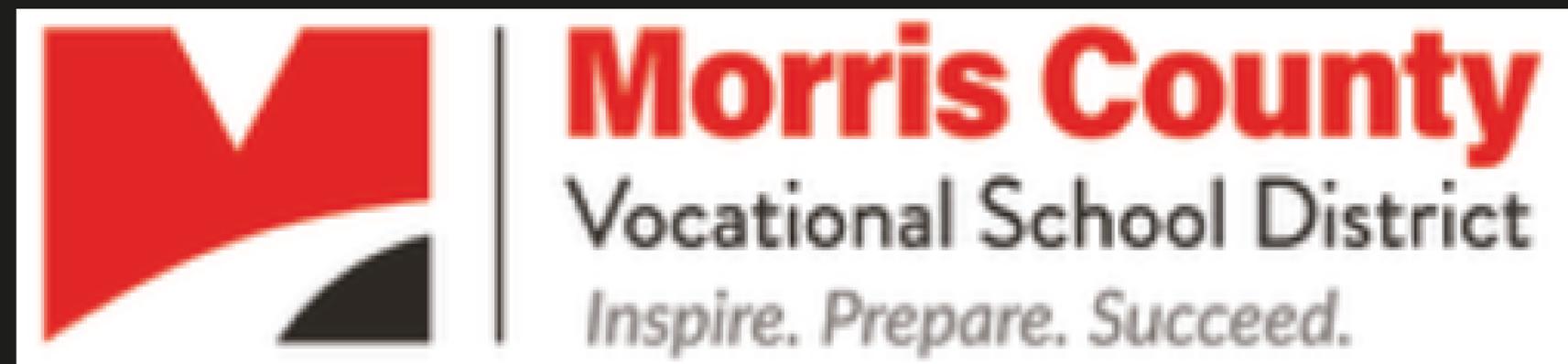# 100-Days

Summary & SY24-25 Strategic Focus

District-Wide Identified Focus: Based on Qualitative Data from District Leaders, Parents, Staff, Students and Community Stakeholders

Dr. Anita Champagne
Superintendent

Morris County
Vocational School District
Inspire. Prepare. Succeed.

Mission Statement

The mission of the Morris County Vocational School District is **to provide vocational and enrichment programs that inspire and prepare students to succeed** in today's world and pursue tomorrow's opportunities.

Core Values

- Trust, transparency, and **collaboration** will be our mode of operating to ensure effective and positive relations.

- Continously **expose** students to innovative vocational and enrichment programs.

- Provide excellent **support** and **services** to schools, students, staff, parents, and the larger community.

- Establish **effective communication** by creating opportunities to listen and learn from all stakeholders .

- **Maintain** fiscal and operational discipline to ensure financial stability and growth.

100-Days Summary & SY24-25Strategic Focus

District-Wide Identified Focus: Based on Qualitative Data from District Leaders and Community Stakeholders

*The 100-Days Entry Plan (June 2, 2025- October 8, 2025)
Designed to analyze and evaluate the following areas to identify the priority focus:

1. Collaborative Governance
2. Teaching and Learning
3. Organizational Efficiency and Effectiveness
4. Community Connections and Public Relations
5. Finance, Operations, & Facilities

Executive Summary

High Priority Systemic Needs

Gaps found span the following areas: instruction, equity, accountability, and communication systems requiring our attention.

Six Systemic Gap Areas

- Professional development differentiation
- Grading alignment & curriculum coherence & mapping
- Advanced course access equity
- Student support structures
- Administrative role clarity (Full-time, Satellites, & Share-time)
- Communication protocols

1 Address Gaps

Target systemic issues

2 Resulting In:

- Improved instructional coherence
- Enhanced student preparedness
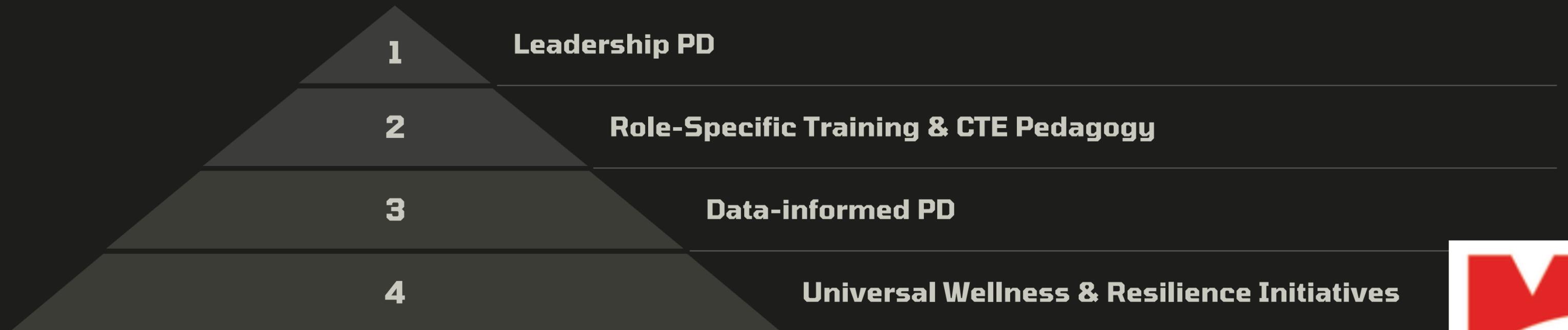- Strengthened stakeholder trust

Professional Development Transformation

Current Risks

> **Critical Gap:** One-size-fits-all PD approach creates inequities, especially for share-time and satellite staff with limited access to targeted development opportunities. Sometimes no professional development aligned with job function.

- Limited role-based differentiation
- Limited result driven
- Limited offerings to share-time & satellite staff
- Inexperienced staff underserved (Academy/CTE Teachers)

1	**Leadership PD**
2	**Role-Specific Training & CTE Pedagogy**
3	**Data-informed PD**
4	**Universal Wellness & Resilience Initiatives**

Curriculum, Instruction & Assessment Alignment

1

Standardize Grading Policies

Continue to develop consistent practices for: placement in honors/AP, and Career Readiness guidelines/policies (WBL) across all academies to ensure fair assessment practices.

2

Link Assessments to Unit Plans

Continue to utilize Atlas platform to connect assessments directly to curriculum units, ensuring coherent instruction-assessment alignment. Data informed and/or standard-based instruction

3

Increase Cross-Department Collaboration

Continue to expand PLC time for interdisciplinary alignment and shared accountability measures tied to NJ-SLA and Perkins standards.

Equity & Access in Advanced Coursework

Current Equity Gaps

- Dual enrollment access varies by academy location

- Some students under prepared for CCM academic rigor

- Honors placement lacks transparent, equitable criteria

Strategic Opportunities

- Formalize CCM articulation agreements with published expectations

- Establish transparent honors/AP/dual enrollment selection criteria (tier 2 support)

- Guarantee equal access to advanced coursework district-wide

Goal: Every student, regardless of academy, has equitable pathways to advanced academic opportunities and college readiness.

Student Support & Accountability Systems

Fall: Early Intervention

Identification of 9th grade students who may need support in Math, ELA, and/or Science, Structured junior family meetings in preparation for 12th grade option(s)

1

Spring: Portfolio (WBL) Assessment

Consistent accountability systems implemented district-wide. Work-base learning opportunities and internship requirements reviewed.

3

2

Winter: Support Expansion

Additional counseling and special education support deployed for share-time students

Critical Need: Share-time students currently receive inconsistent counseling and special education support, creating equity gaps in student services. Reactive approach to need. How is the NOCTI being used to support tiered interventions?

Administrative Structure Redesign

Role Clarification

The district will clarify and streamline administrator roles to eliminate confusion, enhance accountability, and maximize effectiveness across all schools.

Centralized Leadership

Establish centralized leadership structure for satellite and share-time programs with clear reporting lines and accountability measures. Oversight at satellite locations

Monthly Collaboration

Implement formal monthly leadership meetings to ensure consistent communication and collaborative decision-making.

Current challenges include administrators performing duties outside their expertise and unclear dual enrollment counselor roles.

Communication Protocol Framework

Leadership Updates

Regular leadership communications

Staff Engagement & Input

Clear staff communication protocols

Student Feedback

Student voice and input systems

Family Engagement

Structured parent communication

Implementation Strategy

- Department chair regular updates
- Campus-specific communication plans
- Feedback loops via surveys and forums

Success Metrics

- Response time improvements
- Stakeholder satisfaction scores
- Cross-campus consistency measures

Overall, the strongest unifying themes were:

- **PD & instructional alignment (teachers need more tailored support and consistency).**

- **Equity of access & expectations (dual enrollment, honors/AP, grading).**

- **Student support structures (counseling, accountability, academic preparedness).**

- **Administrative clarity & collaboration (role confusion, need for effective communication, & oversight).**

- **Sustainability of WBL & Satellite programs.**

- **Facilities/operations constraints (available space, fields, transportation, supervision).**

Strategic Focus for SY25-26

Instructional Coherence
Unified PD, grading standards, and curriculum alignment across all programs

Equity & Access
Advanced coursework equity and CCM college readiness for all students

Student Support Systems
Enhanced counseling, family engagement, and accountability structures

Administrative Clarity
Clear roles, responsibilities, oversight and collaborative leadership structures

Communication Excellence
Consistent protocols and stakeholder engagement across all levels

Our Vision

Build an integrated system where professional development, curriculum, equity initiatives, student supports, administrative structures, and communication protocols work together seamlessly to elevate every student's educational experience.

District Goals 2025-2026SY

01 Academic: By the end of June 2026, in an effort to provide tiered 2 & 3 support that will result in increase student proficiency, 85% of the students taking Algebra I will participate in all three standard-based District benchmarks assessments utilizing LinkIt Form A, B, & C.

02 Fiscal: By the end of June 2026 there will be an identified 100% increase in student enrollment for the share-time programs located at Morris County Career Training Center (CTC)

03 Facilities: Working with NJDOE, by the end of June 2026 infrastucture related to the identification of schools and programs five District schools will be identified at 100% through the New Jersey County District School (CDS) System.

04 Climate & Culture: By the end of June 2026, 75% of the necesary infrastructures and systems for Accurate Attendance, Data Reporting and Safety Concerns will be put in place in all of our facilities including but not limited to satellite locations.

Systemic Focuses for Success

100-Days Summary & SY24-25 Strategic Focus

Questions
Comments
Concerns

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