District Goals Progress 2022-2023

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*"Setting goals is the first step in turning the **invisible** into the **visible**."*

–Tony Robbins

Reflections From This Year

+ The three strategic goals continued this year with many action steps are being maintained or monitored. This left room for additional goals.
+ The goals were related to strategic work but were also flexible and responsive to the current climate.
+ Attention was needed in two areas:
    + Post–COVID academics
    + Staff retention and recruitment.

District Goals

+ <u>Inquisitive Learning:</u> Create and establish an inquiry-based framework that values an interest-driven learning environment. Learners will, individually and collaboratively, focus on identifying, analyzing, and solving problems as inquisitive members of their community.

+ <u>Partnerships:</u> Establish partnerships that foster meaningful educational opportunities on local, regional, and global scales. Prepare all learners to become engaged and productive citizens through service to others, collaboration, and real-world connections.

District Goals (con't)

+ <u>Social Awareness:</u> Our learners will feel connected, valued, and secure in digital and non-digital learning environments cultivated by a shared sense of community. Every individual will develop skills that promote an awareness of self and others as well as the environment, including the ability to understand the impact of their decisions.

+ <u>Retention and Recruitment:</u> Develop a committee to collect employee feedback, identify reasons for employee retention, enhance our employee recruitment efforts, design ways to brand or market our organization.

District Goals (con't)

+ <u>Academic Achievement:</u> Develop a focus on academic achievement that includes the following: Return of NJSLA testing, using robust data (including iReady) to enhance instruction, continued narrowing of learning gaps due to COVID (using ESSER/ARP funds).

Goal 1: Inquisitive Learning

How does it fit?

Connection to Board Goal #3

Create the supports and structures for a sharp, clear focus on academic achievement while continuing the integration of Social Emotional Learning across the curriculum and providing equitable access to mental health supports as needed for our students and staff.

Examples of our work:

+ Implementation of interest inventories;
+ Development of a *Data Conversation Guide* to infuse data into discussions about instruction;
+ Development of a 5th grade inquiry project;
+ Planning of an 8th grade capstone/inquiry project;
+ Continuation of an inquiry teacher cohort.

Goal 2: Partnerships

How does it fit?

Connection to Board Goal #4

To continue to improve communications and expand community engagement with all stakeholders. Our efforts will continue our focus on transparency, broadening our efforts beyond our locality, highlighting and celebrating district accomplishments with an emphasis on our sustainability/greening initiatives and developing collaborations with our local governmental entities.

Actions Completed:

+ Identification of field trips, virtual and in-person, that enhance the curriculum;
+ Identifying ways in which partnerships and/or service can be infused into inquiry projects and classroom instruction;
+ Partnering with local government (TC) for student projects and safety initiatives;
+ Revisiting and updating our bank of partnerships and field trips.

Goal 3: Social Awareness
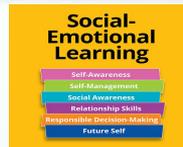
Social-Emotional Learning
Self-Awareness
Self-Management
Social Awareness
Relationship Skills
Responsible Decision-Making
Future Self

How does it fit?

Connection to Board Goal #3
Create the supports and structures for a sharp, clear focus on academic achievement while continuing the integration of Social Emotional Learning across the curriculum and providing equitable access to mental health supports as needed for our students and staff.

Actions Completed:

+ Adoption of the Aevidum curriculum;
+ Enhancing the bucket filling program (K–3), Valuable Vikings, and participation in the Great Kindness Challenge;
+ Monitor and enhance Tier 3 services through Hunterdon Behavioral Health;
+ Pilot Leader in Me concepts using professional development;
+ Sustain green initiatives;
+ Continue DEI Committee meetings.

Goal 4: Retention and Recruitment
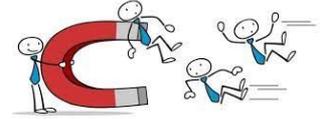
How does it fit?

Connection to Board Goal #4

To continue to improve communications and expand community engagement with all stakeholders. Our efforts will continue our focus on transparency, broadening our efforts beyond our locality, highlighting and celebrating district accomplishments with an emphasis on our sustainability/greening initiatives and developing collaborations with our local governmental entities.

Actions Completed:

+ Formation of a retention and recruitment committee;
+ Collection of employee feedback;
+ Identification of assets and challenges related to employee experiences;
+ Developing recommendations.

Goal 5: Academic Achievement

How does it fit?

Connection to Board Goal #3
Create the supports and structures for a sharp, clear focus on academic achievement while continuing the integration of Social Emotional Learning across the curriculum and providing equitable access to mental health supports as needed for our students and staff.

Actions Completed:

+ Enhancing use of and focus on NJSLA and iReady assessment data;
+ Reporting data in Ed/Tech;
+ Developing the *Data Conversation Guide* (as mentioned under goal 1);
+ Enhancing programs such as special education and ESL to address diverse student needs;
+ Using ESSER/ARP funds to develop innovative intervention programs.

The Big Picture

+ Preliminary iReady data shows tremendous academic growth this year.
+ Our strategic work is becoming part of our common, everyday instructional practice!
+ Engaging the community in the education of Readington children has grown tremendously.
+ The Retention and Recruitment Task Force developed foundational recommendations.

Thanks!

This was a collaborative effort!

All schools, administrators, and staff had a part.

Any questions?