



Mountain Lakes School District

Strategic Plan Update
May 20, 2024

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

Long Range Planning Committee Members

<i>Michael Fetherman</i> Superintendent	<i>Ivonne Ciresi</i> Assistant Superintendent
<i>Joanne Barkauskas</i> BOE President	<i>Lauren Silva McIntyre</i> BOE Member/Committee Chair
<i>Aruni Don</i> BOE Member	<i>Leigh Hermey</i> BOE Member/Boonton Township Representative

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

2022-2023

YEAR 3

2024-2025

YEAR 5

2026-2027

2023-2024

YEAR 2

2025-2026

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

Atlas (Curriculum Management System)

- ▶ Curriculum in Atlas templates 36%
 - ▷ After summer 2024 writing 60%
- ▶ 100% AP curriculum in Atlas templates
- ▶ Public portal

Academic Programming

- ▶ Strengthening Dual Enrollment (Syracuse University Project Advance)
- ▶ Bolstering intervention program at Wildwood - Targeted Instructional Program (TIP)
 - ▷ Leveled Literacy Intervention (LLI)
- ▶ Aviation program for MLHS
- ▶ BC - staff exploring options for PEP period

Instruction

- ▶ Professional development
 - ▷ 'Depth of Knowledge' PD continuing (standards-based instruction)
- ▶ Literacy curriculum for K-2

Ensuring the Success of All Staff

Online Platforms

- ▶ IT Tech Committee met throughout the year
 - ▷ Developing social media platforms and guidance
- ▶ District website
 - ▷ Developing staff portal

Collaboration

- ▶ Round table meetings - county and regional
- ▶ Specialized SUPA training for dual enrollment teachers
- ▶ Counselors explored college/university programs

Collaborative Professional Learning

- ▶ Staff (grade level/department) articulation meetings on ½ days
- ▶ Full day PD Jan 29th - varied teacher led sessions in all schools
- ▶ PDP: Personalized Technology Learning Cohort

Staff Evaluation

- ▶ DEAC met throughout the year to research evaluation models
 - ▷ DEAC + Administrators

Ensuring the Success of All Staff

Personnel

- ▶ Fine tuning on-boarding processes
- ▶ Human Resources page on district website, ie. onboarding, etc.
- ▶ Substitute teachers credentials in Frontline

Teacher Mentor Program

- ▶ In-house Mentor Training sessions (6 hours)
- ▶ New Employee Orientation (August)
- ▶ New Staff Check-In meetings: 7 meetings this year (topic-based)

Communication & Collaboration

- ▶ Keynote Speaker on Opening Day: Jimmy Casas
 - ▷ Culturize book study
 - ▷ Admin Leadership Workshop

Resources for Instruction

- ▶ Monthly building meetings (Principal + Curriculum Supervisors)
- ▶ Department/grade-level meetings are on-going

Ensuring the Success of the Whole Child

Preschool

- ▶ Curriculum revised in Atlas

Transition Plans

- ▶ Articulation between counselors
- ▶ 8th Grade Fall Open House at MLHS

Social Emotional Learning

- ▶ Wingman training for staff
- ▶ Counselors provide SEL resources for staff
- ▶ Health & Wellness fair at MLHS
- ▶ Therapy dogs

Other

- ▶ TEEEM partnership with Nyaka
- ▶ Foreign exchange students

Finance / Infrastructure / Technology

3-Year Technology Plan

- ▶ Completed and presented to the Board by Mr. Santos

Long Range Facilities Plan

- ▶ Prioritization with architect ongoing

Partnerships With Vocational District

- ▶ To be reviewed in the 2024/25 fiscal year

Explore School Choice Program

- ▶ NJDOE school choice program remains closed to new applicants

Marketing Plan

- ▶ MLHS Academic Program Google Site

Grant Opportunities

- ▶ NJ High Impact Tutoring Grant for Wildwood

Demographic Study

- ▶ Presentation to the Board on June 10, 2024

Finance / Infrastructure / Technology

Safety and Security

- ▶ Threat Assessment teams established in every school
- ▶ Monthly 'IT Insights Newsletter' to staff
- ▶ Configure and re-activate existing Alertus visual alert system
- ▶ Lake Drive vestibule in progress
- ▶ Discussions to continue with municipality on needs for SRO

Engage Mountain Lakes Borough and Boonton Township

- ▶ Goals relative to communication with district relative to commercial and residential development to be established and discussed in future shared services meetings

Capital Item Inventory

- ▶ Scope of work to be established in 2024/25 and funding budgeted in 2025/26

Lake Drive Consultant Report Recommendations

- ▶ Ongoing implementation of initiatives recommended by AEC consultant

Strong Family / School / Community Partnerships

Communication

- ▶ Superintendent / Asst. Superintendent Coffee Talks
- ▶ Genesis
- ▶ Central registration
- ▶ New website
- ▶ School Messenger
- ▶ Working on social media

Show Appreciation

- ▶ Recognition at BOE meetings
 - ▶ **Students** - Sports, Fine & Performing Arts, MLHS National Merit, Post Secondary Outcomes
 - ▶ **Staff** - NJ Governor Educator of the Year recognition in every school and retirees

**Thank
You!**