


NORTHERN HIGHLANDS REGIONAL
HIGH SCHOOL DISTRICT

Equity & Wellness Presentation

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Equity Goal





State Mandate Our Why

Student Safety

Care, Empathy,
and Belonging

Mirrors and
Windows

DEI Committee

Steering
Committee =
CJCEE
Stakeholder
Committee

Curriculum
Subcommittee

Professional
Development
Subcommittee =
NH Professional
Development
Committee

Best Practices
Subcommittee



CJCEE



Central Jersey Consortium for Educational Excellence (CJCEE)

First year as cohort in program affiliated with Monmouth University

- Steering Committee attended six (6) sessions with Paul Gorski with a focus on racial equity
 - Participated in goal setting specific for our district
 - The team attended follow-up meetings to frame our planning based on training
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- Student Committee meets with members of steering committee
 - Developed a presentation on microaggressions for the staff delivered on the PD day
 - Our students will showcase their work in June
 - Future work: Cultural Week with World Languages Dept.



Professional Learning



- October PD Day: Focus on Gender (LGBTQ+)
- Panel Discussion Presentation
- PD Sessions
- Resources and Unit planning

- January PD Day: Focus on Race
- Student Presentation on Microaggressions
- PD Sessions
- Resources and Unit planning

- QUAD Position Statement
- Library Resources Library Guides
- Departmental Resource

Curriculum

- Began by understanding the spirit and need of the mandates
- Continued by identifying resources
- Simultaneously audited curriculum to determine nature infusion of diversity with a focus on authors, mentors, and ideas
- Identified areas in each unit of study where these connections could be made.
- The audit allowed us to see gaps.
- Curriculum is a living document and must continuously be revised in a cyclical way.

Best Practices

- Using appropriate pronouns
- Creating safe spaces
- Denoting gender neutral bathrooms
- Fostering allies
- Providing supports through wellness
- Capturing voices
- Providing professional learning choices (January PD Day)



Wellness Goal

Summer Activities



Summer Academy Wrap-Around Services

- Individual counseling, brain breaks, mindfulness & fun activities during lunch & breaks

Summer Bridge Services

- Individual counseling, parent consultation, tours for at-risk students, 9th & 10th-grade orientations

Thrive Programming

- Workshops for students, parents, & staff on Fixed vs. Growth Mindset, Mindfulness & Gratitude, and Recognizing Strengths.
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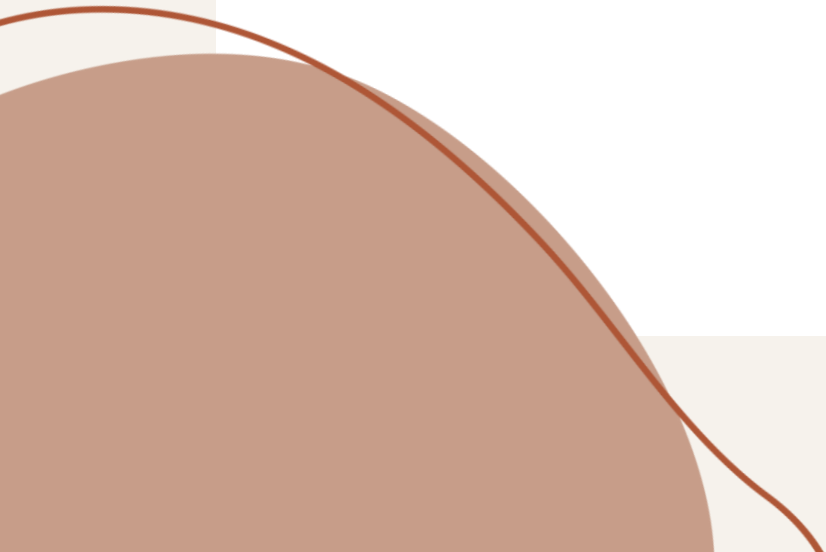


Staff Wellness

Narrative 4

- Whole staff Narrative 4 Story share
- Builds connection & empathy

Professional Learning

- Creating a Gracious Space
 - Social-Emotional Learning
 - The Empathetic Educator
 - Establishing a Positive Classroom Environment
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Mission & Vision

Kindness
Resilience
Respect
Integrity

New Signage
Stair Signs
Digital Signs
Student
Testimonials
Trunk or Treat

Celebrate and
focus on lessons
where kindness,
resiliency, respect
and integrity are
integrated

Student Assembly
What Highlanders
can do to
demonstrate the
four pillars

(re-scheduled due
to COVID)

Signs of Suicide (SOS) Expansion

- Funded through Sandy Hook Promise Grant
- SAC counselors gave presentations to every student during class meetings on Acknowledge Care Tell (ACT) a component of the SOS program
- Students completed a quarterly Wellness Check-in
- In February, SAC counselors created a short video to illustrate the components of ACT in an extended HR. Students then completed a google form on ACT and trusted adults in school.
- In April, NHPASS will be hosting Kara Kushnir, a local therapist who will train our parents on ACT.
- In May, all 9th graders will be trained in SOS, through their HPE class.

PRIDE survey

- Administered on 11/3 to over 900 students
- Parents provided active consent through the Genesis portal
- Overall results showed that the trends are in line with the National averages with respect to Alcohol and Marijuana use

Next Steps:

Reviewing results as an administrative team
Making recommendations to enhance programming & curriculum
Preparing an info sheet to distribute to the community



Mental Health Screening for Athletes

- 2021-2022 was the pilot year of a mental health screening program
- Dr. Pete Koeniges, our athletic trainer, administers the PQ9 as part of the Baseline Concussion protocol for athletes in high contact sports
- PQ9 is a 10 question mental health screening tool
- Any student-athlete who fell into the Moderately Depressed category with a 10 or higher, was referred to wellness for check-in, follow-up appointments, and parent notification.



Partnerships

Positive Coaching Alliance
Jed Foundation

Positive Coaching Alliance

- *NH hosted seasonal workshops for underclass leaders on:
- Triple Impact Players
 - Making Teammates Better
 - Anti Bullying/Hazing Practices

Professional Development for staff with regards to sports and antiracism and tips on creating an inclusive team culture

JED Foundation

- This is our 2nd year working with the JED Foundation.
- Our partnership concludes in December 2022.
- Areas of focus:
 - Promoting Positive School Culture/Connectedness
 - Developing Life skills through SEL
 - Encourage Help-Seeking Behaviors
 - Greater Access to Mental Health Supports/Treatment
 - Improve Recognition of Signs of Distress
 - Reviewing Crisis Management Procedures
 - Promoting Means Safety



School & Community Connectedness

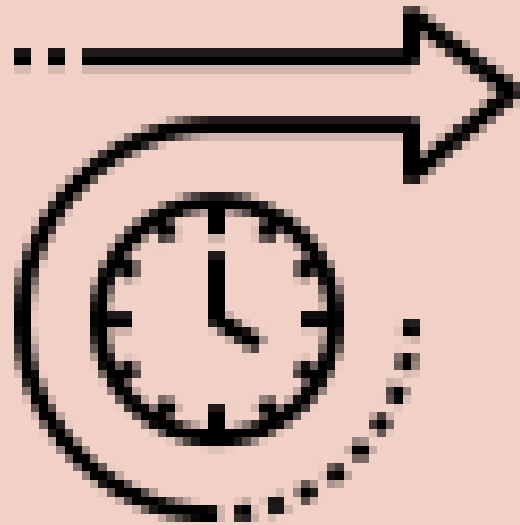
NHPASS

- NH Parent Academy & Speaker Series (NHPASS)
- Chris Herren-- Substance Use Prevention
- Conscious Parenting
- Body Image/Eating Disorders
- The Art of Having Difficult Conversations with Teens
- JED Foundation presents *Mental Health & Teens*

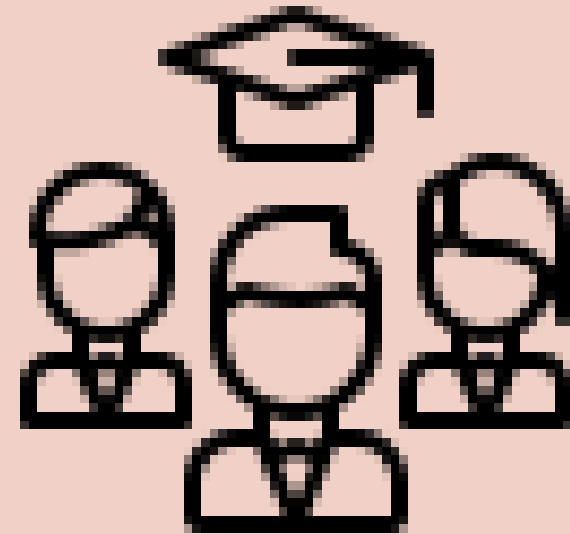
Next Steps:

- Survey parents on next year offerings
- Create programming based on feedback
- Expand programming to include DEI and Equity speakers

Thinking Forward



Continue to
Review our Work
with a Focus on
the Future



Keep students at
the center of our
thinking



Align our Priorities
and our Budget



Provide Continuous
Professional
Learning



Thank You!

Do you have any questions for us before we go?