

# Mountain Lakes School District

Strategic Plan Update  
May 15, 2023

Superintendent,  
Mr. Mike Fetherman  
&  
Assistant Superintendent,  
Mrs. Ivonne Ciresi



# Strategic Plan Goals

- ▶ **Ensuring the Success of All Students**
- ▶ **Ensuring the Success of All Staff**
- ▶ **Supporting the Whole Child**
- ▶ **Finance / Infrastructure / Technology**
- ▶ **Strong Family / School / Community Partnerships**

# 5 Year Plan

**YEAR 1**

2023

**YEAR 3**

2025

**YEAR 5**

2027

2024

**YEAR 2**

2026

**YEAR 4**



**“*Many districts are invested in strategic planning, but the most successful school districts are intentional in strategic doing.*”**

**- Jimmy Casas**

*Recalibrate the culture: Our work, our why, our values*

# Ensuring the Success of All Students

## Curriculum

Secured subscription to Atlas (Curriculum Management System).

- ▶ Up to date curriculum
- ▶ Accessible
- ▶ Align to lesson planning

## Academic Programming

- ▶ Inventory current K-12 program offerings
- ▶ Student interest survey
- ▶ Dual Enrollment

## Instruction

- ▶ Admin team calibration
- ▶ Professional development
- ▶ Monthly admin meetings at each building
- ▶ Monthly supervisor/ staff meetings

# Ensuring the Success of All Staff

## Online Platforms

- ▶ IT Tech Committee met throughout the year (survey → 3 year plan)
- ▶ District website

## County and Regional Collaboration

- ▶ Round table meetings - county and regional

## Collaborative Professional Learning

- ▶ Staff (grade level/department) articulation meetings on ½ days
- ▶ PD opportunities for staff

## Staff Evaluation

- ▶ Align to AchieveNJ
- ▶ Informed pre and post observation meetings between staff and observer
- ▶ Administrative team calibrate on practices and observation criteria

# Ensuring the Success of All Staff

## Personnel

- ▶ Internal spreadsheet to track new hires, resignations, leave of absences
- ▶ Human Resources page on district website, ie. onboarding, etc.
- ▶ Substitute teachers credentials in Frontline

## Teacher Mentor Program

- ▶ In-house mentoring training session
- ▶ Mentoring handbook and log

## Communication & Collaboration

- ▶ Collaborate and meet regularly with MLEA leadership/Advisory Board
- ▶ Faculty meetings for staff - timely and informative

## Resources for Instruction

- ▶ Monthly building meetings (Principal + Curriculum Supervisors)
- ▶ Meeting with teacher groups

# Long Range Planning Committee Members

**Mike Fetherman**

SUPERINTENDENT

**Ivonne Ciresi**

ASST. SUPERINTENDENT

**Joanne Barkauskas**

BOE PRESIDENT

**Lauren Silva McIntyre**

BOE MEMBER/ COMMITTEE CHAIR

**Meghan Leininger**

BOE MEMBER

**Leigh Hermey**

BOONTON TOWNSHIP  
REPRESENTATIVE



# School Performance Reports 2021-2022

- <https://rc.doe.state.nj.us/>
- Reflects NJ DOE's commitment to providing school communities with a variety of information about each school and district.
- We encourage you to use these reports to learn more, start conversations, and engage.

# School Performance Reports 2021-2022

## Growth Opportunities

NJSLA

- Math
- ELA in certain grades
- SWD subgroup

Dual Enrollment

Seal of Biliteracy

Chronic Absenteeism (absent 10% or more of days enrolled)

**Thank  
You!**