### **Board of Education Summer Retreat: Planning for the 2024-25 School Year**







## Superintendent Entry Plan 2024-25

#### **Superintendent Entry Plan: Overarching Framework**

#### **Relationships**

Building effective and constructive relationships with all stakeholders is the key to establishing **trust** and **confidence** in the superintendent. Trust takes time, resources, and a commitment to relationship building

#### Structures & Systems

Various structures & systems are a central to sustainable, highly effective practices in a K-12 district. Recognizing, evaluating, and improve the coherence of these structures and systems are part of the entry plan framework.

#### **Teaching & Learning**

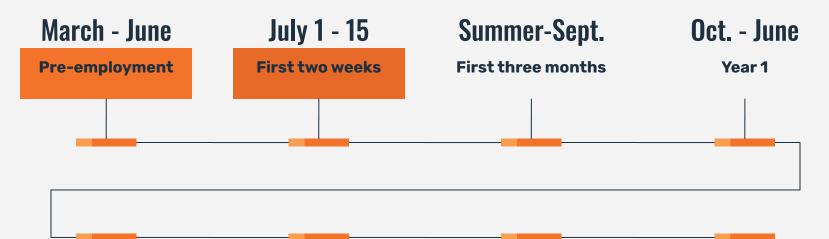
The superintendent's entry plan maintains a constant focus on teaching & learning, which rely heavily on relationships and systems to be effectively delivered.

# Healthy v. Dysfunctional Schools (J. Casas)

Healthy Schools	Dysfunctional Schools
Systems = 50%	Systems = 10%
Relationships = 30%	Relationships = 20%
Fire = 20%	Fire = 70%



# **Superintendent Entry Plan Timeline**



# **Superintendent & Board of Education**

	1:1 introduction meetings: Getting to know each other (Relationships)
Relationships	Communication norms with the BOE President & individual members (Relationships & System/Structures)
Structures &	Establishing a reporting system on a weekly basis (Systems/Structures & Teaching/Learning)
Systems	Committee chairperson meetings (Relationships/Systems & Structures)
Teaching & Learning	Setting priorities & goal setting with BOE & committees (Systems/Structures & Teaching/Learning)
	Quarterly evaluations (Relationships, Systems/Structures, and Teaching/Learning)



### Administration, Staff, Families, and Community

	1:1 introduction meetings: Administration, Parent/Community Groups (Relationships) Administration team development (Relationships, Systems/Structures,		
Relationships	Teaching/Learning)		
Νειατιοποιτίμο	School tours & programs (Relationships & Teaching/Learning)		
Structures &	Staff and student focus groups; student shadowing (Relationships &		
Systems	Teaching/Learning)		
<b>.</b>	Education Matters: Quarterly parent forums (Relationships,		
Teaching & Learning	Systems/Structures, Teaching/Learning)		
	Frequent, consistent, clear, and effective 2-way communication		
	(Relationships & Systems/Structures)		
	Engaging in the day-today life of schools (Relationships,		
	Systems/Structures, and Teaching/Learning)		

### **The Wider Educational Community**

	Coaching and consultants
Relationships Structures & Systems Teaching & Learning	Professional networks and organizations
	Educational and professional scholarship
	County and state resources
	School visits
	Technology and media



#### To what extent:

- 1) does the superintendent carry through the entry plan following this framework?
- 2) has the superintendent established **trust** and **confidence** in the ML community during the first year?
- 3) contributed productively to sustained growth of the ML student and adult communities?

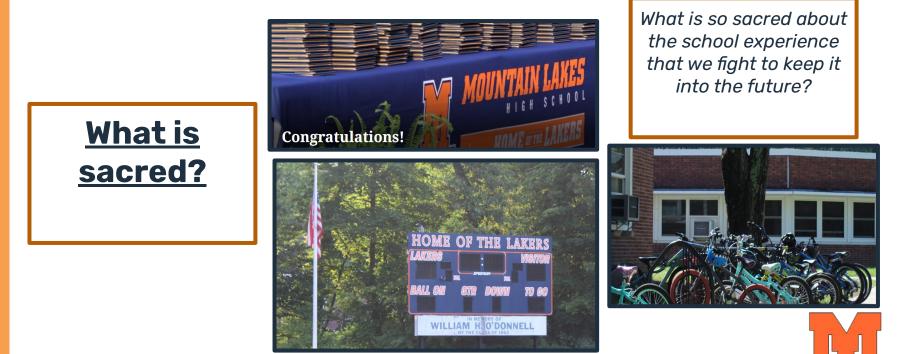
### Priorities for the 2024-25 school year

### **9 Big Questions Schools Must Answer**



"In all my years as a school leader, I've never heard such high praise for professional development sessions as for the ones we did with BQ!." ~Dr. Heather Rogers Beck, Head of School, Awty International School, Houston

## **9 Big Questions Schools Must Answer**



# Long Range Strategic Plan

#### Learning Environ't

Accessible, update curr. Diversify acad. Program Partnerships outside classroom Flexible classroom Scheduling Profile of a graduate

#### **Passionate Staff**

Online platforms Collab w. district/univ. Prof. opport. W. RVS Teacher eval. Internal portal Morale

#### **Balanced Budget**

3-year tech plan LR facilities plan Voc-tech partnerships Evaluate capital effic. Marketing plan Safety and security plan Residential develop

#### Fam/Comm Part.

Audit communication Comm-school network HS alumni forum RVS-ML liaison comm. Appreciation drives

#### **Inclusive Learning**

Preschool program Transition b/t schools Passion inventory SEL framework Community service Capstone programs



# Long Range Strategic Plan (2024-25)

- Implement partnerships outside of the classroom (I)
- Onsite speaker training programs for staff (II)
- Develop and implement vo-tech partnerships (IV)
- Implement marketing strategy (IV)
- Internships and job experience for students (V)
- Facilitate HS student alumni focus group (V)
  Evaluate effectiveness of staff appreciation programs (V)

	Diversify academic programming that reaches all learners,
Ensuring the Success of All Students	emphasizing literacy instruction and programming in K-5.
	Revise the teacher evaluation system by exploring alternative
	models and engaging with all stakeholders.
Ensuring the Success of All Staff	
	Building a culture of communication, collaboration, and
	problem-solving by using resources like Jimmy Casas coaching
	and peer discussion.
Supporting the Whole Child	Develop a Social Emotional Learning framework for effective
	behavioral interventions for all students, emphasizing the
	entrenchment of the Wingman Program across the district.
Finance/Infrastructure/Technology	Update and prioritize the district's Long Range Facilities Plan
	(LRFP), conduct a demographic study, develop a safety and
	security plan, as well as design, migrate, build, and launch a
	new district website.
Strong Family/School/Community Partnerships	Collaborate with community groups for opportunities to
	support and show appreciation for teachers, staff, coaches,
	advisors, and others who engage our students throughout the
	year, emphasizing a process of awarding NJ Governor Educator
	of the Year recognition.

#### 23-24 District Goals

Board Goal	<b>Committee Support</b>
Development of a sustainable comprehensive budget that supports the	
district's goals/priorities, short and long-term facility needs, strengthens the	Finance, Facilities
district's financial position and works to increase revenue and manage costs.	
To support and provide for the implementation of the district wide five year	Will assign to align
To support and provide for the implementation of the districtwide five-year	with Strategic Plan
strategic plan.	action steps.
To appropriate a support to a laboration and up constition of the constrain statements	Curriculum,
To enhance the support, celebration, and recognition of the contributions and	Personnel, Special
accomplishments of district staff and students.	Services
To enhance the accountability and transparency of the accomplishment of	
Board goals through the development/monitoring of action plans and a	Full Board
quarterly reporting of progress.	

#### **23-24 BOE** Goals

## **Board priorities development: 24-25**

One year from now, what are <u>three priorities</u> you would expect to have been evident in the goals, development and initiatives taking place in Mountain Lakes School District. Consider the following sources to inform your decision:

- 1) What is sacred?
- 2) **Progress with the long range strategic plan**
- 3) **Progress with the 2024-25 Board and district goals**

# **Recommendations: Goal Setting (24-25)**

**July**: BOE and administrator input; ongoing discussions in committee and among stakeholder groups; meeting with the long-range strategic planning committee

**August**: Draft goals recommended to the BOE for approval (for late August approval); communication sent to all staff, families, community at start of the school year **Goal setting** and **monitoring** is a **12-month** process including individual, group, and districtwide input.

<u>Future calendar</u>: December- Mid-year review

May - Goal setting activities and discussions

June - Draft goals to BOE for July approval

