

*Middle Township Public Schools*  
**Strategic Plan**

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A Vision for 2026-2031



# A Message from the Superintendent

The strategic planning process has been an enlightening and positive experience that strengthened connections with the community we serve. We are proud to present a Strategic Plan that is a result of genuine and thoughtful collaboration.

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*Stephanie DeRose*



# The Purpose

Middle Township Public Schools developed a Strategic Plan to identify goals that reflect the community's needs and values and will guide the district for the next five years.



# The Process

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*The district gathered community input through a survey and Town Hall.*

- Survey was structured as a SWOT analysis to identify strengths, weaknesses, opportunities and threats
- Town Hall participants reviewed survey results and contributed ideas for improvement
- Steering committees were created and all interested participants worked on Goals and Tasks for each commitment



# The Plan

With input from families, staff, and community members, MTPS was ready to channel ideas into clear priorities. We established core commitments focused on supporting students academically and emotionally, engaging our community, and managing our finances and facilities efficiently and effectively.



# Core Commitments

*These clear, enduring promises define what we will consistently prioritize and uphold while carrying out our work. Core commitments reflect shared values translated into action and serve as a guiding anchor for decisions, behaviors, and resource allocation.*

## Six Core Commitments for MTPS:

Teaching & Curriculum Excellence

Family & Community Engagement and Communication

Staff Recruitment, Retention, and Development

Facilities, Safety, and Technology Modernization

Efficient Resource Allocation and Budget Priorities

Student Well-Being and Mental Health



# Teaching & Curriculum Excellence

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*Goal 1* Increase academic growth in Literacy and Mathematics

*Goal 2* Increase student access to high-demand coursework through strategic scheduling, partnerships, and enhanced existing programs

*Goal 3* Increase average daily attendance rates



# Staff Recruitment, Retention, and Development

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*Goal 1* Strengthen recruitment pipelines

*Goal 2* Retain high-quality diverse staff

*Goal 3* Enhance staff leadership, engagement, and organizational climate



# Family & Community Engagement and Communication

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**Goal 1** Equitable access to communication: Ensuring that all stakeholders have consistent and reliable access to communication across the district.

**Goal 2** Increasing number of attendees at events: The district will support the community by reducing the barriers to events to help strengthen participation.



# Family & Community Engagement and Communication

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*Goal 3* Community Engagement: The district will strengthen relationships with the broader community through intentional strategies of communication. The goal will focus on connection, inclusivity, and building trust to foster greater participation, advocacy, and a shared ownership in the mission of Middle Township.



# Facilities, Safety, and Technology Modernization

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*Goal 1* Streamline platforms

*Goal 2* Assess life of facilities

*Goal 3* Wi-Fi/technology plan

*Goal 4* Assess space issues in buildings



# Efficient Resource Allocation and Budget Priorities

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*Goal 1* Ensure efficient resource allocation and budget alignment

*Goal 2* Maximize district revenue opportunities: Identify and optimize revenue streams to strengthen the district's financial stability and support student programs

*Goal 3* Strengthen grant development and external funding



# Student Well-Being and Mental Health

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**Goal 1** The district will proactively provide families with accessible, accurate information and guidance regarding available insurance options and social service resources in order to enhance student well-being, remove barriers to learning, and support the overall success of the student population.

**Goal 2** The district will increase student access to in-person mental health services by re-establishing on-site therapeutic partnerships in all school buildings.



# Student Well-Being and Mental Health

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*Goal 3* The district will implement a comprehensive system to identify and address unmet basic student needs (e.g., food security, housing instability, mental health access, transportation, and clothing), resulting in measurable improvements in student attendance, well-being indicators, and academic performance.



# Strategic Plan Team

We appreciate the dedicated district leaders who will oversee the execution of our core commitments.

- **Middle Township Board of Education Members**
- **Stephanie DeRose** - *Superintendent*
- **Dr. Toni Lehman** - *Assistant Superintendent of Curriculum & Instruction*
- **Dr. Pamela Shute** - *Assistant Superintendent of Student Services*
- **Patricia Swanson** - *School Business Administrator*
- **Matthew Gilbert** - *Director of Technology*
- **Joe Sykes** - *Director of Security*
- **Anthony Freeman** - *Director of Facilities and Maintenance*



**Thank You!**

