

Labor Management Collaboration & Montgomery High School

*One Mission. One
Family.*



October 31, 2022

Montgomery High School

- Considered a premier learning institution and a Blue Ribbon School of Excellence.
- The MHS student population is diverse and represents many ethnic and cultural groups. Our diversity affords students exposure to intercultural relationships and a global perspective on domestic and world issues.
- Montgomery High School offers an extremely challenging scholastic environment and consistently produces some of the highest achieving learners in New Jersey.
- 84% of the graduating class of 2021 are continuing their education at four-year colleges.
- 21 Advanced Placement courses, 33 Honors and accelerated courses as well as a wide array of challenging academic electives.
- MHS supports a broad program of over 40 recognized co-curricular offerings including:
 - award winning curricular and co-curricular performing arts programs highlighted by highly acclaimed bands, orchestras and choral groups
 - academic clubs including Robotics, Mock Trial and Science Olympiad Teams
 - service organizations recognized for their community contributions
- MHS also has 33 varsity sports teams and approximately 975 student athletes

Why Collaboration

- Creates Positive Climate
- Builds Trust
- Directs More Resources toward Improvement
- Creates Problem Solving Infrastructure
- Better Communication and Information Sharing
- Support for Joint Decisions & Implementation
- Union is a Network and a Resource
- Principal as a Resource
- Psychological Safety
- Allows for systems and processes instead of silos

Giving up control?

“I define a leader as anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.”

- Brené Brown, Dare to Lead: Brave Work. Tough Conversations. Whole Hearts.

- Leadership as a role or leadership as a personal quality?
- Shared Decision-Making, Goal Alignment, Discretion, Educator Voice
- Innovation from within and a focus on Teaching and Learning

Collaborative Structures at MHS



➤ School Leadership Team

Principal, union leader, representatives from content areas, counselors, content supervisors, and supervisor of special education

Focus on instructional practice.

➤ Solutions

Principal, union leader, representatives from content areas, nurse, custodian, secretary, and paraprofessional

Focus on building issues and building operations.

➤ Empathy, Equity, & Inclusion

Principal, union leader, representatives from content areas, counselors, and CST

Focus on diversity, equity, and inclusion.

➤ Trauma Informed Leadership Team

Principal, union representative, representatives from content areas, counselors, and CST

Focus on neurodevelopmental processes and relational impacts.

A student-centered approach in **all** we do!

The Montgomery Township Continuum of Shared Decision-Making

1	2	3	4	5
Administrator Centered	Collaborative/Consultative Consensus			Staff Centered
Admin decision (without staff input) and staff will be informed “Admin will tell staff”	Admin decision, where staff consults “Staff gives input, then admin makes the final decision”	Equal-weight decision. Vote on the decision. “We make the final decision together”	Staff decision, with input from admin “Admin gives staff input, but the staff makes the final decision”	Staff decision (within admin guidelines) and staff will inform admin “Staff will tell admin”

School Leadership Team (SLT)



Heather Pino-Beattie, Co-Chair,
Principal



Jen Jones, Co-Chair,
Teacher of Spec., Ed.,
Soc. Stud. - Union VP



Hope Boczon
Teacher of Special
Education, Math



Roberto Centeno
Teacher of World Language



Tyniesha Douglas
Supervisor of Social Studies



Jane Heebner
Teacher of Science



Carolyn Casey
Teacher of Health & Phys. Ed.



Raquel Estremera-Rivera
Vice Principal



Val Kriger
Teacher of English



Lori Matthews
Secretary to the Principal



JP McAvaddy
Vice Principal



Katie Romanchik
Teacher of Social Studies



Nick Mylowe
Teacher of Industrial Arts



Matt Pogue
School Counselor



Bernadette Rabbitt
School Nurse



Kelly Rafferty
Teacher of Mathematics



Adam Warshafsky
Supervisor of VPA



Jen Riddell
Supervisor of Mathematics



Darryl Schwenck
Supervisor of Spec. Ed.



Karen Stalowski
Supervisor of English



Jason Sullivan
Supervisor of Science

School Leadership Team (SLT) Accomplishments 2020-2022

SLT Accomplishments 2020-2021 (Pandemic Response)

- Opened school virtually with 80 minute classes (Level 3)
 - Shared best practices
 - Helped each other through the screen time and technology grind
- Changed the school schedule multiple times to meet the needs of staff and students (Level 3)
- Discussed grading and remediation protocols (Level 3)
- Handled a list of faculty concerns regarding the operations of school including:
 - Study hall coverage (Level 2)
 - CLT time (Level 4)
 - Contact tracing (Level 1 & 3)
 - Social distancing requirements (Level 1 & 2)
 - Teachers' social and emotional needs and well-being (Level 2)
 - ½ day Fridays (Level 2)
 - After school help and virtual hour requirements (Level 4)
 - Extra time for assessment (Level 3)
 - Athletic start times and more... (Level 4)
- Abolished final exams for this year (Level 4)
- Addressed various paraprofessional, secretarial and custodial concerns (Level 3)
- Gave input to district calendar (Level 2)
- Adjusted the timing of the Road Back plan (Level 2)
- Advocating for no schedule change in June (Level 2)
- Staff vaccination requirements (Level 1)
- Developed change in school start times schedule for next year (Level 3)

SLT Projects and Accomplishments (Non Pandemic Response)

- **Collaborative Learning Teams (CLTs)**
 - **Developed common assessments (Level 4)**
 - **Develop curricula (Level 3)**
 - Re-write and amend existing curricula (Level 3)
- Establishment of SEL learning targets (Level 4)
 - Empathy, Resilience, Community Engagement
 - Empathy became so important that it was part of the impetus to create EEI (Level 3)
- Grading elimination of zero, 50 as bottom grade (Level 3)
- Teacher Rounds (Level 3)
- Analysis and adjustment to school start times (Level 3)
- Elimination of mid-term exams (Level 3)
- **Transition to semester grading (Level 3)**
- Root cause analysis of decreasing enrollment in AP/Honors Classes (Level 3)
 - Adjustment of AP alignment in History and English
- Analysis of Black student performance data (Level 3)
- Change in Science course offerings (Level 2)
- 2021-2022 year long project - Analysis of prerequisite impacts and the refinement or drop/add period (Level 3)
 - Creation of standard operating procedure (SOP) for staff, students, families for course movement and level changes (Level 3)

School Leadership Team (SLT) Project 2022-2023

Online Financial Literacy for ALL.

- Online Financial Literacy (Budget Challenge) for all Grade 10 Students.
- Length of Course: 10 weeks and would fulfill the NJ Financial Literacy credit requirements as per NJ State Graduation Requirements.
- Financial Literacy is a one semester required class where students will learn the skills, knowledge, and behaviors necessary to become a financially capable young adult. Students will participate in a ten-week online financial simulation called the Budget Challenge. In the simulation, students will manage a budget, like a working adult, make important financial decisions, receive income, and pay bills. Students will also attempt to accomplish key financial goals such as setting up an emergency fund, saving for retirement, and paying down debt.
- The implementation plan for this new online experience will be navigated through SLT (Level 3)

Solutions Team



Heather Pino-Beattie, Co-Chair,
Principal



Jen Jones, Co-Chair,
Teacher of Spec.. Ed.,
Soc. Stud. - Union VP



Vincent Figueroa
Teacher of Health & PE



Susan Teza
Teacher of Mathematics



Temmy Kim
Teacher of English



Kristiana Palmer
Teacher of Mathematics



Kim Marshall
Teacher of World Language



JP McAvaddy
Vice Principal



Jamie Meeker
Teacher of English



Steve Miller
Teacher of Social Studies



Nick Mylowe
Teacher of Industrial Arts



Kawika Kahalehoe
Teacher of Music



Jim Pendleton
Teacher of Science



Scott Pachuta
Vice Principal



Chris Resch
Teacher of Science



Jessica Ritson
School Counselor



Ella Janusz
Head Custodian



Corinne Skelton
Teacher of Spec. Ed. English

Solutions Team Accomplishments

- Duty Schedules
- Aligned CLT meeting times
- Unit Lunch procedures
- Study hall procedures
- Student Information Systems Management refinement
- State and standardized testing schedule and duty refinement
- Calibration of student discipline issues
- Student attendance issues
- QR Code for contact tracing
- ELL student equity and access
- Connectivity issues
- Parking lot safety
- Bathroom procedures
- Gender neutral bathrooms
- Defining the “virtual hour” during pandemic instruction
- Code Blue Team protocols
- Media center usage and tracking
- Turnstyle usage to track students
- Reduction in Unit Lunch time
- Adjustments to passing time
- Building visitor procedures
- Lockdown procedures
- School safety drill calibration
- Interdepartmental team building
- Better utilizing Genesis as a communication tool for student progress
- Collection of student materials and textbooks
- Collection of student fines
- After school help parameters
- Professional development day structures
- Study hall recalibration committee

Empathy, Equity, & Inclusion (EEI) Team



Heather Pino-Beattie, Co-Chair,
Principal



Viveka Mandhyan,
Co-Chair
School Psychologist



Marybeth Torrabla,
Co-Chair
Teacher of Special Education



Jen Jones
Teacher of Spec. Ed., Soc.
Stud. - Union VP



Maureen Conway
School Counselor



Jason Gray
Teacher of Special
Education, Social Studies



Christine Grossmann
School Assistance Coun.



Tyniesha Douglas
Supervisor of Social Studies



Kim Marshall
Teacher of World Language



JP McAvaddy
Vice Principal



Gale Murphy
Teacher of Social Studies



Sam Nowak
Teacher of English



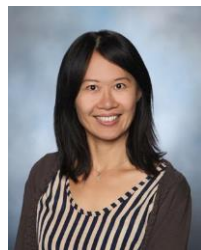
Scott Pachuta
Vice Principal



Corinne Skelton
Teacher of Spec. Ed. English



Glen Stuart
Teacher of Science



Stacey Wang
Teacher of Mathematics

Empathy, Equity, & Inclusion Accomplishments

- Creation of EEI Team - Summer 2020 (Level 3)
- DEI staff climate survey at MHS (Level 4)
- DEI book clubs for staff (Level 4)
- Collaboration with Dr. Robin Daniels (Level 3)
- Facilitated meeting with student groups around curriculum, instruction, climate, and community concerns (Level 3)
- Peer Leader work with stakeholders to develop culturally responsive and anti-racist peer outreach sessions (Level 4)
- Peer Leader work with 10th graders and USI classes to continue to develop culturally responsive curriculum (Level 4)
- Continued refinement of literary selection in ELA classes with a focus on representation (Level 4)
- DEI focused monthly coffee and conversations to continue to foster growth among faculty (Level 4)
- Analysis of Black student performance data (Level 3)
- Provide PD in the areas of race, gender expression, sexual orientation, culture, and religion (Level 4)
- School-wide development of best practices for creating a culturally inclusive classroom (Level 4)
- Website development and web resources (Level 3)
- Student diversity panel (Level 4)

Culturally inclusive and relevant celebrations and education for students, staff, and community:

- Coffee and Conversations (Level 4):
 - Native American Heritage Month
 - International Day of People with Disabilities
 - Black History Month
 - Women's History Month
 - Mental Health Awareness Month
- Student/Staff/Community Outreach & Education (Level 3):
 - National Hispanic Heritage Month
 - LGBTQIA+ History Month
 - Down Syndrome Awareness Month
 - Indigenous People's Day
 - Native American Heritage Month
 - International Day of People with Disabilities
 - Black History Month
 - International Women's Day
 - Lunar New Year Celebration
 - National Deaf History Month
 - Holi: The festival of colors!
 - World Down Syndrome Day
 - International Transgender Day of Visibility
 - Ramadan
 - Autism Acceptance Month
 - Sikh Awareness and Appreciation Month
 - Eid al-Fitr
 - Mental Health Awareness Month
 - LGBTQIA+ Pride Month

Trauma Informed Leadership Team (TILT)



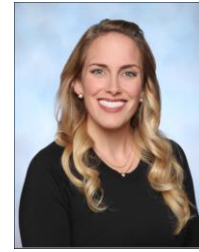
Heather Pino-Beattie, Co-Chair,
Principal



Stacey Delbridge,
Co-Chair,
School Psychologist



Christine Grossmann
School Assistance Coun.



Kelly Apel
School Counselor



Jason Gray
Teacher of Special
Education, Social Studies



Viveka Mandhyan
School Psychologist



JP McAvaddy
Vice Principal



Matt Pogue
School Counselor



Sam Nowak
Teacher of English



Scott Pachuta
Vice Principal



Jacqui Rauchbach
School Social Worker



Megan Roeloffs
Teacher of Spec. Ed., English



Brian Santaniello
Teacher of Health and PE



Tiffany Trockenbrod
Teacher of Health and PE



Corinne Skelton
Teacher of Spec. Ed. English

Trauma Informed Leadership Team Accomplishments



- Framework for understanding neurodevelopmental impact on learning and behavior
- Implementation and training on Restorative Practices in lieu of traditional consequential model
- Development and implementation of the STARR (Shifting Through Awareness, Regulation, & Relationships) program; an integrated mental health support program providing education, assessment, and intervention to MHS students who require a higher level of support and service
- ACES Survey/Trauma-informed practices; looking at students thru a trauma-informed lens
- Monthly informational mental health newsletters that provide updates and trauma informed practices
- Cougar Community interactive web resource as a method of supporting students, staff, and families SEL during the pandemic (started week one of school closure)
- Provided district wide professional development on Brain Development, Developmental Trauma, and Possible Implications of the Pandemic Response
- Experiential training on regulation techniques for staff incorporated into all PD days
- Development of Lagging Skills evaluation tool based upon the work of Dr. Ross Greene
- Real student case study PD to support lagging skill identification
- Begin implementation of trauma informed “walk and talks” as a regulation tool
- Purchase of regulation tools/kits to support every instructional area for the 22-23 school year

“Coming together is a beginning, staying together is progress, and working together is success.”

-Henry Ford

An aerial photograph of a modern high school campus. The main building is a long, two-story structure with a brick facade and large glass windows. A paved walkway leads from the foreground towards the building. The sky is overcast. Overlaid on the image is the text 'MONTGOMERY HIGH SCHOOL THIS IS US'.

MONTGOMERY
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