



WATCHUNG

BOROUGH SCHOOL DISTRICT



State of the District

February 19, 2026



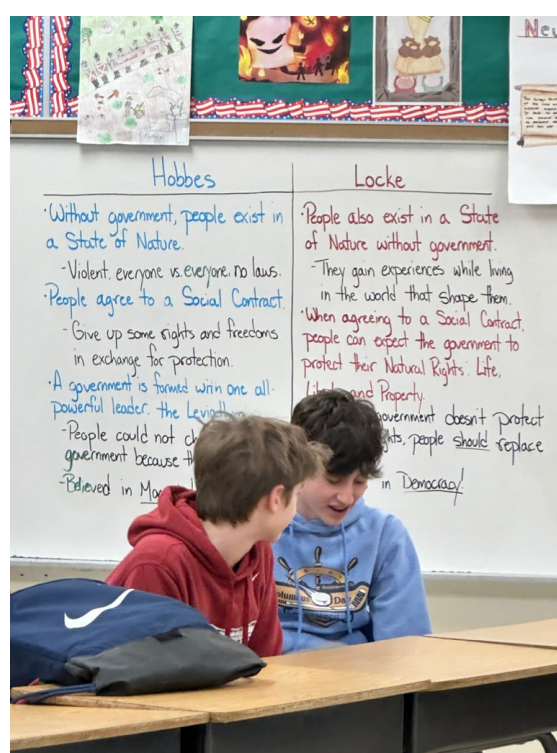
Dr. Julie Glazer
Superintendent of Schools



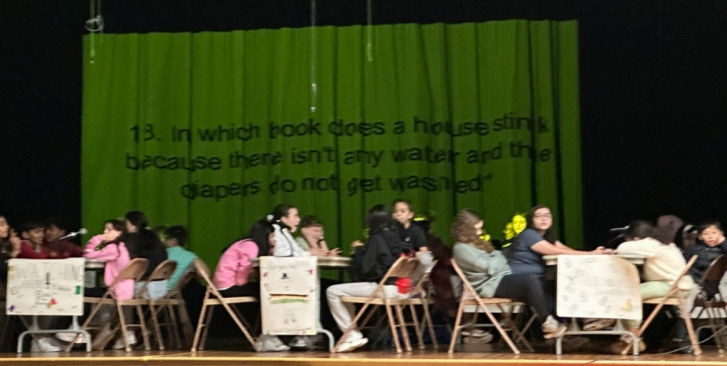
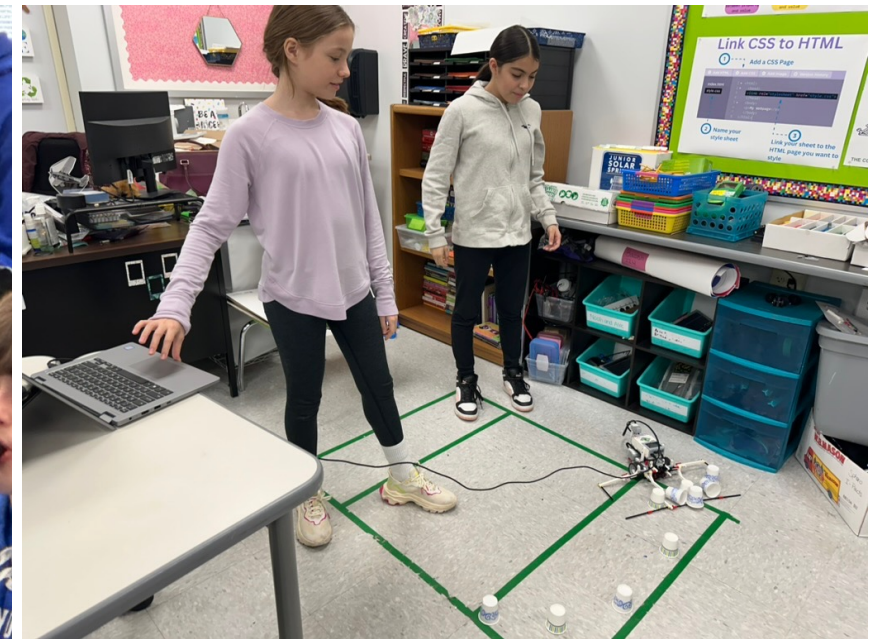
MISSION OF BAYBERRY SCHOOL

The mission of Bayberry School is to introduce the young child to formal learning by building a foundation of knowledge and skills (NJSLs) within a nurturing environment that promotes self-confidence, encourages love of learning, and celebrates the uniqueness of each child.





MISSION OF VALLEY VIEW SCHOOL
The mission of Valley View School is to enhance and further develop the academic and social competencies of every student (NJSLS) by providing varied experiences that promote self-reliance, self-motivation, and community awareness.



“EXCELLENCE ON THE HILL”



Vision Statement

The Watchung Borough School District is committed to inspiring learners toward academic success through joyful exploration, inquiry, collaboration, independent thinking and creative problem solving. Our culture of acceptance and inclusion provides the foundation for learning and social and emotional growth. Through reflection and ethical decision-making, we continue to learn and grow, embrace differences, and prepare for an increasingly complex, ever-changing world.

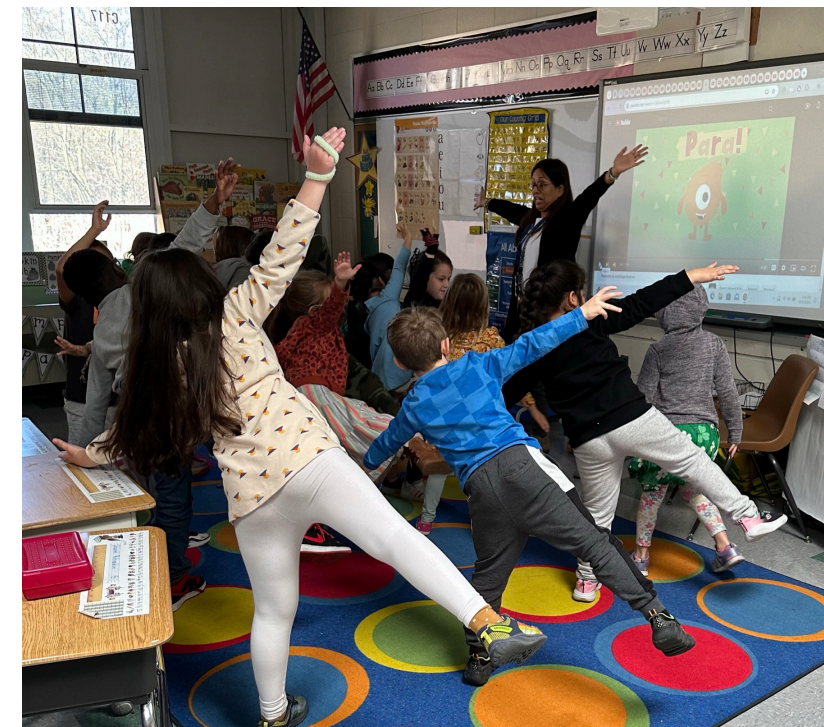
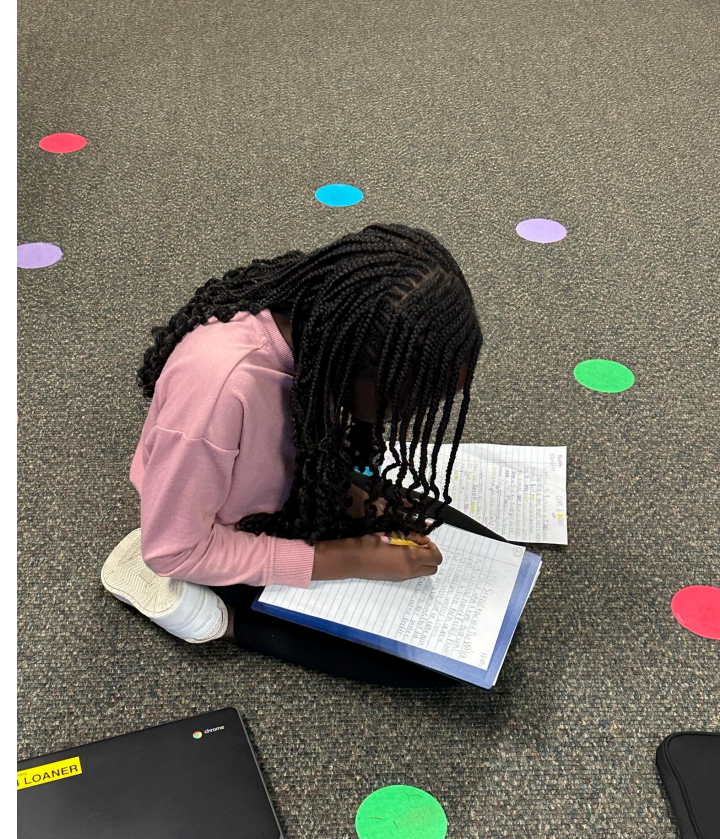
Our Story

Bayberry Elementary, Pre-K through Grade 4 – 47 Certificated Staff Members

Valley View Middle, Grades 5 through 8 – 35 Certificated Staff Members

There are 89 Certificated Staff Members District Wide, 30% of which are Non-Tenured

The District Employs 1 Maintenance Worker and 8 Custodial Staff



Highlights

STEAM

SOAR

Pursuit of Excellence

PTO

Educational Foundation

SEPAG

Therapy dogs

Outdoor classroom Valley View, expanding partnership with Garden Club

Professional Learning

Curriculum Writing

Resources



Highlights

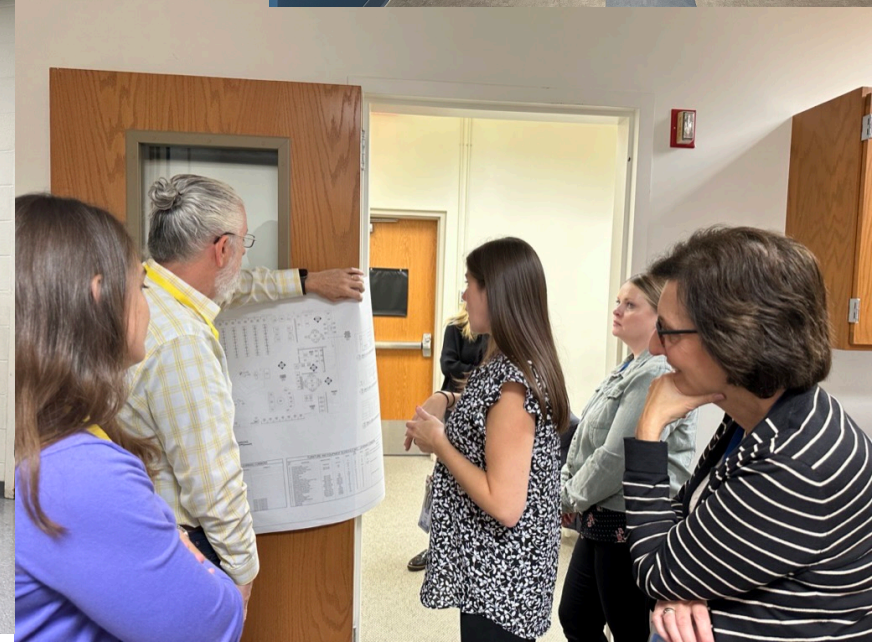
Partnership with the Borough and Police Department in managing and supporting Phillips Field, Very successful initiative adding a school resource officer to our buildings further enhancing safety/security implementing with referendum. Includes joint training in systems and protocols.

Regionalization Feasibility Study

Valley View Boys and Girls Basketball



Referendum Projects



Transportation



2025-2026 Watchung Borough District Goals

- Implement new initiatives to enhance student achievement.
- Ensure systems are in place to identify and assist students who face academic challenges, fostering equity and access to learning.
- Foster student and staff engagement and positive culture.



2025-2026 Watchung Borough Board of Education Goals



Establish and maintain clear norms, protocols and operating procedures to ensure effective, respectful, and transparent governance aligned with the district's mission and vision

The Board will continue to engage in professional development to build upon the successful NJSBA Board Academy Board Certification to achieve the Carole E. Larsen Master Board certification.

Clearly communicate how the Board of Education decisions and actions align with District Goals ensuring transparency, accountability, and strategic coherence.





Strategic Plan Goals

Goal 1: Student Learning & Achievement

SMART Goal:

By June 2028, student proficiency and growth in ELA, Math, and Science will increase by **10% districtwide** (state assessments + local benchmarks), with expanded participation in STEAM, world languages, and experiential learning opportunities by at least **20%**.

Goal 2: Professional Learning, Development & Capacity Building

SMART Goal:

By June 2027, 100% of teachers and staff will participate annually in at least 15 hours of targeted professional learning, and staff survey results will show a 15% increase in confidence using new instructional strategies and technology.



Strategic Plan Goals

Goal 3: Communication & Community Engagement

SMART Goal:

By June 2027, at least **75% of families and community members** will report feeling informed and engaged in district initiatives, as measured by annual surveys and participation rates at events.

Goal 4: School Culture & Climate

Creating a supportive, inclusive environment that fosters agency, collaboration, student voice, and a sense of belonging for all learners.

SMART Goal:

By June 2028, student and staff engagement survey results in **sense of belonging, kindness, and collaboration** will improve by **15%**, and participation in new clubs/activities will increase by **20%**.



Budget Objectives

- Support teaching and learning in accordance with the district vision
- Continue to maintain restored fundamental positions and programs cut from previous
- Support the growth and development of programs and operations to prioritize the im
- Maintain current class sizes
- Manage budget efficiently and seek to reduce expenditures
- Explore ways to generate surplus and build reserves
- Support teaching and learning in accordance with the district vision



Key Decisions to Meet Objectives, 2025-26

- Maintain current class sizes
- Maintain all staffing levels within the district budget
- Maintain current level of programming for transportation, clubs, sports
- Continue and expand professional learning and collaboration initiatives
- Prioritize curriculum, instruction, and assessment to improve academic outcomes
- Strategic stabilization of operations including staffing, support services, and purchased services,



Restore

\$455,978

Bayberry PE .7 to 1.0

Bayberry School Counselor .5 to 1.0

Bayberry Teacher (class size reduction) 1.0

Bayberry Librarian 1.0

School Resource Officer

Professional Learning Bayberry and Valley View (IDE, Conquer Math, individual opportunities)

Curriculum Writing Bayberry and Valley View

Bayberry Report Card Revisions

Chromebooks 2nd/5th Grade

Extended School Year Program (ESY)



Maintain

\$112,440

Valley View Sports

Valley View Clubs

Bayberry Clubs

