



Livingston
PUBLIC SCHOOLS

2019-2020 DISTRICT GOALS

**MID-YEAR PROGRESS UPDATE
JANUARY 27, 2020**

GOAL 1

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-1 and facilitate an expansion of instructional strategies in Grades 3-8 in preparation for this curriculum transition.**
- **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.**
- **Ensure ample professional development opportunities for teachers who are using the new program in Grades K-1 and implementing new strategies in Grades 2-8.**

GOAL 1

Curriculum

- Rewrite of K & 1 Mathematics Curriculum
- Development of 5-Year Math Plan with PD Goals
- Redevelopment of 5th grade district assessments to fully align to standards
- Analysis, inventory, and purchase of math manipulatives K & 1

Professional Development

- September, October, full-day Professional Development Sessions for teachers K-1
- Ongoing *Math in Focus* Professional Development through department & grade level meetings
- Upcoming *Math in Focus* Professional Development in April for K - 2
- Job-embedded feedback through observations, supervisor demo-lessons and coaching
- BSI and other support teachers included in Professional Learning Opportunities

Monday Math Department Meeting Focus:

- Data Analysis, Evidence Statement, and Skills Tracing provided for Gr. 2-6
- Overview of *Math in Focus* Components and Instructional Strategies
- Faculty and Department Meetings used to share experiences of new program vertically

Parent Outreach:

- PTA meetings with Burnet Hill and Mount Pleasant Elementary (more to come)

GOAL 2

Foster an effective and cohesive leadership team for Livingston Public Schools by actively inducting and integrating new administrators and supervisors into the district.

- **Increase opportunities for team building that is inclusive of new and returning administrators in order to facilitate connections among colleagues and enhance collaboration and cooperation across the leadership team.**
- **Provide information and ongoing support to assist the leadership team in navigating their complex roles, developing their skills, and enabling strong instructional leadership.**
- **Create opportunities for open, honest feedback and reflection and make resources available to build on success and address opportunities.**

GOAL 2

Full Group Collaboration

- Summer Administrative Retreat to discuss personal goals for the year
- Entire Administrative Council convenes every three weeks to discuss issues, share ideas and solve problems in a interactive format
- Elementary Principals Meetings

New Administrator / Supervisor Group

- Weekly meetings in the summer with all new admins and supervisors
- Meetings periodically during the school year as professional development
- “Strengths Based Leadership” survey / book

Ongoing

- Monthly one-on-one meetings with each non-tenured principal for support and feedback
- PTO Meetings
- New LTV Show scheduled to air this Wednesday with interviews of each of our four new principals

GOAL 3

Strengthen the culture and community within Livingston Public Schools by enhancing inclusiveness, cultural awareness, and acceptance of individual differences through instruction, extracurricular programming, and district operations.

- **Inventory and reflect on existing efforts to be culturally responsive and determine new ways to raise awareness of and promote best practices across the district.**
- **Work with teachers to make instruction more culturally responsive.**
- **Strategically implement professional development and school-based programming focused on culturally responsive teaching and learning.**

GOAL 3

Programming

- Elementary - Community Meetings
- School-based character education committees
- Connecting students to the schools - Spotlighted at November Board of Education Meeting
- Middle School Advisory Program (MPM and HMS)

Professional Development for Staff at All Levels

- Attention to “Teachable Moments,” building connectedness and kindness between students
- Professional development days focused on responsiveness to students’ individual needs
- Discussion of classroom management approaches that consider cultural norms
- Through observation process, discussions of diversity in the classroom

Livingston High School

- Extensive professional development looking at school-wide management and instructional practices that promote a culturally aware and sensitive educational environment
- Working with Dr. Zaheer of Montclair State University to facilitate deep discussions
- Conversations on recognizing implicit bias, and promoting cultural understanding
- Exploring ways to recognize bias in the classroom, and identifying steps to address/overcome it

GOAL 4

Identify and incorporate effective instructional methodologies that create positive social and emotional support for students.

- **Get a baseline on current practice and analyze current rubrics. Determine what effective instruction looks like through the lens of the Social Emotional Learning (SEL) core competencies.**
- **Engage faculty and staff in professional development that allows for the understanding of core beliefs about instructional practices that best foster social and emotional growth.**
- **Define how we promote and operationalize these approaches throughout the district.**
- **Adopt a common language surrounding socially and emotionally supportive instructional practices.**

GOAL 4

Connecting Counselors with Classrooms

- District-wide professional development for School Counselors this year on: *Teaching to Strengths: Students Living with Violence, Trauma and Chronic Stress*
- Focus school-wide programming emphasizing the importance of mindfulness as an SEL foundation
- Work directly with teachers to develop mindfulness practices in classrooms
- Elementary and HMS school counselors assist teachers in leading advisory programs focusing on SEL
- Collaborative Department Meetings with Counseling Department and academic departments to create connections between teachers and counselors to foster SEL “best practices” in the classroom

Grading and Reporting Guidelines Grades 6-12

- Committee of teachers, supervisors, and administrators began meeting in November
- Consideration of SEL needs of students as committee works to recommend revisions to the guide

Multiple Professional Development Sessions and Team / Faculty Meetings on SEL:

- New Teacher Orientation included session on promoting mindfulness in the classroom
- PD sessions held on elements of a Strengths-Based Classroom
- Creating and promoting “peaceful places” in libraries, offices, and classrooms.
- Using team and faculty meeting to discuss SEL-supportive classroom practices

MOVING FORWARD

- Continue to keep these goals the center of discussion for professional development, faculty and department meetings, as well as Administrative Council discussions.
- Utilize one-on-one meetings and observations with teachers and administrators to gather information and provide feedback on the impact of Goals 1, 3, and 4 on classroom practice.
- Utilize “Listen and Learn” sessions with staff, as well as conversations with students to get feedback on goals.
- Utilize our District Goals Google Clearinghouse to share successes and challenges and ensure our continued focus in these areas.