



District Goals Update

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District Goal #1

The district will perform an audit of Board Policies and Job Descriptions and revise 100% of the policies and job descriptions that need to be updated.

POLICIES

- Strauss Esmay audit of policies completed on September 14, 2021
- Total policies: **468**
- Policies needing action: **280**

Policy Action	Total #	Completed #	Notes
Adopt mandated missing	32	31	1 in admin review
Adopt mandated revisions	79	56	10 in admin review
Review & adopt mandated (if applicable)	8	7	
Adopt, revise, review recommended policies	144	11	
Abolish (no longer applicable)	17	14	
	280	119	

- Average 25 policies per BOE meeting
- An additional 95 mandated regulations requiring Board approval will be in addition to this policy audit.



District Goal #1

JOB DESCRIPTIONS

- Audit of job descriptions for revision priority is complete
- Total job descriptions: **47**

Job Description Action	Total	Completed
Approve P1400 Job Descriptions (M)		as of 1/20/2022
Convert paper to digital format with linked master index	47	15
Align format to NJSBA template		
Align job codes to associated job description		
Revise and update		



District Goal #2

Beginning in August 2021 and working through April 2022, the Superintendent, working with the Assistant Superintendents and the Principals of MKM and WW, will implement a successful Full-Day Kindergarten program.

Measurements of Program Success will include:

- The review and revision of common FDK documents including but not limited to, curriculum, units of study, instructional expectations and rigor, schedules, and best practices.
- Analyze assessment data including Fountas and Pinnell benchmarks and Dibels assessments in the area of reading, and GoMath assessment data to establish a baseline benchmark for future metrics, and to compare with past performance in half day Kindergarten.
- Successful creation and implementation of best practices in areas such instructional planning, student support, and curricular resources as documented by lesson plans, walkthroughs, and observations
- Document and share all steps of facilities work.
- Facilitate, document, share, and implement traffic safety and security plans.



District Goal #2

- **Facilities and Planning:**
 - Met facilities timeline
 - Met traffic study/plan and security plan goals
 - Created developmentally appropriate classroom settings for FDK
 - Realigned Media Centers to support the reading levels and STEAM initiatives in the early grades
 - Placed appropriate Early Childhood personnel in the FDK classrooms to support the academic, social, and emotional need of our young learners
 - Created common FDK schedules
 - Created FDK curriculum, testing schedule, and “best practices” teaching expectations document
 - Ongoing Professional Development including Multi-tiered System of Supports, the “Workshop” model, and FDK “best practices”
 - In conjunction with the Dept. of Special Services, planned PD focusing on differentiated instruction
- **Curriculum, Instruction, and Assessment:**
 - Ongoing assessment analysis via data team meetings - using results from Reading and Math Benchmark Assessments, Dibels, Fountas and Pinnell Reading Assessments, iReady, and LinkIt - determining evidence of growth and achievement
 - Teacher collaboration - common planning, team meetings, and district grade level meetings
 - Created and implemented a schedule for instructional planning, student support, and use of curricular resources as documented by lesson plans, walkthroughs, and observations



District Goal #3

Because the district has been either remote, hybrid, or in a half day schedule, the district will conduct a gap analysis and then, develop and implement a plan to address those gaps.

In all grades from Pre-K to Grade 12, multiple data points were collected to assess student mastery and areas of growth.

- Data used to identify curricular gaps and/or instructional gaps as well as identify individual student needs

Status Update:

- In all grades from Pre-K to Grade 12, students have been assessed to measure growth and progress towards identified goals.
- Classroom teachers are continuing to adjust instruction to meet the identified needs of their students.
- Completion of mid-year benchmarks are informing instruction as we begin the second half of the school year.
- Teachers and administrators are using articulation meetings to evaluate and adjust the scope and sequence timelines as necessary
- Teachers are using department and grade level meetings to share instructional strategies and plan for remediation and intervention
- Students continue to be identified for supports, strategies and progress monitoring



District Goal #3

Using the information from our gap analysis, how do we support students and meet their needs based on what we've found?:

K-5

- Grade level and team data meetings to identify standards and skills that required emphasis and re-teaching
- Tiered system of supports
- Targeted, small group instruction and remediation
- Individualized, differentiated lessons and student plans
- WIN period
- Additional support provided by specialists and interventionists
- Use of intervention materials

6-12

- Department and team data meetings to identify standards and skills that required emphasis and re-teaching
- Collaboration on instructional strategies for small group instruction and remediation
- Development of student plans for remediation with differentiated instruction for students at all levels of achievement
- Plan for benchmarking progress and growth on an ongoing basis



District Goal #4

Implement the collaborative consultation model in 100% of the grades at CMS & GLHS - Grades 6-12. The model will be one option on the continuum of support for students with disabilities at the secondary level and allow for access to general education in all content areas and all grade levels

Work that has been completed **during the 2021-2022 school year:**

- New and existing staff members received introductory training in Spring and Fall 2021
- Training was provided on collaborative planning and differentiated instruction
- Training for district administrative team on inclusive practices in Summer 2021
- Macro planning sessions were organized as an opportunity for general education and special education to collaborate on both unit and lesson planning
- Collaborative discussions and observations have occurred between Special Services, content supervisors, building administrators, and the NJCIE inclusion facilitator
- Child Study Team members have worked closely with teachers and paraprofessionals as staff members navigated the support needs of individual students
- NJCIE inclusion facilitator has returned for additional collaboration and professional development based on best practices and positive observations
- Administered a survey to parents, students and teachers involved in the collaborative consultation model to elicit feedback

It should be noted that the district and Special Services have been working on implementation for 4 years, the above update highlights tasks completed during this school year only.



District Goal #5

In continuing our Diversity, Equity, and Inclusion initiative, the district will implement actionable items from the DEI Task Force, impacting curriculum, and recruiting.

Completed or Implementing 2021-22

- Created a district practice of seeking out a highly qualified diverse candidate pool through building relationships with the Teachers College of Columbia and other education programs to broaden our pool of candidates.
- All curriculum rewritten to include co-curricular mandates.
- New courses added to broaden and diversify student course offerings.

Implementing in 2022-23

- Create a recruitment campaign that packages a tight yet intriguing and inviting narrative and marketing campaign on the benefits of being a part of the team at BHS.
- Continue and refine the district hiring practice of seeking out a highly qualified and diverse candidate pool.
- Continue to evaluate all curriculum to ensure adherence to co-curricular mandates
- Continue to evaluate course offerings in order to look to meet student interest.



QUESTIONS?