

BOE RETREAT

July 13, 2022

2021/2022 Goals Summary

2022/2023 Goal Development

BOE Goals

District Goals



2021 / 2022 Goals Summary



2 BOE Goals

3 District Goals

BOE Goal #1

Negotiations:

The BOE will complete a new Collective Bargaining agreement with the Northern Highlands Education Association (NHEA)

BOE Goal #1 outcome

Committee Chair: Christine Ferrarie & Sheila Yallowitz

CBA Agreement Reached and approved on April 25, 2022

Status: Completed

BOE Goal #2

Goal: Referendum

Successfully complete a referendum during the 2021/2022 school year which will provide the district and community with updated classroom space, synthetic turf fields and an all-purpose field house.

BOE Goal #2 outcome

Committee Chair: Andrew Prince & Christine Ferrarie

Allendale and Upper Saddle River Approved on March 8, 2022

Allendale Yes: 714 No: 329

Upper Saddle River Yes: 588 No: 303

Total: Yes: 1,302

No: 632

Status: Completed

District Goal #1

Goal #1: Learning Loss

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

Goal #1 outcome

- 1- Evaluate monitor, and conduct oversight of goal (Completed)
- 2- Launch Northern Highlands first Summer Academy (Completed)
- 3- Expand Summer Academy (Completed)
 - Survey Students
 - Offer Summer Scholarships
 - Expanded course offerings and including last summer's offers
 - 68 students enrolled (41 students enrolled last year)
 - Biology Honors (15 students enrolled)
 - Chemistry Honors (6 students enrolled)
 - Financial Management (14 students enrolled)
 - Geometry for advancement (expanded to 2 sections) (25 students enrolled)
 - Algebra II/Trig (new) (6 students enrolled)
 - CAD (new) (2 students enrolled)

Status: Completed

Goal #1 outcome

4- Inform staff of the Start Strong test administration and use data from Start Strong to establish areas of learning loss (Completed)

5- Address areas of deficit: (Completed)

- Teachers develop learning plans to address skill development

- Teachers modified daily lessons to address learning loss

- Teachers modified unit plans and final exams

6- Develop a calendar of collaboration to develop performance assessments (Completed)

Goal #1 outcome

7- Revamp the Title One Tutoring Program (Completed)

Note: Tutoring now offered during and after school hours

8- Establish a committee on assessment practices (Completed)

Meeting Dates: January 25, 2022, February 7, 2022 and February, 2022

9- Expand Instructional Coaching (Completed)

Increased coaching opportunities

Pilot the use of the Swivl for teacher

Plan with new teacher committee to coordinate supports

Identification process of teachers who may need assistance

District Goal #2

Goal #2: Equity

In accordance with the new legislation regarding equity, Northern Highlands will address the political, economic, and social contributions of persons with disabilities and lesbian, gay, bisexual, and transgender people throughout our school district. We will also recognize 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.

Goal #2 outcome

1- Formulate an Equity and Diversity Team Committee

15 staff members involved in 3 categories (PD, Best Practices, Quad Connections)

2- CJCEE (Monmouth University)

5 staff sessions and 2 student sessions

Commitment to continue program in 22/23

3- Develop a comprehensive professional development plan that is job-embedded and frequent

4- Continue to work with Bergen County partnership on Diversity, Equity and Inclusion

Status: Completed

Goal #2 Outcome

- 5- Development of a Diversity and Inclusion repository for staff (Quad and NH)
- 6- Media Center Library Resources page created
- 7- Lunch and Learn sessions on Diversity and Equity topics
- 8- Develop and modify lesson plans
- 9- Realigned responsibilities to create a Supervisor of Wellness and Equity
- 10- Continued partnerships with JED Foundation, Rutgers School Climate Transformation Project and Positive Coaching Alliance
- 11- Representation at Monmouth University Social Justice Summer Academy

District Goal #3

Goal #3: Wellness

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.

Goal #3 Outcome

- 1- Summer Academy and Wrap Around Services (Tuesday -Thursday from 10am to 8pm during summer academy)
- 2- Summer Bridge Services (workshops on topics such as mindfulness & gratitude, recognizing strengths and positive self talk)
- 3- Counselor introductions and tours to incoming 9th graders in August
- 4- Summer Counseling Appointments available in August (approximately 25 sessions were held)
- 5- Expand Signs of Suicide Prevention Program (SOS for High School Students)
- 6- 2 parent programs on 4/21 and 5/5 (Kara Kushnir)

Status: Completed

Goal #3 Outcome

- 7- Social emotional learning (SEL) as evidenced in observations, post conferences and unit plans
- 8- Dating Violence Assembly- linked to 11th grade HPE curriculum
- 9- Vaping Presentation in December for all 9th graders
- 10- Therapists from NJHW presented to students on healthy coping skills and when to seek help from an adult
- 11- Therapy Dogs during final exams
- 12- Sandy Hook Promise- Educated 9th and 10th graders during NJSLA on the importance of help-seeking and how to talk to a friend who is struggling with mental health
- 13- Welcome Back wellness for staff created for 9/1 and 9/2
- 14- Drug and Alcohol Survey provided to students in October 2021
- 15- Mental Health Screening for Athletes
- 16- Increased Orientation to Sophomores due to COVID in-person loss from previous year

Possible 2022/2023 BOE Goals

1. With tremendous support from the communities that serve Northern Highlands, the 2022 bond referendum passed. The Board of Education will continue to develop the proposed changes and complete phase one of the projects as per the timeliness established in the District budget.
2. The Board of Education will look for ways to increase communication with its stakeholders.
3. In an effort to assist new Board of Education members as they join the Northern Highlands Board, a Board Manual will be created.

Possible 2022/2023 District Goals

Goal #1

Fostering Diversity, Equity, and Inclusion

Goal Statement:

Northern Highlands will continue to foster economic diversity, equity, inclusion, 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.

Possible 2022/2023 District Goals

Goal #2

Meeting the Needs of Diverse Learners

Goal Statement: Meeting the needs of diverse learners fosters individual growth for students in all areas of Northern Highlands. This includes designing social and learning opportunities for students to access content in different ways, students are able to learn in ways that better meet their needs.

Possible 2022/2023 District Goals

Goal #3

Engaging in Interdisciplinary Connectedness

Goal Statement: At Northern Highlands, it is essential that students see the interconnectedness of content and social emotional well-being. This includes students developing a shared knowledge across disciplines to support the transfer of learning from one content area to the next as well as between services. Connectedness is effective way to teach students transferable problem-solving skills and can give real-world meaning to school experiences. In addition, studies have shown that forging cross-curricular connections increases student engagement.



Questions?

A photograph of a piece of lined paper with the word "Questions?" written in a large, cursive, black marker. A black marker is visible in the bottom right corner, having just finished writing the word. The paper is held in place by two black clips on a wooden surface. A thin green horizontal line is positioned above the photograph.