

State of Hackensack Public Schools

Strategic Planning Meeting #1
January 21, 2021

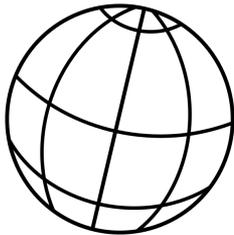


**HACKENSACK
PUBLIC SCHOOLS**
EXCELLENCE IN EDUCATION

Interpretación simultánea de idioma español

Simultaneous Spanish Language Interpretation--On the bottom of your screen, you will either see a globe or three dots that will allow you to switch audio to Spanish

Interpretación simultánea en español: en la parte inferior de la pantalla, verá un globo terráqueo o tres puntos que le permitirán cambiar el audio al español.



Welcome

Your presence here tonight signifies that you are committed to making Hackensack Public Schools a great place for our students to learn, play, and prepare for tomorrow's world in a safe and secure learning environment.

Along with your neighbors, community members, friends, teachers, students, and school district administrators, we will create a shared vision for the future of Hackensack Public Schools.

As you know, our first Strategic Planning Meeting was supposed to take place in March of 2020, but then ...



COVID-19 Happened

WHEN YOU COME TO
A ROADBLOCK, TAKE
A DETOUR

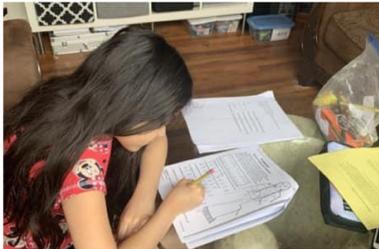
MARY KAY ASH

PICTUREQUOTES.COM



PICTUREQUOTES

COVID-19 -- Shift to Remote Learning



- Learning is still happening. It just looks differently.



- Tonight, we are not here to talk about COVID-19 and Reopening Plans. We are here to talk about the future of Hackensack Public Schools.



Excellence in Education requires the input and dedication of:

- Educators
- Students
- Parents
- Community



When one of the four is not contributing, the balance is thrown off and we don't reach our fullest potential.



Why create a Strategic Plan?

Strategic planning creates a vision of the future, and identifies goals and strategies necessary to move the district forward to meet the challenges of the 21st century.

Please share your thoughts, ideas, and hopes so that we can effectively plan for the future of our students.

Speak freely. We welcome your comments as they will guide us on our path to continuous improvement.



State of Hackensack Public Schools



State of Hackensack Public Schools

- Passed NJQSAC
- Future Ready Schools
- Technology
- Instituted Restorative Practices
- District Equity Team
- Curriculum Initiatives
- Student Achievement and Performance on State Assessments
- Facilities
- Energy Savings Improvement Program (ESIP)
- School Security Infrastructure



NJQSAC

The New Jersey Quality Single Accountability Continuum (NJQSAC) is the Department of Education's monitoring and district self-evaluation system for public school districts.

The system focuses on monitoring and evaluating school districts in five key components that, based on research, have been identified to be key factors in effective school districts.

These components are Instruction & Program, Fiscal, Governance, Operations, and Personnel.

Hackensack Public Schools was recently designated as a High Performing School District by the NJ Department of Education.



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION

Future Ready Schools

- Hackensack High School - Silver Tier
- Hackensack Middle School - Silver Tier
- Nellie Kay Parker School - Bronze Tier
- Fairmount School - Bronze Tier
- Fanny Meyer Hillers School - Bronze Tier



The Future Ready Schools New Jersey (FRS-NJ) school certification program, is a joint initiative between the New Jersey Department of Education, New Jersey Institute of Technology, and New Jersey School Boards Association, which recognizes schools that are committed to preparing their students for success in the digital age through innovative best practices in each of the following categories: Leadership, Education and Classroom Practice and Technology.



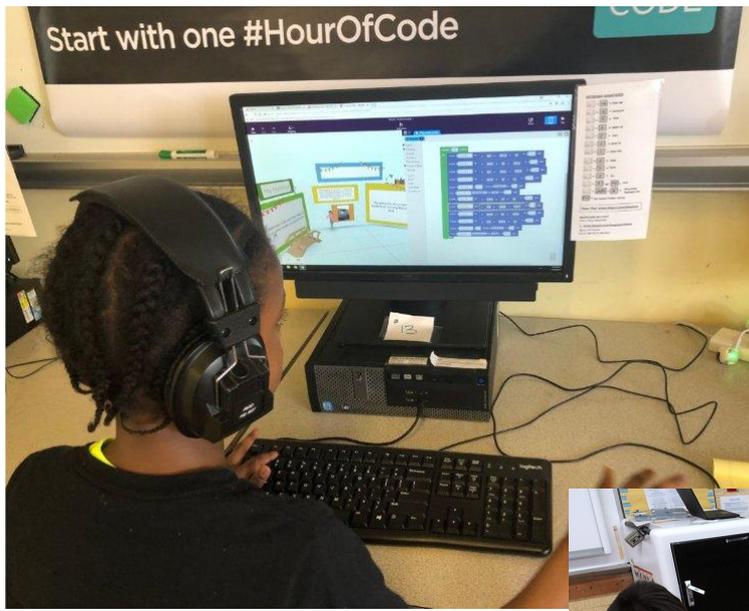
Technology Infrastructure

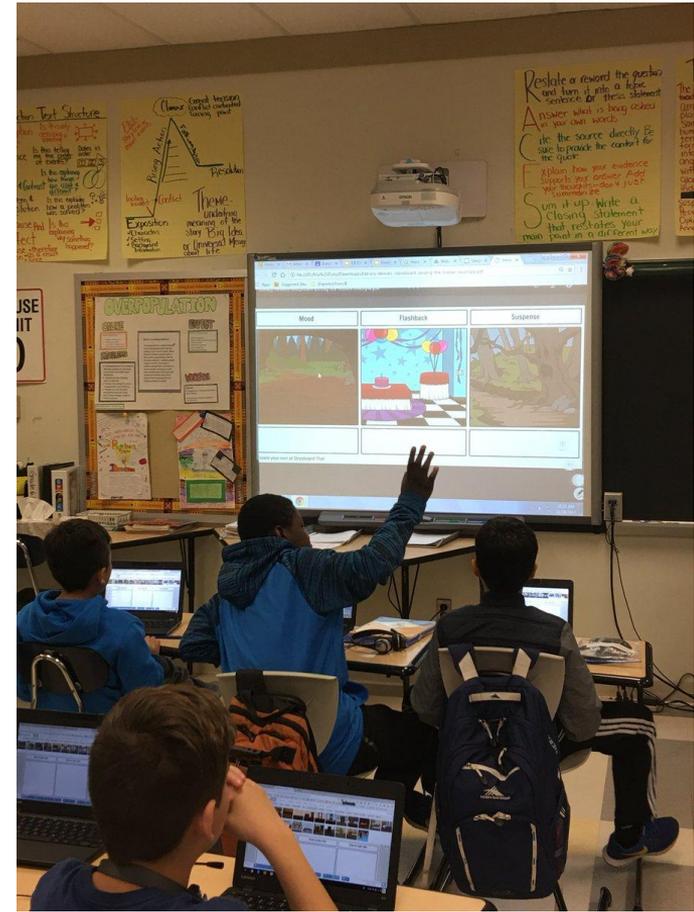
Supported directly by:

- Six (6) Field Technicians
- Systems Administrator/Technician
- Network Engineer
- Administrative Assistant (HS 1-to-1)

| Device Type | Total |
|----------------------------------|-------|
| Chromebooks | 9,020 |
| Desktops/Laptops | 1,917 |
| SMARTBoards/Panels | 315 |
| Projectors | 303 |
| Document Cameras | 447 |
| Desktop Printers | 445 |
| Copiers/MFPs | 40 |
| Phones | 670 |
| Security Cameras | 600 |
| Access Control Doors | 35 |
| Managed Switches | 131 |
| Servers (Application/File/Print) | 55* |
| Access Points | 443 |









Restorative Practices

- Hackensack Public Schools are committed to using positive behavior interventions and educational restorative measures in all of our schools.
- We understand that punitive discipline can be harmful and unfair.
- Restorative practices offer hopeful solutions.
- This past summer our assistant principals received extensive training in restorative practices.



District Equity Team

The District Equity Team was created to support Equity in Education for all Hackensack Public Schools. The team is providing ongoing professional development for staff on:

1. Anti-Racist Teaching
2. Cultural Proficiency
3. Culturally Responsive Pedagogy/Teaching



District Equity Team



Curriculum Initiatives

- Newly updated action plan for enhanced implementation of the Amistad at Hackensack Middle School.
- Newly formed Curriculum Committee to focus on inclusivity, cultural responsiveness, and anti-racist teaching.
- New universal screening in ELA and Math via Link-It for grades 5-10 students. The data will predict students' New Jersey Student Learning Assessments (NJSLA) performance as related to the New Jersey Student Learning Standards (NJSLS) .
- Language Arts initiative at the elementary level. Includes teacher training and the purchase of reading assessments, and guided reading libraries for each classroom. Includes the purchase of Literacy Pro, which provides online access to books for students.
- Preschool initiative – creative curriculum Cloud based resource to support virtual instruction and teacher-family relationships.
- Implemented Project Lead the Way courses in Computer Science, Biomedical Sciences, and Engineering.
- Curriculum developed for a Medical Technology Course.
- 3D printers added to the High School STEM Program.
- Robotics course.
- Debate Team.



Partnerships

- *The New Jersey Consortia for Excellence Through Equity-Northeast.* This is a collaborative initiative with NJASA, Penn Graduate School of Education, and Bergen Community College. Administrators in the district have participated in several sessions regarding Equity, the Achievement Gap, and Student Performance for the last several years.
- William Paterson University Professors in Residence for the Preschool Program.
- Hackensack Meridian Health – HPS Nurses have access to Telehealth Services.
- Bergen Community College – Partners with our Trades Program at HHS (HS students can possibly earn up to 21 college credits while still in high school.)
- Career and Technical Education (CTE) potential partnerships with Lincoln Technical College, NJIT and Johnson and Wales, just to name a few...
- Ongoing discussions with Rowan University -- Teacher Preparation Academy
- Ongoing discussions with Kean University and Montclair State for STEM education programs



Partnerships continued

- Fairleigh Dickinson University - Gildhart Haase School of Computer Science and Engineering
 - Saturday Course Offerings for our students:
 - (MS) GEE- Girls Exploring Engineering
 - (HS) TEOP- Technical Enrichment Outreach Program (Engineering)
 - (HS) CSEOP- Computing Security Enrichment Outreach Program
 - (HS) META- Mathematics Enrichment Through Application
 - (HS) Python Scholars- Six - 11th grade students have applied to FDU for a free college course in the Python computer language, to be taught in the spring of 2021.



State Assessments

No 2020 Assessment Data due to COVID-19



Comparison of **Hackensack Public School's** Spring 2019 NJSLA Administrations English Language Arts to New Jersey Percentages for 2019

| Grade | Level 1, District | Level 1, State | Level 2, District | Level 2, State | Level 3, District | Level 3, State | Level 4, District | Level 4, State | Level 5, District | Level 5, State |
|-------|----------------------|-------------------|----------------------|-------------------|----------------------|-------------------|----------------------|-------------------|----------------------|-------------------|
| 3 | 16.5 | 14.0 | 15.7 | 14.4 | 23.2 | 21.4 | 39.4 | 42.8 | 5.2 | 7.4 |
| 4 | 10.3 | 8.6 | 9.3 | 12.6 | 26.3 | 21.4 | 41.8 | 39.1 | 12.4 | 18.3 |
| 5 | 11.5 | 7.4 | 15.4 | 12.5 | 29.8 | 22.2 | 34.8 | 45.6 | 8.4 | 12.3 |
| 6 | 12.3 | 7.3 | 19.8 | 12.6 | 27.2 | 23.9 | 30.1 | 40.9 | 10.5 | 15.2 |
| 7 | 15.6 | 8.9 | 13.0 | 10.5 | 19.1 | 17.8 | 32.1 | 33.1 | 20.2 | 29.7 |
| 8 | 9.3 | 9.2 | 10.8 | 10.3 | 22.5 | 17.7 | 41.3 | 38.0 | 16.2 | 24.9 |
| 9 | 12.7 | 11.3 | 9.0 | 11.8 | 26.0 | 21.1 | 39.5 | 36.7 | 12.9 | 19.2 |
| 10 | 19.5 | 14.3 | 12.7 | 10.9 | 19.9 | 15.9 | 32.6 | 33.4 | 15.3 | 25.5 |

** NJSLA 2018-2019 assessments were optional for 11th Grade students, state results do not include Grade 11 results.

Notes: Percentages may not total 100 due to rounding.



Comparison of **Hackensack Public School's** Spring 2019 NJSLA Administrations Mathematics to New Jersey - Percentages for 2019

| Grade | Level 1, District | Level 1, State | Level 2, District | Level 2, State | Level 3, District | Level 3, State | Level 4, District | Level 4, State | Level 5, District | Level 5, State |
|---------------------|----------------------|-------------------|----------------------|-------------------|----------------------|-------------------|----------------------|-------------------|----------------------|-------------------|
| 3 | 6.6 | 8.0 | 12.9 | 13.9 | 32.0 | 23.0 | 41.4 | 41.2 | 7.1 | 13.9 |
| 4 | 4.7 | 8.6 | 19.6 | 14.7 | 27.5 | 25.7 | 41.7 | 43.3 | 6.5 | 7.7 |
| 5 | 11.1 | 6.4 | 31.5 | 20.9 | 33.6 | 25.8 | 20.2 | 35.8 | 3.6 | 11.0 |
| 6 | 16.7 | 9.6 | 36.9 | 22.5 | 28.0 | 27.4 | 16.9 | 33.1 | 1.5 | 7.5 |
| 7 | 14.2 | 7.6 | 37.0 | 21.1 | 31.0 | 29.3 | 17.2 | 33.8 | 0.6 | 8.3 |
| 8* | 33.2 | 23.3 | 26.0 | 23.1 | 22.0 | 24.3 | 18.8 | 28.2 | 0.0 | 1.1 |
| Algebra I** | 12.3 | 9.3 | 27.4 | 26.0 | 30.5 | 21.4 | 28.4 | 37.7 | 1.4 | 5.6 |
| Algebra II** | 17.6 | 10.6 | 23.1 | 11.7 | 28.7 | 21.4 | 30.6 | 49.7 | 0.0 | 6.6 |
| Geometry** | 9.5 | 10.4 | 22.9 | 24.6 | 43.6 | 32.8 | 23.6 | 26.9 | 0.4 | 5.3 |

*Some students in grade 8 participated in the Algebra I assessment in place of the 8th grade Math assessment. Thus, Math 8 outcomes are not representative of grade 8 performance as a whole.

** NJSLA 2018-2019 assessments were optional for 11th Grade students, state results do not include Grade 11 results. Hackensack's number do include 11th grade students for Algebra II and Geometry.

Notes: Percentages may not total 100 due to rounding.





Advanced Placement Data



AP Data - Tests

| | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|------|------|------|------|------|------|------|------|------|
| AP Students | 112 | 130 | 175 | 155 | 162 | 153 | 159 | 178 | 178 |
| Number of Exams | 209 | 238 | 308 | 298 | 296 | 311 | 295 | 323 | 325 |
| Students with 3+ | 81 | 93 | 131 | 117 | 118 | 121 | 126 | 136 | 140 |

Higher than state average in:

Calculus AB
Chemistry
English Language
Microeconomics
French
Italian
Physics I
Physics II
Physics C

AP Scholars

- 22 AP Scholars - 3 or better on 3 or more AP Exams
- 9 AP Scholars with Honor - 3 or better on 4 AP Exams (must average 3.25)
- 8 AP Scholars with Distinction - 3 or better on 5 AP Exams (must average 3.5)



Dual Credit Offerings at HHS



- **FDU**

- Accounting
- African American History
- Anatomy and Physiology
- Careers in Education
- Contemporary Studies
- Criminal Justice
- Discrete Mathematics
- Latin American Studies
- Marine Biology
- Mythology
- Sociology
- Race and Representation in Literature

- **Seton Hall**

- Classical Mythology
- Broadcast Journalism

- **Bergen Community College**

- Accounting
- Welding

THE LEADER IN GLOBAL EDUCATION



**FAIRLEIGH
DICKINSON
UNIVERSITY**



Facilities



ECDC

Leased 2013

Grades: PreK 3 & 4

Approximately: 200 students



Not District Owned. Lease expires June 2023

- Pre-K universe (all 3 & 4 year olds) is approximately 600 students; Currently, we can only accommodate 50% of the students district-wide
- Approximately:
 - ECDC = 208
 - Elementary Schools = 105
 - Private Providers = 36



Fairmount School

Built 1909

Grades: PreK - 4

Approximately: 555 students



Recent Repairs and Upgrades

- Power Washing of the building
- New digital message board
- New air conditioning in the auditorium
- Plans for bathroom upgrades and new elevator



Nellie K. Parker School

Built 1974

Grades: PreK - 4

Approximately: 454 students

Recent Repairs and Upgrades

- Ongoing installation of new auditorium seats and flooring
- Power washing of the building



Jackson Avenue School

Built 1923

Grades: PreK - 4

Approximately: 396 students

Recent Repairs and Upgrades

- Floor replacement
- Brick Pointing on the facade of the building
- Plans for new elevator



Fanny Meyer Hillers School

Built 1927

Grades: K - 4

Approximately: 438 students

Recent Repairs and Upgrades

- Roof replacement
- New Digital Message Board
- Plans for window replacement



Hackensack Middle School

Built 1912- with a few additions

Grades: 5 - 8

Approximately: 1566 students



One Gymnasium for over 1500 students

Recent Repairs and Upgrades

- Gym LED lighting upgrade
- Bathroom partitions
- New Turf Field and fence
- New ceiling tiles and LED lighting upgrades throughout the 7/8 wing
- Floor replacement on the first floor of the Grade 7/8 wing
- Fresh coat of paint throughout the 7/8 wing
- Roof replacement at the 5/6 wing
- New Digital Message Board (ongoing)



Hackensack High School

Built 1918

Grades: 9 - 12

Approximately: 1804 students



Student Clubs & Activities

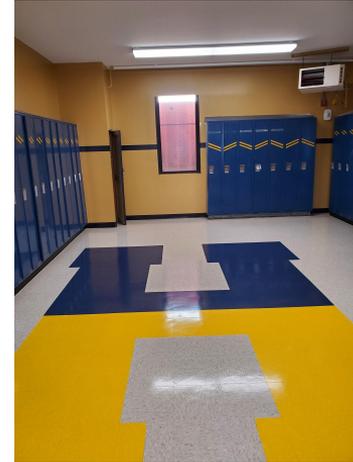
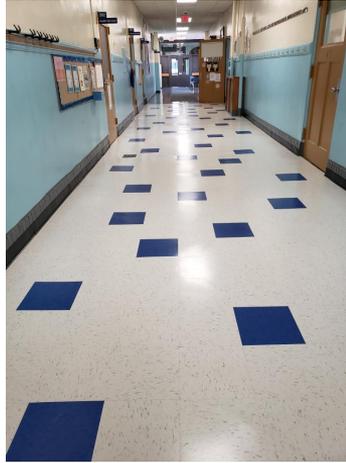
Athletics

Recent repairs and upgrades

- Kitchen roof replacement
- Main gym freshly painted
- Wrestling gym wall repair, floor replacement, paint and LED lighting upgrade
- Roof replacement
- Power washing of the building
- Power washing and painting of the foot bridge
- LED lighting upgrade in the locker rooms
- Soccer Field House refurbishment
- New Tennis Courts (ongoing)



Recent Facility Enhancements



Energy Savings Improvement Program ESIP



ESIP

The District has embarked on an Energy Savings Improvement Program (ESIP) to finance improvements with much needed new energy efficient infrastructure at no cost to the taxpayer. By using ESIP bonds, the District will finance the construction and implementation of energy conservation measures without any budget impact. The ESIP method of financing uses the money saved on utility bills to pay for the energy improvements over time.



Potential ESIP Projects

- Solar Panels and Roof upgrades at various locations
- LED Lighting Upgrade
- HVAC upgrades
- Boiler and Chiller Replacements
- Add cooling across schools
 - Classroom Unit Ventilator replacement
 - Added air filtration using UV and Bipolar ionization to improve indoor air quality
- Window Replacement at various locations



School Security Infrastructure

- School Resource Officers (SRO) and SLEO Class III Officers
- Proprietary Emergency Notification System that contacts emergency responders seamlessly in real time for improved response time.
- Card Access door entry systems
- Over 600 Security Cameras



Thank You

Follow us on Facebook and Twitter @HPSComets



Welcome

Mr. Matthew Lee from the New Jersey School Boards Association who will facilitate the rest of the meeting.

