



## Goal Area: *Ensuring the Success of All Students*



**Strategic Planning Goal #1:** Create a learning environment and programs that provide a solid foundation for all and that supports students of all abilities and interests to achieve their potential in whatever learning path suits them best.

### **Objectives:**

1. To promote a culture in which pursuing aspirational trajectories of learning are encouraged by developing programs that diversify course offerings when feasible and/or diversifying of individualized learning opportunities.
2. To create a culture that promotes resilience, grit and skills to overcome barriers to learning.
3. Promote academic integrity, instill a love of lifelong learning and foster critical thinking to prepare students for a data-ubiquitous and rapidly changing future.

### **Action Items:**

1. Continued focus on the creation of an accessible and up to date curriculum that accurately reflects best practices and meets the varied needs of all students.
2. Diversify academic programming that reaches all learners.
3. Identify and cultivate partnerships beyond the ML classroom setting that encourage students to be prepared for their future.
4. Explore and implement flexible and task oriented classroom design reflective of innovative instructional initiatives.
5. Evaluate scheduling and staff allotments to ensure equitable resources for instruction.
6. Create a Profile of a ML Graduate.
7. Expand access to courses/programs across the K-12 continuum.



## Goal Area: *Ensuring the Success of All Staff*



**Strategic Planning Goal #2:** Develop and maintain an environment that values and empowers all staff, which will lead to PASSIONATE educators who feel supported in their positions.

### **Objectives:**

1. Expand and coordinate timely, relevant, ongoing, and employee-initiated, job-embedded professional development that provides for horizontal and vertical content-specific articulation.
2. Evaluate staff feedback mechanisms to ensure routine and ongoing reciprocal communication.
3. Develop opportunities to recognize the exceptional work of our staff to promote continuous growth and highlight best practices.
4. Promote an interdisciplinary approach that helps to synthesize and incorporate multiple perspectives across the learning community.

### **Action Items:**

1. Introduce and/or expand online platforms that highlight and support the staff as lifelong learners.
2. Foster collaboration with local school districts and colleges/universities to meet the varied needs and interests of the staff.
3. Expand and/or introduce collaborative professional learning opportunities within the district and with Rockaway Valley School (RVS).
4. Revise teacher evaluation system.
5. Creation of an internal online portal that houses all personnel related matters.
6. Creation of a revised teacher mentor (formal and informal) to welcome new employees to the MLSD.
7. Morale - building a culture promoting communication and collaborative problem solving strategies.
8. Evaluate scheduling and staff allotments to ensure equitable resources for instruction.



## Goal Area: *Supporting the Whole Child and Every Child*



**Strategic Planning Goal #3:** To create a safe/nurturing, supportive and healthy environment where collaboration and diversity are encouraged and celebrated for inclusive learning both within and outside the walls of the classroom.

### **Objectives:**

1. Expand student-learning experiences that ensure each student Pre-K thru 12 is healthy, safe, engaged, supported, challenged and adopts an overarching goal of long-term development, self-sufficiency and independence in and outside of the classroom.
2. Infuse deliberate programming that captures all the tenets of Social Emotional Learning.
3. Help students identify interests and create opportunities for them to pursue their passions.
4. Explore and design opportunities for diverse learning experiences that increase exposure to global awareness through an acceptance and appreciation of cultural diversity.

### **Action Items:**

1. Develop and refine preschool programming and resources.
2. Develop transition plans for movement between buildings. (Pre-K to K; 5-6; 8-9; 12-college or other).
3. Development K-12 Interest (passion) inventory.
4. Develop a Social Emotional Learning framework for effective behavioral interventions for all students.
5. Organize data from our student management system to identify and implement opportunities for student interaction beyond the classroom setting.
6. Expand Student Character Education Programs that provide continuity across the district.
7. Expand Community Service opportunities.
8. Introduce Capstone programming.



## Goal Area: *Finance/Infrastructure/Technology*



**Strategic Planning Goal #4:** Increase revenue, decrease /manage costs, and balance the budget by collaborating with stakeholders and local and state resources.

### **Objectives:**

1. Manage available resources and assets efficiently, cost effectively, and equitably to ensure safe, secure, technologically advanced schools.
2. Adapt facilities and infrastructure to meet emerging needs in support of the learning and work environments.
3. Use long-term and systematic processes to ensure organizational capacity to accommodate sustained growth.
4. Investigate and develop a plan to diversify revenue streams to ensure a more financially stable future.

### **Action Items:**

1. Develop, publish and implement a 3-year Technology Plan.
2. Update and prioritize Long Range Facilities Plan (LRFP).
3. Explore partnerships with vocational districts.
4. Explore the choice school program.
5. Develop a marketing plan to attract tuition-based students and retain ML students.
6. Research and apply for expanded grant opportunities.
7. Conduct a demographic study.
8. Develop a safety and security plan.
9. Engage with Mountain Lakes Borough and Boonton Township leadership and planning groups to identify current and future residential and commercial development.
10. Evaluate capital item inventory with a useful life over one fiscal year and \$2000 in cost to ensure efficiencies in fiscal planning.
11. Consider, evaluate and potentially implement the recommendations of the Lake Drive consultants with the administration, staff and Board of Education (BOE).



## Goal Area: *Strong Family/School/Community Partnerships*



**Strategic Planning Goal #5:** To foster meaningful relationships between school, family, and community that promotes a sense of unity, tradition, and shared responsibility for enriching the lives of all community members.

### **Objectives:**

1. Refine and streamline access to information and resources to support guardians/parents in their child's learning.
2. Foster effective and meaningful collaboration/partnerships among and between the MLSD and the broader ML community (e.g., MLEF, H&SA, FOTA, Boonton Township, alumni, local businesses).

### **Action Items:**

1. "Audit" of communication streams.
2. Develop the mechanisms for distributing content to a variety of services, including but not limited to social media pages, news media outlets and community centers.
3. Database of community members/parents/alumni that promote the Laker Spirit.
4. Creation of a Community-School Learning Network.
5. Develop and implement a high school student alumni forum.
6. Create a liaison committee between Rockaway Valley School, Wildwood, and Briarcliff to identify long-standing traditions and find ways to have students collaborate consistently and continually from K-8th grade.
7. Collaborate with community groups for opportunities to support and show appreciation for teachers, staff, coaches, advisors, fine/performing arts staff, and others who engage our students throughout the year.