

Newton Public Schools

57 Trinity Street ♦ Newton, NJ 07860-1831

973-383-7392 phone ♦ 973-383-5378 fax

www.newtonnj.org

*Dr. G. Kennedy Greene
Superintendent*

*Donna Snyder-DeVita
Interim Business Administrator*

To: Board of Education
From: Dr. G. Kennedy Greene
Date: October 27, 2020
Re: School Goals and Action Plans Report for 2020-21

Merriam Annual School Plan

School Goal 1: Provide resources to help parents, students, and teachers effectively access and engage in digital learning.

Action Steps:

1. Assign a staff member to provide digital / online learning technical support and coaching to parents, students, and teachers.
2. Prioritize the purchasing of digital learning resources, including chromebooks for all students.

School Goal 2: Support parents and teachers by building their capacity to help children access and engage in digital / online instruction through parent workshops and job-embedded coaching and professional learning opportunities for teachers.

Action Steps:

1. Provide at least three parent workshops during the school year.
2. Provide job-embedded coaching at targeted learning opportunities for teachers.

School Goal 3: Provide mental health services, academic support and character education to students and families at both home and school.

Action Steps

1. Set up an intervention system that can respond to student needs in both home and school settings.
2. Develop and implement assessment systems that can be used in both home and school settings.

Rationale

The rapid shift to hybrid learning has exposed the needs of our students and families for support in relation to accessing digital and online learning. Our intervention systems and supports at Merriam Avenue School were based on an in-person schooling model. Our 2020-21 school goals focus on shifting our support services to a model that is a hybrid of in-person schooling at the physical school site and an emerging digital learning model that has children accessing learning outside of the school site. Academic and social/emotional support systems, assessment systems, data tracking systems and our technologies need to be adapted to this new hybrid model.

Halsted Annual School Plan

School Goal 1: Strengthen student-centered learning to increase student achievement in hybrid and remote instructional models.

Priority Performance: Supporting parents and teachers with remote learning

Action Steps:

1. Purchase technology equipment and learning platforms to support hybrid and remote instruction.
2. Modify the school schedule to provide teachers with common planning (prep time).
3. Provide parents and teachers with videos and guides to navigate the instructional platforms that will be used throughout the year.
4. Provide teachers with professional development on the use of student learning management systems.
5. Meet with the Curriculum Leadership Team and director of professional development to review district documents and plan professional learning communities.
6. Schedule training sessions to provide professional development to intervention teachers and support staff on the use of learning management systems and instructional platforms.
7. During PLC meetings: Review/revise curricular resources and strategies to support student-centered learning, hybrid, and remote instructional models.
8. Provide teachers with time to revise curriculum (Visual Performing Arts, Science, World Language, Career Readiness, Life Literacies, and Key Skills), to align with the new New Jersey Student Learning Standards.
9. Plan the format of parent teacher conferences for the upcoming school year.
10. Plan professional development sessions for teachers to analyze the data in the learning management systems.
11. Review student progress using the instructional management systems.
12. Continue monitoring and review student progress bi-weekly using the instructional management systems.
13. Review the state provided parent and teacher survey; if needed, create an additional survey to receive feedback on parent and teacher support during remote instruction.

School Goal 2: Develop and implement a sustainable Tier 2 and Tier 3 academic intervention plan.

Priority Performance: Analyze data to address gaps in learning.

Action Steps:

1. Purchase technology equipment and learning platforms to support hybrid and remote instruction
2. Train Math and ELA teachers on administration of iReady diagnostic assessment.
3. Train Math and ELA Teachers to utilize iReady data to analyze gaps in learning.
4. Monthly PLC's meetings with support teachers and Intervention Team.
5. Create intervention content in Performance Matters.
6. Train Intervention Team and support teachers to input and analyze data within Performance Matters.
7. Monthly review of Performance Matters data.
8. Schedule dates for iReady diagnostic in September, January, and May.

School Goal 3: Promote equity in access to services and resources for vulnerable children and their families to increase student achievement.

Priority Performance: Improve social and emotional learning by teaching students social skills lessons to interact with students and adults. Increase communication among stakeholders and provide them with opportunities to share in school-wide decision making.

Action Steps:

1. Staff members who were a part of the district team reopening committee assist with leading the school level reopening team.
2. Conduct Halsted Restart Instructional Team meetings to assist with the development of the reopening plan.
3. Volunteer staff meeting to share in school-wide decision making.
4. Town Hall meeting with stakeholders.
5. Provide staff with instructions on how to use the Newton Public Schools App.
6. Use Pearson school-wide assessment to identify students who need behavioral support.
7. Lessons for all grade levels: self-management skills, how to access academic and social-emotional assistance, and understanding harassment intimidation and bullying.
8. Student and parent training to understand social and emotional learning.
9. Social skill lessons: conflict resolution, tolerance, and diversity.

High School Annual School Plan

Data Analysis

At the end of the 2020-21 school year, we sent surveys to students, parents, and staff asking for their perspectives on a wide range of topics associated with last year's health related school closure. The information below represents only the data points that are relevant to our school goals.

Parent survey results

- 60.9% indicated their child struggled (in varying ways) to manage the workload
- 41.3% indicated their child experienced social and emotional challenges
- 43.5% indicated their child did not know how to access instructional support

Student survey results

- 32.3% indicated they were not clear on the expectations for all of their classes
- 46.1% indicated different teachers posted online assignments in different ways

Staff survey results

- 48.6% indicated they found online lesson planning and implementation challenging
- 17.5% indicated they require additional technology based support
- 15% requested assistance with stress management

Priority Performance Needs and Root Cause Analysis

A committee of eight teachers, four administrators, and one media specialist, reviewed the data from all three surveys and identified the following performance needs and accompanying root causes.

<i>Performance Needs</i>	<i>Root Cause</i>
Professional Development	Some staff members lack adequate training in online instructional techniques and resources.
Organizational Support	Some students and families are not equipped to manage eight classes without daily in-person support from instructional staff.
Online Instructional, Social, and Emotional Support	Newton High School does not have adequate support programs that function in an online format.

Goals and Action Steps

The same committee mentioned above developed the following goals for the 2020-2021 school year.

School Goal #1: Provide targeted professional development to staff using at least three different modes. Targeted professional development is defined as each teacher choosing his/her professional development program.
Performance Need: Professional Development
<p>Action Steps:</p> <ol style="list-style-type: none"> 1. Alter the media specialist responsibilities during the 2020-21 school year to include online instructional support for teachers and support staff. (Before Sept. 8th) 2. Alert staff to the change identified in Step One and encourage them to reach out to the media specialist for support (Before September 8th and staff will be reminded throughout the month of September) 3. Survey staff and provide targeted support (Before October 30th) 4. Provide access to the district created professional development document and encourage its use. (Before September 8th and staff will be reminded throughout the month of September)

School Goal #2: Provide a learning environment that reduces the need for advanced organizational skills in ways specifically identified in the action steps below.
Performance Need: Organizational Support
<p>Action Steps:</p> <ol style="list-style-type: none"> 1. Develop a master schedule that allows us to move seamlessly between 100% online, hybrid, and 100% in-person instruction. (Before September 8th) 2. Develop a master schedule that reduces required screen time per day for students and staff by 20%. (Before September 8th) 3. Develop a master schedule that allows the most needy students the opportunity to attend school in person more than their peers who do not demonstrate a need for that service. (Before September 8th) 4. Assign some fully online teachers to a “mentor” teaching duty. Mentors will be responsible for assisting specific students with organizational needs. (Before September 28th) 5. Establish guidelines for the posting of assignments that all teachers will follow. (Before September 8th)

School Goal #3: Develop programs that provide students with instructional, social, and emotional support.

Performance Need: Online Instructional, Social, and Emotional Support

Action Steps:

1. Develop a master schedule that includes time for teachers to provide students with small group or individualized instructional support during the school day. (Before September 8th)
2. Develop a process for instructional support that begins with self help and ends with an I&RS referral. Share that process with students and parents. (Before September 28)
3. Develop a form that parents can use to express their child is having difficulty in a specific subject and is in need of assistance. (Before Oct. 28th)
4. Provide students with virtual access to school counselors "office hours" twice a week. (Before September 14th)
5. Expand the physical education class daily activities to include self awareness, physical wellness, self care, and stress management. (Before September 14th but development and refinement will be ongoing)
6. Develop an emotional support group for staff members that meets twice a month. (Before September 14th)

Review and Revision

The attainment of each school goal will be measured by survey data results. Students, parents, and staff will be surveyed at least once per semester. Action steps will be altered accordingly.