



2024-2029 Strategic Plan

Montgomery Township School District

2024-25

2026-27

2028-29

2025-26

2027-28

How We Got Here

- In partnership with the New Jersey School Boards Association, the Board of Education invited all community stakeholders to participate in three strategic planning meetings during the 2023-24 school year.
- These meetings were held on:
 - December 12, 2023
 - January 31, 2024
 - February 22, 2024
- During these meetings, attendees were able to share their insights on the district's present strengths while providing input on the direction we should take moving forward.

How We Got Here

- During the first meeting, district strengths and challenges were identified.
- Three common goal areas were identified at the conclusion of the second meeting.
- Goal statements and objectives were developed at the third meeting.
- Over the past several months, three teams comprised of administrators and staff members have created action plans for each goal area.
- Throughout the school year we will provide updates at BOE meetings to the actions being shared tonight.
- For more information, including detailed outcomes from all three meetings, you can visit <https://www.mtsd.k12.nj.us/2024StrategicPlan>



Montgomery Township School District



Directory



Calendar



Genesis



Food
Services



COVID-19

BOE

Assessment, Curriculum & Instruction

Departments

Parents/Community

Diversity, Equity & Inclusion

MTSD Strategic Plan

– 2024-25

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2024-2025 Strategic Planning Information

In partnership with the New Jersey School Boards Association, the Board of Education invited all community stakeholders to participate in three strategic planning meetings during the 2023-24 school year. These meetings were held on:

- December 12, 2023
- January 31, 2024
- February 22, 2024

During these meetings, attendees were able to share their insights on the district's present strengths while providing input on the direction we should take moving forward. During the first meeting, district strengths and challenges were identified. Three common goal areas were identified at the conclusion of the second meeting. Goal statements and objectives were developed at the third meeting.

Over the past several months, three teams comprised of administrators and staff members have created action plans for each goal area. **A presentation with these action plans will be given at a future Board of Education meeting.**

Goal 1 Team (*Leaders: Fiona Borland & Jen Riddell*)

Jeff Brooks	District
Vin Cuccaro	MHS
Tyniesha Douglas	MHS
Raquel Estremera-Rivera	UMS
Jessica Glover	OHES/VES
David Gordon	LMS
Tammy Harrington	VES
Susan Lacy	VES
J.P. McAvaddy	MHS

Amy Monaco	OHES/VES
Scott Pachuta	LMS
Chris Resch	MHS
Inez Serrano	LMS/UMS
Stephanie Shaffer-Obe	OHES
Jason Sullivan	MHS
Wendy Wachtel	UMS
Adam Warshafsky	K-12

Goal 2 Team (*Leader: Damian Pappa*)

Rose Bauer	VES
Christina Cease	MHS
Michele Deremer	District
Regina Dunich	VES/LMS
Kris Grundy	K-12
Caitlin Mannion	UMS
Kaitlin O'Donnell	LMS
Scott Ramsay	LMS/UMS

Alma Reyes	K-12
Lisa Romano	LMS
Daryl Schwenck	UMS/MHS
Kellie Sutterlin	OHES
Dan Van Hise	OHES
John Vitale	MHS
Ryan Waldis	District

Goal 3 Team *(Leaders: Kelly Mattis & Cory Delgado)*

Mark Accardi	UMS
Jen Belmont	OHES
Lia Camuto	VES
Lisa Caudill	OHES
Adam Hackel	OHES
Katherine Kilcullen	MHS
Genifer Leimbacher	VES

Meghan Moore	UMS
Heather Pino-Beattie	MHS
Michelle Prior-Cernadas	LMS
Karen Stalowski	MHS
Tom Wain	District
Stacy Young	District

Final Goals and Goal Statements

Goal 1

The Student Experience: student achievement, teaching, and learning

Goal statement: To cultivate a learning community that is safe, comprehensive, and customized to provide a balanced academic, creative, and engaging experience to prepare students to make an impact on the future.

Goal 2

Communication, Community Engagement, and Outreach

Goal statement: Increase community engagement by improving two-way communication so that all community members are well-informed and feel connected.

Goal 3

Culture and Climate (Social Emotional Learning - cultural sensitivity, health and wellness, resilience)

Goal statement: Enhance the social emotional learning environment to support the development and resiliency of ALL learners.

Goal 1 Objectives

The Student Experience: student achievement, teaching, and learning

- 1 Support personalized, diverse, and inclusive learning experiences through comprehensive student advisement.
- 2 Promote a connected, creative, experiential learning environment fostering real-world connections within our curriculum.
- 3 Examine the curriculum to create a standard progression of learning across grade levels, content areas, and academic levels.
- 4 Integrate emerging technologies.
- 5 Provide continuous, well-supported teaching staff.

Goal 1 Objective 1

1

Support personalized, diverse, and inclusive learning experiences through comprehensive student advisement.

Focus

Student agency through Universal Design for Learning, goal setting, and a growth mindset

2024-2025 Actions

- Foster instructional opportunities for multiple means of student action, expression, and engagement.
- Develop classroom opportunities for student goal setting, choice, and voice.

Goal 1 Objective 2

2

Promote a connected, creative, experiential learning environment fostering real-world connections within our curriculum.

Focus

Collaborative partnerships between the school and community organizations/businesses to provide authentic educational opportunities for our students

2024-2025 Actions

- Investigate collaborative partnerships between the school and community organizations/businesses that provide authentic educational opportunities for our students.
- Review our Portrait of a Graduate.

Goal 1 Objective 3

3

Examine the curriculum to create a standard progression of learning across grade levels, content areas, and academic levels.

Focus

Cross-building articulation opportunities for both staff and administration

2024-2025 Actions

- Schedule PK-12 Supervisor Articulation Meetings for consistency amongst curriculum, expectations, and transitions.
- Explore opportunities for PK-6 staff articulation.

Goal 1 Objective 4

4

Integrate emerging technologies.

Focus

Artificial Intelligence (AI) and the curriculum

2024-2025 Actions

- Create a shared vision of AI use at different grade levels and content areas aligning with Academic Integrity policies and practices.
- Inform students and staff of ethical and acceptable use of AI.
- Monitor current local and national educational AI software integration.
- Explore opportunities with staff and students to share feedback around their use of emerging AI technologies.

Goal 1 Objective 5

5

Provide continuous support for teaching staff.

Focus

Professional learning that promotes collaboration, robust classroom experiences, and best practices

2024-2025 Actions

- Research and promote staff attendance at local and regional professional conferences.
- Develop user-friendly procedures for staff attendance at state and national conferences.
- Build internal staff capacity for leadership in professional learning through opportunities such as EdCamp and community outreach.
- Explore opportunities for increased faculty to admin feedback.

Goal 2 Objectives

Communication, Community Engagement, and Outreach

- 1 Institute multi-pronged communication across a range of channels enabling effective outreach.
- 2 Community survey on preferred modes and frequency of communication and content of interest.
- 3 Initiate and develop mentorship opportunities for ALL members of our community, leverage expertise and enhance engagement.
- 4 Explore using school buildings for non-school activities after hours to engage community and students.
- 5 Pull community in by utilizing a software platform for school-sponsored events to promote volunteerism and donations.
- 6 Funnel/Streamline district activities to the township website to reach entire community.

Goal 2 Objective 1

1 Institute multi-pronged communication across a range of channels enabling effective outreach.

Focus

District website, social media platforms and outreach software used for district communication

2024-2025 Actions

- Maintain active profiles on social media platforms (i.e. Instagram and Facebook) to regularly share district and school news, events, and updates.
- Restructure pages on the district website to promote community participation at events.
- Evaluate the format of the weekly eNews.

Goal 2 Objective 1 cont.

1 Institute multi-pronged communication across a range of channels enabling effective outreach.

Focus

School community meetings that focus on district and school topics, provide updates, and answer questions

2024-2025 Actions

- Establish meetings with the Superintendent/district administrators.
- Establish meetings with school administrators.

Goal 2 Objective 2

2 Community survey on preferred modes and frequency of communication and content of interest.

Focus

Nationally normed
communication survey

2024-2025 Actions

- Use the data collected from the National School Public Relations Association (NSPRA) survey administered May-June 2024, to help inform effective uses of communication.
- Administration of Spring 2025 NSPRA survey.

Goal 2 Objective 2 cont.

2 Community survey on preferred modes and frequency of communication and content of interest.

Focus

Stakeholder feedback

2024-2025 Actions

- Create opportunities for stakeholders to provide feedback on communication enhancements.
- Analyze stakeholder feedback to determine effectiveness of our communication practices, adjusting communications strategies if needed.

Goal 2 Objective 3

3

Initiate and develop mentorship opportunities for ALL members of our community, leverage expertise and enhance engagement.

Focus

Mentorship opportunities for our students

2024-2025 Actions

- Identify students' areas of interest for potential mentorships.
- Contact outside agencies to determine interests in mentorship opportunities for our students.

Goal 2 Objective 4

4

Explore using school buildings for non-school activities after hours to engage community and students.

Focus

District facilities for our community and outside agencies/groups

2024-2025 Actions

- Create a new section on the district website to promote usage by outside agencies/groups.
- Build and regularly update a calendar of events that are hosted at MTSD buildings by outside groups.

Goal 2 Objective 5

5

Pull community in by utilizing a software platform for school-sponsored events to promote volunteerism and donations.

Focus

Systems that leverage technology to promote volunteerism and donations from community members

2024-2025 Actions

- Review annual events at schools to determine which would benefit from the use of a software platform(s).
- Evaluate the district's current platforms to determine effectiveness.
- Obtain feedback from district stakeholders.

Goal 2 Objective 6

6

Funnel/Streamline district activities to the Township website to reach entire community.

Focus

District's partnership with the Township

2024-2025 Actions

- Establish regular meetings with the Township's Community Information Officer.
- Collaborate with the Township to integrate notable district activities and events onto the Township's website.
- Aid in promoting Township-sponsored community events on our district website.

Goal 3 Objectives

Culture and Climate (Social Emotional Learning - cultural sensitivity, health and wellness, resilience)

1 Support Mental Health and Physical Well Being.

2 Encourage responsibility and accountability.

3 Promote and celebrate diversity and inclusivity so that students feel known, valued, and connected.

4 Develop a respectful community that uplifts ALL members.

Goal 3 Objective 1

1

Support mental health and physical well being.

Focus

The impact that technology, cell phone use, and social media have on student mental health

2024-2025 Actions

- Create awareness among parents and promote responsible usage.
- Partner with community groups focused on mental health.
- Analyze in-school usage practices.

Goal 3 Objective 1 cont.

1

Support mental health and physical well being.

Focus

District Health & Wellness Services

2024-2025 Actions

- Enhance current programming including college and career planning.
- Examine faculty and staff roles regarding student health and wellness.
- Develop interdisciplinary Social & Emotional Learning curriculum aligned to NJDOE SEL competencies.

Goal 3 Objective 2

2

Encourage responsibility and accountability.

Focus

Structures and practices that foster positive student interactions and personal accountability

2024-2025 Actions

- Align Codes of Conduct, classroom management strategies, and core values across schools.
- Analyze trends in behavior and recidivism.
- Research current trends in mental health, mental health legislation, and the link to curricular practices.

Goal 3 Objective 3

3

Promote and celebrate diversity and inclusivity so that students feel known, valued, and connected.

Focus

Inclusive practices

2024-2025 Actions

- Evaluate effectiveness of current inclusive practices district-wide.
- Develop a plan to build staff capacity to foster inclusive practices.
- Identify areas to incorporate inclusive programs where they do not already exist.

Goal 3 Objective 4

4

Develop a respectful community that uplifts ALL members.

Focus

School climate and culture

2024-2025 Actions

- Review climate survey tools and select one to administer district-wide to staff, students, and parents and communicate results.
- Establish protocols for districtwide celebrations of student success.