

2023-2024 DISTRICT GOAL 2 ACTION PLAN: Fostering Diversity, Equity, and Inclusion

DISTRICT GOAL DESCRIPTION: 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 on 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.

Major Activities	Board/staff	Resources	Constraints	Timelines	Indicators of Success
Continue work regarding discipline practices and consequences through a restorative lens.	Superintendent Principal Director of C, I & A Director of School Counseling Supervisor Wellness & Equity Assistant Principal of Student Affairs	<ul style="list-style-type: none"> ● Genesis ● Syscloud: Student monitoring software ● Lightspeed Web Filter ● Everfi 	Time Access to data	July 2023-April 2024	<ul style="list-style-type: none"> ● Utilize data to identify discipline discrepancies with substance use and absenteeism ● Review student handbook consequences ● Add restorative circles, education through Everfi, and Counseling in lieu of OSS. ● Research and train Peer to Peer restorative circles
Re-evaluate systems to promote equity <ol style="list-style-type: none"> 1. Curriculum, Instruction, and Assessment 2. Orientation programs and practices 3. Hiring practices/HR 	Superintendent Principal Director of C, I & A Director of School Counseling Supervisor of Special Education Boomerang	<ul style="list-style-type: none"> ● Applitrack ● Google Drive ● Frontline Personnel 	Time Access to data	November 2023-June 2024	<ul style="list-style-type: none"> ● Incorporating more diverse texts as found in unit plans ● Consistent orientation programs across all sending districts (Saddle River, transfer students, ELLs families, 8th-grade programs from sending districts, tuition students) ● Continue with Bridge Counseling as evidenced in scheduled sessions with families and students ● Draft of the Gender Communication Plan for students based on state models

Expand Stakeholder committees to include parents and more students.	Superintendent Principal Director of C, I & A Director of School Counseling Assistant Principals Supervisors	<ul style="list-style-type: none"> ● Constant Contact ● Google Forms 	Schedules Budget Time	October 2023 - June 2024	<ul style="list-style-type: none"> ● Gather feedback from stakeholder committees on effectiveness and impact of NH PASS, JED Programs, NJSCI surveys as evidenced in meeting agendas and data collection
Continue with CJCEE	Superintendent Principal Director of C, I & A DEI committee Supervisor of Wellness & Equity Teachers	<ul style="list-style-type: none"> ● Google Drive 	Budget Time Community	July 2023- June 2024	<ul style="list-style-type: none"> ● DEI Committee to participate in monthly Zoom meetings as indicated in calendar invites. ● Continue work with student CJCEE committee as evidenced in agendas and calendar invites. ● Student participation in two conferences/trainings
Continue with JED Partnership	Superintendent Principal SAC counselors Supervisor of Wellness & Equity	<ul style="list-style-type: none"> ● Google Drive ● HMS2 	Budget Time Community	July 2023- January 2024	<ul style="list-style-type: none"> ● Results of HMS2 survey administered to students ● NHPASS programs ● Revised crisis intervention procedures ● Trauma-Informed practices as evidenced in various materials/documents ● Staff training in Handle with Care as evidenced in meeting agendas ● Trainings for students and staff
Continue to Focus on Professional Learning	Superintendent Principal Director of C, I & A Director of School Counseling Assistant Principals All Supervisors All Teachers	<ul style="list-style-type: none"> ● PD opportunities and pathways ● Google Sites 	Budget Time	September 2023-June 2024	<ul style="list-style-type: none"> ● PD Pathways as evidenced in PD agendas ● DEI/Inclusion speaker for student assembly ● Counselor-specific PD as found in agendas

<p>Implement goals from NJSCI survey:</p> <ol style="list-style-type: none"> 1. Academic culture and classroom practices. 2. Supports for students' social-emotional learning. 3. Prosocial student interpersonal behaviors 	<p>Superintendent Principal Director of C, I & A Director of School Counseling All supervisors</p>	<ul style="list-style-type: none"> ● NJSCI Survey ● Google Forms ● Google Drive 	<p>Budget Time Community</p>	<p>November 2023-June 2024</p>	<ul style="list-style-type: none"> ● Agenda items reflecting NJSCI results ● Goals aligned with NJSCI results ● Programs aligned to goals associated with NJSCI results
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