

BOE RETREAT

July 29, 2020

2019/2020 Goals Summary

2020/2021 Goal Development

BOE Goals

District Goals



COVID-19 Disruption

Due to the March 16 closure of NJ Public Schools many of the 2019-2020 District and Board of Education goals were partially completed.

TRENTON – Governor Phil Murphy today signed Executive Order No. 104, implementing aggressive social distancing measures to mitigate further spread of COVID-19 in New Jersey. Among the directives, Governor Murphy's Executive Order indefinitely closes all public and private preschool, elementary and secondary schools, and institutions of higher education, as well as closes all casinos, racetracks, gyms, movie theaters, and performing arts centers. The order also mandates that all non-essential retail, recreational, and entertainment businesses must cease daily operations from 8:00 p.m. to 5:00 a.m. All restaurant establishments, with or without a liquor license, are limited to offering only delivery and/or take out-services only, both during daytime hours and after 8 pm.

"In order to slow the spread of COVID-19, we must take aggressive and direct social distancing action to curtail non-essential activities in the state," said Governor Murphy. "Our paramount priority is to 'flatten the curve' of new cases, so we do not overwhelm our health care system and overload our health care professionals who are on the frontlines of the response. My Administration continues to work closely with our communities, stakeholders, union representatives, and business leaders to ensure that we all do our part to win the fight against the novel coronavirus and emerge stronger than ever."

In order to slow the spread of COVID-19, Governor Murphy's executive order directs:

- All gatherings of persons in the State of New Jersey shall be limited to 50 persons or fewer, with limited exceptions;
- All public, private, and parochial preschool programs, and elementary and secondary schools, including charter and renaissance schools, will be closed beginning on Wednesday, March 18, 2020, and remain closed as long as the Order remains in effect;
- Institutions of higher education will cease all in-person instruction beginning on Wednesday, March 18, 2020, and shall cease such in-person instruction as long as the Order remains in effect;
- The Commissioner of Education shall continue working with each public, private, and parochial school to ensure students are able to continue their education through appropriate home instruction
- The Secretary of Agriculture and the Commissioner of Education shall take all necessary actions to ensure all students eligible for free or reduced meals will continue to receive the services necessary to meet nutritional needs during closures;
- All casinos, concert venues, nightclubs, racetracks, gyms, fitness centers and classes, movie theaters, and performing arts centers will be closed to the public beginning on Monday, March 16, 2020 at 8:00 p.m. and remain closed as long as this Order remains in effect;
- All other non-essential retail, recreational, and entertainment businesses must cease daily operations from 8:00 p.m. until 5:00 a.m.; and
- All restaurant establishments, with or without a liquor or limited brewery license, are limited to offering delivery and/or take out-services only.

The order will take effect immediately.

"These are extraordinary times, and educators throughout the state have been taking extraordinary measures to create plans for high-quality home instruction, ensure food security for children who depend on free and reduced lunch, and provide services for all special needs students," said Education Commissioner Lamont O. Repollet. "We understand that the closure can be a disruption for many parents, but we know nothing is more important than the safety of the 1.4 children we serve."

"We understand this is an unprecedented situation, and we are asking institutions to be extra vigilant in protecting the health and safety of their students, faculty, staff and the entire campus community. As institutions move to remote instruction, we urge them to ensure there are appropriate accommodations in place for students with disabilities, those who may not have access to internet services, and students who call their campus community home," said Dr. Zakiya Smith Ellis, Secretary of Higher Education. "We continue collaborating with institutions to address concerns."

For a copy of Executive Order No. 104, click here.

March - 2020					22 Student days
Mon.	Tues.	Wed.	Thurs.	Fri.	
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30	31				

BOE Goal #1 (To Be Continued 20/21)

The BOE will complete a new Collective Bargaining agreement with the Northern Highlands Supervisors Unit

BOE Goal #1 outcome

Committee Chair: Barbara Garand

- NHAA- Successful Negotiations and BOE approval
- NHSA-
 - January 22, 2020: Met with Supervisors
 - Feb 10, 21, 25, 28, March 4: Met with Team and/or Supervisors
 - Negotiations still in process

Status: Partially Completed

BOE Goal #2

In an effort to increase communication, the Northern Highlands BOE will update their webpage on the district website to provide additional information to the public on their roles as board members

BOE Goal #2 outcome

Committee Chairs: Sheila Yallowitz and Christine Ferrarie

- Researched 10 other school BOE Websites
- Meetings on 7/17, 10/31, 1/15, 2/5
- Additions to sections:
 - About the Board
 - Meet the Board
 - Board Committees
 - Election Information
 - Frequently Asked Questions

BOE Goal #2 outcome

<https://www.northernhighlands.org/Page/6758>

The screenshot displays the 'Board of Education' section of the Northern Highlands website. It features a search bar at the top with fields for Name, Title, and Location, and a search button. Below the search bar, there is a list of board members with their initials, names, titles, and email addresses. To the right of the list, there are three columns of text providing detailed biographies for Jill Webb, Christine Ferrarie, and Barbara Garand. Further to the right, there are three columns of text providing information about the Student Activities Committee, Curriculum Committee, and Communications Committee. The website has a red and white color scheme with a navigation menu on the left side.

Initials	Name	Title	Location	Email
CF	Christine Ferrarie	Vice President		nferrarie@northernhighlands.org
BG	Barbara Garand	Trustee		garand@northernhighlands.org
AG	Anne Goddard	Trustee		goddard@northernhighlands.org
LH	Lisa Halperin	Trustee		halperin@northernhighlands.org
EK	Emily Kaufman	Saddle River Rep		ekaufman@saddleriver.org

Jill Webb
Jill and her husband Fernan have lived in Altitude for 25 years. Jill was raised in New Mexico and earned an Accounting degree from Eastern New Mexico University. Jill is a Certified Public Accountant. After years of professional experience in public accounting, banking, and global export market development relations, she shifted to full-time parenting of her two sons, who graduated from Northern Highlands. Jill has participated actively in many community organizations. Presently, she is a trustee for the Lee Memorial Library. She previously served as President of the Highlands Home and School Association. Currently, Jill is the Board President.

Christine Ferrarie
Christine has lived in Upper Saddle River for 23 years with her husband, Deme. Their three children have all graduated from the Upper Saddle River schools and Northern Highlands. Christine was born in Brooklyn, raised in Scarsdale and graduated with a B.S. degree from the Catholic University of America. She worked as a computer analyst at Salomon Brothers and then stayed home to raise her children. Among her many volunteer experiences, she was the Home and School Association President at Northern Highlands and the PTO Vice President at the Upper Saddle River elementary school. Christine earned the New Board Member Boarding Certification in 2018, and continues to attend workshops and training sessions to become a more knowledgeable board member. Christine is currently the Board Vice President.

Barbara Garand
Barbara and her husband Chris have lived in Upper Saddle River for 30 years. Their daughters have graduated from the Upper Saddle River schools and Northern Highlands. Barbara was born in New Jersey, raised in Jefferson Township, and graduated from Douglas College. During her years teaching middle school and high school, she earned a masters degree in Education, which has served her well on the Board. With the birth of her second daughter she put her career on hold and was able to move directly to Upper Saddle River and the Northern Highlands. She is on the Board. Barbara has served as the Board President for over 12 years. She believes strongly in board training and professional development and has attended numerous classes, workshops and seminars. She has achieved the New Jersey School Boards Association's highest level of individual certification as a Certified Board Leader, requiring over 60 hours of training.

Anne Goddard

Student Activities Committee
Reviews all current student activities, including sports, clubs, theater, and music.
Chair: Jon Mahoney
Members: Christine Ferrarie, Amy Langovin, Gail Trumbert, Bob We

Curriculum Committee
Reviews current instructional materials, courses, and programs.
Chair: Christine Ferrarie
Members: Barbara Garand, Lisa Halperin, Jill Webb, Sheila Talavero

Communications Committee
Discusses means to improve district communications, including district website and newsletter.
Chair: Lisa Halperin
Members: Christine Ferrarie, Anne Goddard, Amy Langovin, Gail Trumbert

Personnel Committee
Reviews all matters relating to current personnel.
Chair: Sheila Talavero
Members: Christine Ferrarie, Barbara Garand, Anne Goddard, Jill Webb

Status: Completed

BOE Goal #3

In an effort to expand their knowledge on school security, the BOE will attend training sessions on various aspects of school security

BOE Goal #3 outcome

BOE Chair: Anne Goddard

- BOE Safety Goal Meeting- Feb 4
- BOE Presentation 3/16 on What is New in School Security
- BOE Readings Included:
 - Enhancements in School Facilities for Security
 - Alyssa's Law
 - School Safety and Security Legislation
 - School Resource Officer
 - Metal Detectors
 - Psychology of a Shooter

Status: Completed

District Goal #1

Administration will evaluate the feasibility of creating an extension of Boomerang Project to include junior and sophomore students. As the Boomerang Project helps to foster a healthy, productive, supportive culture at Northern Highlands, extending it to sophomores and juniors would help to promote resiliency and self-awareness in our students

Goal #1 outcome

Key Dates:

- 10/23/19 - Met with Boomerang Project advisors
- 11/21/19 - Follow up meeting with Boomerang Project advisors, began to plan Peer Leadership Advisor Seminar
- 12/10/19 - Follow up meeting with Boomerang Project advisors, Peer Leadership Advisor Seminar planning
- 12/17/19 - Met with Boomerang Project advisors, , Peer Leadership Advisor Seminar planning
- 1/6/2020 - Met with Boomerang Project advisors, ,Peer Leadership Advisor Seminar planning
- 1/10/2020 - Invite sent soliciting interest of schools
- 2/3/2020 - Virtual collaboration with Boomerang Project advisors, Peer Leadership Advisor Seminar planning
- 3/5/2020 - Official notice sent to participating schools
- 3/6/2020 - Met with Boomerang Project advisors, Peer Leadership Advisor Seminar planning

Status: Partially Completed

Goal #1 outcome

Key Dates:

- 3/12/2020 - Notice send to school postponing the conference due to COVID-19
- 4/16/2020 - Became aware of Social-Emotional Learning / Character Education curriculum
- 4/21-4/24 - Recruited / assembled team to attend virtual training
- 5/7/2020 - Pre-training meeting to virtual training, outline goals and objectives for attending
- 5/14/2020 - Team attends Character Strong virtual training
- 5/15/2020 - Post-training meeting, assessment of program, takeaways, next steps
- 5/26/2020 - Met with Character Strong rep to discuss nature of program, professional development available, & implementation strategies
- 6/9/2020 - Meeting of team members to decide course of action and plan next steps

Status: Partially Completed

Goal #1 outcome

Outcome

- **Assess/Evaluate current state of Boomerang Project.** The state of Boomerang Project is strong. Each school year there are about 250 applicants to become ambassadors - a compliment to the program and its impact on students. We continue to attract the interest of upperclassmen and freshman alike. Furthermore, the move to maintain Boomerang Project freshman groups for all four years of HS through Homeroom has also left a positive impression on the school.
- **Assess state of peer leadership programs in like-minded schools.** To meet our goal, a Peer Leadership Conference was scheduled for March at Northern Highlands. We were slated to host approximately 25 schools from the area to discuss different facets of a peer leadership program. Unfortunately this conference had to be postponed to a later date due to the COVID-19 crisis. Nevertheless, many promising conversations were started with other schools on topics such as the Application Process, prospects for Expanding Your Program, Classroom Activity, Inclusivity, and trying to Sustain the Spark. We are looking to host this conference on a date TBD.
- **Develop / propose method of continuing work of Boomerang Project to Sophomores/Juniors.** Since the conference could not be held, we began to look into alternate Character development and social-emotional learning programs that can augment and/or be used in addition to the Boomerang Project. We vetted a program named, "**Character Strong.**" A team was recruited and assembled to conduct this evaluation; it consisted of the Assistant Principal, Supervisor of Wellness, Director of Curriculum and a teacher. We found the methods, resources, and lesson plans to be very impressive and useful. The group unanimously agreed to continue vetting this curriculum with the goal of bringing it to NHRHS. A plan for implementation across the instructional curricula is currently being discussed to phase in over the next upcoming school years.

Status: Partially Completed

District Goal #2 (To Be Continued 20/21)

Northern Highlands will update our Vision and Mission Statements. These statements will be used to guide the district's vision moving forward

Goal #2 outcome

- Activity 1: Initiate and facilitate school-based steering committee

This committee will be responsible to review the purpose of the school district, its responsibilities as a school district, and the purpose behind its existence.

The first order of business was to convene a committee comprised of the following stakeholders (number in parenthesis): Board of Education (1), administrators (3), directors (2), supervisors (3), faculty (5), student council (1), class councils (1 from each grade level), HASA (2), Sports Association (1), and MPAA (1).

October 15, 2019 [Invitation letter](#) Invitation letter sent to stakeholders.

- Activity 2: Plan and conduct a timeline for meeting(s) to solicit input from various stakeholders for development of newly defined vision and mission statements.

[Survey](#) to staff, Students, and Parents

October 15, 2019 [Letter](#) to Staff to complete survey

October 21, 2019 [Email](#) to Students to complete survey

October 21, 2019 [Letter](#) to Parents and Students to complete Google Survey

Status: Partially Completed

Goal #2 Outcome

- Activity 3: Steering committee will review, assess, and discuss data collection from stakeholders in order to form an updated vision and mission statement.

November 20, 2019 Meeting 1 [Agenda](#)

November 20, 2019 Meeting 1 [Minutes](#)

January 23, 2020 Meeting 2 [Agenda](#)

January 23, 2020 Meeting 2 [Minutes](#)

March 18, 2020 Meeting 3 [Agenda](#) Although a meeting was scheduled for this date, due to COVID-19 and school being closed on March 16 for the remainder of the year, this meeting did not take place.

We will continue this goal during the 2020-2021 school year beginning with [Activity 3, Meeting 3](#) and then with the following activities:

- Activity 4: Drafts of revised vision and mission statements will be shared with staff at faculty and/or department meetings, with our BOE Curriculum Committee, and with parents at a HASA meeting for additional input.

- Activity 5: Updated vision and mission statements will be shared at a BOE meeting.

- Activity 6: Vision and mission statements will be displayed throughout the school as well as in the Student-parent handbook and fall district newsletter.

District Goal #3

In an effort to continue our districts global competencies goal, administration will create and implement a minimum of 3 programs which may include opportunities such as a Multi-Cultural Week and Mix It Up day in the cafeteria. By adding these opportunities that enrich minds and prepare students to meet the challenges of a global society, Northern Highlands will increase opportunities that support students intellectually, academically, emotionally, and socially

Goal #3 Outcome

Key Dates: Sept 9- Email to entire staff on goal, Sept 16- Creation of Committee, Sept 26- Committee Meeting, Oct 16- Notification to Staff on ELS Student Plans, Oct 23- Committee Meeting, November 18- Committee Meeting, December 12- Committee Meeting, Jan 28- Committee Meeting, February 14- Committee Meeting, March 11- Committee Meeting,

Other Key Dates:

Sept 24: Attended World Challenge at Ramsey: Info on Exchange Program

Oct 21: Hosted Korean Orchestra of the Blind

March 2-6: International Food Week Sponsored by Pomptonian

Planned events: April 30- Global Highlands Day (Brazilian Copoeira, Indian Music, African Drum Circle)

May 18- Orlando Vega and Salsa Band

May 19- Mix It Up Day

Other Items:

Spring Communicator Article (Title: "Pride in Diversity"- 27 languages other than English as their primary language at home. These languages and cultures include Albanian, Arabic, Armenian, Burmese, Chinese, Croatian, French, Georgian, German, Greek, Hindi, Italian, Japanese, Korean, Lithuanian, Mandingo, Marathi, Punjabi, Persian, Polish, Portuguese, Russian, Spanish, Tamil, Telugu, Turkish and Urdu.

Creation of an ESL accommodation form for all secondary language learners

Status: Partially Completed

Global Highlands Day

International Food Week

Korean Orchestra

Thursday, April 30th (D-Day), Global Highlands will host a 90-minute lunch for students to be exposed to a wide variety of international performances that highlight the vibrant cultures of Latin America (Brazil), Asia (India) and the African continent. The 90 minutes will be divided into 30 minute sessions: group A, group B, and group C. Group A (freshmen and sophomores) will have first lunch 11:00-11:30. Juniors and Seniors will then have that time to choose performance 1, 2 or 3. Group B will be 30 minutes for all students to rotate to another performance (cafeteria clean up). Group C (juniors and seniors) will have second lunch 12:00-12:30 while freshmen and sophomores choose another performance (1, 2 or 3). The bell will then ring approximately 12:30 for period 6. Instructional time will be shortened (will speak to Mike Koth for bell schedule).

	11:00-11:30	11:30-12:00	12:00-12:30
Freshmen	Lunch	Performance 1, 2 or 3	Performance 1, 2 or 3
Sophomores	Lunch	Performance 1, 2 or 3	Performance 1, 2 or 3
Juniors	Performance 1, 2 or 3	Performance 1, 2 or 3	Lunch
Seniors	Performance 1, 2 or 3	Performance 1, 2 or 3	Lunch

Performances	#1: Brazilian Capoeira (CAOBA)	#2: Northern Indian traditional dancing (Deshpande Ishwari)	#3: African Drum Circle (led by Justin Nadat)
Location	Gymnasium (bleachers needed, sound/tech needed)	Auditorium (sound/tech needed)	Front Lawn (weather permitting) (instruments provided by Mr. Nadat)

- Bell Schedule → 2, 3, 4, LUNCH, 6, 7, 5
- Model UN International Causes in hallway (bake sales, Krispy Kreme, etc.)

Flavors Around The World Menu

MONDAY  (Mexico)
Tamales with Rice and Refried Beans

TUESDAY  (Aruba)  (Trinidad)
Keshi Yena with Maduros and Pineapple Chow

WEDNESDAY  (South Africa)
Bobotie with Yellow Rice

THURSDAY  (India)
Chicken Tikka Masala with Basmatic Rice and Cauliflower and Peas with Naan Bread

FRIDAY  (Philippines)
Chicken Adobo with Pancit Bihon

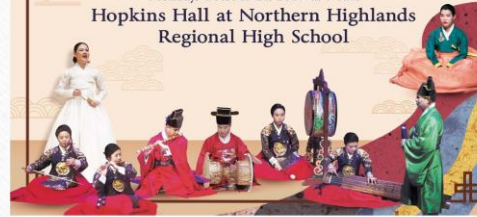





















The Centennial Anniversary Performance of the March 1st Independence Movement and the Korea Provisional Government

600 Years, the King's Orchestra

Korean Traditional Music Orchestra of the Blind

Monday, October 21, 2019 at 7 P.M.
Hopkins Hall at Northern Highlands Regional High School



Hosts:  Blind Center for the Blind  NHL  NBA  NFL  MLB  NHL  NBA  NFL  MLB  NHL  NBA  NFL  MLB  NHL  NBA  NFL  MLB  NHL  NBA

Spring Communicator Article

Pride in Diversity- 27 and counting

During the 2019/2020 school year, 1 of the 3 district goals was to increase global understanding by adding opportunities that enrich minds and prepare students to meet the challenges of a global society. Through this opportunity it was our goal to increase opportunities that support students intellectually, academically, emotionally, and socially in the area of cultural understanding.

Although we all understand that the world has never been more global and success in many fields will be dependent on our ability to build our students skills in this area. What many individuals may not know is that the small world we call the Northern Highlands communities encompasses a very diverse cultural and global population.

Presently Northern Highlands is home to families that speak over 27 languages other than English as their primary language at home. This number encompasses more than 10% of the entire Northern Highlands Family.

These languages and cultures include Albanian, Arabic, Armenian, Burmese, Chinese, Croatian, French, Georgian, German, Greek, Hindi, Italian, Japanese, Korean, Lithuanian, Mandingo, Marathi, Punjabi, Persian, Polish, Portuguese, Russian, Spanish, Tamil, Telugu, Turkish and Urdu.

To celebrate this rich diversity our communities has to offer, Northern Highlands held a -----

ESL Accommodation Form

Northern Highlands Regional High School Accommodations and modifications for ELS students

Student Accommodation Form 2019 – 20120

Specific Interventions / Strategies / Accommodations:

- Speak slowly, clearly, and use gestures
- Pair Simplify language; avoid idioms, slang, and sarcasm
- student with a Buddy
- Give preferential seating
- Maintain routines with consistent signals
- Write clearly and legibly
- Give instructions/ directions in writing and orally
- Assign a peer tutor, same language or English speaking
- Allow use of a bilingual dictionary
- Provide summaries of text or study guides of particular chapters
- Shorten reading assignments
- Highlight key vocabulary (recommended for all assignments)
- Reduce amount of work required
- Assess comprehension through demonstration or other alternative means (gestures, drawings, retellings)
- Allow open book tests
- For each question, indicate page number in textbook where answer is found
- Rephrase questions, directions, and explanations
- Use group projects rather than individual work
- Reduce multiple choices to two
- Provide summaries of text or study guides and/or outlines and word banks
- Provide video on subject
- Allow extended time for test/ project completion (recommended for all assignments)
- Use book on tape/CD
- Use reduced text, to reflect language proficiency
- Adapt homework to reflect language proficiency
- Adapt homework to reflect home support
- Provide hands-on activities and explanations (recommended for all assignments)
- Allow extended time to answer questions, and permit drawing, as an explanation
- Accept participation at any level, even one word
- Use of translation dictionaries to locate words in the native language
- Use graphic organizers (recommended for all assignments)
- Use story retellings to assess comprehension
- Use anecdotal records as a form of assessment
- Keep portfolio of work as a form an assessment
- Use visuals/ pictures throughout lesson/ unit/ assignment (recommended for all assignments)
- Encourage student to participate, do not force

Orlando Vega & Salsa Band



Possible 2020/2021 BOE Goals

1. BOE Goal #1: The BOE will complete a new Collective Bargaining agreement with the Northern Highlands Supervisors Unit (Year 2)
2. BOE Goal #2: Raise the Board's awareness of equity issues as it relates to racial disparities.

Possible 2020/2021 District Goals

- 1) Northern Highlands will update our Vision and Mission Statements. These statements will be used to guide the district's vision moving forward (Year 2)
- 2) For the 2020/2021 school year a second SAC and Supervisor of Wellness added to the program. Northern Highlands will continue to evaluate ways to enhance student wellness and its wellness program. With the assistance of the additional SAC and Supervisor of Wellness, we will look to expand programs and opportunities provided by the district for parents, students and faculty
- 3) During the 2019/2020 school year all public schools were closed in NJ due to COVID-19. The uncertainty of the status of schools for 2020/2021 remains. Under guidance from the NJDOE, Northern Highlands will create a plan to effectively educate our students regardless of whether school remains virtual, through traditional means or a hybrid version.



Questions?