

# District Goals

School Year 2022-23

August 8, 2022

Dr. Jonathan Ponds  
Superintendent  
along with Senior Staff

**MONTCLAIR PUBLIC  
SCHOOL DISTRICT**

# All Kids can Learn



# All Kids are Special

# Pupil Services/Dr. David Goldblatt

<b>Department Goal:</b>	<b>How Goal will be Addressed:</b>
Establish consistent processes, protocols, systems, practices, and oversight across the District.	<ul style="list-style-type: none"><li>● September 2021 - restructuring of department to ensure building level involvement.</li><li>● Continued minimum of bi-weekly meetings with administrators and CST.</li><li>● September 2022 - launch of consistent processes, including paperwork and procedures.</li></ul>
Establish continuity of identification, tiered interventions, and consistent literacy programs to address Dyslexia and reading disabilities.	<ul style="list-style-type: none"><li>● Continue partnership with FDU for Orton Gillingham training (Cohorts 2 and 3).</li><li>● Training of Cohort 1 in small group instruction model and continued coaching.</li><li>● Expanded training opportunities through IMSE for curriculum support teachers, reading interventionists, and Special Education teachers. (all steps in collaboration with EC&amp;I)</li></ul>



## Pupil Services Continued

<b>Department Goal:</b>	<b>How Goal will be Addressed:</b>
Develop processes for efficient scheduling in the utilization of Special Education teachers, paraprofessionals, and CST/RSPs.	<ul style="list-style-type: none"><li>• May 2022 - reassignment of CST members/RSPs to ensure more equitable caseloads and to meet building level needs.</li><li>• Spring 2022 - collaborative approach to scheduling and direct examination of staffing needs for each building based on student IEPs, ensuring student needs are met, while meeting class size as identified in NJ 6A:14.</li><li>• Summer 2022 - present - review of incoming students and requirement of rationale to ensure proper utilization of resources.</li></ul>
Provide clear and ongoing methods of communication with parents and staff.	<ul style="list-style-type: none"><li>• Continue quarterly newsletters to community, highlighting classroom instruction, department goals, and key department information.</li><li>• Establish a schedule for monthly department meetings with CST/RSPs, as well as targeted meetings by positions for direct consult, sharing of best practices, and targeted professional development.</li></ul>
Develop and provide targeted training for teachers, CSTs, and RSPs.	<ul style="list-style-type: none"><li>• Utilize needs assessments completed in Spring 2022 by Special Education teachers, CST, and RSPs to target specific needs and areas of training through professional development.</li><li>• Scheduled professional development with attorney and other key collaborators to focus on areas of improvement found as a result of observation, evaluation, and IEP review.</li></ul>

# Department of Technology / Christopher Graber

Department Goal:	How Goal will be Addressed:
<p>Goal I. Design, implement, and sustain a robust, secure network to ensure sufficient, reliable high-speed connectivity for learners, educators, and leaders.</p>	<ul style="list-style-type: none"><li>● Utilize Erate Funding to update existing wireless &amp; switching / UPS Infrastructure.</li><li>● Replace 150 Access Points / Renew Licensing 5 Years.</li><li>● Install Next Generation Firewall - Cisco Firepower.</li><li>● Successfully Implement Security Enhancements to our network - AMP, Umbrella, Duo.</li></ul>
<p>Goal II. Develop, test and document a well structured and easily understood disaster recovery plan which will help the district recover as quickly and effectively as possible from an unforeseen disaster or emergency which interrupts information systems and business operations.</p>	<ul style="list-style-type: none"><li>● Maintain Daily Back -Ups to third party in the cloud.</li><li>● Replicate additional copies of data in district.</li><li>● Develop a plan for restoring services in the event of an emergency.</li><li>● Acquisition of additional servers.</li><li>● Work with B.A. Cybersecurity Insurance.</li></ul>
<p>Goal III. Provide students the opportunity to connect with each other and the world through technology in the classroom, during instructional / non-instructional time, and at home.</p>	<ul style="list-style-type: none"><li>● Continuation / Year 2 - District 1:1 Initiative.</li><li>● Utilization of Funding from ECF (Emergency Connectivity Fund).</li></ul>

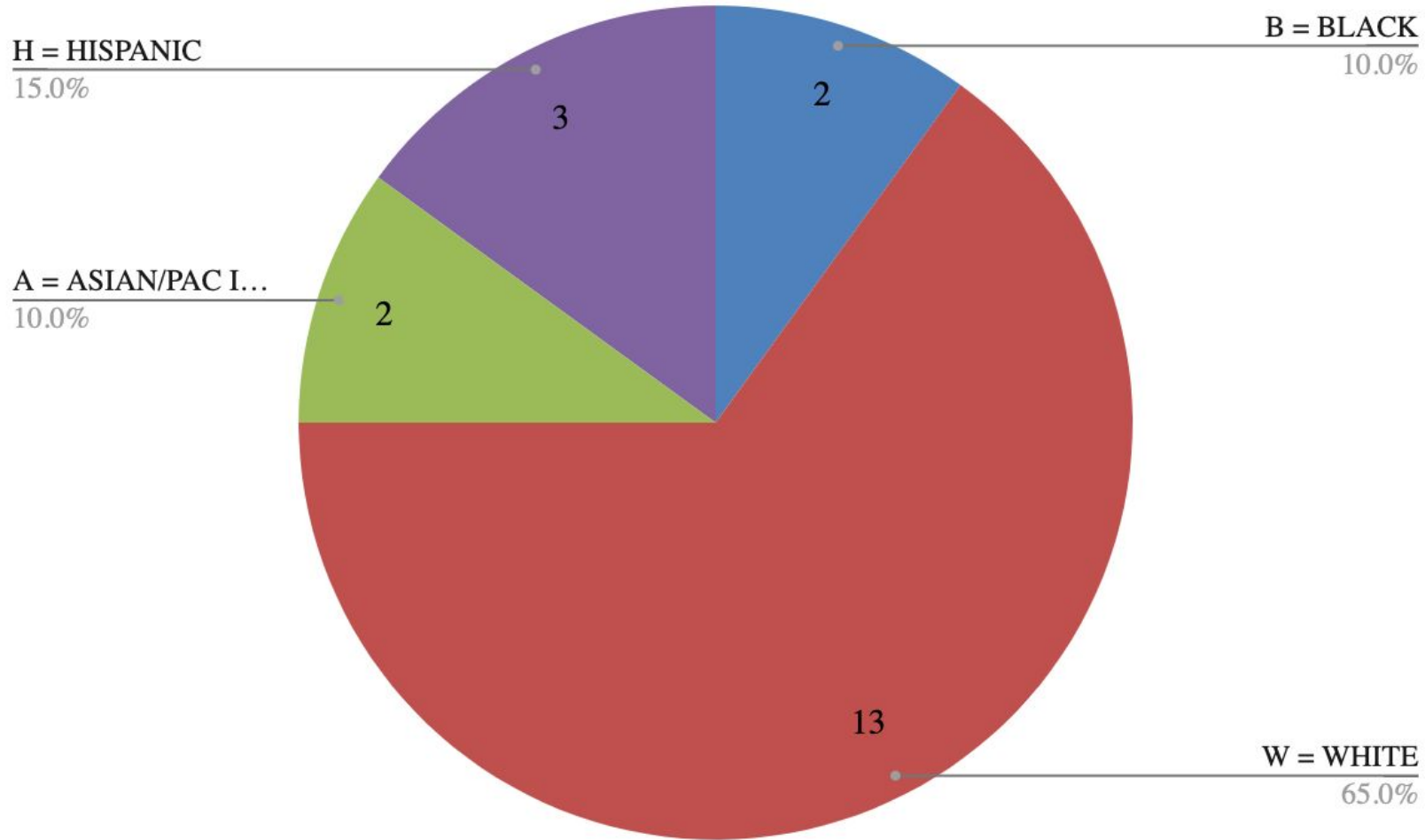


# Personnel/Damen Cooper

<b>Department Goal:</b>	<b>How Goal will be Addressed:</b>
Goal I: Talent	<ul style="list-style-type: none"><li>● Retain: Explore collaboration with EC&amp;I to develop a new teacher support program.</li><li>● Hire: Join additional collaboratives with state universities and teacher training programs.</li></ul>
Goal II: Diversity	<ul style="list-style-type: none"><li>● Continue to attend statewide minority recruitment programs.</li><li>● Collaborate with NJ School Jobs.</li><li>● Join CJPRIDE (Central Jersey Program for the Recruitment of Diverse Educators).</li></ul>



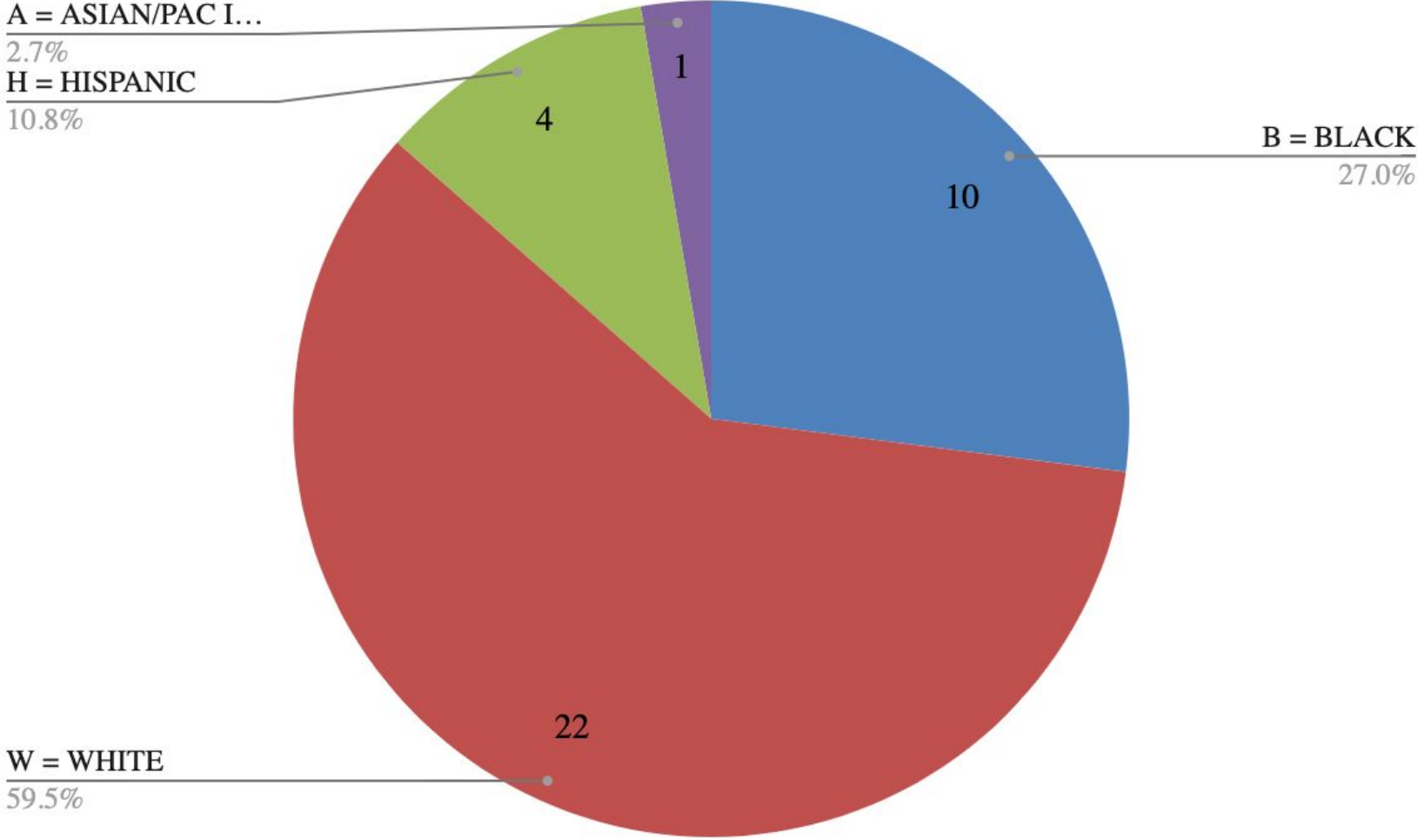
# Diversity: School Year 2021-2022 New Hires



B = BLACK	2
W = WHITE	13
A = ASIAN/PAC ISLE	2
H = HISPANIC	3
<b>Total</b>	<b>20</b>



# Diversity: School Year 2022-2023 New Hires



B = BLACK	10
W = WHITE	22
H = HISPANIC	4
A = ASIAN/PAC ISLE	1
<b>Total to date</b>	<b>37</b>



# Equity, Curriculum & Instruction/Dr. Kalisha Morgan

Department Goal:	How Goal will be Addressed:
To improve our reading programing and curriculum.	<p><b>Science of Reading Training</b></p> <ul style="list-style-type: none"><li>● Phonemic Awareness</li><li>● Phonics</li><li>● Fluency</li><li>● Vocabulary</li><li>● Comprehension</li></ul> <p><b>IMSE Training</b></p> <p>Curriculum Support teachers will be trained in IMSE's Orton Gillingham program</p>





## ECI Continued

Department Goal:	How Goal will be Addressed:
<p>Review and support instructional models that include research-proven strategies that engage all learners and support district goals.</p>	<p>K-12 Math Teachers will be provided professional development opportunities on incorporating the <b><u>Math Workshop Model</u></b> to increase opportunities for collaboration and feedback in math which also addresses multiple learning styles and increases engagement. Teachers will learn how to incorporate <b><u>Think Aloud Strategies</u></b> and <b><u>Rich Math Tasks</u></b> which engage students in sense-making through deeper learning that require high levels of thinking, reasoning, and problem solving.</p> <p>K-12 Science Teachers will be provided professional development opportunities on <b><u>Modeling and Inquiry based Learning Strategies</u></b> while preparing students to understand how and why climate change happens, the impact it has on our local and global communities and to act in informed and sustainable ways. Lessons will be designed to foster an interdisciplinary approach to climate change education that is evidence-based, action-oriented and inclusive.</p>

## ECI Continued

<b>Department Goal:</b>	<b>How Goal will be Addressed:</b>
<p>Increase student achievement by providing students with programming that includes intervention support and enrichment.</p>	<p><b>ESL Programming</b> Bilingual Liaison Teachers for ELLs Families Bilingual Outreach Team Translation Team Interpreter Team Sheltered English Instruction</p> <p><b>Extended Learning Programming</b> Partner with Montclair Neighborhood Development Corporation School Based Programs Summer Programs</p>

# Operations and School Support Services/Dr. Felice Harrison-Crawford

Department Goal:	How Goal will be Addressed:
<p>Goal I. Coordinate a comprehensive Emergency Management/School Safety and Security Plan adhering to all State of New Jersey requirements, utilizing the State guidance manual and checklist with notation and indicators for specific actions.</p>	<ul style="list-style-type: none"><li>● Conduct a security/vulnerability assessment of all district facilities.</li><li>● Create an action plan of tasks and priorities, based, based on prioritized needs with current status of systems and operations.</li><li>● Adhere to all State of New Jersey requirements.</li><li>● Utilize the State guidance manual and checklist with notation and indicators for specific actions.</li><li>● Coordinate all operations, revisions, updates with local law enforcement, in accordance with the Memorandum of Agreement with Local Law Enforcement.</li><li>● Provide a checklist with timeline of completed tasks identified under the action plan.</li></ul>



## O&SSS Continued

<b>Department Goal:</b>	<b>How Goal will be Addressed:</b>
<p>Goal II. Develop and oversee a districtwide, comprehensive early childhood preschool program model, available to all Montclair residents in accordance with “High Quality Preschool Programs” N.J.A.C. 6A:13 A.</p>	<ul style="list-style-type: none"><li>● Prepare a comprehensive Preschool Education Aid Application.</li><li>● Work in partnership with Early Childhood agencies, resources and programs.</li><li>● Submit the application to the State of New Jersey, in accordance with all deadlines and requirements.</li></ul>



## O&SSS Continued

<b>Department Goal:</b>	<b>How Goal will be Addressed:</b>
<p>Goal III. Student Enrollment and Registration: POLICY: Review and revise district policy, P5122 - School Placement Request, for alignment with 2020 Census data, to provide a process that ensures for diversity representation in each of the schools.</p> <p>PROCESS: Review and redesign/redevelop the registration process focused on meeting the needs of an increasingly diverse community, through multi language information, documents, spoken language, and resources.</p>	<ul style="list-style-type: none"><li>● Reconvene the Kurwin Institute Committee to update the parameters of the School Placement Request Policy - P5122 in alignment with 2020 census data.</li><li>● Present the revised policy and regulation to the BOE for approval.</li><li>● A diverse team of staff and community partners will work collaboratively to create a process that is user friendly to the increasingly diverse students/families of the MPS.</li><li>● Recommendations for revisions/changes and resources will be presented to the Superintendent.</li></ul>

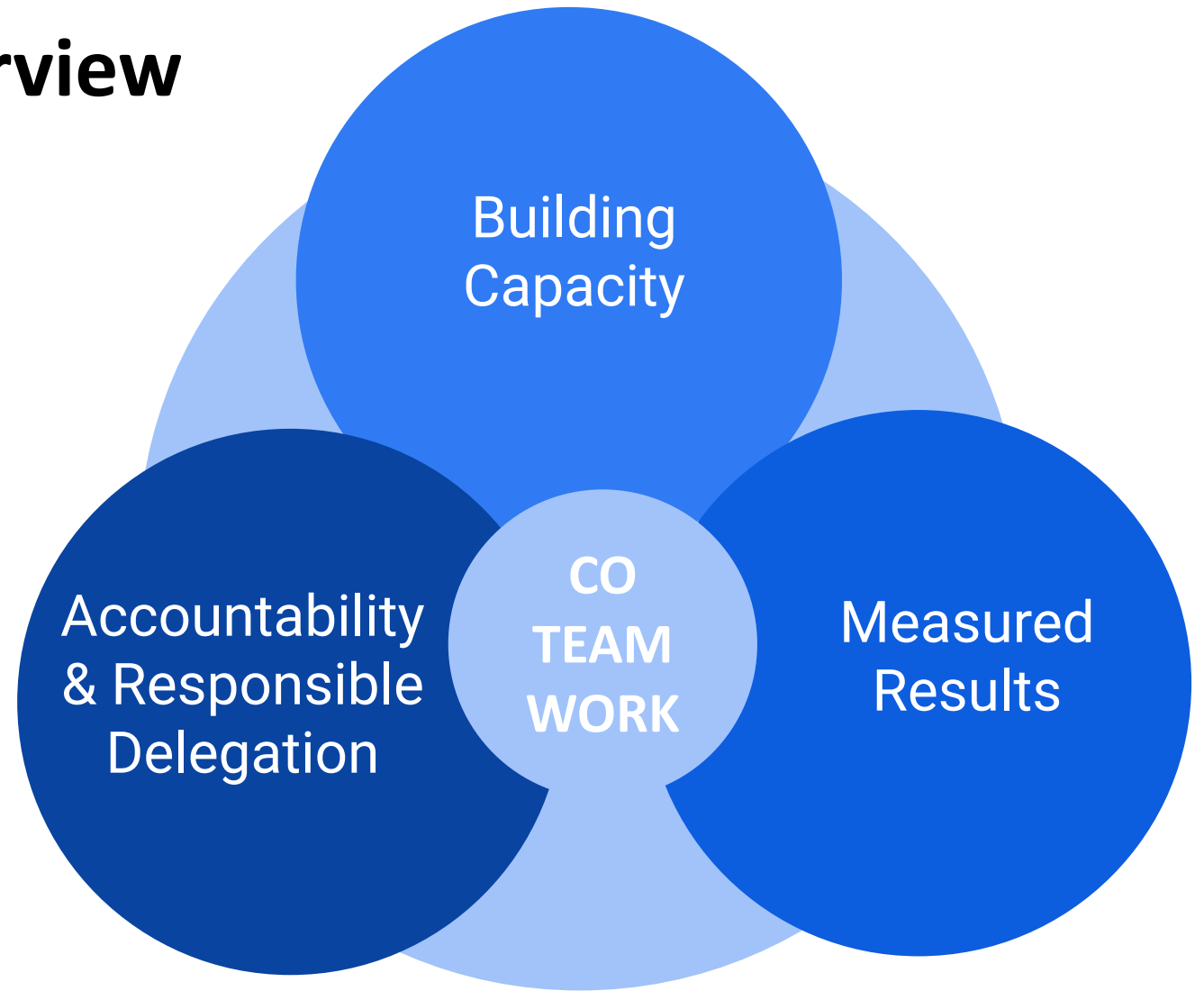


# O&SSS Continued

<b>Department Goal:</b>	<b>How Goal will be Addressed:</b>
<p>Goal IV. Continue to coordinate and monitor the school based implementation of the School Action Team for Partnerships (SATp), based on the Policy and Regulation - P&amp;R 2419.</p>	<ul style="list-style-type: none"><li>● Review the district’s current policy and regulation on SATp.</li><li>● Conduct a districtwide training in October; reviewing the current best practices, and identifying priorities.</li><li>● Align each school’s implementation of the policy and regulation.</li><li>● Compile a comprehensive document of each school’s action plan, leadership team members, meeting dates, agenda and minutes.</li><li>● Data, minutes and information will be available on each school’s homepage, minimally 3 times a year, and available by request in hard copy to parents/stakeholders.</li></ul>



# Superintendent's Overview



# Superintendent's Vision

## PreK

Contingent on state funding, expansion of PreK classrooms in district and with community partners over a five-year period until we reach 95% of our Universe (GR1x2).

## MHS CTE

Growth of the CTE programming at MHS so that all children have viable options for success after high school.

## Social Emotional

Comprehensive integration of Restorative Justice practices and structured implementation of RJ across all disciplines; Continued work on I&RS and Rtl models and protocols; Health and Wellness opportunities for staff, students and families.



# Superintendent's Vision Continued

## Partners

Accountability with Partners to ensure we are doing everything we can to support students overall achievement; reaching all students through after-school and Saturday programming. (COSEBOC, MNDC, Sister to Sister, Brother to Brother, IMANI)

## Cultural Responsiveness

Ongoing training to consistently reinforce the importance of being culturally responsive in all situations with students, staff, families and community.

## CO Adm

Build and organize a **solid team of Central Office Administrators** that can work with building leadership to implement goals, enforce policy, and most importantly, **positively impact student learning and achievement.**

**Enhance district communication to stakeholders:** Hire a Director of Communications and Community Engagement.

Thank you  
Board Members  
and Community

For believing and  
working together



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