

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.

2024-2025 EAST RUTHERFORD SCHOOL DISTRICT GOALS

District Goal #1: Sustaining and Enhancing a Culture of Accountability and Positive Climate

Rationale: With the previous year's success in achieving high levels of staff effectiveness and passing QSAC monitoring, the focus can now shift towards sustaining these outcomes while enhancing the culture and climate within the district.

- **Maintain or Increase the Percentage of Staff Scoring Effective or Highly Effective:** Continue to strive for at least 92% of staff scoring effective or highly effective on SGOs, with a particular emphasis on supporting new teachers who are now the focus of state mandates.
- **Refine the Use of Climate and Culture Surveys:** Based on the outcomes of last year, focus on improving the effectiveness of climate and culture surveys by enhancing their design and implementation. Conduct three well-structured surveys during the year, ensuring they provide actionable insights for fostering a positive school environment.
- **Host Superintendent Academies for New Teachers:** To provide expanded support, host at least three Superintendent Academies during the 2024-2025 school year, specifically tailored for new teachers. These academies will focus on SGOs, instructional strategies, classroom management, and other key areas to ensure new teachers are well-equipped to meet effectiveness targets.
- **Expand Walkthroughs and Observations:** Require Building Administrators and Instructional Supervisors to conduct at least 3 documented walkthroughs of all building staff to provide more consistent oversight and feedback, with a focus on new teachers.
- **Continue Wellness Initiatives:** Building on the success of the previous year's wellness fair, continue offering the wellness fair and explore additional initiatives that could further benefit the well-being of both students and staff.

District Goal #2: Enhancing Curriculum, Instructional Programs & Assessment

Rationale: With the progress made in addressing learning loss and refining the curriculum, the next step is to deepen the impact of these initiatives while expanding successful interventions.

- **Expand the Implementation of New Jersey Student Learning Standards:** Continue to focus on Computer Science, Career Readiness, and Life Literacies, with an added emphasis on integrating these areas into daily instruction.
- **Strengthen Co-Teaching Models:** Continue to refine and assess the co-teaching model with a focus on data-driven improvements to meet diverse student needs.
- **Broaden Professional Development Opportunities:** Introduce more targeted professional development sessions, focusing on critical thinking, creativity, and problem-solving to align with the expanded assessment goals.
- **Expand Intervention Programs:** Broaden the scope of after-school and in-school interventions, focusing on personalized learning plans for students across all subgroups, including those who are excelling.

District Goal #3: Advancing Diversity, Equity & Inclusion

Rationale: Building on last year's efforts to promote diversity and equity, the focus should now shift to deepening these practices and measuring their impact on student outcomes.

- **Reinforce the REMINDER Values:** Continue to promote the REMINDER acronym with a focus on actionable steps for each value, integrating them into everyday school practices and professional development.
- **Increase Multicultural Education:** Further refine the curriculum to include broader and deeper contributions from diverse groups, ensuring that multicultural education is embedded in all subject areas.
- **Improve Inclusion Practices:** Review and enhance inclusion practices across all programs, with a focus on increasing participation rates for students with disabilities and other underrepresented groups.
- **Monitor and Report on Equity Outcomes:** Establish a system for regularly monitoring and reporting on the progress of equity initiatives, with specific metrics related to academic achievement, resource allocation, and stakeholder engagement.