

# Boonton Schools Comprehensive Plan

2019-2021 and beyond

# Accomplishments over the past 4 years

Since the start of the 2016 calendar year, there have been numerous significant changes and accomplishments in Boonton:

- significant turnover of administrative staff (Superintendent, Business Administrator, Special Education Director, 4 Principals, 2 Supervisors).
- eliminated Supervisor of Technology (10-month admin position)
- added dedicated PreK-2 Principal at SSS
- new IT Supervisor, BA, Assistant BA and Admin Administrative Assistant
- reconfiguration of HS administrative team (eliminate Deans, added VPs' and content-area Supervisors)
- implementation of co-principal model @John Hill School
- eliminated split schedule at JHS
- reconfiguration of SSS and JHS grades/population

# Accomplishments over the past 4 years

- Obtained substantial increase in state aid to expanded Pre K program and made it free for any Boonton resident 3 and 4 year-olds
- Added 5 additional preschool classrooms, Master Teacher, Social Worker
- BHS: Brought back Honor's level courses @BHS; increased stringency of prerequisites for AP courses. Hired/added certified Psychology/Social Studies Teacher; Basic Skills Math and ELA teachers;
- JHS: added ELL and Basic Skills teachers;
- JHS: created World Language, Maker Space and ELL dedicated classrooms
- SSS; added Physical Education teacher; ELL teacher; share-time Media Specialist, additional Special Education teacher.
- JHS/SSS: Implemented TCRWP Reader's Workshop and purchased several thousand leveled-books for K-5 classrooms (adding Writer's Workshop in 2019-2020)

# Accomplishments over the past 4 years

## Curriculum, Instruction and Programs

- Increased fidelity and calibration of observations and evaluations
- Implemented DEAC and maintained SciP committee to analyze and use data to drive professional development as per TEACH NJ law
- Updated Math and Science series K-8, Social Studies 6-8 (2018-19) K-5 (2019-20)
- New HS AP Courses - AP Computer Science A, AP Literature and Composition, AP World History
- Brought back Psychology, new courses added: Anthropology and ASL
- Pathway Academies - STEM, Humanities, (potentially Early Childhood)
- Hired ~25 dynamic and effective teachers and paraprofessionals
- Developed Corrective Action Plans for ineffective teachers
- Increased ACCOUNTABILITY

# Accomplishments over the past 4 years

## Curriculum, Instruction and Programs

- Created assessment database in Realtime for each student including iReady (2019-2020), PARCC, NJSLA, PSAT, ACT, SAT and ACCESS for ELLS data.
- Developed benchmarks for Humanities and STEM courses at BHS
- Significant and continued professional development on Student Growth Objectives (SGO) for meaningful self-assessment
- Increased articulation among teaching and support staff
- Increased staff morale throughout the district (the immeasurable ingredient in obtaining systemic improvement/achievement)
- Expanded Effective Schools Solutions (wrap around) counseling
- Brought in outside Applied Behavioral Analysis (ABA) for children with learning disabilities (Uncommon Thread)

# Accomplishments over the past 4 years

## Instructional Technology, Safety and Security

- Complete LAN and WAN overhaul both increasing bandwidth and decreasing MRC (Monthly Recurring Charges)
- Migrated away from older, expensive server-based database to Google Drive (including Team Drives)
- Created a robust managed wireless campus in all buildings including large areas (e.g.: gymnasium and auditoriums which can now used for instruction and assessment.)
- Implemented access control, security camera systems in all buildings
- 2019-2020 - Implement visitor kiosk system (Lobby Guard) in all buildings
- Ballistic film treatment in various locations
- Internet bandwidth increased from 100 Mb/s to 1 Gb/s (as of July 2019)

# Where we we need to go in the next 4 years

**Continue to Increase Accountability** - now that the evaluation process is correctly implemented and observers are calibrated, every position and staff member needs to know what they are doing well and in what areas they need to improve. Meaningful feedback and professional conversations are essential.

**Increase Learning Expectations** - as many students at the high school level do not perform their best on state assessments once they have passed the requirement(s) for graduation, we need to continue to augment the number and quality of in-house assessments which carry weight (e.g.: benchmark exams) so there is a vested interest in doing one's best on assessments.

Emphasis on PSAT, SAT, ACT and AP preparation assessment scores as these have gravitas for all students.

# Where we we need to go in the next 4 years

## **Increase branding and marketing of all the great things**

**we are doing** - We included this in our Administrative Retreat, July 2019, and invited an outside professional assist us. Formation of a PR/Communications BOE committee for 2019-20 school year.

**North Star mindset** - maps and written instructions depend on the reader's interpretation of what they depict or mean. Everyone will have the same landmark to keep u on point and working towards the same goal(s). Prime example is our Portrait of a Graduate.

# Where we we need to go in the next 4 years

**Increase collaboration** - the staff have clearly indicated they feel there have been more opportunities for collaboration and professional growth in the past several years. This needs to continue and expand as much as possible.

**Lead, follow or get out of the way** - the various initiatives and goals of the district MUST be embraced and implemented by everyone. There cannot be inconsistent adaptation of instructional or curricular goals. In addition district policies must be adhered to. Not adhering to the latter is how many districts have found themselves in serious trouble both legally and fiscally.

# Where we we need to go in the next 4 years

**Increase revenue** - the district continues to be inadequately funded by the NJDOE. LP tuition repayment is ~\$250K for FY21, 22 and 23

- Add programs such as RISE and Early Childhood Pathway and seek tuition students
- Re-evaluate School Choice program (3 seats) in the process
- Conduct land and facility assessment to determine the best ROI projects/partnerships
- Create a Boonton Education Foundation 501(c)3.

# Where we we need to go in the next 4 years

**Reduce debt** - we have the 2007 referendum bond and several lease-purchases which cost a considerable amount per year

- Explore shared services for sensible cost-savings
- Implement Chromebook insurance policy as repairs are approaching \$20K per year
- Make a determination about CST building's future
- Continue to keep legal expenses as low as they have been the past 4 years.

# 2019-2020 Plan

## BHS

- North Star - [Portrait of a Graduate](#)
- Increase college readiness (AVID = Advancement Via Individual Determination)
- Offer American Sign Language I as a World Language (postponed until 2020-21 school year)
- Increase rigor of benchmarks in all content areas
- Improve curriculum writing techniques and focus on crafting effective essential questions through continued focused PD (ATLAS/Rubicon).
- Continue increasing the # of students scoring a 3 or higher on AP exams by maintaining clear student selection criteria, sending more AP teachers for training in conjunction with increased rigor and student expectations.

# 2019-2020 Plan

## BHS / Gateway Academy

- Revamp Gateway Mentor structure and have greater administrative oversight of program
- Add [micro credentials](#) as a component of Gateway (including selective assessments). Earn digital badges (similar to scouting) to achieve a higher status.
- Reconsider School Choice involvement (down to 3 seats) - tuition?
- Research requirements/capacity to offer AP Seminar and Research courses which could lead to Capstone endorse diploma/ropes.
- Develop a more rigorous final project for final thesis

# 2019-2020 Plan

## JHS

- North Star - [Portrait of a Graduate](#)
- Full launch of Take Flight program
- 'Departmentalize' grades 4 & 5 to improve Mathematics and ELA performance
- Obtained Schoolwide Title I designation which will allow for all students and staff in grades 3 - 8 to use resources, materials and professional development obtained with ESEA Title I funding
- Expand 1:1 Chromebook to 6th and 7th grades (6th grade units to remain in classrooms)
- Improve curriculum writing techniques and focus on crafting effective essential questions through continued focused PD

# 2019-2020 Plan

## SSS

- North Star - [Portrait of a Graduate](#)
- Continue co-teaching model in grades 1 & 2
- Realign special education programming and personnel to meet the needs of the student population
- Continue with TCRW reading and introduce Writing component
- Evaluate Phonics program for implementation the following year
- Increase ELL program capacity to,accommodate growing English Language Learners.

# 2019- 2020 District-wide Plan

- Continue to attract and hire highly effective staff - we need to continue adding ONLY highly effective teachers and paraprofessionals to our faculty
- Focus on the positive - both academically and socio-emotionally, the great things we're doing in the district need to take center stage
- “Praise and Polish” administrative approach to consistently recognize outstanding teaching and support staff efforts as well as address areas in need of improvement.
- Embrace Emotional Intelligence as the subtext of our individual and collective administrative approach
- Increase use of direct / targeted messaging using Realtime notification system
- Full day of articulation with Lincoln Park scheduled in the Spring 2020

# Action Plan

<b>Identified area in need of improvement/enhancement</b>	<b>Actionable plan</b>	<b>Measured progress</b>
Increase accountability for all staff including administration	Continue to hone evaluation process and calibrate to Danielson rubric. Documentation of persistent areas of concern. Take remedial actions as necessary. Give every employee every tool/opportunity to succeed. Follow up on recurring deficiencies and/or poor student academic preparation/performance	Comparison of assessment and SGP/SGO data to observation scores. Disconnect should decrease as the process is more accurately adhered to. Have ongoing data conversations with teachers to analyze and discuss student assessment data. Consider data conversations with students (reference: The Principal Story video)

# Action Plan

<b>Identified area in need of improvement/enhancement</b>	<b>Actionable plan</b>	<b>Measured progress</b>
Increase classroom rigor	Continue aligning assessments to standards (aided by ATLAS/Rubicon and more robust curriculum alignment) Maintain calibration among administrators and faithfully adhere to the Danielson model/rubric. Incorporate reflection into all aspects of instruction in order to fine tune lessons, planning and assessments. Focus on project-based learning throughout all grades and content areas.	Increase on assessments such as PSAT, SAT, ACT as well as benchmarks (NJSLA is not most accurate indicator due to student ennui) Decrease in numerical disparity between SGO/SGP and classroom observation scores. Individual component scores within each domain will better align with assessment data. Rubicon/ATLAS has a reflection component which we need to implement - admin needs to be part of the reflection process.

# Action Plan

<b>Identified area in need of improvement/enhancement</b>	<b>Actionable plan</b>	<b>Measured progress</b>
Improve parental participation in the educational process	Increase the number of parent nights and resources with Title I & III funding for academically at-risk and non-native English speaking households respectively; better advertise school events by improving school calendar content and accuracy	Additional resources listed on website and maintain its content; improvement in ACCESS and related assessments; improvement in Climate Survey results regarding parent involvement/awareness of the schools

# Action Plan

<b>Identified area in need of improvement/enhancement</b>	<b>Actionable plan</b>	<b>Measured progress</b>
Increase positive “news” about district, students and their achievements	Consider webmaster stipend for better content management. Continue to notify local press of BOE meeting presentations and awards. Invite real estate and Chamber of Commerce members into the schools	Community feedback via BOE meeting, climate surveys.
Improve external perception of the Boonton Public Schools	Explore additional media outlets/exposure (e.g. local access channel - Comcast); make sure town quarterly newsletter has blurb about the schools. Gain authorship of external school ranking sites (e.g.: niche.com)	Hard one to measure - tied into above process.  Increased count of external sites which we obtain administrative rights to.

# Action Plan

<b>Identified area in need of improvement/enhancement</b>	<b>Actionable plan</b>	<b>Measured progress</b>
Infuse more STEM and create/utilize Maker Spaces	Obtain additional funding (grants, NJDOE opportunities, local businesses, foundations). Partner with college/university and implement distance learning if applicable.	Number of available resources and STEM manipulatives, Increased number of staff attending STEM-related PD.
Enhance BHS STEM Pathway to be equivalent to surrounding districts	Hired new STEM Supervisor who understands this is a priority and concern in order to stem (pun perhaps intended?) the loss of LP students. Keep abreast of surrounding high school programs which are deemed competitors for either Boonon or LP 8th graders,	Decrease in number of LP students opting to attend other district's STEM academy.

# Action Plan

<b>Identified area in need of improvement/enhancement</b>	<b>Actionable plan</b>	<b>Measured progress</b>
Improvement to current curriculum inventory as well as as improving the usability and effectiveness of new curriculum.	District has budgeted for and will implement a “responsive curriculum management” application (ATLAS/Rubicon) as shared with Curriculum committee	Implementation milestones for ATLAS/Rubicon established and met.
Improvement to climate survey results regarding administrative support	Conduct 2nd Admin Retreat Week of July 8th where we will focus on emotional intelligence and leading with empathy and understanding. Also continue team-building exercises.	Shared reading goal - Emotional Intelligence by Daniel Goleman; Improvement in climate survey results.

# Action Plan

<b>Identified area in need of improvement/enhancement</b>	<b>Actionable plan</b>	<b>Measured progress</b>
<p>Increase AP scores, particularly the percentage of students earning a 3 or higher.</p>	<p>Equity in sending AP teachers for training; stringent prerequisite criteria in order to take AP courses; increased rigor and student expectations. Use PSAT pre-determination cut scores as a basis for AP scheduling and support. Greater exposure for teachers to College Board's AP resources.</p>	<p>Increase in AP score data (percentage of student scoring a 3 or higher and mean score per AP subject exam). Use PSAT scores as an additional data point for AP scheduling and preparation. AP component to PD program for HS teachers. Utilize <a href="#">AP potential expectancy tables</a></p>

# Action Plan

<b>Identified area in need of improvement/enhancement</b>	<b>Actionable plan</b>	<b>Measured progress</b>
Increase SAT/ACT scores at Boonton High School	Consider in-house SAT prep offering as well as encourage teachers themselves to take the SAT to acquire first-hand perspective. Utilize College Board resources more frequently than we have previously. Raise student and parent understanding of SAT test taking best practices (e.g.: is it better to leave questions you don't know the answer to blank or take an educated guess?)	Increase in both the number of students taking the SAT/ACT as well as an increase in mean scores. Maintain prerequisites and GPA minimums for Honors and AP courses. Have several staff members take the SAT to better understand the test (many of us took it well over 25 - 30 years ago).

# 2019-2020 School Programs

<b>School Street (PK-2)</b>	<b>John Hill School (3 - 8)</b>	<b>Boonton HS (9 - 12)</b>
TCRWP - reading (3rd year) and implement writing program	TCRWP - reading (3rd year) and implement writing program.	AVID - 1st year implementation; all AVID teaching staff attended weeklong summer training In Philadelphia.
Continue Tools of the Mind Early Childhood curriculum and utilize Master Teacher for continuity and high-achieving full-day Pre-K program (result of PEA funding)	Take Flight & Title I Schoolwide program (expands 1:1 Chromebook initiative down to 6th grade)	Infuse literacy in all content areas and continue to increase instructional staff proficiency in recognizing poor/in need of improvement writing in any/all assignments and content areas.
Increase use and availability of assessment data (iReady, benchmarks) in both individual classrooms and Student Information System (Realtime)	Increase use and availability of assessment data (iReady, NJSLA, benchmarks, Algebra I) in both individual classrooms and Student Information System (Realtime)	Increase use and availability of assessment data (PSAT, ACT, SAT, AP, NJSLA, benchmarks) in both individual classrooms and Student Information System (Realtime)

# 2019-2020 School Programs

<b>School Street (PK-2)</b>	<b>John Hill School (3 - 8)</b>	<b>Boonton HS (9 - 12)</b>
Principal Administrative Goal - increase mathematics benchmark assessment scores	Title I SIA focus - raising general and subgroup performance levels of NJSLA and benchmark assessments	Maintain exemplary HS graduation rate; continue to improve ACCESS for ELLS assessment results
		Increase rigor and thesis project expectations for Gateway Academy. Increase research expectation (in terms of scope and depth) of thesis projects