

BOE RETREAT

July 21, 2021

District and Board of Education Goals

2020/2021: 2 BOE Goals & 3 District Goals

2021/2022: 2 BOE Goals and 3 District Goals



2020/2021

BOE Goal #1 (Completed)

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

BOE Goal #1 outcome

Committee members: Christine Ferrarie, Lisa Halperin, Jim Mulanaphy, Sheila Yallowitz

Collective Bargaining Agreement (CBA) Approved on February 22, 2021 BOE Meeting agenda

BOE Goal #2 (Completed)

Raise the Board's awareness of equity issues as it relates to racial disparities.

BOE Goal #2 outcome

Committee members: Gail Trumbetti, Christine Ferrarie, Jim Mulanaphy, Sheila Yallowitz, Mat Hernandez (Jill Webb until Jan 1)

- Create a BOE sub-committee on equity

The Equity Committee met 11/16/20 and 4/20/21

- Develop a suggested reading list for BOE members on the topic of equity

Between The World and Me, White Fragility, Excellence Through Equity, Start with Why, Jim Crow Wisdom, Poem "For My People" by Margaret Walker. from the book "For my People", Mindset (Fixed vs. Growth), Deficit Model - The Pedagogy of Confidence, Culturally Responsive Teaching, Characteristics of Culturally Responsive Teachers, Don't Do Anything Stupid- A White Man's Guide to Racial Harmony, The Deviant's War, Raising Race Questions: Whiteness and Inquiry in Education, The Fire Next Time

Additional Movie Suggestion: *The Good Lie* (2014)

- Potential upcoming events for further discussion with BOE: Mr. Milano- Mr. Milano was President of the KPMG Foundation and The PHD Project. This is the only national program aimed at creating a more diverse faculty in US Business schools

BOE Goal #2 outcome

- Locate and engage in professional development on topics such as equity, inclusivity, implicit biases, systemic racism in education

- 10/22/20: NJSBA Workshop - "Inherent Bias: We All Have It"
- 11/2/20: Equity Training for the entire board presented by Vince DeLucia from School Boards
- 4/21/21: BOE Attended RARHHK presentation 1
- 4/28/21: BOE Attended RARHHK presentation 2
- 5/24/21: Board presentation about the Northern Highlands Diversity and Inclusion Committee by Committee Chairperson.

District Goal #1 (Completed)

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.

Goal #1 outcome

Restart and Recovery Plan approved:

July 29, 2020 (Original Plan)

October 13, 2020 (Revised Plan)

June 21, 2021 (Safe Return Plan)

Link to all data:

https://docs.google.com/document/d/1t2CeoXQiTTWcVHU7WnemwAqUIexNsqF86_dxNCxWjbg/edit?usp=sharing

District Goal #2 (Completed)

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



Northern Highlands Regional High School
Vision and Mission
(Created 2020)

Vision

Highlanders will embrace and demonstrate:

- Respect
- Resilience
- Kindness
- Integrity

Mission

Our mission at Northern Highlands is to forge strong positive connections and provide a safe haven where everyone is valued and respected. We will promote intellectual, social, and emotional growth while preparing students for a rapidly changing world by instilling critical thinking skills, a global perspective, and a respect for core values.

Goal #2 outcome

1. Final meeting with the Vision and Mission Committee will be convened.
2. Final draft of the vision and mission statements will be approved by the stakeholder committee.
3. A Communication Team will be developed.
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.
5. Updated vision and mission statements will be shared at a BOE meeting.
6. Vision and mission statements will be displayed throughout the school as well as in the Student-parent handbook and fall district newsletter.

Goal #2 Outcome (continued)

- BOE Approved on December 14, 2020

- Link to all data:

https://docs.google.com/document/d/1D3f0_99tpUTgILJlapOFXTHm6gKXqDWT'TsqhhYlHEyA/edit?usp=sharing

District Goal #3 (Completed)

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

Goal # 3 Outcome

- Created a wellness center & mindfulness room
- Conducted a series of student & parent workshops
- Facilitated 3 student support groups
- Conducted staff training on Social and Emotional Learning (SEL) & self-care
- Launched a school-wide Suicide Prevention Gatekeeper training (Admin, teachers, students)
- Created a partnership with the JED Foundation and launched the Healthy Minds survey
- Fostered connections with parents & the community through weekly Wellness Wednesday tips
- The Wellness Department staff had over 450 individual sessions with students.
- In the coming year, we will continue to expand our parent programming by launching the Northern Highlands Parent Academy & Speaker Series (NH PASS). We will continue to enhance our staff wellness initiatives through our professional development offerings and consultation. We will also be strengthening areas of our curriculum to include necessary life skills for students (like help-seeking, empathy-cultivation, and advocacy). We will continue to build relationships with all students through classroom connections, support groups, and individual counseling.

Goal #3 Outcome (continued)

- Link to all data:

https://docs.google.com/document/d/1SLww20DegrfsLoh6wGu4wvqBkK-OeOTWsH_ztSKnS9Q/edit?usp=sharing

2021 / 2022

2021 / 2022 Goal Development Process

- July 21, 2021: BOE Meeting: Present/Agree on Goals
- July 22-August 22, 2021: Development of Action Plans
- August 23, 2021: BOE Meeting: Approval of Goals and Action Plans

Possible 2021 / 2022 BOE Goals

1. BOE Goal #1: Complete Negotiations with NHEA
2. BOE Goal #2: Successfully complete a referendum during the 21/22 school year which will provide the district and community with updated classroom space, synthetic turf fields and a all-purpose field house.

Possible 2021 / 2022 District Goals

District Goal #1: **Equity and Diversity**

Goal:

Northern Highlands will address economic diversity, equity, inclusion, tolerance, and belonging in connection with gender and sexual orientation, race and ethnicity, disabilities, and religious tolerance by examining the impact that unconscious bias and economic disparities have at both an individual level and on society as a whole through professional learning, lesson development, and best practices to shift the climate and culture to continue to foster more inclusive practices.

Action Steps and Activities

Diversity Committee of staff, expanded to community

Student diversity committee

Diversify texts

Collaboration on curriculum infusion and development regarding equity with the teachers of English and social studies

Partnerships: Monmouth University

Implementation of the Mission and Vision

Professional learning

Possible 2021 / 2022 District Goals

District Goal #2: **Wellness**

Goal:

Northern Highlands will continue to evaluate ways to enhance student wellness and its wellness program and promote programs that focus on wellness, climate and culture. We shall expand programs and opportunities provided by the district for students, faculty and staff, as well as families to support and foster wellness.

Action Steps and Activities

Summer Academy Wrap Around Services- *July Summer Academy Students only*

Summer Bridge Services (Thrive Programming)- *August all students*

Expanding Signs of Suicide Programming

Curriculum writing for programs

Welcome Back Wellness for staff

Partnerships: JED, Sandy Hook Promise

Implementation of the Mission and Vision

Drug and alcohol survey

Possible 2021 / 2022 District Goals

District Goal #3: **Learning Loss and Acceleration**

Goal:

Northern Highlands will monitor areas of learning loss and provide opportunities to accelerate learning to meet the learning needs of students in response to COVID-19

Action Steps and Activities

Establish a Summer Academy to address learning loss and acceleration.

Expand the Summer Academy to offer additional courses for advancement

Utilize data from the Start Strong assessment to establish areas of learning loss.

Develop learning plans and modify curriculum to accelerate learning through skill development (English, math, and science teachers.)

Develop a calendar of collaboration opportunities for staff to develop performance assessments.

Revamp Title One programs and expand tutoring to school wide

Establish a committee on assessment practices

Expand instructional coaching (from two periods per day to three periods per day)



Questions?

A photograph of a piece of white lined paper with vertical green lines. The word "Questions?" is written in a large, cursive, black marker. Below the word, a thick, curved black line is drawn. A black marker is visible in the bottom right corner, with its tip pointing towards the end of the curved line. The paper is held in place by two black clips on the left and right edges. The background is a light brown, textured surface.