



**2022-23 District Goals Update
HOLMDEL PUBLIC SCHOOLS
June 21, 2023**



TONIGHT'S AGENDA

- Review Progress to date on the 2022-23 District Goals
- Review Progress to date on the Strategic Action Plan Process
- Identify points of overlap between the 2022-23 District Goals and draft Strategic Plan



District Goals





District Goal Setting

- Informed by local student achievement data, as well as qualitative stakeholder feedback
- Drafted at the June, 2022 Administrative Leadership Team Summit
- Feedback received from the BOE at their July, 2022 Retreat
- BOE approved at the August BOE Meeting



2022-23 District Goals

1. The district will engage and complete a 5-year strategic plan process to present to the community no later than September 2023.
2. The district will work toward consistency in providing a high-quality student educational experience through the review and refinement of grading practices, lesson planning, staff observation, evaluation, and effective student support services.
3. The district will research and select a systems-based Positive Behavioral Student Support program for implementation in all schools for the 2023-24 school year while simultaneously expanding upon current levels of understanding and implementation of Social and Emotional support practices for students, staff, and self.
4. The district will place a concerted focus on the engagement of families, including the implementation of a parent seminar series on topics including HIB, Digital Citizenship, curriculum, and Health Education.
5. The district will ensure the strategic alignment of the district, school, department, and staff goals, informed by the collection and application of student growth data, thereby increasing student achievement across content areas.



Goal # 2: Consistency in Education Experience

- Implemented lesson planning procedures for tenured/non-tenured staff and standardized mandatory elements
- Standardized criteria for intervention support and revised the framework for Multi-Tiered System of Support (MTSS) with a focus on identification, progress monitoring, and communication
- Developed calendar for staff evaluations
- Formed district grading committee and school-based grading committee to standardize timelines for grading, category weights, the number of assignments per marking period, and grading scale
- Updated criteria for placement; eliminating testing redundancies
- *In Progress* - Guidelines/local district criteria for student growth objectives (SGOs) as part of the teacher evaluation process
- Updated the following policies/regulations
 - 2422: Health Education
 - 5112: Entrance Age
 - 5430: Valedictorian and Salutatorian
 - 2624: Grading System - *Forthcoming*



- Professional development for all staff on the importance and execution of accommodations and modification.
- Standardized the process, procedures, documentation and staff training of 504's.
- Created a series of professional development for all district paraprofessionals focused on student learning, supporting students in the classroom and fostering independence.
- In progress: Introduced a new initiative on how to develop strong *Present Levels of Academic Achievement and Functional Performance* (PLAAFP) and creating goals and objectives in IEPs.



Goal # 3: Positive Behavioral Student Support

- In *September 2022*, we reinstated the District's SEL committee (Committee members: Lisa Vitale, Stephanie Jennings, Christine Barbara, Joseph Clores, Nicole Wilson, James Bruce & Melissa Finnegan)
- Between *Oct 22'* and *Jan 23'*, the committee researched several different PBSIS programs looking for one that fit well & could be implemented in district.
- February 2023, The pros and cons of each program was discussed with Dr. Cascone. This was done in conjunction with the team performing an audit of the present CE programs & initiatives being utilized in district.
- March-April 2023, Develop a plan for targeted PBSIS work to be done over the summer for implementation at the beginning of the 23-24 SY
- May-June 2023, Full day training for staff members and administrators-selected for summer planning team
- Summer Work Goal: Implementation planning for Year 1 of our PBSIS model. Team members will develop consistent PBSIS language & messaging, unify current and future PBSIS practices (district-wide), and tailor a systematic way of analyzing data and progress.



Goal # 4: Family/Community Engagement

- Increased survey administrations utilizing Qualtrics
- Revamped District Website
- Parent education town halls: HIB, school security, curriculum, cybersafety
- Quarterly meetings with parent group leadership
- Parent/guardian focus groups at school-based parent group meetings
- Daily, weekly, and/or monthly district and school-based newsletters and communications
- Inclusion of school district information in Township Newsletter and Town Committee Updates
- Parent/Guardian participation on Strategic Plan Task Forces

Family/Community Engagement, Education & Partnerships identified as one of four strategic intents



Goal # 5: Strategic Alignment of Goals

- Board goals informed district goals
- District goals informed school and department goals
- District, school, and department goals informed professional learning and teacher Student Growth Objectives



Goal # 1: Strategic Plan



Process Timeline

12/20/22

Meeting with Superintendent and Cabinet

1/5/23

Introductions with Administrative Team, overview of process, discuss purpose of organizational assessment

1/24-1/30/23

Organizational Assessment: To be sent electronically and completed individually by administrative leadership team

1/25/23

Introduction with Board of Education

2/10 - 3/13

Data Triangle Administration

3/21/23

Core Group Session #1

4/13/23

Core Group Session #2, Parent Focus Group

4/14/23

Student Focus Groups: IH, MS, & HS

4/20/23

Core Group Session #3, Staff Focus Group
Faculty Focus Group

5/4/23

Core Team Session # 4, BOE Focus Group

6/13/23

Task Force #1

6/29/23

Task Force Session #2

7/6/23

Task Force Session #3

7/23

Presentation to the BOE

7/23

Leadership Retreat & Goal Setting

8/23

Presentation & Sharing with Community



Strategic Intent: Teaching and Learning

Strategic Intent #1

We will design systems and structures that promote consistent classroom practices and common student experiences.

Strategic Intent #2

We will implement equitable and research informed grading practices and provide timely and constructive feedback to students that promotes reflection, goal-setting, and continuous improvement.

Strategic Intent #3

We will engage students academically, socially and emotionally to be resilient, creative, critical thinkers through authentic learning experiences where they can gain skills, earn credentials, and build upon their passions that will support their success in Holmdel and beyond.

Strategic Intent #4

We will implement evidence-based, high quality instructional practices focused on differentiated and personalized instruction, as well as rigor and relevance.

Strategic Intent #5

We will improve student performance outcomes in math and English Language Arts and increase our college readiness index score to improve our state performance rankings.



Strategic Intent: Culture and Climate

Strategic Intent #1

To develop and implement a PBIS program district-wide PRE K-12

Strategic Intent #2

To support a climate and culture where the rules of engagement amongst all community members are consistent and equitable to promote successful teaching and learning

Strategic Intent #3

To develop a universal understanding of prosocial behavior, social-emotional support practices, and character education among students

Strategic Intent #4

To support positive and consistent communication between faculty & staff, parents, students and community members

Strategic Intent #5

To develop universal understanding for teacher collaboration, PLCs, and professional learning to inform data-driven instruction and advance student learning

Strategic Intent #6

To continue to provide supports and resources for mental health awareness to all stakeholders and to educate and reinforce options available district and statewide



Strategic Intent: Family & Community Engagement

Strategic Intent #1

To develop a two-way, reciprocal communication system that allows all stakeholders to have an equal partnership to support student education at home and school.

- High focus on communication
 - Improve manner and consistency in sharing technical information with parents via one way school to parent communication
 - Provide parents with a guide and chain of command
 - Provide feedback on student learning and progress to students and parents
 - Emphasize proactive communication

Strategic Intent #2

Provide families opportunities to acquire information, knowledge, and skills to support their child's education at home and at school.

- Educational Program: Provide programs to support parents in helping students outside of school

Strategic Intent #3

Leverage community partnerships to enhance student learning in the classroom and beyond in order for students to gain real world application.

- Explore opportunities for community partnership to support student learning and experiences



Strategic Intent: Organizational Systems

Strategic Intent #1

Research, evaluate, select, and implement a staff evaluation system, which is best aligned with district philosophy

Strategic Intent #2

Research, design, and implement a multi year new certificated and non-certificated staff member induction program

Strategic Intent #3

Align professional learning, board, district, school, and teacher goals and student learning

Strategic Intent # 4

Review and update as appropriate and necessary all job descriptions and human resources related BOE policies and regulations

Strategic Intent #5

Review, evaluation, modification, and/or development of cohesive, consistent, and current Human Resources procedures, practices, and programs



Strategic Plan & District Goal Alignment

- Teaching and Learning & Organizational Systems align with District Goals #'s 2 & 5.
- Culture and Climate aligns with District Goal #3
- Parent and Community Engagement aligns with District Goal # 4



Questions