



Livingston
PUBLIC SCHOOLS

END OF YEAR DISTRICT GOALS PRESENTATION

2021-2022

May 24, 2022

What are district focus areas?

- + Areas we want to highlight and prioritize.
- + Not the only focus of the Board or the Administration; we have many areas of focus.
- + Developed jointly between Administration and Board.
- + Required approval of the Board by the end of September of each school year.
- + Consistency of goals provides for deeper impacts and clear direction.



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GOAL: Improve the culture and community within Livingston Public Schools by enhancing inclusiveness, cultural awareness, anti-racism, and acceptance of individual differences through mandated curricular programming, extracurricular programming, and district operations.

- Continue to work with teachers to make instruction more responsive to diversity and inclusive of various cultures. **ONGOING - Long Term**
- Strategically implement professional development and school-based programming focused on diversity, anti-racism, and cultural inclusivity in teaching and learning in order to create and communicate a common language and set of expectations for the school community. **ONGOING - Long Term**

Successful achievement of this goal will be evident in:

1. Continue to schedule regular Equity meetings with the Equity Team, teachers, and student leaders. **COMPLETED WILL CONTINUE**
2. Execute a method for gathering feedback (i.e., normative survey, culture and climate survey, other tools) on current culture and climate in Livingston Public Schools. Analyze collected data, share results, develop actions, and communicate them to community stakeholders. **COMPLETED WILL CONTINUE**
3. Continue to review Curriculum Documents for evidence of cultural responsiveness, required diversity-connected curricular mandates, and resources. Revising curriculum documents for which needed enhancements are identified. **ONGOING**
4. Expand on the creation of curricular and instructional tools for staff regarding matters of social justice, equity, culturally responsiveness, civility, and empathy. **ONGOING**

Successful achievement of this goal will be evident in:

5. Reviewing Professional Development offered to teachers at all levels. Creating and implementing additional professional development programs as identified. **ONGOING**
6. Continue to have English Language Arts and Social Studies Departments collaborate and create integrated and synthesized units of study; select a more comprehensive booklist, provide training in facilitating difficult conversations around race and social justice, and address current events related to identified areas. Identify standards for age-appropriate knowledge and skills to successfully engage in civil and academic discourse among students, staff, and school community. **ONGOING**
7. Enhance community engagement in our equity teamwork and engage in community conversations in order to identify and evaluate the needs of our students and our school community. **COMPLETED WILL CONTINUE**
8. Continue to conduct community outreach connected to cultural awareness, harassment, intimidation, and bullying practices, and issues of social justice. Identify and implement an anti-bias framework that spans academics, student affairs, and community outreach. **COMPLETED WILL CONTINUE**

HIGHLIGHTS SINCE MID-YEAR PRESENTATION

- MPM Equity Summit for Fifth Grade Student Social Justice Leaders in June
- Student Focus Groups
- 100%'s Finalized and Promoted
- Culture, Climate, and Equity Survey Planned for June
- Team attending Advanced Equity Institute - New goals to be established at this meeting.
- Continued conversations about anti-racism through focus groups, in-school programs, and team meetings.



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GOAL: Ensure the emotional wellbeing and mental health of all our students through a strong feeling of connectedness, a sense of belonging to their school community, and awareness of the resources and support available to students and families in an effort to thwart the negative impact of stress and mental illness.

- Enhance policies, procedures, practices, and structures for staff and administrators to play an active role together in focusing on mental health and the overall wellbeing of their students and communicate enhancements to stakeholders. **ONGOING - Continuing into Next Year**
- Continue to design, implement, evaluate, and communicate, to staff, students, and families, the structures, programming and supports for the mental health and overall well being of students i.e.
A vibrant school counseling programs / Building wide community meetings / Health lessons /
Scheduled SEL Periods / Community Period and/or Advisory Period /
And new initiatives, opportunities, and expansions to best achieve this goal - **ONGOING Long Term**
- Ensure regular and meaningful communication and partnership with students, parents and community regarding available programs and supports in our schools. **ONGOING - Long Term**

Successful achievement of this goal will be evident in:

1. Updating and developing a policy and regulation for a multi-tiered system of supports for academics and mental health. ONGOING-Next Policy Meeting
2. Continuing to complete monthly school counseling check-in of all students grades 3-12. COMPLETED WILL CONTINUE
3. Utilizing the Intervention and Referral Services Team in each building to evaluate the building needs and develop effective programming for students. COMPLETED WILL CONTINUE
4. Continuing to provide professional development to staff and administrators in the most effective, and research-based pedagogy for creating a safe, nurturing and healthy school environment. COMPLETED WILL CONTINUE

Successful achievement of this goal will be evident in:

5. Providing building based student and parent informational updates regarding programming and supports for mental health and well-being. ONGOING
6. Continue providing parent academies on essential topics in mental health and well-being
COMPLETE WILL CONTINUE
7. Continue providing students with individual, small and large group opportunities to better understand the resources and supports available to them in their schools.
COMPLETE WILL CONTINUE
8. Develop a regular and meaningful method for communicating the gravity and urgency of mental health and well-being in our children for parents, the community, and beyond. ONGOING

HIGHLIGHTS SINCE MID-YEAR PRESENTATION

- Identified Care Solace, and will be providing resources through them beginning now.
- Collaborating with the National Council for Mental Wellbeing and the Mental Health Association for New Jersey.
- Began the process of unpacking the new guidelines and commencing resource mapping across all schools and the district.
- Using new scheduling tool to help students access their counselors more easily.
- Continuing to refine and strengthen community and advisory periods throughout all of our schools.



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GOAL: Review and refine strategies to enhance instruction and student learning outcomes in Elementary and Middle School Mathematics, Grades K-8.

- Oversee and monitor implementation of a new elementary mathematics program K-3 and facilitate an expansion of instructional strategies in Grades 4-8 in preparation for this curriculum transition. **COMPLETE K-3 AND ONGOING K-8**
- Measure growth at each grade level through periodic benchmark assessments and collect and analyze data related to the effects of the new program and instructional enhancements on student learning outcomes. **ONGOING**
- Ensure ample professional development opportunities for teachers who are using the new program in Grade 3 and continue implementing new strategies in Grades 4-8. **COMPLETE AND ONGOING**

Successful achievement of this goal will be evident in:

1. Successfully integrating the program into Grade 3. COMPLETE
2. Measuring effectiveness of the program in grades K-3 ONGOING
3. Compile data to demonstrate student achievement at each grade level using the new program and communicate results. ONGOING
4. Analyzing observation feedback of teachers implementing new math program in grades K-3. ONGOING

HIGHLIGHTS SINCE MID-YEAR PRESENTATION

- Developed a systematic district data collection process, within Data Locker, across all grade levels
- Made determinations on data points to collect, based on Math in Focus assessments, that identified mastery of grade level major standards
- Established elementary data teams to examine data across content areas including math
- Fourth and fifth grade teachers have received training on Math in Focus pedagogy, Polya's problem solving, and instructional strategies
- Teachers are creating opportunities for real-world application of mathematical concepts both inside and outside of the classrooms.
- Allocated resources to enhance math intervention program by three interventionists allowing the expansion of more comprehensive K-2 programming



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GOAL: Engage stakeholders in the development of a meaningful, innovative, bold, and comprehensive five-year strategic planning initiative, to build on furthering a vision for the future of the Livingston Public Schools.

- Create and implement a process for gathering input from throughout the Livingston Public Schools Community. **COMPLETE**
- Assemble a core team to meet regularly and create the plan using input from multiple stakeholders. **COMPLETE**
- Partner with The Madison Institute (TMI) to facilitate the development of the plan in an organized and logical manner. **COMPLETE**
- Keep the greater community informed on progress in creating the plan. **ONGOING**

Successful achievement of this goal will be evident in:

1. Develop a five-year plan for the Livingston Public Schools that includes a mission statement, a vision for the future of the schools, a set of core beliefs, overarching goals, and specific tasks and timelines to enact the plan.
COMPLETE AND ONGOING
2. Ensure that the plan is comprehensive and includes academics, activities, athletics, and the arts as well as student services. - **COMPLETE**
3. Create a specific plan for communication in order to share the completed plan with stakeholders, and to keep the goals of the plan in the forefront of decision making over time. - **ONGOING - WILL BE ROLLED OUT IN SEPTEMBER**

HIGHLIGHTS SINCE MID-YEAR PRESENTATION

- Core team identified and mapped out five strategic planning goals.
- Implementation teams currently establishing action plans to meet the goals.
- Portrait of a Graduate document approved by Core Committee, presented to administrative council, and students will design poster to be used as a reference throughout the district.
- Portrait of a Graduate document to inform summer administrative professional development.
- We continue to add to the Strategic Planning Data Repository.
- Demographic Study included in data repository, and presented to Board of Education.
- Presentation of Strategic Plan scheduled for June BOE Meeting.



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QUESTIONS?