

5 YEAR STRATEGIC PLAN “GOOD TO GREAT” PROGRESS UPDATE

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ACADEMIC CURRICULUM:

Continue to focus investments on leading educational programs, specifically in the areas of science, technology, engineering, math and critical thinking in order to drive 21st century academics within the boundaries of our budget realities.

- Expand professional development
- Improve school transition related activities
- Develop critical thinking centers throughout the district

TALENT:

Attract, develop and retain the highest performing educators. Align and motivate all staff – teachers and administrators – to achieve district goals.

- Promote district success
- Highlight accomplishments of district staff
- Explore ways to expand opportunities for staff members to share their strengths

STUDENT ACHIEVEMENT:

Continuously improve our school ranking relating to student achievement and performance – targeting the top third ranking status among peer group.

- Benchmark progress against prior years and dashboard peer group results
- Encourage rigorous course work
- Address college readiness standards
- Improve special education student access to general education programs
- Improve the college selection process

STUDENT & STAFF WELLNESS:

Improve the overall climate of our schools to improve student interactions and to provide a safer more productive environment for our students and staff members.

- Enhance the response plan to address crisis situations and improve the security of the school environment
- Enhance the options available to support student wellness

TECHNOLOGY:

Provide our students and staff with a state of the art learning and operating environment by continually assessing and improving the efficient and effective use of technology inside and outside the classroom.

- Improve community related communications
- Evaluate software systems on an ongoing basis to address district needs

STUDENT ACHIEVEMENT

Initiatives:

- ❑ Elevate the achievement status of all students at all ability levels, both as a group and as individuals
- ❑ Identify key areas of focus in the dashboard which will positively impact student academic growth as compared to that of our established dashboard peer group
- ❑ Increase the number of students who meet college readiness standards
- ❑ Improve the average time spent in general education programs for students with Individualized Education Plans (IEP's)

Progress Update:

- ❑ Implementation of the “WIN” What I Need Period as part of the new elementary schedule
- ❑ Improved articulation with Mountainside schools to share resources, curricular goals, and best practices that will support all students entering GLHS
- ❑ The full-day co-teaching model has expanded to all grades K-5 and is supported with ongoing professional development
- ❑ Utilizing enhanced College Board data to support student learning and provide opportunities for personalized, targeted instruction

ACADEMIC CURRICULUM

Initiatives:

- ❑ Explore the possibility of establishing a “STEM Academy” at GLHS as well as other STEM- related extracurricular activities
- ❑ Repurpose media centers / computer labs into “critical thinking centers” to provide a forum for students to engage, explore and collaborate
- ❑ Review detailed PARCC and other achievement-oriented data with particular focus on the impact transitions are having on student performance
- ❑ Improve the performance of students taking all AP courses

Progress Update:

- ❑ STEAM Academy approved by the BOE for launch in September 2019. Curriculum development for supporting courses including Robotics and STEAM seminar
- ❑ Initial proposals for Reimagined Media Centers for all six district schools. Ongoing presentations to share vision for these collaboration centers and their impact on supporting student learning
- ❑ New elementary schedule provides more opportunity for STEAM activities and critical thinking in related arts and cross-curricular lessons

TALENT

Initiatives:

- ❑ Promote the district in a manner that publicizes success openly, recognizes district achievements, and ensures the best teachers, staff, and administrators remain with the district
- ❑ Explore differentiated supervision as an evaluation alternative for highly effective performers

Progress Update:

- ❑ Using a variety of internal resources and forums to communicate and celebrate district successes (i.e. News from the Schools, Mission Moments, BOE Briefs, Friday Folders)
- ❑ Expand connections with external resources to reach the broader community at large (i.e. Tapinto Highlander Digital Newspaper)
- ❑ Utilizing District Evaluation Advisory Committee to research teacher evaluation models and the requirements for teacher evaluation established by NJ DOE and AchieveNJ.

TECHNOLOGY

Initiatives:

- ❑ Improve communication between the BOE and the Administration with respect to decisions regarding the district's technology plans and ongoing operating issues
- ❑ Maintain a 3-year dynamic Technology Operating Plan
- ❑ Maintain state of the art, effective software for the district within the boundaries of our annual budget

Progress Update:

- ❑ Utilizing District TAB committee and Administrative Team to review parent feedback and make improvements to the integration of technology at all grade levels district-wide.
- ❑ Ongoing expansion of technology into building security and safety including security cameras and communication technologies.
- ❑ Targeted Professional Development for staff supporting the implementation of Chromebooks and upgrades to new PowerSchool gradebook and security features

STUDENT AND STAFF WELLNESS

Initiatives:

- ❑ Enhance the response plan to address crisis situations and improve the security of the school environment.
- ❑ Provide additional personnel to proactively address the needs of the students and staff.
- ❑ Develop a program of student wellness.
- ❑ Improve student transitions at the following grade levels: 3, 7 and 10.

Progress Update:

- ❑ Staff and student training on protocols for crisis responses based upon recommendations made by District Crisis Planning team and Berkeley Heights PD
- ❑ Added additional Class 3 officer to the district
- ❑ Partnered with BHPD to support COPS grant providing nearly \$300,000 of security funding to the district
- ❑ Adopted and implemented a variety of programming aimed at supporting Social Emotional Learning and Mindful strategies for students and staff. Incorporated components of the Sandy Hook Promise to support a positive school climate.

Questions