

### The Morris School District

Actions driven by aspirations and commitments

#### Mastery by Grade 3

Each student entering Kindergarten in 2016 will meet or exceed standards in all core subjects by the end of 3rd Grade.

**WE WILL...**

- EXPAND partnerships with families, preschools and community organizations, to ensure the highest quality learning and a smooth transition for each Kindergarten student.
- PROVIDE rigorous, developmentally appropriate, full-day Kindergarten program and expanded preschool opportunities for all MS D children.
- IMPLEMENT Pre-K to Grade 3 curriculum aligned to Common Core Standards with rigorous quality of instruction, resources, and learning.
- DELIVER instruction through a blended model by integrating face-to-face learning and online learning in order to maximize student access to and mastery of content at all levels.
- UTILIZE a universal, online diagnostic along with age-appropriate assessments for monitoring student growth and effectiveness of instructional practices across grade levels, and provide early level interventions to support struggling students.

#### Student & Community Wellness

Each student will belong.

**WE WILL...**

- ENSURE each student will participate in service learning at every school and at every academic level.
- REFINE prevention, intervention, and counseling supports in order to attain 0% recidivism in J.L.B. incidents and decrease "suspension recidivism" by 50%.
- UTILIZE the Student Intervention System to identify and partner in delivering early intervention and support.
- ENSURE students acquire and effectively apply the knowledge, attitudes, and skills necessary to manage emotions, set and achieve positive goals, feel and show empathy for others, maintain positive relationships, and make responsible decisions.
- DEVELOP and FOSTER strong partnerships, and DIALOGUE with parents in order to increase access to academic excellence, meaningful relationships, and a career counseling.
- PROVIDE training and ongoing support exploring wellness issues such as student stress, anxiety, depression as well as positive supports, inclusive mindsets and relationships, & life choices.
- PRIORITIZE & IMPLEMENT comprehensive safety and security strategies at each school.

#### Mastery Language Arts & Math

**In Language Arts:**

- At least 60% of the students entering 6th grade in 2015 will be enrolled in Honors English in 10th grade.
- 50% of the students in 8th grade in 2015 will pass Algebra before 9th grade and 100% of these students will pass Algebra before 10th grade.

**College Ready**

- At least 50% of the students entering 9th grade in 2015 will take and pass at least one AP test before graduation in 2019.

**WE WILL...**

- GUARANTEE each student will ascend through our schools and prepared for college and/or careers.
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#### Engage and Empower with Technology

Each student will navigate digital systems, master innovative technologies and be equipped with the tools to provide leadership in a changing world.

**WE WILL...**

- ENSURE each student will have seamless access to Wi-Fi, digital technologies and devices to ensure the possibility of learning anytime, anywhere.
- CREATE a digital campus throughout the district that fosters the ability for teacher and students to create and connect on intuitive, integrated user friendly platforms.
- ENSURE each student will demonstrate citizenship, personal responsibility and leadership within digital environments.
- ENSURE each student will master the NJ State Technology Standards.
- LEVERAGE partnerships with organizations and professional providers to deliver digital content at all levels.

#### Community Integration

**IF**, the Morris School District develops an interdependent and modular architecture of community organizations and resources to improve student academic achievement and growth;

**AND IF**, discrete features of community organizations and resources can be "predictably interdependent" with the Morris School District's curricula, programs and learning experiences ...

#### Excellence in Instruction

**IF**, the Morris School District fosters a learning community where students and teachers effectively partner to master challenging curricula;

**AND IF**, "blended" learning strategies advance "competency" & "mastery" instructional goals as well as promote student ownership and personalization of learning;

**AND IF**, student growth data is organized to provide cogent and actionable information for students, teachers, mentors, and parents ...

#### Global Competence

50% of the students in the Class of 2023 will graduate bi-lingual & bi-literate.

**WE WILL...**

- RE-IMAGINE the World Language PK-12 program in order to attain bi-lingual and bi-literacy learning targets.
- ENHANCE foreign exchange programs and foster partnerships with organizations delivering high quality study abroad experiences and other opportunities for our students to develop internal, global minded, intercultural understanding, and job competencies.
- PROVIDE each student with opportunities to learn foreign languages and participate within and global communities.
- DEVELOP learning experiences engaging each student to investigate the world beyond the immediate environment and understand the complexity and interdependence of global issues, including sustainability.
- EXPLORE the curricular and financial feasibility of adopting one or more of the International Baccalaureate programs: Primary Years Program, Middle Years Program, Diploma Program, Career Program.
- PRIORITIZE the highest quality school counseling and college counseling for each student.

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### Equity and Inclusion Action Plan: Promoting Lifelong Learning

Through a series of conversations with educators, parents, students, and community leaders, the Morris School District has laid a foundation of equity and inclusion. Under the guiding principle that education is a right to which all humans are entitled, we will evaluate multiple perspectives, collaborate with new understandings and cultural priorities, contribute to practice empathy and kindness, and respect the dignity of all people.

The following plan is our commitment to turn our dialogue and ideals into action.

#### Curriculum & Instruction

The Morris School District will provide each student with culturally relevant learning experiences and access to rigorous instruction, high expectations & meaningful curricular programs.

**WE WILL...**

- Invite diverse student voices, input and feedback into the planning and development of Social Studies/History and other humanities curricula.
- Train Social Studies/History and other humanities curriculum teams in culturally responsive curriculum development so that the instructional program promotes an intercultural mindset for both teachers and students.
- Continue to enhance training and availability of resources to support the NJ Antisocial Commission objectives.
- Influence the cycle of socialization, self-identity and group identity within Social Studies curriculum.
- Create systems and practices that promote student agency, goal-setting and social-emotional skills development for each student at each level.
- Audit literature, readings and primary source documents through a diversity and an intercultural lens.
- Provide fee SAT/ACT test prep for qualifying students with economic need.
- Audit the effectiveness of academic after school & summer programs.
- Investigate and explore the AVID program of study as a program for at-risk students.
- Continue to expand on the existing program to help the parents and students of MS D.
- SMART GOAL**
  - By 2022, 80% of each school's students in the 12th grade will participate in at least one AP class.
  - Non-ELL, economically disadvantaged students will pass ELA NJ Standardized Assessment at the same rate as the "all student" NJ average.

#### Developing Capacity in Human Resources

The Morris School District will ensure recruitment, hiring and training practices manifest the belief that all students are best prepared for life by working with exceptional educators from diverse backgrounds and perspectives.

**WE WILL...**

- Redesign the Director of HR position to include oversight of equity and inclusion objectives relative to all personnel matters.
- Create a District Equity and Inclusion Leadership Team consisting of Director of HR, Diversity Network Coordinator, administrators and human resources staff to provide guidance and support in the implementation of all equity and inclusion initiatives.
- Develop and sustain affirmative recruitment, hiring, and retention processes to meet district-wide goals for culturally competent administrators, faculty, and staff.
- Update new job descriptions to include cultural competency as a criterion of employment for each position.
- Audit literature, readings and primary source documents through a diversity and an intercultural lens.
- Establish protocols to support cultural, staff, and administrators' needs in order to ensure a safe and inclusive work environment.
- Continue providing SIOP training (Sheltered Instruction Observation Protocol) to address the academic and language needs of English Language Learners.
- SiOP Committees (School Improvement) will provide ongoing feedback regarding training so that refinements can be made to meet the needs of each building with respect to all three interlocking components outlined above.
- SMART GOAL**
  - The Morris School District will conduct a Recruitment Job Fair on the MSD campus starting in 2018-2019.
  - The Morris School District will develop and organize interviewing and hiring demographic data starting in 2018-2019.

#### Professional Development & Training

The Morris School District will provide all personnel with yearly sustained professional learning that fosters a more inclusive and equitable learning community.

**WE WILL...**

- Build a multi-year professional development plan that coherently balances the three interlocking components essential for an inclusive learning community: (1) intercultural communication, (2) restorative practice strategies, and (3) trauma-sensitive schools training.
- Provide sustained professional development and support in the implementation of all equity and inclusion initiatives.
- Expand CRT training will enhance educators' awareness and knowledge of self and others as well as strengthen their skills at effectively teaching students and interacting with people from diverse backgrounds and perspectives.
- Train teachers and administrators in specific instructional strategies for providing sensitive and respectful classroom discussion so that students and teachers alike become "restorative practice" providers.
- Continue training on restorative practices so that all personnel will train on "restorative practices" in order to ensure a safe and inclusive work environment.
- Continue providing SIOP training (Sheltered Instruction Observation Protocol) to address the academic and language needs of English Language Learners.
- SiOP Committees (School Improvement) will provide ongoing feedback regarding training so that refinements can be made to meet the needs of each building with respect to all three interlocking components outlined above.
- SMART GOAL**
  - By 2020, 80% of each school's students in the 12th grade will participate in at least one AP class.
  - Non-ELL, economically disadvantaged students will pass ELA NJ Standardized Assessment at the same rate as the "all student" NJ average.

## Enduring Aspirations & Beliefs

**Academic Excellence**

Each student will consistently ascend through our schools.

**Human Relationships**

Each student will belong.

**Future Ready**

Each student will be prepared to lead in a changing world.

**Opportunities for each student at each level**

**Equal Access for each student at the least possible level and at each level.**

**"All In"**

**Each Student Will Ascend**

### Community Relations Action Plan 2019-2023

#### MSD Narrative: Our Identity and Key Messages

Articulate and promote the advantages of attending the Morris School District.

**MSD Ambassadors**

Establish and enhance community partnerships with external stakeholder groups such as Equity and Inclusion Community Alliance, Interfaith Clergy Council, town councils, Morris County Human Relations Committee, realtors, and others. Offer additional opportunities for community partnerships within the wider Morristown area.

**Multidimensional Narrative: Past, Present and Future**

Promote and celebrate MSD's unique history and legacy, cutting-edge programs, graduate and alumni successes, MSD vision, priorities, and commitments. Showcase student success stories through a variety of mediums to highlight the various opportunities available for each student.

**Standard Branding**

Explore standardizing certain images/logos/phrases on all communications such as letterhead, emails, presentations, websites, print materials.

**Signage**

Align signage in school buildings, on buses, and at events to reflect the district's vision and mission.

**Professional Leadership**

Publicly communicate administrator and faculty participation in professional practices such as conferences, webinars, journals, research, etc.

**Student Achievement Data**

Continue to provide accessible and transparent longitudinal and comparative data regarding student achievement and progress toward the ends of continuous improvement and refinement of programs/curriculum. Make Student Success Dashboard available to parents in order to provide comprehensive view of individual student progress and strengthen the home-school connection.

**Key Programs**

Increase visibility and promotion of key programs such as Music, Theater, Sports, STEM and

#### District-Level and Building-Level Focus

**District-Level Focus: Faculty and Staff**

Celebrate faculty and staff accomplishments with greater frequency and consistency (e.g. BOE recognition of retirees, teacher milestones, news articles, social media posts, etc.)

**Enhance School Connections**

Provide context and framing of school comparison data to more accurately detail the successes of our diverse schools and students, in relation to county, state, and national benchmarks. Create clear, digestible, and easily understandable information available on the district website.

**Crisis Communication**

Continue to refine our internal protocols, alert communication systems, and other channels of communication to increase personalization of dialogue.

**Superintendent Outreach**

Explore creating Superintendent Blog and/or Podcasts to complement BOE and community presentations and increase personalization of dialogue.

**Equity**

Continue to look at communications strategies and practices with an equity/inclusion lens to ensure the participation of our community in the district dialogue.

**Community Outreach & Resources**

Participate in NSF-A, NJSPRA conferences and workshops to ensure continuous improvement and reflection in our practices.

**Student Opportunities**

Explore opportunities for high school students to promote MS D's vision, mission, and goals through various roles such as social media ambassadors, internships for credit, highlight sports, theater, academic clubs/programs, etc.

**College Counseling**

Make available video primers for key college admissions/counseling topics and engage students in understanding and navigating the college admissions process.

**Transitions**

Provide comprehensive, accessible information to orient parents and students and assist them in controlling and connecting in a new environment. Review transition programs, especially for FMS and MHS, regarding the range of options and pathways available to each student.

**Home/School Partnerships**

Continue to look at communications developing best practices that assist parents' understanding of what their children are learning and how they are progressing. Help parents feel a part of the community, and foster trust in our schools and systems.

**Parent/Teacher Conferences**

Explore how to effectively meet the diverse needs of parents through refining parent-teacher