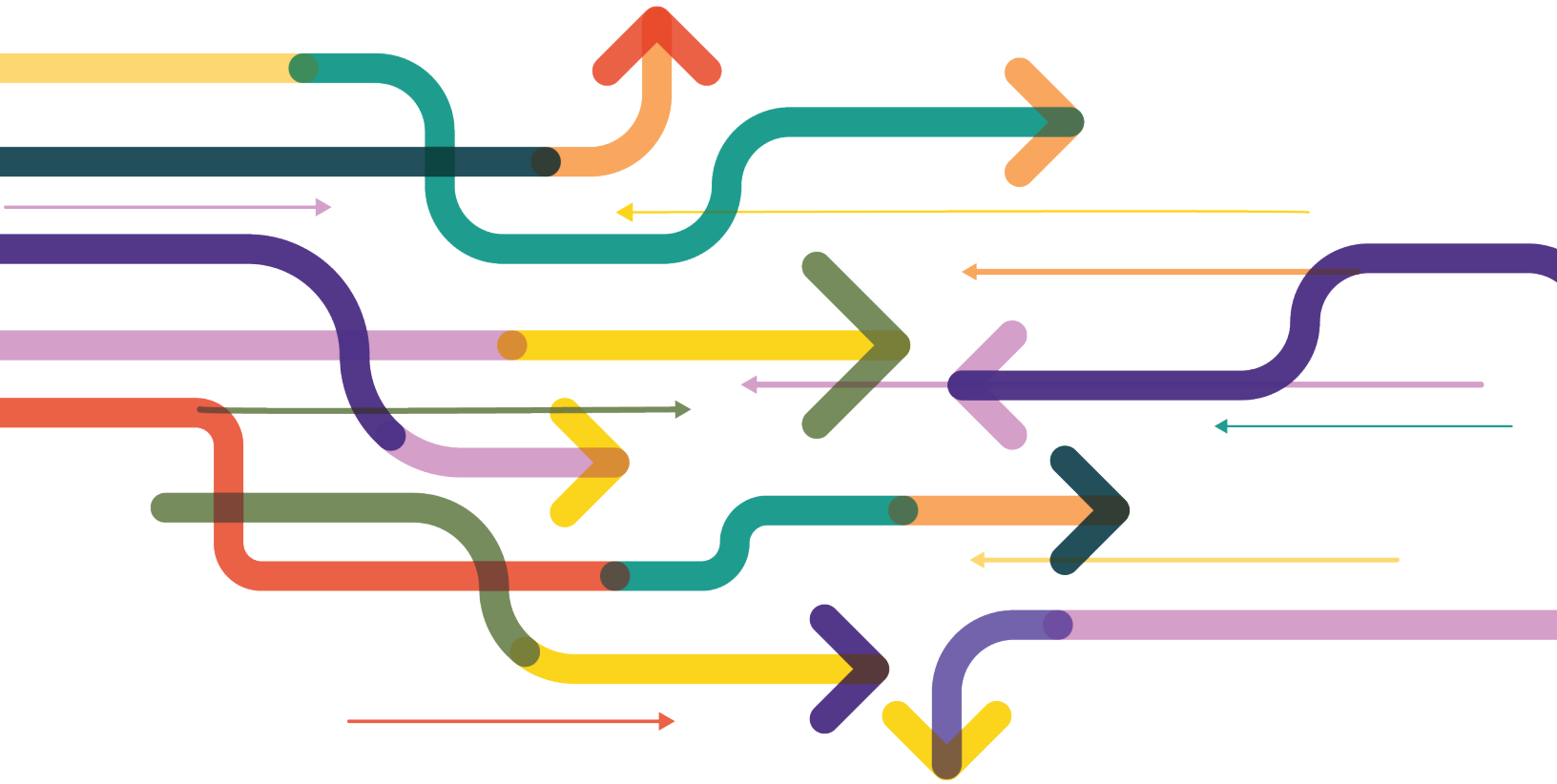
STRATEGIC PLAN
2025-2030

Prepared for the

MORRIS SCHOOL DISTRICT



Facilitated by Charlene Peterson, NJSBA Field Services

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- District strengths, challenges, 5-year visions, goal statements and objectives

ACKNOWLEDGEMENTS

The Morris School District's Strategic Planning process, completed during the 2024 - 2025 academic year, could not have occurred without the support, cooperation and dedication of the following people and groups:

MORRIS SCHOOL DISTRICT BOARD OF EDUCATION

Katie Cole, President
Meredith Davidson, Vice-President
Cary Lloyd
Linda K. Murphy
Susan Pedalino
Dr. Vivian Rodriguez
Alan Smith
Melissa Spiotta
Beth Wall
Lucia Galdi (2024) and Tina Perry (2025) – Morris Plains Representatives

Dr. Anne Mucci, Superintendent
Anthony LoFranco, Business Administrator/Board Secretary
Renee Suarez, Executive Assistant to the Superintendent

STAFF, PARENTS, STUDENTS, AND COMMUNITY MEMBERS

There are too many of you to list individually. Thank you for your input, participation, and support. This plan would not be possible without your support.

STRATEGIC PLANNING PROCESS

Executive Summary

A. PROCESS OVERVIEW

The Morris School District Board of Education approved a contract with the New Jersey School Boards Association (NJSBA) for the 3D Strategic Planning Service.

The information included a review of the following information and requirements:

- commitment of time and resources,
- school and community level involvement,
- strategic planning to meet the needs of the district,
- the Board's role in the process,
- and potential participants to be included in the process.

B. 3D STRATEGIC PLAN MEETINGS

On October 1, 15, and 30, 2024 NJSBA facilitated three Strategic Planning meetings with district stakeholders. Outcomes of these meetings included:

1. Strengths and Challenges/Opportunities of the Morris School District
2. Visions: 2025 – 2030
3. Strategic Plan Goals and Objectives

Outcomes from the Strategic Planning Meetings are included in Appendix B.

C. DEVELPOPING THE ACTION PLANS

The Superintendent and administrative team developed action plans to implement the goals developed in the 3D Strategic Plan. The action plans include:

1. The actions necessary to accomplish the goals and objectives
2. Select measures for accountability/success indicators
3. Resources required
4. A timeline for implementation

MISSION & VISION STATEMENTS

Morris School District's Mission Statement

It is the mission of the Morris School District to empower each student to ascend academically, socially, and emotionally by providing equal access to continuous opportunities for achieving academic excellence**,** developing meaningful relationships**,** and becoming future ready**.**

Morris School District's Vision Statement

Graduates of the Morris School District will be equipped to live a principled and productive life where they see their connections and responsibilities to local and global communities**.**

SMALL GROUP WORK

From October 1, 2024 meeting.

GOAL AREAS

Five goal areas emerged from the work of the small groups:

1. Academic Programming, Teaching, and Learning
2. Learning Beyond the Classroom
3. Building Optimal Environments for Learning
4. Communication to Foster Community and Partnerships
5. Career Readiness Skills

GOAL AREA #1

Goal Area: Academic Programming, Teaching & Learning

Goal Statement: Foster academic excellence through inclusive and culturally responsive teaching practices ensuring that all students regardless of background or ability receive equitable access to a rigorous curriculum and diverse learning objectives that prepare them for success in a global society.

Objectives:

1. To create an environment where highly qualified teachers are supported administratively and given the time and flexibility to develop lessons that are creative and adhere to state standards.

2. Implement structures that ensure vertical and horizontal alignment of academics and SEL between grade bands.

3. Provide students the opportunity to learn and maximize their potential through effective teaching strategies and curriculum targeted to each student's level.

4. Create comprehensive flexible pathways that support ESL students in their transition to general education classrooms promoting their academic and social success informed by their age and proficiency level.

5. Develop flexible pathways that allow each student to maximize their individual potential by developing their executive functioning skills, recognizing their individual talents and tailored to their individual learning needs.

6. Create a K-5 arts magnet school, an academy at MHS driven by student interest, and create a strand of each academy at the high school and FMS.

All major activities are included in the action plans.

GOAL AREA #2

Goal Area: Learning Beyond the Classroom

Goal Statement: To create a cohesive community that builds upon our combined strengths to offer more opportunities to learn within and beyond our curriculum resulting in more well-rounded experiences and students.

Objectives:

1. Alliance of extracurricular activities with the community (i.e. rec organizations and businesses/corporations across schools at all levels).

2. Adding extra unstructured time throughout the day for all grade levels – more free play (younger kids) and more social time (older kids).

3. Exposure (with students in grades 9-12) and integration across all school communities to maximize retention for all students/parents in grades K-8.
    - More opportunities for help at times that are not academic.
    - Elementary school parents have an open house/school tours to see all the district has to offer.

All major activities are included in the action plans.

GOAL AREA #3

Goal Area: Building Optimal Environments for Learning

Goal Statement: Make facility investments that improve our academic ROI (return on investment).

Objectives:

1. Comprehensive infrastructure upgrades.
2. Innovative learning spaces including flexible classrooms and outdoor learning spaces.
3. Improve air quality.
4. Explore optimal energy sources (sustainable high efficiency).
5. Preserve the historical architecture of the community.
6. State of the art music and theater spaces to include other extracurricular activities and athletics.

All major activities are included in the action plans.

GOAL AREA #4

Goal Area: Communication to Foster Community and Partnerships

Goal Statement: Strengthen and foster meaningful pathways within the Morris School District and the greater community to create informed and intentional partnerships.

Objectives:

1. Communicate clearly, consistently, and broadly the successes and happenings of MSD throughout the greater community.

2. Leverage, develop, and increase partnerships with local businesses, alumni, and organizations.

3. Implement purposeful communication strategies to establish uniform messaging that is accessible and inclusive.

4. Aspire to serve as the core of our diverse community to foster connections.

All major activities are included in the action plans.

GOAL AREA #5

Goal Area: Career Readiness Skills

Goal Statement: Explore career pathways through self-discovery and real-life experiences so all students are prepared for their transition from high school.

Objectives:

1. Create more opportunities for internships.
2. Establish mentoring opportunities with professionals and community members.
3. Provide opportunities for students to identify strengths and interests.
4. All students will create a transition plan.

All major activities are included in the action plans.

APPENDIX A

Superintendent's Report:

"State of the District" Overview with QR Code for Additional District Information

APPENDIX B

Meeting Outcomes:

Strengths & Challenges/Opportunities

5-Year Visions

Goal Statements and Supporting Objectives