



# 2024-2029 Strategic Plan

February 2025 Update

Montgomery Township School District

2024-25

2026-27

2028-29

2025-26

2027-28



## MTSD Strategic Plan

### – 2024-25

[Overview](#)

### – 2023-2024

[Overview](#)

[State of the District Presentation](#)

[Meeting #1 Outcomes](#)

[Meeting #2 Outcomes](#)

[Meeting #3 Outcomes](#)

[Final Goal Statements and Objectives](#)

## 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.**

# 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 Objective 1

1

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

## 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

## Progress

- [Developed Staff Feedback Form](#) to gather data; round one submissions by March 30.
- [Developed Student Feedback Form](#) to gather data; round one submissions by March 30.
- Will have data reviewed with future next steps for May 15.
- Beginning to work on Ed-Camp Sessions for PD day on March 31st.



# Universal Design for Learning in the Classroom

As part of our district's strategic plan, we are committed to *fostering instructional opportunities for multiple means of student action, expression, and engagement.*

We are asking teachers to submit lesson plans, student materials(optional) and student products(optional) that highlight universal design in action.

Using the checklist below, self identify what aspects of Universal Design or what barriers learning you were able to remove through this lesson or unit.

This lesson contains examples of:

- Student Choice in How to Learn the Content
- Learning Materials that Embrace Various Learning Styles
- Tools that Increase Students Independence
- Evidence of Planning with Data
- Students have Options to Show What They Have Learned
- Lesson Structure Allows for Various Levels of Students Success
- Lesson Structure Allows for Multiple Levels of Student Practice
- Other: \_\_\_\_\_

Please provide a 1-3 sentence summary of this lesson or unit.

Your answer \_\_\_\_\_

# Goal 1 Objective 2

2

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

## 2024-2025 Actions

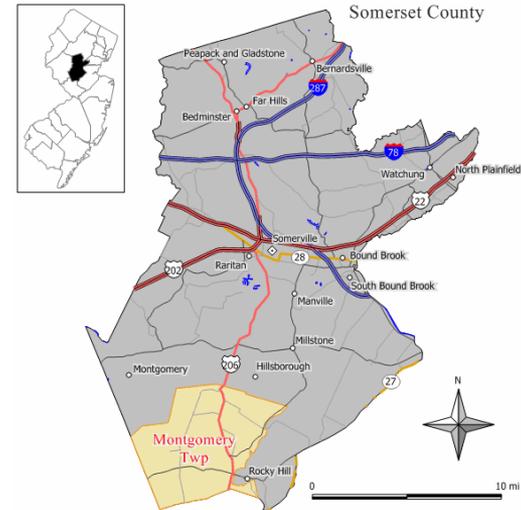
- Investigate collaborative partnerships between the school and community organizations/businesses that provide authentic educational opportunities for our students
- Review our Portrait of a Graduate

## Progress

- Completed data collection on community partnerships with MTSD. All buildings and areas contributed.
- Currently building subcommittees for each building/content area to do reflection on potential expansion or area in need.
- Completed comprehensive feedback collection from all buildings/content areas on current Portrait of a Graduate.
- Used an AI summary for reflection. Committee will review the feedback.

# Examples of Community Partnerships that Enhance Curriculum

- Franklin Institute/Liberty Science Center Assemblies
- Princeton Symphony Orchestra Instrument Assembly
- Arbor Day: Shade Tree Commission in Montgomery
- Special Olympics NJ
- Somerset Patriots Baseball
- Terhune Orchard
- Montgomery Library
- Princeton Elks Club
- Seton Hall University
- Municipal Alliance
- League of Women Voters



# Goal 1 Objective 3

3

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

## 2024-2025 Actions

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

## Progress

- Scheduled Supervisor Content Conversations Preschool-12.
- Developed Data Collection form for teachers - [Standards/skills strengths and weaknesses](#). To be completed prior to Spring 2025.
  - 24/25 Instrumental Music, Writing and Math
  - 25/26 Literacy and Science
  - 26/27 Social Studies and World Language
- Supervisors to work as district team reviewing all data - next steps.
- Brainstorming how to have Preschool-6 staff articulate.

# Goal 1 Objective 4

4

Integrate emerging technologies.

## 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

## Progress

- Director of Technology leveraging collaborative county partnerships to identify current and best practices.
- Admin and staff attending local and regional professional development across multiple content areas.
- Collect feedback from staff regarding AIs impact on instruction.

# Goal 1 Objective 5

5

Provide continuous support for teaching staff.

## 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

## Progress

- PD conference share out to all staff. Confirmed continuous promotion and attendance.
- Committee work with HR to streamline PD requests. Goal to have all digital by end of this school year.
- Coordinating Ed Camp facilitators for this year based on the needs and wants of our staff.

# Goal 2 Objective 1

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

## 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

## Progress

- Active and updated Instagram accounts that inform the school community about news, events and updates can be found on the District as well as all five schools' websites.
- Facebook at the district level is active.

# Goal 2 Objective 1 cont.

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

## 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

## Progress

Arts Events

Athletics

### MTSD Communication Check-In

- Input on how the Arts and Athletic Events tabs may impact your participation and support of these types of events.
- Input on how the district's weekly eNews communication contributes to understanding of school and district information.

# Goal 2 Objective 1 cont.

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

## 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

## Progress

- Following school community feedback from the **MTSD Communication Check-In**, an adjustment was made to the weekly eNews.
- Starting with the January 17, 2025 edition, there was an increase in information delivered via the text in the email while also maintaining the link feature.

# Goal 2 Objective 1 cont.

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

## 2024-2025 Actions

- Establish meetings with the Superintendent/district administrators and the school community
- Establish meetings with school administrators and the school community

## Progress

- February 2025 - Our Superintendent conducted an in-person Superintendent Roundtable.
- Spring 2025 - Our Superintendent will conduct a hybrid (in-person/virtual) Superintendent Roundtable.

# Goal 2 Objective 1

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

## Superintendent Roundtable

Date/Time/	Location	Virtual or In-Person	Topic
2/5/25 (Wed) 6:00-7:00	Media Center MHS	In Person	Safety and Security

# Goal 2 Objective 1 cont.

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

## 2024-2025 Actions

- Establish meetings with the Superintendent/district administrators and the school community
- Establish meetings with school administrators and the school community

## Progress

- January 2025 - All five Principals conducted in-person Principal Roundtables.
- Spring 2025 - All five Principals will conduct hybrid (in-person/virtual) Principal Roundtables.

# Goal 2 Objective 1 cont.

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

Date/Time	School/Location	Virtual or In-Person	Topic
1/16/25 (Thurs) 6:00-7:00	LMS Media Center	In Person	Code of Conduct, including Progressive Discipline to build Resilience and Emotional Regulation
1/23/25 (Thurs) 6:00-7:00	MHS Media Center	In Person	Academic Stress and Anxiety: Protecting Student Mental Health Through Incorporating Regulation Skills into Daily Living
1/27/25 (Mon) 6:00-7:00	OHES Media Center	In Person	Cubs Connection: Partnering with families to support student decision-making & accountability
1/28/25 (Tues) 6:00-7:00	UMS Media Center	In Person	Fostering a Positive School Culture: Code of Conduct, Restorative Practices, and Self Advocacy
1/30/25 (Thurs) 6:00-7:00	VES Media Center	In Person	Code of Conduct: Cultivating a Positive Community with Shared Values, Consistent Expectations, and Student Empowerment

# Goal 2 Objective 2 Survey on preferred modes and frequency

2

## 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

## Progress

- Providing communication to the school community via the mode of communication they most prefer.
  - **Email** for 1) general district news and information; 2) school and district events, programs, and calendar updates; and 3) school and district leader decisions, goals, plans, finances and related issues.
  - **Text Messaging** for school closings, early dismissals, serious incidents and school crises.
  - **Genesis Parent Portal** for students' academic progress and how to best support their learning.
- Upcoming meeting with NSPRA to determine Spring administration date.

# Goal 2 Objective 2 cont. on preferred modes and frequ

2

## 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

## Progress

- December 2024 - **MTSD Communication Check-In**
- January 2025- Adjustments to delivery of eNews based on school community feedback.
- Spring communication touchpoint.

# Goal 2 Objective 3

3

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

## 2024-2025 Actions

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

## Progress

- In the process of creating a Google Form that will be shared with MHS students that allows them to share their thoughts on mentorship opportunities.
- Determine the grade levels to share the Google Form with.
- Determine when and how to administer the Google Form to students.
- Analyze student feedback after administration of the Google Form.
- Lunch & Learn Series at MHS.

# Goal 2 Objective 4

4

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

## 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

## Progress

- The District's Building Use form, in addition to being located under "**Departments**" on our District's homepage can now also be found in two other locations on the website.

# Goal 2 Objective 4 cont.

4

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



## Parents/Community Directory

B

- Building Use Form for Outside Groups

H

- H.I.B. - Anti Bullying Information

# Goal 2 Objective 4 cont.

4

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

Month	Number of Outside Groups
September	14
October	15
November	15
December	14
January	13
February	13

# Goal 2 Objective 4 cont.

4

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

Month	Available Days	Days used OHES	Days used VES	Days used LMS	Days used UMS	Days used MHS
September	29	19	19	19	27	27
October	31	23	23	24	31	30
November	26	12	12	13	19	19
December	27	13	12	15	18	14
January	29	23	24	24	27	26
February	27	21	22	23	26	22

# Goal 2 Objective 5

5

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

## 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

## Progress

- Meetings with parent organizations (PTO, PTSA & SEPTA) leaders to discuss the current state of volunteerism and donations.
- Volunteerism and fundraisers appear to be on the decline.
- Next steps will be to meet with leaders of Athletics and Music.

# Goal 2 Objective 6

6

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

## 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

## Progress

- Meetings established with our Communications Specialist and the Township's Community Information Officer (meetings held in October and December).
- Links to our district website, district calendars, athletic events, and VPA events now available under the "**Community**" tab of the Township website.
- Township's weekly eBulletin included a section dedicated to our Kindergarten registration.
- We have a link to the Township's weekly eBulletin in our weekly eNews and we will work with the Township to promote future Township sponsored community events.

# Goal 3 Objective 1

1

Support mental health and physical well being.

## 2024-2025 Actions

- Create awareness of the impact that technology, cell phone use, and social media have on student mental health, and promote responsible usage
- Partner with community groups focused on mental health
- Analyze in-school cell phone usage and practices

## Progress

- Facilitated [Community Book Club](#) using *The Anxious Generation* to guide discussion.
- Partnership with Municipal Alliance.
- Gradual progression of cell phone privileges from LMS to UMS to MHS. Analysis of usage continuing through the spring.

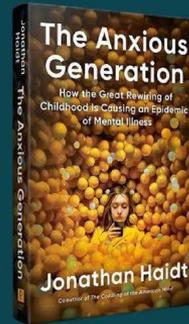
# MTSD Community Book Club

**“The Anxious Generation”  
by Jonathan Haidt**

We invite you to participate in an upcoming MTSD Community Book Club. Our first selection will be “The Anxious Generation” from best-selling author Jonathan Haidt. This is a timely and important read that examines the rising levels of anxiety and depression among young people. Jonathan Haidt investigates the societal, technological, and cultural factors contributing to this crisis and suggests ways to foster resilience and improve mental well-being.

To participate in the “Community Book Club” please register [HERE](#). If you would like to learn more about the book and the movement visit the Anxious Generation website [HERE](#). If you have any questions you can email our facilitation team at [bookclub@mtsd.us](mailto:bookclub@mtsd.us).

**Don't miss out!  
Book club meetings will  
begin this winter!**



**To reserve a spot,  
please register [HERE!](#)**



Sponsored by the MTSD Mental Health Committee and  
Montgomery Rocky Hill Municipal Alliance and Youth Services Commission



# Goal 3 Objective 1 cont.

1

Support mental health and physical well being.

## 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

## Progress

- Eight additional [college planning programs](#) for students and parents this fall.
- New [Lunch & Learn Series](#) for Career Exploration. [Session #1 on 2/27.](#)
- In progress. Guidance scope and sequence from each school articulation in March.



# Montgomery High School



Directory



Calendar



Genesis



Menus



A/B  
Schedule

Home

About Us

Athletics

Co-curricular

Departments

Parents

PTSA

Staff Portal

Staff Webpages

Arts Events

Athletic Events

## Departments Directory

B C E H M P S V W

B

- Business/Computer Technology

C

- Counseling / Guidance

E

- English

H

M

- Math
- Media Center

P

- Physical Education/Health

S

- Science

- Social Studies

- Special Services

- STARR

V

- Visual Performing Arts

W

- World Languages Department



MHS  
Guidance...

Home

Attendance Information

Community Service &  
Job Postings

Home Instruction  
Manual

MHS + District Calendar

Naviance Login

Option II - Learning  
Alternatives

Program of Studies 2025  
- 2026



# Welcome to Montgomery High School Counseling

## ***News and Updates...***

**NEW Lunch and Learn Speaker Series - Career Exploration** - As students continue developing career goals, they can join professional speakers to hear about careers during unit lunch - launching February 27th. Sign up on the shared google form if interested in having lunch with either of our first two guest presenters.

[REGISTER HERE using your MTSD Email](#)

**Now Available - MHS Senior Scholarships**- Seniors can apply for more than 50 local scholarships, see our Local Scholarship Guide for details -

[Click Here for Guide](#) and [2025 Application for Seniors](#)



# Goal 3 Objective 2

2 Encourage responsibility and 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

## Progress

- Collected [artifacts](#) from all five schools to review for continuity and consistency.
- Collecting district-wide data regarding student behavior via the Student Information System (Genesis).
- Research set to begin Spring 2025.

# Goal 3 Objective 3

3

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

## 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

## Progress

- Acquired information on our [current inclusive practices](#) across the district in each school. By the end of the school year we will identify consistencies and inconsistencies across the district.
- Collected and analyzed district-wide [professional development](#) inclusive practices.

# Goal 3 Objective 4

4

Develop a respectful community that uplifts ALL members.

## 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

## Progress

- Climate surveys being reviewed for relevance to our district needs.
- [Superintendent Newsletter](#) issue #1 sent in December 2024. Upcoming issues in March and June 2025.