



EAST RUTHERFORD PUBLIC SCHOOLS

Office of the Board of Education

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EAST RUTHERFORD SCHOOL DISTRICT MISSION STATEMENT

The East Rutherford School District believes in and is committed to shaping lifelong and independent learners by promoting and developing critical cognitive and non-cognitive skills. The district seeks to cultivate learners who demonstrate academic grit and social-emotional resilience by teaching students how to harness sustained commitment when faced with real-world challenges inside and outside the classroom. Recognizing the importance of developing responsible citizenry within our democratic society, we teach our students to be respectful and accepting of our diverse ethnic and cultural backgrounds and perspectives within East Rutherford Public School and the broader community.

EAST RUTHERFORD SCHOOL DISTRICT VALUES STATEMENT

At the East Rutherford School District, we are committed to creating a school culture that reflects the values of democracy, individual freedom and responsibility, equity, social justice, community, and diversity. We believe that these values are essential for promoting academic success and well-being for all of our students, and for creating a positive and inclusive learning environment.

We believe in democracy, and in the importance of creating opportunities for all members of the school community to participate in decision-making and leadership. We recognize the importance of individual freedom and responsibility, and strive to provide our students with the tools and resources they need to make informed choices and take responsibility for their own learning.

We are committed to equity and social justice, and to promoting a culture of respect, empathy, and inclusion throughout the school community. We recognize and celebrate the diversity of our student body and strive to create a safe and welcoming environment for all students, regardless of their background, culture, or identity.

We believe that community is essential for promoting academic success and well-being, and we are committed to building strong partnerships with parents, community members, and local organizations. We believe that collaboration and shared decision-making are essential for promoting positive outcomes for all students.

We are committed to ongoing learning and growth, and to providing our staff with the tools and resources they need to promote academic success and well-being for all students. We believe that ongoing professional development and reflective practice are essential for promoting excellence in teaching and leadership.

Through our commitment to democracy, individual freedom and responsibility, equity, social justice, community, and diversity, we are working to create a school culture that promotes academic success and well-being for all students, and that prepares them for success in a diverse and rapidly changing world.

EAST RUTHERFORD SCHOOL DISTRICT VISION STATEMENT

Here in the East Rutherford School District, we envision a future where every student is a self-motivated, resilient, and critically thinking lifelong learner. We see our students using the skills acquired within our classrooms to navigate life's complexities, always demonstrating academic tenacity and social-emotional resilience.

We aspire to become a model of educational excellence and inclusivity, fostering an environment where every student appreciates and respects diversity in all its forms. Through their journey in our district, our students will be prepared to contribute positively to their local communities and the wider world, embodying the ideals of empathy, respect, and civic responsibility. In this way, the East Rutherford School District will empower its students to face future challenges and opportunities with confidence, determination, and a strong sense of social responsibility.

2023-2024 EAST RUTHERFORD SCHOOL DISTRICT GOALS

District Goal #1: Building a Supportive & Positive Culture of Accountability for Students & Staff

The East Rutherford School District believes that creating and fostering a healthy culture of accountability is imperative to the growth and overall success of all students and staff. The district seeks to promote such a culture by achieving the following goals:

- Increase the percentage of staff scoring effective or highly effective on approved Student Growth Objectives (SGOs) to 92% during the 2023-2024 school year.
- Maintain 95% of staff achieving a Summative score of 3.0 or greater by the end of the 2023-2024 school year.
- Require Building Administrators to conduct at least 2 documented walkthroughs of all building staff to increase oversight and feedback.
- Require Building Principals to conduct 3 climate and culture surveys of students and staff by the end of the 2023-2024 school year to continuously evaluate and improve school culture and climate. Results from surveys will be utilized to:
 - Assess the current state of School Climate and Culture
 - Monitor Progress Over Time
 - Promote Equity and Inclusion
 - Enhance Communication
 - Improve Learning Outcomes
 - Support Well-being
 - Strengthen Community Engagement
- Central office administrators will conduct 3 stakeholder surveys by the end of the 2023-2024 school year to keep a continuous line of communication with stakeholders. Results from surveys will be utilized to:
 - Identify Strengths and Areas for Improvement
 - Inform Strategic Planning
 - Measure Progress
 - Strengthen Community Engagement
 - Promote Equity and Inclusion
 - Support Professional Development
 - Shape Wellness Initiatives
 - Improve Teaching and Learning Environments

District Goal #2: Curriculum, Instructional Programs & Assessment

In addressing learning loss and gaps among different subgroups within the district (Gender, Economically Disadvantaged, Students w/Disabilities, Hispanic/Latino, Asian, Black/African-American, and White), in all content areas, the district will take the following action as outlined below for the 2023-2024 school year:

Curriculum & Instruction

- Continue the emphasis on revised New Jersey Student Learning Standards, and progressively expand the implementation in other areas such as Computer Science and Career Readiness, Life Literacies Practices, and Key Skills.
- Further, refine the curriculum to include broader contributions from diverse groups to foster inclusive and multicultural education.
- Maintain the co-teaching model and measure its effectiveness via student performance and feedback.
- Implement more personalized and advanced professional development across the curriculum.

Assessments

- Implement additional forms of assessment that measure students' critical thinking, creativity, and problem-solving abilities.
- Extend the scope of Savvas diagnostics for Mathematics to include the monitoring of other vital skills like analytical thinking and logical reasoning.
- Pilot new Research Based Kindergarten Screening Tools.

Intervention

- Expand the small group or individualized instruction to all students who may need additional instructional support, not just the ones at-risk.
- Offer more flexible and tailored after-school interventions according to the unique needs and learning styles of students.

District Goal #3 Diversity & Equity

- Continue to promote the acronym **REMINDER** and its values.
 - R** – Respectful relationships with students and families
 - E** – Expectations of high academic achievement outcomes for ALL
 - M** – Multicultural responsive teaching
 - I** – Inclusion & Access to all school-sponsored programs, activities & initiatives.
 - N** – Networking & Partnerships with community, faith-based, business, & higher education organizations
 - D** – Diversity & Multilingualism
 - E** – Equity: equitable treatment, opportunities, and resources
 - R** – Responsibility & Accountability
- Improve upon each of the six objectives of education equity with the intent to:
 - Achieve a higher degree of academic achievement across all learner groups, and reduce achievement gaps further.
 - Improve equitable access and inclusion across all school programs and activities.
 - Foster an environment of acceptance, valuing, respect, and support, aiming to make learners feel more secure and invested.
 - Provide every student with the appropriate support to achieve high standards of excellence.
 - Ensure equitable distribution of resources, including funding, staffing, facilities, learning materials, etc.
 - Reinforce accountability across all education stakeholders.

