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# District Goals

## 2022-2023 School Year

BOE Work Session

Monday, August 22, 2022, 7:30 p.m.

Memorial Middle School Media Center

Nicholas J. Norcia, Superintendent of Schools

Camille DeFranco, Assistant Superintendent of Student Services

Natalie Lacatena, Assistant Superintendent of Education

Fair Lawn Public Schools



# DISTRICT GOAL UPDATE

- Community, Staff, Student, and BOE Survey
- Survey Results
- Goal Setting



## SURVEY PARTICIPATION NUMBERS

Respondent Category	Number of Participants
Community	660
Staff	159
Student	107
Board of Education	9



# COMMUNITY SURVEY RESULTS – TOP PRIORITIES

Career and Technical Education

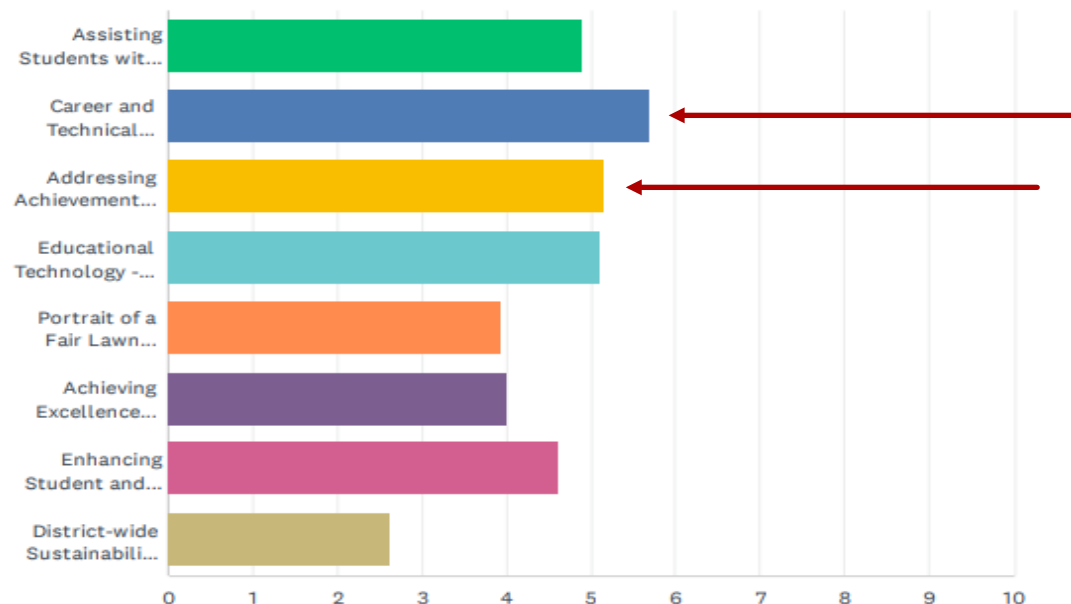
Addressing Achievement Gaps through Data-Driven Differentiated Instruction



# COMMUNITY SURVEY RESULTS (CONT'D)

Q5 From your perspective, please rank the following goals in order of most important goal (#1) to least important goal (#8). You can only use each number ONCE.

Answered: 660 Skipped: 0



# STAFF SURVEY RESULTS – TOP PRIORITIES

Enhancing Student and Staff Wellness

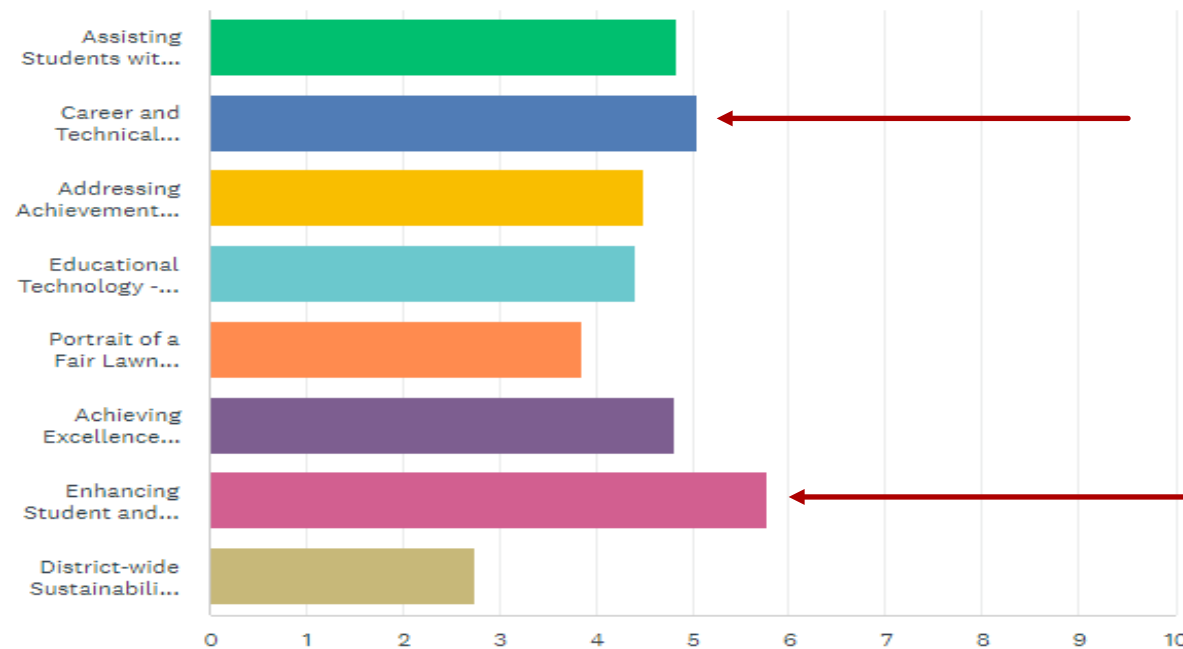
Career and Technical Education



## STAFF SURVEY RESULTS (CONT'D)

From your perspective, please rank the following goals in order of most important goal (#1) to least important goal (#8). You can only use each number ONCE.

Answered: 159   Skipped: 0



# STUDENT SURVEY RESULTS – TOP PRIORITIES

Career and Technical Education

Enhancing Student and Staff Wellness

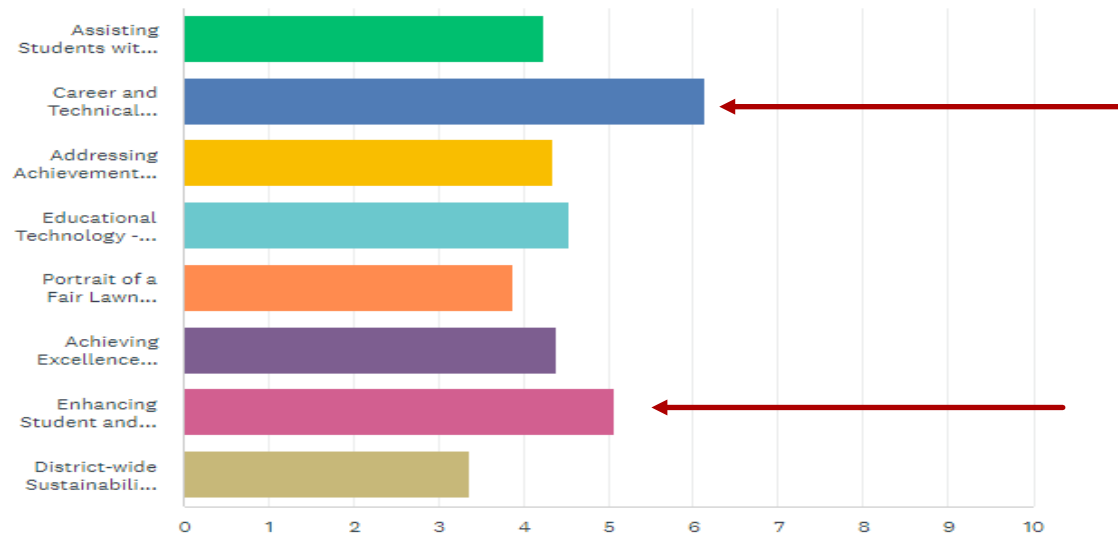




## STUDENT SURVEY RESULTS (CONT'D)

From your perspective, please rank the following goals in order of most important goal (#1) to least important goal (#8). You can only use each number ONCE.

Answered: 107 Skipped: 0



# BOARD OF EDUCATION SURVEY RESULTS – TOP PRIORITIES

Addressing Achievement Gaps through Data-Driven Differentiated Instruction

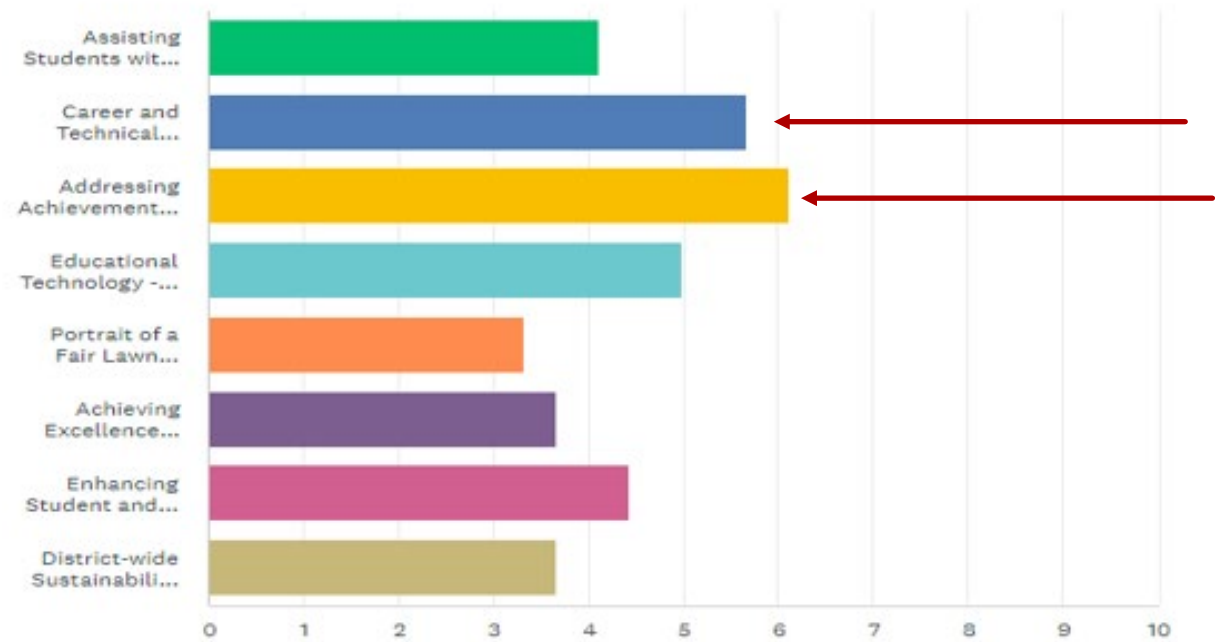
Career and Technical Education



# BOARD OF EDUCATION SURVEY RESULTS (CONT'D)

From your perspective, please rank the following goals in order of most important goal (#1) to least important goal (#8). You can only use each number ONCE.

Answered: 9   Skipped: 0



# SURVEY RESULTS ACROSS THE DISTRICT

Respondent Category	Priority #1	Priority #2
Community	Career and Technical Education	Addressing Achievement Gaps through Data-Driven Differentiated Instruction
Staff	Enhancing Student and Staff Wellness	Career and Technical Education
Students	Career and Technical Education	Enhancing Student and Staff Wellness
BOE	Addressing Achievement Gaps through Data-Driven Differentiated Instruction	Career and Technical Education



# 2022-2023 DISTRICT GOALS

**Career and Technical Education** (continuation goal) – Explore trades, programs, and courses of study to prepare students for the world of work by introducing them to workplace competencies in real-world, applied content.

**Addressing Achievement Gaps through Data-Driven Differentiated Instruction** (continuation goal) – Continue the analysis of student metrics in order to monitor and improve student understanding and achievement of New Jersey Student Learning Standards.

**Enhancing Student and Staff Wellness** (new goal) – Provide increased staff and student self-care experiences based on key stakeholder input to build a healthy and supportive school learning environment.



## GOAL: CAREER AND TECHNICAL EDUCATION

Explore trades, programs, and courses of study to prepare students for the world of work by introducing them to workplace competencies in real-world, applied content.

Draft Action Items	Timeline	Evidence
<ul style="list-style-type: none"><li>Develop curricular outline for Childcare CTE program of study</li></ul>	Summer 2022	<ul style="list-style-type: none"><li>➤ Course Outlines</li><li>➤ Curricular development planning for 22-23 school year</li></ul>
<ul style="list-style-type: none"><li>Apply for Childcare CTE program approval</li></ul>	Summer 2022	<ul style="list-style-type: none"><li>➤ Copy of application and supporting documents</li><li>➤ Approval from NJ DOE</li></ul>
<ul style="list-style-type: none"><li>Develop CTE Advisory committee that complies with the NJDOE guidelines</li></ul>	Fall 2022	<ul style="list-style-type: none"><li>➤ Committee Roster</li></ul>
<ul style="list-style-type: none"><li>Research a specific career pathway that fits the intersection between student interest and labor market demand</li></ul>	Fall 2022	<ul style="list-style-type: none"><li>➤ Results of needs assessment</li></ul>
<ul style="list-style-type: none"><li>Meet with architects and Advisory Committee to sketch out possible classroom/building space and spec out</li></ul>	Fall/Winter	<ul style="list-style-type: none"><li>➤ Meeting Minutes</li></ul>
<ul style="list-style-type: none"><li>Conduct ongoing CTE Advisory Committee meetings focused on program expansion</li></ul>	Ongoing	<ul style="list-style-type: none"><li>➤ Meeting Minutes</li></ul>
<ul style="list-style-type: none"><li>Create course outline for a 3-course CTE sequence for each possible program</li></ul>	Winter/Spring 2023	<ul style="list-style-type: none"><li>➤ Course sequence document</li></ul>



## GOAL: CAREER AND TECHNICAL EDUCATION (CONT'D)

Explore trades, programs, and courses of study to prepare students for the world of work by introducing them to workplace competencies in real-world, applied content.

<ul style="list-style-type: none"><li>• Identify additional industry partners and possible student placements</li></ul>	Winter/Spring 2023	<ul style="list-style-type: none"><li>➤ List of additional partners/placements</li></ul>
<ul style="list-style-type: none"><li>• Meet with Finance and Budget Committees in preparation for CTE program expansion</li></ul>	Winter/Spring 2023	<ul style="list-style-type: none"><li>➤ Meeting Minutes</li><li>➤ Budget presentation</li></ul>
<ul style="list-style-type: none"><li>• Present needs/viability assessment of additional programs to the BOE Education Committee</li></ul>	Winter/Spring 2023	<ul style="list-style-type: none"><li>➤ Education committee agenda/minutes</li></ul>
<ul style="list-style-type: none"><li>• Community presentation on the future of CTE in Fair Lawn</li></ul>	Winter/Spring 2023	<ul style="list-style-type: none"><li>➤ Meeting Agenda</li><li>➤ Copy of presentation</li></ul>
<ul style="list-style-type: none"><li>• Develop 2 childcare courses for the 23-24 and 24-25 school years</li></ul>	Spring 2023	<ul style="list-style-type: none"><li>➤ Board approval for curriculum writing</li><li>➤ Course development documents</li></ul>
<ul style="list-style-type: none"><li>• Conduct a Comprehensive Local Needs Assessment for Perkins FY24 funds and complete the grant application</li></ul>	Spring 2023	<ul style="list-style-type: none"><li>➤ Perkins Application</li></ul>
<ul style="list-style-type: none"><li>• Apply for additional CTE programs approval</li></ul>	Summer 2023	<ul style="list-style-type: none"><li>➤ Copy of application and supporting documents</li></ul>



# GOAL: ADDRESSING ACHIEVEMENT GAPS THROUGH DATA-DRIVEN DIFFERENTIATED INSTRUCTION

Continue the analysis of student metrics to monitor and improve student understanding and achievement of New Jersey Student Learning Standards.

Draft Action Items	Timeline	Evidence
<ul style="list-style-type: none"> <li>Provide professional development in the use of <u>LinkIt!</u> (e.g., how to use data to form small instructional groups)</li> </ul>	September/October 2022	<ul style="list-style-type: none"> <li>➤ Training agenda/sign -in sheets</li> </ul>
<ul style="list-style-type: none"> <li>Administer and analyze <u>LinkIt!</u> benchmark assessments, Start Strong, and common district benchmark assessments to identify areas of strength and need on a district, grade level, teacher, and individual student level</li> </ul>	September 2022 – June 2023	<ul style="list-style-type: none"> <li>➤ <u>LinkIt!</u> data</li> </ul>
<ul style="list-style-type: none"> <li>Use <u>LinkIt!</u> data as one preassessment measure for SGO development and monitoring of student progress</li> </ul>	September 2022	<ul style="list-style-type: none"> <li>➤ Staff SGOs</li> </ul>
<ul style="list-style-type: none"> <li>Make curricular and instruction adjustments as needed based on data analyses</li> </ul>	September 2022 – June 2023	<ul style="list-style-type: none"> <li>➤ Curricular addendum documents</li> </ul>
<ul style="list-style-type: none"> <li>Dedicate faculty, department, and grade level meeting time to explore the <u>LinkIt!</u> platform, identify specific standards needing remediation and articulate strategies across the various grade levels and departments</li> </ul>	September 2022 – June 2023	<ul style="list-style-type: none"> <li>➤ Meeting notes</li> <li>➤ Faculty meeting agendas</li> </ul>
<ul style="list-style-type: none"> <li>Ensure instructional staff works alongside district coaches and supervisors to use data to build <u>small, instructional skills groups</u> which differentiate instruction and meet students at their individualized levels</li> </ul>	September 2022 – June 2023	<ul style="list-style-type: none"> <li>➤ Meeting notes</li> <li>➤ Instructional coaching schedule</li> </ul>





# GOAL: ADDRESSING ACHIEVEMENT GAPS THROUGH DATA-DRIVEN DIFFERENTIATED INSTRUCTION (CONT'D)

Continue the analysis of student metrics to monitor and improve student understanding and achievement of New Jersey Student Learning Standards.

<ul style="list-style-type: none"><li>Investigate and implement resources, strategies, and curricular supports to address individualized student needs (e.g., Lexia, Max Scholar)</li></ul>	September 2022 – June 2023	➤ List of resources, strategies, and supports
<ul style="list-style-type: none"><li>Conduct more frequent individual student conferences <u>as a means to</u> address specific student learning needs</li></ul>	September 2022 – June 2023	➤ Conference notes
<ul style="list-style-type: none"><li>Investigate and implement professional development in differentiation and universal classroom design</li></ul>	September 2022 – June 2023	➤ Professional development schedules



## GOAL: ENHANCING STUDENT AND STAFF WELLNESS

Provide increased staff and student self-care experiences based on key stakeholder input to build a healthy and supportive school learning environment.

Draft Action Items	Timeline	Evidence
<ul style="list-style-type: none"><li>Create a district-wide Wellness Committee comprised of key stakeholders from each building</li></ul>	Fall 2022	➤ Committee roster
<ul style="list-style-type: none"><li>Create student wellness committees in each district school</li></ul>	Fall 2022	➤ Committee rosters
<ul style="list-style-type: none"><li>Formulate a survey to determine wellness areas of need/focus for students and staff</li></ul>	Fall 2022	➤ Copy of surveys
<ul style="list-style-type: none"><li>Brainstorm ideas (with Wellness Committee) for activities and supports that can be implemented immediately</li></ul>	Fall 2022	➤ Meeting minutes
<ul style="list-style-type: none"><li>Based on survey results, create a menu of professional development topics to offer to staff throughout the school year</li></ul>	Fall 2022	➤ 'Menu' document
<ul style="list-style-type: none"><li>Based on survey results, create a menu of counseling or skills-based groups and activities to offer to students throughout the school year</li></ul>	Fall 2022	➤ 'Menu' document
<ul style="list-style-type: none"><li>Identify personnel and/or contractors or other outside vendors to provide professional development on these topics</li></ul>	Fall 2022/Winter 2023	➤ List of providers and professional development topics



## GOAL: ENHANCING STUDENT AND STAFF WELLNESS (CONT'D)

Provide increased staff and student self-care experiences based on key stakeholder input to build a healthy and supportive school learning environment.

• Develop and disseminate wellness schedule for staff	Winter 2023	➤ Wellness Schedule
• Implement counseling and skills-based groups for students to include district mental health staff and contracted providers	Winter 2023	➤ List of providers ➤ Schedule of counseling and group sessions
• Conduct follow-up survey with staff and students to obtain feedback regarding program offerings	Winter 2023	➤ Copy of surveys
• Investigate and organize a district-wide Mental Health Fair	Winter/Spring 2023	➤ Wellness Committee meeting notes ➤ Mental Health Fair information, pamphlets, etc.



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# QUESTIONS

