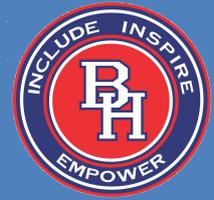


# Strategic Plan Update Include, Inspire, Empower 2020-2025

Dr. Melissa Varley, Superintendent  
Marybeth Kopacz, Assistant Superintendent  
Scott McKinney, Assistant Superintendent



March 10, 2022



# STUDENT ACHIEVEMENT



## Progress and Accomplishments:

- Implemented Universal, Full-Day Kindergarten for all Berkeley Heights students and further aligned the delivery of instruction across grade-levels
- Launched a research-based literacy program K-5
- Implemented a Multi-Tiered System of Supports (NJTSS) Programs K-8
- Improved the average time spent in general education programs for students with Individualized Education Plans (IEP's)
- Mountainside and Berkeley Heights curricular alignment-Continuing Progress

## Initiatives, Goals, and Priorities:

- Utilize state testing data in conjunction with multiple measures to benchmark student growth and achievement upon resumption of state assessment program, including:
  - Linkit!
  - iReady
  - Mathspace
  - Fountas and Pinnell/DIBELS
- Increase student preparedness and the ability for all students to enroll and achieve in advanced courses (Honors and AP)

# ACADEMIC CURRICULUM



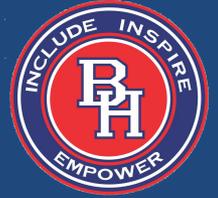
## Progress and Accomplishments:

- Reading Workshop training and implementation of Columbia Teachers College Units of Study for Reading (K-5)
- Integrated new assessment tools to support the student data discussions, inform classroom instruction and meet individual student needs
- Provided administrative and staff training and support in the implementation of new data collection tools as a part of student data meetings
- Hired new STEAM Teacher in Elementary schools
- Fully aligned K-12 curricular documents in accordance with state mandates and NJSL.

## Initiatives, Goals, and Priorities:

- Implement HEIGHTS and QUEST programmatic and curricular revisions to support Gifted and Talented population and promote access to STEAM lessons for all students
- Ongoing analysis of academic program to further increase retention of students at the 6-12 level
- Continued planning to repurpose media centers/computer labs as creative, critical-thinking centers that engage students at all levels

# STAFF PROCUREMENT AND DEVELOPMENT



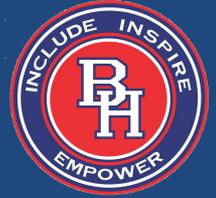
## **Progress and Accomplishments:**

- Created 'Teacher in Charge' position to developed leadership skills among current staff
- Developed partnership with Columbia University and CJ Pride to attract a diverse and broad pool of teacher candidates
- Completion of first group of Teacher Leadership Cohort
- Committed to a robust program of professional development that supports the continual growth and advancement of staff members

## **Initiatives, Goals, and Priorities:**

- Utilize District Evaluation Advisory Committee to research teacher evaluation models and the requirements for teacher evaluation established by NJDOE and AchieveNJ.
- Continue to 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

# TECHNOLOGY



## **Progress and Accomplishments:**

- Improved communications with teachers, parents, and community through implementation of School Messenger
- Hired an Instructional Technologist within the district to support the integration of technology as a student learning tool.
- Developed a strategic device replacement plan that provides students and staff with a 1:1 learning environment

## **Initiatives, Goals, and Priorities:**

- Support student and staff transition from iPad to Chromebooks at the high school level
- Develop a plan to move the Board of Education Meetings to paperless
- Transition the district operations and make the majority of our communications and reports digital

# STUDENT AND STAFF WELLNESS



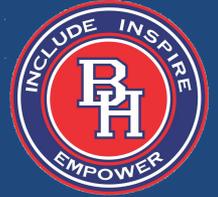
## **Progress and Accomplishments:**

- Provided Professional Development opportunities for CST/Guidance regarding tragic events and trauma-informed care
- Provided individual parent meetings at the High School level to begin planning for college and careers
- Developed and implemented Social Emotional Learning (SEL) lessons and at all grade levels
- Hired one additional school counselor
- Continued meetings and planning of the district Crisis Management Team

## **Initiatives, Goals, and Priorities:**

- Employ full time school counselors for each building
- Align Social Emotional Learning and Diversity, Equity and Inclusion efforts to create a safe and welcoming learning environment for all students and staff
- Ongoing collection of survey data to measure school climate and culture

# DIVERSITY, EQUITY, AND INCLUSION



Evolve the district's organizational culture and educational community to become more Inclusive, open to diverse ideas, thinking, lifestyles, cultures, abilities, backgrounds, and willing to consistently learn from each other at a grade-appropriate level across all facets of the organization.

# DIVERSITY, EQUITY, AND INCLUSION



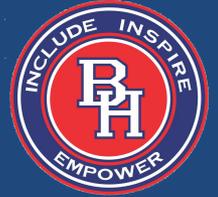
## The Superintendent will:

- Work towards instilling a Servant Leadership model in which Administrators are accountable to teachers, students, and parents and in which teachers are accountable to students and parents for inclusion and school/class climate.
- Survey all stakeholders about DEI and school climate annually.
- Repurpose the District Diversity committee to not only serve as the oversight committee of the building diversity committees, but also as the oversight body for the implementation of the Diversity Goal within the District Strategic Plan.

## The Director of Special Projects will:

- Monitor the implementation of the program at all levels, and to be a resource and sounding board for all DEI initiatives.
- Report to the Superintendent on the implementation of the program at all levels

# DIVERSITY, EQUITY, AND INCLUSION



## The Principals will:

- Institute a dynamic, engaging, and on-going faculty training program.
- Rigorously evaluate and analyze all building processes, activities, clubs, and events.
- Become chairs of the building Diversity Committees, ensure that they are representative of all voices.
- Be accountable to their staff, students, and parents for creating a culture of inclusion in their building-through Servant Leadership.
- Work to demystify the current processes, including the NJ Bullying law, so as to rebuild student and community faith in the systems.

## District Supervisors will :

- Review and revise all 6-12 curriculum so as to include Holocaust and Genocide, Amistad, and LGBTQ+ standards.
- Revise the Elementary curriculum to include all applicable standards.

# DIVERSITY, EQUITY, AND INCLUSION



- The Superintendent, or her designee, will continue to collaborate and coordinate with town level community organizations and facilitate cross community events with the town.
- The Superintendent, or her designee, will survey all stakeholders about DEI and school climate annually.
- The Superintendent, or her designee, will develop metrics based on climate surveys and evaluations, and report results.
- All Administrators will continually communicate to students, staff, and parents the importance of the district mission of Inclusion, and work to foster trust in building and district processes.

Questions?