

2021-2022 DISTRICT GOAL 1 ACTION PLAN: Equity

DISTRICT GOAL: In accordance with the new legislation regarding equity, Northern Highlands will address the political, economic, and social contributions of persons with disabilities and lesbian, gay, bisexual, and transgender people throughout our school district. We will also recognize economic diversity, equity, inclusion, tolerance, and belonging in connection with gender and sexual orientation, race and ethnicity, disabilities, and religious tolerance by examining the impact that unconscious bias and economic disparities have at both an individual level and on society as a whole through professional learning, lesson development, and best practices to shift the climate and culture to continue to foster more inclusive practices.

Major Activities	Board/staff	Resources	Constraints	Timelines	Indicators of Success
1. Evaluate, monitor, and conduct oversight of goal	Supervisor of Wellness and Equity	Google Drive	None	July 2021- Ongoing	<ul style="list-style-type: none"> ● Submission of report
2. Formulate an Equity and Diversity Team Committee	Superintendent Principal Director of C, I & A Assistant Principal Supervisor of Wellness and Equity	Administrators Teachers Parents BOE	Time	July 2021	<ul style="list-style-type: none"> ● Formulation of committee ● Setting goals ● Meeting minutes ● Outcomes
3. Develop working groups aligned with Equity and Diversity Committee	Superintendent Principal Director of C, I & A Assistant Principal Supervisor of Wellness and Equity	Administrators Teachers	Time and budget	July 2021 - Ongoing	<ul style="list-style-type: none"> ● Working groups on curriculum, professional develop and best practices ● Setting goals ● Working groups minutes and outcomes

<p>4. Develop a comprehensive professional development plan that is job-embedded and frequent</p>	<p>Superintendent Principal Director of C, I & A PD Committee Chair</p>	<p>Administrators Teachers Parents BOE NH PD Committee</p>	<p>Time</p>	<p>July 2021 - Ongoing</p>	<ul style="list-style-type: none"> ● Comprehensive plan ● PD days outlined aligned to goals and initiatives ● Implementation of two additional PD morning sessions. ● NHPD committee engagement
<p>5. Participate in ongoing countywide and statewide committee work</p>	<p>Superintendent Principal Director of C, I & A Supervisor of Wellness and Equity</p>	<p>NJDOE BCASA</p>	<p>Time</p>	<p>September 2021 - Ongoing</p>	<ul style="list-style-type: none"> ● Bergen county schools partnership ● Incorporating NJDOE resources
<p>6. Embrace and implement best practices that are research-based</p>	<p>Superintendent Principal Director of C&I</p>	<p>Administrators Department Supervisors Teachers English Department Social Studies Department School Librarian</p>	<p>Time and budget</p>	<p>July 2021 - Ongoing</p>	<ul style="list-style-type: none"> ● Development of resource repository ● Unit plans ● Observations ● Post conferences ● PDP plans and departmental goals ● Reflect on implementation
<p>7. Modify unit plans, align resources and design lessons</p>	<p>Superintendent Principal Director of C, I & A</p>	<p>All supervisors</p>	<p>Time</p>	<p>October 2021 - June 2022</p>	<ul style="list-style-type: none"> ● Communicate resources widely to staff ● Dedicate collaboration time during department meetings and PD days for modifying unit plans and reflecting on practice ● Indicated in observations

<p>8. Realign supervisor responsibilities to assist in implementation of diversity, equity and inclusion.</p>	<p>Superintendent Principal Director of C, I & A Supervisor of Wellness</p>	<p>Teachers Administrators Community members All supervisors</p>	<p>Time</p>	<p>September 2021 - Ongoing</p>	<ul style="list-style-type: none"> ● Adding equity to supervisor of wellness responsibilities ● Delineate supervisor responsibilities ● Supervisors to serve on working groups.
<p>9. Identify, budget and implement diverse texts across the English and Social Studies departments</p>	<p>Director of C, I & A Principal English Supervisor Social Studies Supervisor</p>	<p>Teachers Administrators</p>	<p>Time and budget</p>	<p>November 2021</p>	<ul style="list-style-type: none"> ● Collaboration on curriculum infusion and development regarding equity with the teachers of English and social studies ● Identify and purchase texts ● Modify unit plans
<p>10. Participate in partnerships to gather best practices to infuse in the climate and culture related to diversity, equity and inclusion</p>	<p>Board Superintendent Director of C, I & A Principal</p>	<p>Key staff members</p>	<p>Budget Time</p>	<p>July 2021- Ongoing</p>	<ul style="list-style-type: none"> ● Monmouth University Consortium ● JED Foundation resources and long-range planning ● Rutgers Climate and Culture survey. ● Positive Coaching Alliance