

# BOE RETREAT

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July 2024

# 2023/2024 Goals Summary

## 2024/2025 Goal Development

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BOE Goals

District Goals





# 2023/2024 Goals Summary

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3 BOE Goals

3 District Goals

# BOE Goal #1

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## **BOARD GOAL #1:**

The BOE will complete a new Collective Bargaining agreement with the Northern Highlands Administrators Association (NHAA) and Northern Highlands Supervisors Association (NHSA)

# BOE Goal #1 outcome

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Committee Chair: Christine Ferrarie

NHAA CBA Approved: November 13, 2023 (4 year agreement)

NHSA CBA Approved: April 15, 2024 (4 year agreement)

Status: Completed



# BOE Goal #2

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## **BOARD GOAL #2:**

The Board of Education will Review the current community newsletter. The Board will determine alternative ways of communicating information with the communities. A plan will be established that includes distribution methods, timelines, content and responsibilities.

# BOE Goal #2 outcome

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Committee Chair: Rachel Milston

September 2023: Committee Developed (Milston, Ferrarie, Halperin, Liljegren, Warzala and Lankowski)

November 2023: Evaluation of parent contacts using such communication as Constant Contact

Meeting to discuss printed Community Newsletter

December: Decision on Newsletter for 2023/2024

Status: Completed

# BOE Goal #2 outcome

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Committee Chair: Rachel Milston

Communications throughout year:

HASA Newsletter

BOE Website (Monitored and updated regularly)

HASA Meeting updates

BOE Meetings

Status: Completed



# BOE Goal #3

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## **BOARD GOAL #3:**

The Board of Education will work with the superintendent to complete phase one and two of the projects approved in the 2022 referendum.

Status: Completed

# BOE Goal #3 outcome

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Committee Chair: Christine Ferrarie/Andrew Prince

Phase 1: Field House/Reflection Garden: Completed Spring 2024

Phase 2: All Purpose Fields: Completed April 2024

Status: Completed

# District Goal #1

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## **DISTRICT GOAL #1:**

Northern Highlands, in collaboration with the quad districts, will conduct a comprehensive curricular needs assessment designed to evaluate mathematics as well as health and physical education instruction and guide a critical review of curriculum, resources, and assessments. We will identify professional learning with K-12 representation from all schools and grade bands. Vertical articulation of common and effective practices will be a focus that will lead to updated units of study that reflect updated standards and instructional shifts in both areas of study.



# Goal #1 outcome

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The following represents the achievement of this goal:

- Facilitated quad articulation meetings in math as well as in health and PE throughout the school year that included K-12 teachers, instructional coaches, and department supervisors.
- Provided professional development in math that included:
  - Study of instructional practices and assessment design in math
  - Review placement practices for math courses
  - Conducted K-12 lesson study and instructional rounds to gather data on current practices
  - Gathered recommendations for
- Provided professional development health and physical education that included:
  - Dedicated PD pathway during professional development days
  - Shift instruction to a Sports Model
  - Conducted K-12 lesson study and instructional rounds to gather data on current practices

Status: Completed

# District Goal #2

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## **DISTRICT GOAL #2:**

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.

# Goal #2 outcome

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The following represents the achievement of this goal:

- Continued work regarding discipline practices and consequences through a restorative lens.
- Re-evaluate systems to promote equity including unit planning, orientation programs, bridge counseling services for summer transition work, etc.
- Expanded Stakeholder committees to include parents and more students.
- Continued partnership with CJCEE (Central Jersey Consortium for Education and Equity)
- Continued with JED partnership to survey and provide school wide data on diversity, equity and inclusion.
- Continued to focus on professional learning to include a PD pathway on equity and inclusion as well as diversity and meeting the needs of all students.
- Implemented goals from NJSCI survey (New Jersey School Climate Improvement) through Rutgers University to include more stakeholders and engagement

Status: Completed



# District Goal #3

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## **DISTRICT GOAL #3:**

By meeting the needs of diverse learners, Northern Highlands will foster individual growth for students in all areas. This includes designing social and learning opportunities for students to access content in different ways, so that students are able to learn in ways that better meet their needs. With a focus on Title One, Gifted and Talented, Special Education, ELL and struggling learners, we will develop strategies for assessing data, review courses and programs as well as promote strategies and best practices.

# Goal #3 Outcome

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The following represents the achievement of this goal:

Major Activities:

- Program Re-evaluation and Implementation: Title I, ELL Strategies, I&RS/504 Processes
- Professional Development: Nine focused pathways for staff
- Assessment overhaul: Implementation of Cumulative semester exams

Status: Completed

# Goal #3 Outcome

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Professional Development: Nine focused pathways for staff

- 1- Diversity, Equity, and Inclusion (DEI)
- 2- Meeting Diverse Learners' Needs
- 3- Interdisciplinary Connectedness
- 4- Teaching Research Skills
- 5- Counseling Group
- 6- New Teacher Support
- 7- Mindfulness
- 8- Sports Education
- 9- Healthy Group Dynamics

Status: Completed



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**2024**

**2025**

# Possible 2024/2025 BOE Goals

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- Communication- The Board of Education will review the community newsletter and determine alternative ways of communicating information with the communities. A plan will be established that includes distribution methods, timelines, content and responsibilities.
- Negotiations- The Board of Education will open Send-Receive contract negotiations with Saddle River and Ho-Ho-Kus

# Possible 2024/2025 District Goals

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- Literacy Across the Curriculum:

Northern Highlands will engage in the comprehensive improvement of K-12 literacy practices, with a specific focus on grades 9-12. Professional development will include an emphasis on instructional best practices such as close reading, vocabulary acquisition, and differentiated instruction, with the goal of effective learning for all students.

- Math:

Northern Highlands will continue a thorough evaluation and enhancement of all aspects of mathematics and will continue professional learning to enhance our current instructional approaches, programs, and practices.



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Questions?

A black marker is visible at the bottom right of the image, having just finished writing the word "Questions?". A long, curved underline is drawn beneath the word. The paper is white with light blue horizontal lines. The entire image is framed by a thin green border, and the background is a light brown textured surface.