	Chief School Administrator Technology Coordinator Building Administrators	X				
	c. Explore options for hiring additional IT support, e.g. college interns, shared services, multiple part time positions, student interns/clubs.	2) Recommendation for 2013-14 and 2014-15	Chief School Administrator Technology Coordinator Business Administrator	X	X			
	d. Develop in-house professional development workshops conducted by Technology Integration Teachers, the Technology Coordinator, and experienced teachers.	1) On-going workshops and descriptions 2) Evidence in professional development records and documentation	Technology Coordinator Building Administrators	X	X	X	X	X
	e. Arrange visits by teachers to other school districts to observe best practices in technology integration.	1) Evidence in professional development records and documentation	Director of Curriculum Building Administrators	X	X	X	X	X

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Long Range Goal IV: To maintain/improve communication and community engagement within the district and between the school district and all stakeholders.

Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2013-14	2014-15	2015-16	2016-17	2017-18
1. To use information systems to promote achievement, communicate with the public, and facilitate parent/teacher communication in a comprehensive and cost effective manner.	a. Explore options for an alternative email system.	1) Recommendation for the 2014-15 school year	Technology Coordinator Administrative Team	X	X			
	b. Continue to explore Power School as a means of communicating information to parents.	1) Evidence of continued professional development and training for parents and faculty on new features	Technology Coordinator Building Administrator	X	X	X	X	X
	c. To continue to develop our website as a means of communication as well as other electronic resources.	1) Recommendations regarding whether our website should be maintained by an outside service, ex. Schoolwires 2) Evidence that teacher websites/E-boards are maintained and expanded	Technology Coordinator Administrative Team	X	X	X	X	X
	d. Continue to use E-blasts and Honeywell Alert system to keep parents informed.	1) Record of notifications	Administrative Team	X	X	X	X	X
	e. Continue to build a presence on social media.	1) Continued maintaining of Facebook page 2) Recommendations regarding use of other social media	Chief School Administrator	X	X	X	X	X
	f. Continue to use electronic surveys as needed to get feedback from all stakeholders.	1) Record of surveys and results	Administrative Team	X	X	X	X	X

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Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2013-14	2014-15	2015-16	2016-17	2017-18
2. To continue to publicize positive achievements beyond the district.	a. Develop brochures that explain various programs and curriculum in the district for prospective new families.	1) Brochures developed	Director of Curriculum Administrative Team	X				
	b. To develop a bank of local publications (paper and electronic) and a system of distribution of press releases.	1) Record of local publications 2) Procedures for sending press releases communicated to faculty	Chief School Administrator	X				
	c. Publicize student achievements on our website.	1) Continued use of "In the News" link on website	Administrative Team	X	X	X	X	X
	d. Recognize student/faculty achievements at Board meetings.	1) Board minutes	Chief School Administrator	X	X	X	X	X
	e. Continue to publish a district newsletter 3 times a year and make it available electronically and paper copy at community locations.	1) Publication of newsletters electronically and distribution of paper copies	Chief School Administrator	X	X	X	X	X
	f. Explore opportunities for students to present projects and accomplishments at Senior Citizens, Rotary, and other community events.	1) Evidence of programs through publicity in local newspapers, on our website, in our newsletter, and on our Facebook page	Building Administrators	X	X	X	X	X

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Long Range Goal V: To promote and maintain a safe and secure school environment.

Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2013-14	2014-15	2015-16	2016-17	2017-18
1. To ensure the emotional and social well-being of students and staff.	a. Clearly define district wide expectations that support positive student and adult interactions.	1) Board approved discipline and character education programs/policies	Administrative Team	X	X	X	X	X
	b. Develop/refine and implement intervention strategies for students who perform outside of behavioral expectations.	1) Review of discipline policies	Building Administrators	X	X	X	X	X
	c. Continually maintain/update HIB (Harassment, Intimidation and Bullying) reporting procedures to prevent/immediately address incidents of bullying.	1) Review of HIB policies and procedures	Building Administrators HIB Coordinators	X	X	X	X	X

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Long Range Goal V: To promote and maintain a safe and secure school environment.

Implementation Goals/Major Activities	Initiatives	Indicators of Success	Position(s) responsible	2013-14	2014-15	2015-16	2016-17	2017-18
2. To ensure that all educational facilities and operations are designed and maintained to foster learning in a safe and healthy environment that reflects 21st century learning culture.	a. To continue to maintain a district-wide safety and security planning team.	1) Minutes from meetings	Administrative Team	X	X	X	X	X
	b. To continue to assess, review and implement school-based and district safety plans/programs that enhance the ability of district personnel and local public safety agencies to respond to emergencies and crises.	1) Minutes from scheduled meetings with local police and safety organizations	Administrative Team Supervisor of Buildings and Grounds	X	X	X	X	X
	c. To conduct annual safety audits in conjunction with the local police force.	1) Safety audit document	Chief School Administrator Business Administrator Supervisor of Buildings and Grounds	X	X	X	X	X
	d. To continue to work with Parent-Teacher Association (PTA), as well as community-based organizations, to cultivate and establish relationships that support initiatives related to improving school safety and security.	1) Minutes from regular meetings with PTA and other organizations	Chief School Administrator Building Administrators	X	X	X	X	X
	e. To provide resources in the budget annually to continually upgrade safety and security physical plant across the district.	1) 2013-14 budget Future budgets	2) Chief School Administrator Business Administrator	X	X	X	X	X