

Hawthorne Public Schools

2022 Strategic Planning Session 1



Richard A. Spirito, Superintendent
Hawthorne Public Schools
October 4, 2022



Tonight's Agenda

- Welcome
- District Mission Statement
- Portrait of a Graduate
- District Overview
- Demographic Information
- Current Strategic Planning Goals
- District Accomplishments / Challenges
- Next Steps
- Strategic Planning 2022



THE AGENDA



District Mission Statement

The Hawthorne Public School District will provide a safe and challenging learning environment that develops the whole child academically, behaviorally, socially, and emotionally. In doing so, students are able to reach their maximum potential in a supportive and inclusive school community that welcomes all students, staff, and families to be their authentic selves. Hawthorne students are empowered to develop heightened communication skills, demonstrate knowledge of citizenship and economic responsibility, make meaningful connections and function successfully as active participants in a complex, changing global world community.



Hawthorne Public Schools

District Overview (2022-2023)

- **Total Enrollment – 2,405**
 - Total In-District Enrollment – 2202
 - Total Out-of-District Enrollment – 203 (inclusive of PCTVS students)
 - Total students at PCTVS - 167
- **Five Schools, The Bear Cave Transition Program, HOPE Program**
 - 3 Elementary Schools – Grades Pre-K - 5 (Pre-K at Jefferson Elementary School)
 - 1 Middle School – Grades 6-8
 - 1 High School – Grades 9 - 12
 - The Bear Cave – 18 to 21 year old students
 - HOPE – Hawthorne Opportunity Provides Empowerment
- **Parent Organizations**
 - 5 - Parent Teacher Organizations
 - 1 – Hawthorne Education Foundation
 - 1 – Special Education Parent Advisory Council
 - 1 – Booster Club
 - Other parent organizations including: Band Parents, Project Graduation, etc.



Demographic Information

	HHS	LMS	Jefferson	Roosevelt	Washington
Enrollment	624	564	260	505	262
Gender M/F	55% / 45%	49% / 51%	56% / 44%	52% / 48%	51% / 49%
Economically Disadvantaged	29.8%	33%	15.8%	29.7%	51.9%
Students with Disabilities	18.6%	18.6%	25.4%	21.6%	21.4%
ELL	2.2%	2%	1.2%	4%	4.2%

**Information courtesy of the 2020-2021 School Performance Reports



Demographic Information

	HHS 2017	2021	LMS 2017	2021	Jeff. 2017	2021	Roos. 2017	2021	Wash. 2017	2021
White	65.2%	59.3%	61.2%	54.8%	69.8%	65.4%	59.6%	49.3%	36.6%	26.3%
Hispanic	28.4%	34.3%	31.9%	37.4%	22.8%	25.4%	33.7%	43.6%	54.5%	67.2%
Black or African American	4.1%	4.0%	3.7%	4.4%	2.1%	2.3%	2.8%	2.8%	4.7%	3.8%
Asian	2.2%	1.8%	3.0%	1.8%	4.2%	3.1%	1.8%	1.8%	1.1%	1.1%
Two or More Races	0%	0.5%	0.2%	1.4%	1.1%	3.5%	2.1%	2.6%	3.2%	1.1%

**Information courtesy of the 2020-2021 School Performance Reports



2018 - 2022 Strategic Planning Goals

Strategic Planning Goals 2018-2022

- To academically, socially, and emotionally prepare students for a successful future as active contributing members of their community
- To provide comprehensive and rigorous learning experiences to best prepare students for future success as lifelong learners
- To cultivate a positive and supportive culture so the students can continue to learn and grow.

On the following slides I will provide a brief summary of our accomplishments toward the achievement of the above goals.



District Accomplishments

2018 to Present

- **Programming and Course Offerings**

- Updated Curriculum / New Course Offerings
- Small Learning Communities
- STEM Capstone – (NJSBA Steam Tank, 3rd Place)
- Senior Experience – Internship program
- TREPS (5th grade)
- Increased online instructional resources
- Bear Cave, HOPE, and other in-district programs
- Targeted Professional Development for staff
- Increased extracurricular opportunities**

- **Supporting SEL**

- Additional Guidance Counselors at HHS, LMS, and the elementary schools
- Parent nights / staff programs to support SEL
- Annual Mental Health Screener Gr. 6-12
- Additional resources (i.e. Mindful Practices, Second Step Curriculum, etc.)

- **Student Supports**

- Restructured BSI Program / Multi-Sensory reading program to improve support for struggling learners
- Continued support of universal screeners and resources for RTI, including...
- Renaissance Learning / Cognitive Toy Box to assist with evaluating students academic growth

- **Diversity, Equity, and Inclusion**

- Established a Diversity Comm. to ensure an inclusive environment where diversity is respected and valued
- To meet the diverse needs of all members of our school community



District Accomplishments

2018 to Present

- **Partnerships**

- Borough of Hawthorne (school programs, school security, and garbage services)
- Hawthorne PD, Ambulance Corps, Fire Dept., Municipal Alliance
- PCCC, FDU, and SHU
- West Bergen Mental Health Counselors (2)
- Heroes and Cool Kids
- No Place for Hate

- **Staffing / Recruiting**

- Addition of two Instructional Supervisors (Gr. 6-12) to support instructional practices
- Academic Coordinators (Elementary / Middle Schools) to review student data and assist with intervention plans for struggling learners
- Membership in CJ PRIDE (Central Jersey Program for the Recruitment of Diverse Educators)





Current Co-Curricular Offerings

Interscholastic Teams

HHS

- Football
- Soccer
- Volleyball
- Fall Cheerleading
- Tennis
- Basketball
- Bowling
- Winter Cheerleading
- **Hockey Tri-Op**
- Winter Track
- Wrestling
- Baseball
- **Flag Football**
- Golf
- Lacrosse
- Softball
- Spring Track

LMS

- Soccer
- Basketball
- Wrestling
- Spring Track

HHS Clubs / Offerings

- Art Club
- **Broadcasting Club**
- **E-Sports Club**
- Chess Club
- Clarion Club
- Digital Media Club
- **Drama Club**
- **Debate Club**
- Ecology Club
- GSA Club
- **Jazz Club**
- Robotics Club
- Spanish Club
- Creative Writing Club
- Italian Club
- **Model UN Club**
- SHARE Club
- **TEEEM Club**
- Student Council
- Honor Societies (3) and Peer Leaders
- Fall and Spring Drama Productions

LMS Clubs / Offerings

- Jazz Club
- Drama Club
- Yearbook Club
- Coding Club
- **Crafting Club**
- **Book Club**
- **STEM Club**
- **Wellness Club**
- **Fitness Club**
- **Social Studies Club**
- **Science Club**
- **Kindness Club**
- Spring Drama Production
- Student Council

New teams and clubs since 2018



District Accomplishments

2018 to Present

Technology

- Implemented a One to One for students (Gr. 6-12) and all staff
- Increased availability of Chromebooks and Ipads at the elementary schools
- Implementation of google classroom, google drive, and google apps for education
- Increased use of Realtime Parent Portal
- Development of online registration for all grades including Kindergarten registration
- Upgraded network switches district wide to support increased use of technology
- Installation of new Epson projectors and whiteboards in all classrooms
- Increase in our internet bandwidth and the addition of 2nd internet service for redundancy (One - 500 mpbs connection increased to two – 1 gigabit connections)
- Installed AV and projection systems in multiple locations across the district.
- Build out STEM, Science Labs, Broadcasting room, and Media Arts labs with updated technology (3-D Printers, high end computers, etc.)
- Plans to upgrade our website during the 2022-2023 school year



District Accomplishments

2018 to Present

School Security Upgrades

- Installed additional interior and exterior cameras at all schools
 - 179 cameras district wide
 - 100 additional cameras since 2015
- Current camera software in all schools includes coordination with Hawthorne PD
- Implemented **911 Inform** security system integrated with Hawthorne PD
- Installed new internal and external cameras on all district buses in 2022
- Increased key fob secure entry system access for all staff and Hawthorne PD (4 locations at each school)
- Completed interior and exterior door replacements at all schools
- Installed new windows district wide
- Installed phones in all classrooms to provide for increased communication both inside and outside of our schools
- Updated our Security Flip Charts for all classrooms and offices throughout the district.
- In 2018, we partnered with the borough to provide armed security guards in all schools.
- We've added emergency strobe lights in specific locations and a silent alarm as required by Alyssa's Law.
- Improved Cyber Security (Conducted network penetration assessment, instituted 2 factor authentication, EDR – Endpoint Detection and Response, upgraded firewall, implemented content filtering, Go Guardian, for student devices at home and in school)



District Accomplishments

2018 to Present

REFERENDUM 2019

Project Completed at HHS

- One to One Chromebook Initiative
- Redesigned Culinary Classroom
- 3 - State of the Art Science and STEM Labs
- Modernized Art and Band Rooms
- Wall graphics: Gym and Cafeteria
- Auditorium Air Conditioning
- Window Replacements
- Interior Door Replacements
- Partial Roof Replacement
- Fire Alarm System Upgrade

Summer 2023 Renovations at HHS

- 3 additional Science Labs
- Media Center
- Elevator upgrade
- Completion of emergency generators (all schools)

Project Completed at LMS

- One to One Chromebook Initiative
- 2 State of the Art Science Labs
- Redesigned Media Center
- Wall graphics: Gym and Cafeteria
- Boiler Replacements
- Window Replacements
- Interior Door Replacements
- Partial Roof Replacement
- Fire Alarm System Upgrade

Project Completed at the Elementary Schools

- Remodeled Media Center, Art, and Band Rooms in all schools
- Wall graphics: Gyms and Cafeterias
- Window Replacements
- Interior Door Replacements
- Various Roof Replacements
- Fire Alarm System Upgrade
- Security Camera Expansion

***Additional facility projects include new classroom furniture, athletic field improvements, painting, paving, and lighting upgrades.*



Looking at the Challenges Ahead

✓ Enrollment

- New community developments and possible increased enrollment
- Impact on facilities, staffing, and programs

✓ Fiscal Challenges

- 2% Budget Cap
- Uncertainty of annual State Aid
- Significant increase in costs (i.e. transportation, health benefits, etc.)
- Impact of increased enrollment at PCTVS due to continued expansion

✓ Technology

- Maintaining and supporting our current infrastructure and increased devices
- Staying current with everchanging technology

✓ Supporting SEL

- Increased mental health concerns post COVID
- Maintain the current support staff in our operating budget (i.e. counselors, West Bergen)

✓ Staffing Challenges

- Teacher Shortage
- Recruiting and maintaining a diverse staff

✓ New Mandates

- State and Federal
- Curricular, School Security, HIB, etc.



Strategic Planning 2022

Tonight we will begin
the process of
developing a shared
vision for the future
of the Hawthorne
Public Schools



REMINDER

District Mission Statement and Portrait of a Graduate

Thank You!!



We appreciate your participation in the Strategic Planning process and look forward to your participation in future meetings.

Tuesday, October 11, 2022, 6:00 pm

Tuesday, November 1, 2022, 7:00 pm

Let's Get To Work!