



MOUNTAIN LAKES SCHOOL DISTRICT

2026–27 District Goals & Action Plan

Five district-wide goals guiding strategic planning, instruction, and school-community success.

August 17, 2026: Brad Siegel, Ed.D. (Superintendent) and Ivonne Ciresi, Ed.D. (Assistant Superintendent)



Overview of the 2026–27 District Goals



Strategic Plan

Build the 2027–2032 long-range plan.



Artificial Intelligence

Responsible, constructive, and innovative AI for staff & students.



SEL

Strengthen PreK–12 SEL competencies.



STEM Education

Expand interdisciplinary STEM learning.



Instructional Clarity

Empower student ownership & clarity.

Grounded in the district’s Long-Range Goals — Student Success, Staff Success, and Family / Community Partnerships.



STRATEGIC PLANNING

Long-Range Strategic Plan

GOAL STATEMENT

Collaboratively build the district's 2027–2032 strategic plan with input from every stakeholder group.

SUMMER 2026 – JUNE 2027

LONG-RANGE GOAL ALIGNMENT

Success of Students & Staff

Family & Community

KEY ACTIONS

- Establish planning protocols with TMI
- Hold district data-collection meetings
- Launch surveys & 3 community sessions
- Core Planning and Staff Implementation Teams
- Write & communicate the 2027–2032 plan

SUCCESS LOOKS LIKE

- Core planning team established
- Stakeholder survey data collected
- Revised mission & vision statement
- Completed plan & communication plan



ARTIFICIAL INTELLIGENCE

Responsible AI in Learning

GOAL STATEMENT

Build innovative, responsible AI practices for staff and student learning district-wide.

AUGUST 2026 – JUNE 2027 (ONGOING)

LONG-RANGE GOAL ALIGNMENT

Success of Staff

Success of Students

KEY ACTIONS

- Launch PD day, keynote Myron Dueck
- Establish an AI Leadership Team
- Review & refine the district AI Plan
- Build AI literacy into curriculum
- Engage families through AI sessions

SUCCESS LOOKS LIKE

- Positive staff & parent feedback
- Completed curriculum AI audit
- AI team recommendations delivered



SOCIAL-EMOTIONAL LEARNING

SEL Competencies PreK–12

GOAL STATEMENT

Implement PreK–12 SEL competencies using district data, focused on regulation & awareness.

AUGUST 2026 – JUNE 2027

LONG-RANGE GOAL ALIGNMENT

Success of Students & Staff

Family & Community

KEY ACTIONS



Expand Panorama Education platform



Embed CASEL-aligned SEL lessons PreK–8



Pilot elementary morning meetings



Expand Tier 2 supports at MS



Launch parent wellness council

SUCCESS LOOKS LIKE

- Growth in Panorama self-assessments
- Tier 2 support data collected
- SEL curriculum development complete



STEM EDUCATION

Interdisciplinary STEM Learning

GOAL STATEMENT

Expand authentic PreK–12 STEM experiences that build real-world problem-solving skills.

AUGUST 2026 – JUNE 2027

LONG-RANGE GOAL ALIGNMENT

Success of Staff

Success of Students

KEY ACTIONS

- Launch a district STEM Squad
- Build a PreK–12 Engineering Design process
- Integrate STEM across curriculum
- Coach staff on STEM practices
- Strengthen industry & community partners

SUCCESS LOOKS LIKE

- Engineering process evident district-wide
- Active STEM Squad implementation
- Expanded STEM spaces & participation



INSTRUCTIONAL PRACTICE

Teacher Clarity & Ownership

GOAL STATEMENT

Create classrooms where clear goals, expectations & feedback drive student ownership.

AUGUST 2026 – JUNE 2027

LONG-RANGE GOAL ALIGNMENT

Success of Staff

Success of Students

KEY ACTIONS

- Build shared teacher clarity language
- PD on learning targets & feedback
- Develop teacher leaders as coaches
- Embed clarity into curriculum work
- Integrate clarity into learning walks

SUCCESS LOOKS LIKE

- Walkthrough evidence of clarity
- Student voice on learning goals
- Aligned lesson & curriculum plans

ACCOUNTABILITY

Monitoring & Evaluation

Every goal is tracked through recurring review cycles — classroom to Board.

1

Board of Education Committees

Review data & progress for aligned goals.

2

Administrative Council

Reviews implementation & walkthrough data.

3

Staff & Community Feedback

Surveys & councils gather ongoing input.

4

District Committees

Guide AI & technology implementation.

OVERSIGHT AT A
GLANCE



Board Committees

Admin Council

Staff & Community

District Committees



Mountain Lakes School District Strategic Plan (2027-2032)

The Strategic Planning Process



Pre-Session

Data collection & survey design with TMI CEO Rich Panicucci.



Phase I

Community outreach — feedback meetings & SWOT analysis.



Phase II

Core Planning Team drafts mission, vision & goals.



Phase III

Staff Implementation builds Year 1 action plans.



Ongoing

Extensions & follow-up sustain the plan.



PRE-SESSION + PHASE I

Data Collection & Community Outreach

PURPOSE

Rich Panicucci, CEO of TMI Education, builds the data foundation and gathers stakeholder feedback.

PRE-SESSION + SESSIONS 1–3

PARTICIPANTS

Facilitator: Rich Panicucci

SESSION ACTIVITIES

- Identify data sets & gaps
- Prep leadership team & expectations
- Design & deliver stakeholder surveys
- Introduce process to all groups
- Gather SWOT feedback for Phase II

KEY DELIVERABLES

- Shared district data folder
- Completed surveys & values inventory
- SWOT findings for Phase II



PHASE II

Core Planning Team

PURPOSE

A 25–30 member Core Planning Team drafts a new mission, vision & long-range goals.

SESSION 4 + SESSION 5 (TURNKEY)

RECOMMENDED PARTICIPANTS

Superintendent

TMI Consultant(s)

Core Planning Team

SESSION ACTIVITIES

- Introduce process & team norms
- Review values inventory & mission concept
- Assess trends & future skills
- Train facilitators (Session 5)
- Conduct a Dream vs. Reality gap analysis
- Draft 3–5 year goals & benchmarks

KEY DELIVERABLES

- New mission & vision statement
- Gap analysis & opportunities
- Draft goals with annual benchmarks



PHASE III

Staff Implementation Teams

PURPOSE

Staff & Central Office teams turn Year 1 objectives into trackable action plans.

SESSION 6

RECOMMENDED PARTICIPANTS

Superintendent

TMI Consultant(s)

Staff Implementation Teams

SESSION ACTIVITIES

- Root cause analysis per objective
- Brainstorm initiatives for root causes
- Break initiatives into benchmark steps
- Assign facilitators & timelines
- Complete Year 1 action plans
- Explore AI-infused monitoring tools

KEY DELIVERABLES

- Completed Year 1 action plans
- Facilitators & timelines assigned
- Ongoing monitoring process defined

SUSTAINING THE PLAN

Extensions & Follow-Up

Ongoing support to sustain the plan beyond initial rollout.



Additional stakeholder info sessions



PD for new goals (e.g. AI tools)



Periodic SWOT analysis refresh



Strengthen & align district data sets



Integrate workflow platforms (e.g. Asana)

Ongoing TMI support sustains momentum beyond Year 1.



Mark your calendar!

**Community Engagement Sessions: October 22 and October 28
(7 PM, MLHS Auditorium)**

Mountain Lakes Board of Education: 2026-27 Goal Development

Committee Goals

Curriculum: World Language Program Review & MLHS Option 2 (Internship & Independent Study)

Co-Curricular: Cyclical Review of all Extracurricular Activities

Facilities: MLHS Media Center & Other Capital Projects from LR Facilities Plan

Finance: Long-Term Finance Options to Support LR Facilities Plan

Long-Range Planning: New Strategic Plan

Negotiations: New MLEA Contract

Personnel: System of Evaluation for the Athletics Department

Policy: Cyclical Review of Policies

Special Education/Student Services: SEL Competencies (district goal); Executive Functioning