

# Strategic Plan Goals 3 and 4

## Update January 15, 2019



Montgomery Township School District  
2018-19 School Year

# Timeline



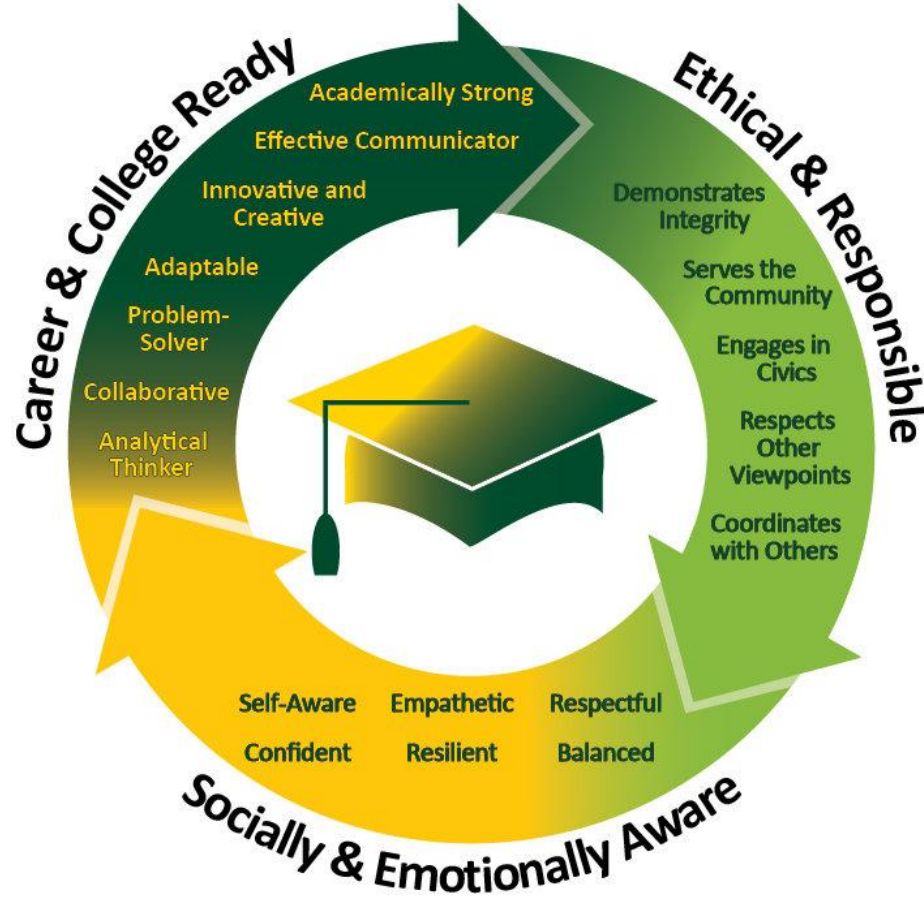
- February 2017 Board adopted strategic plan
- February 2017 Goal teams were formed to begin the development of action plans for the 2017-2022 timeframe. Action plans were completed August 2017
- Goal teams meet regularly to advance the 2017-2022 strategic plan

# Stakeholders

- Students
- Faculty and Staff
- Parents
- Community members
- Administrators
- Board members



# Portrait of a Graduate



# Mission and Vision



M-To empower every student to succeed in a diverse, dynamic, global society by providing quality educational experiences in a caring environment.

V-To be a premier school district in developing confident, compassionate, engaged learners.

# Strategic Goals



- Maximize the social-emotional and academic growth of every student.
- Ensure a learning environment that promotes excellence.
- Strengthen stakeholder relationships to support and enhance student learning.
- Optimize operational and financial resources to enhance student experience.





# Goal 3

## **Communication and Partnerships**

Strengthen stakeholder relationships to support  
and enhance student learning

# Members - Team 3



## Leader: Kelly Mattis

Jeff Brooks (MHS)	Scott Pachuta (MHS)
Carolyn Comollo (OHES)	Jim Pendleton (MHS)
Kim Dewrell (UMS)	Chris Penna (MHS)
Terry Foltiny (OHES)	Mike Richards (LMS)
Jen Furman (VES)	Karen Stalowski (MHS)
Regina Dunich (LMS/UMS)	Kim Vanatta (VES)
Jamie Meeker (MHS)	Annie Yip (LMS)
Shelley Moore (UMS)	



## Objective: 3.1 Recruit and Retain High Quality Educators-Completed



- What has been accomplished? Completed
  - On-boarding and recruiting practice analysis with other school districts-MTSD very comprehensive, thorough, annual updates to on-boarding (completed)
  - Revised district requirements for student teachers (completed)
  - New Teacher Cohort program established-program designed, budget designed, funding Title II, recruiting for cohort teachers (completed October 2018)
- How do we know? Completed
  - Data from school districts shows MTSD meets or exceeds common practices
  - Partnering with colleges and universities to engage student teachers
  - State guidelines used to measure existing practices, MTSD exceeds
  - Data from cohort program assessment June 2019 will be used to ascertain effectiveness

## Objective: 3.1 Recruit and Retain High Quality Educators (continued)



- What adjustments have been made to original approach?
  - None
- What percentage of Strategic Plan-Goal 3, Objective 3.1, is completed?
  - 100%

**Objective: 3.2** Build partnerships between schools, families, and community to enhance student-learning opportunities



- What has been accomplished?
  - Establish partnership with higher education-increased student participation with dual enrollment with institutes of higher education
  - District/school website created to host learning opportunities for students through community business partnerships with MTEF (inactive pending control measures)
- How do we know?
  - Monitoring student requests for partnerships and fruition of intent
  - Website created (awaiting control measure planning)



**Objective: 3.2** Build partnerships between schools, families, and community to enhance student-learning opportunities (continued)

- What adjustments have been made to original approach?
  - Recognition of some obstacles and re-focusing our attention to creative solutions.
  
- What percentage of actions for Strategic Plan, Objective 3.2, is completed?
  - 50%

## Objective: 3.3 Improved communication with all stakeholders



- What has been accomplished?
  - Survey questions completed
  - Attended five school leadership team meetings to collect data about modes of effective communication among stakeholders
  - Analyzed Blackboard Connect utilization and enabled enhanced texting capabilities to increase usability
  - District website redesign, including ADA compliance, mobile modality, navigation enhancements
  - Teaming with SP team 1.2 to improve communication regarding transitions between schools
- How do we know?
  - Survey ready for dissemination
  - Evaluation of current communication among parents, teachers, and students to inform effective changes
  - Snapshot usage of Blackboard connect by all five schools
  - Website redesign

## Objective: 3.3 Improved communication with all stakeholders (continued)



- What adjustments have been made to original approach?
  - Objective 3.3 team analyzed and honed in on focus areas from original survey feedback; collect additional survey data in January 2019
- What percentage of actions for the Strategic Plan, Objective 3.3, is completed?
  - 70%





# Goal 4

## **Resources and Operations**

Optimize operational and financial resources to enhance student experience

# Members - Team 4



## Leader: Annette Wells

Cory Delgado (UMS)	Scott Pachuta (MHS)
Robbin Boehmer (District)	Mike Richards (LMS)
Robyn Friedlander (District)	Pam Schrum (OHES)
Corie Gaylord (District)	Kathie Scotti (OHES)
Dave Klein (District)	Tom Wain (MTPD)
Susan Lacy (VES)	Mary McLoughlin (District)
Kathy Logothetis (MHS)	Chartwells
Jaime Velez (District)	

\* Includes District Safety Team Members

\*\* Each school has a safety team



## **Objective: 4.1** Provide a safe and healthy school environment

- What has been accomplished?
  - Received new radio equipment for District buses
  - Created manual to train new bus drivers
  - Conducted bus presentation/held onboard visitation at Kindergarten Orientation
  - Initiated third party district security audit
  - Increased frequency of district safety committee meetings
  - Increased emphasis on safety projects in 2018-19 Budget
  - Reviewed and revised District safety plans
  - Developed an expanded Crisis Plan
  - Successfully executed reunification exercise
  - Reported findings of security audit
  - Draft of Bus Driver employment manual
  - Meetings with various transportation stakeholders



## **Objective: 4.1 Provide a safe and healthy school environment (continued)**

- **How do we know?**

- Enhanced ability for radio communication with drivers
- Implemented training program for new drivers using newly developed driver training manual
- Welcomed Kindergartners and parents aboard bus during Orientation
- Positive draft audit from third party security vendor
- Minutes of district safety committee meetings
- Successfully approved 2018-19 budget
- Safety plan include detailed reunification plans
- Crisis plan includes reunification
- Completed debriefing with all participants
- Board meeting minutes reflect report of findings of safety audit
- Hard copy in Transportation Office
- Meetings held



## **Objective: 4.1** Provide a safe and healthy school environment (continued)

- What adjustments have been made to original approach?
  - The district safety team became more involved as members of the Goal 4 team
  - Action added to include additional training for new bus drivers with documentation
  - Expansion of scope in the area of transportation
- What percentage of actions for the Strategic Plan, Objective 4.1, is completed?
  - 83%



## **Objective: 4.2** Maintain balanced and sustainable short and long-term budgets

- What has been accomplished?
  - Conducted meetings with district sustainability team
  - Approved Sustainable NJ Grant
  - Approved Safety Grant
  - Approved Smart Start Grant
  - Installed LED Light Fixtures at various schools
  - Identified preliminary list of Long Range projects for each school
  - Developed a 5 Year Financial Plan
  - Developed a 5 Year Maintenance Plan
  - Director of Facilities in process of ESIP
  - Development of 19-20 budget in process



## **Objective: 4.2** Maintain balanced and sustainable short and long-term budgets



- How do we know?
  - Receipt of funding from Sustainable NJ
  - Receipt of funding from Safety Grant
  - Receipt of funding from Smart Start Grant
  - Replacement of light fixtures
  - Project List
  - Director of Facilities provides updates to BA
  - 19-20 draft budget documents

## **Objective: 4.2** Maintain balanced and sustainable short and long-term budgets (continued)



- What adjustments have been made to original approach?
  - No adjustments were necessary
- What percentage of actions for the Strategic Plan, Objective 4.2, is completed?
  - 50%

## **Objective: 4.3** Ensure facilities are efficiently maintained and operated



- What has been accomplished?
  - Training of custodial staff in proper cleaning
  - Development and distribution of custodial manuals
  - Inclusion of capital projects in the 2018-19 Budget
  - Consultation and review with head custodian and building principals regarding scheduled routine maintenance items
  - Completion of Maintenance/Grounds staff record logs on schedule
  - Inclusion of capital projects in the 2019-20 Budget
  - Completion of new facility for Transportation Department

## **Objective: 4.3** Ensure facilities are efficiently maintained and operated (continued)



- How do we know?
  - Training sign-in sheets
  - Head custodian check sheets
  - Approved 2018-19 Budget
  - Maintenance staff work record
  - Budget document
  - New transportation facility in use
- What adjustments have been made to original approach?
  - No adjustments were necessary
- What percentage of actions for the Strategic Plan, Objective 4.3, is completed?
  - 83%

# Strategic Planning



Thank you!