



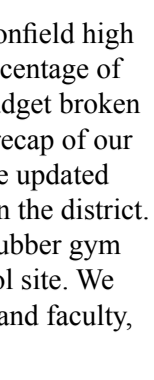
# HADDONFIELD SCHOOL DISTRICT

... news from the Board of Education

## FROM the SUPERINTENDENT

Dear Haddonfield Families:

Welcome to the last few very busy weeks of the school year. With the last day of school as well as commencement on June 20th, I hope you had a productive school year and are looking forward to a relaxing summer break.



In this issue of the District Newsletter we will describe for you the myriad accomplishments of your Haddonfield Board of Education team over the course of this school year. It is an impressive list. In fact, it's a list that most New Jersey Boards can easily say is made up of tasks that a typical BOE would not accomplish in three to five years, let alone accomplish in one year. When you see BOE members around town over the summer, take a minute to thank them for their attention to detail and the work they are doing for the betterment of all.

We have a brief article and PowerPoint on how long it takes the typical Haddonfield high school graduate to graduate from college, including information about the percentage of Haddonfield grads who start college but don't finish. We have our 2019-20 budget broken down clearly for you in a visual representation using a dollar bill. We have a recap of our building security initiatives throughout the course of this school year. We have updated information on our strategic plan goals that many teams are working on within the district. Last, you probably have heard in the news about the presence of mercury in rubber gym floors. Haddonfield, like hundreds of schools, has rubber floors in every school site. We proactively did environmental testing to ensure the wellbeing of our students and faculty, and the results of that testing are included here.

To our graduates: Best wishes, much happiness, loads of success, and continue to make a difference as you have done your entire 12 years here in Haddonfield.

**Here's wishing you all a smooth ending to a very productive and successful school year.**

Sincerely,  
- Larry Mussoline, Ph.D.

## DISTRICT NEWS

### REVIEW OF BOARD OF EDUCATION ACCOMPLISHMENTS 2018-19

Over the course of the past 12 months, the Haddonfield Board of Education (BOE) has been very busy tending to the needs of this prized school system. Since the school year is winding down, it's time to recognize the accomplishments of your elected BOE members. Your Board of Education members are:

- Adam Sangillo, President
- Maureen Eyles, Vice President
- Justin Benford
- Jaime Groomett
- Susan Kutner
- Heather Paoli
- David Siedell
- Thomas Vecchio
- Matthew Ritter

Also, we recognize and appreciate Mary Fagan and Glenn Moramarco who both served on the BOE over the past 12 months.

Below is a synopsis of the body of work of the Haddonfield Board of Education over the past full year:

- Launched a new, greatly improved district website.
- Scaled a year-long comprehensive plan for diversity and equity to ensure cultural competence skills are embedded by all stakeholders both in the school and the community.
- Hired a communications specialist to enhance public relations with all constituent groups.
- Through a comprehensive training program and through the appointment of a new district HIB leader, the BOE stabilized in-district HIB understanding and implementation.
- Commissioned a community school safety and security task force that met throughout the school year to develop a plan to provide enhanced security to all school sites.
- Through that security committee, the BOE budgeted to secure the vestibules at all school sites and to place a uniformed school resource officer at the high school for the start of the 2019-20 school year.
- Ensured we had a certified school safety specialist in place.
- Approved the use of a digital visitor management system, for all school sites, to better gauge visitor progression in and out of our school buildings starting in September 2019.
- Approved and placed video surveillance cameras at certain school sites in public areas where there is no expectation of privacy to discourage recurring vandalism as well as misconduct.
- Fully supported year-long in-district efforts to understand and then comply with New Jersey Quality Single Accountability Continuum (QSAC) mandates, the first such review since 2011. We are currently awaiting our QSAC scores from the County Educational Office to share with you.
- Commissioned an audit of our special education program conducted from October thru January in district, forming a set of action plans for continual improvements that are being actualized by Dr. Priolo and his special education staff.
- Added another Case Manager to the Child Study Team and possibly another school psychologist due to case overloads identified in the special education audit.
- Accepted a very prestigious award from the New Jersey Coalition for Inclusive Education honoring our special education program as "The Most Inclusive Special Educational Program in New Jersey" for 2018-19. As you know, New Jersey has a history of non-inclusivity with special needs populations, and Haddonfield's special education department is a glowing example of inclusivity for all of New Jersey to emulate.
- Added the following courses to the high school course of study guide to better meet student needs: AP Psychology & Multivariate Calculus.
- Filled the following positions over the past 12 months: Superintendent of Schools, Assistant Superintendent of Schools, a school business official (twice), Chief Academic Officer, Communications Specialist, Human Resource Specialist (twice), high school principal, elementary school principal, and covered administrative team leaves. Most Boards don't do this much hiring of upper level positions in multiple terms of office.
- Updated every BOE policy governing the district, positioning the district properly in line with state mandates and case law. Again, most boards would not update hundreds of policies during an entire term in office.
- Updated many job descriptions, especially as they pertain to new hires.
- Researched, created and board approved a new gifted education program to bring our gifted program up to speed with state and federal laws as well as with district policy. The research and planning committee was led by Gerry Bissinger and made up of other district professionals
- Approved a new middle school scheduling and curriculum plan, adding STEM education into that program and creating better scheduling options for the arts starting in the 2019-20 school year.
- Oversaw the diligent work of our legal teams on matters which occurred years ago but are manifesting themselves today.
- Accepted the fifteenth consecutive Shop Rite Cup Award as the Best Athletic Group Two Program in New Jersey for the accomplishments of our award-winning athletic programs.
- Commissioned and completed a future-focused strategic planning process, creating a new mission and vision statement as well as creating three new district goals encompassing the areas of social-emotional development, cultural competence and digital learning.
- Currently creating a unique graphic representation of our strategic planning mission and goals for our internal and external constituent groups to better understand where the district is heading in the future.
- Made sure that every school has full-time guidance counselors and full-time nurses for the first time in the history of Haddonfield. This change is a result of the BOE's concerns about the social-emotional aspect of student life in schools today.
- Protected the integrity of the learning environment in our Title One school by restructuring four half-time Title One teaching positions to two full-time positions, thus increasing curricular fidelity. In the past, frequent resignations of part-time teachers were problematic.
- Continued a previously established plan to increase our technology footprint by scaling a 1:1 Chromebook initiative in grades five thru eight. Next year, the BOE's plan extends 1:1 Chrome books to grades five thru ten.
- Continued to assist teachers with better presentation tools for use in the classroom by increasing the number of Promethean boards. The interactive nature of these presentation devices augments classroom lectures by giving teachers more ways to visually deliver educational objectives.
- Ensured for the first time that we have adequately trained school leaders in Affirmative Action Issues related to HR in the District.
- Created a modern, updated, state-required Comprehensive Equity Plan ensuring educational access for all.
- Successfully completed the \$35 million referendum construction process on time with a dedication ceremony on May 4, 2019 at the Elizabeth Haddon, Tatem, Central Elementary and the middle school as well as with a new stadium track, a modern cafeteria and dance studio in our high school and a beautiful new HMHS gym floor for the future.
- Began a Long Range Facilities Planning (LRFP) process, led by Susan Kutner, our BOE architectural expert. The LRFP will predict the impact of future developments in Haddonfield on the educational system and will outline strategy for future school needs.
- Accepted bids to construct a state-of-the-art, first-of-its-kind, handicapped accessible playground in Haddonfield at Tatem Elementary School that will be open at the start of the 2019-20 school year.
- Oversaw the creation of a new teacher leadership model led by our new Chief Academic Officer. This was created to ensure teacher voice was present in future curriculum and program enhancements.
- Began to get a better handle on school performance results through data teams with a more intentional use of a tool called LinkIt. This tool better enabled us to benchmark student progress throughout the school year in order to provide teachers with critical feedback on ways to improve our curriculum.
- Initiated monthly "staff talks" between the superintendent and school employees. Designed to improve and increase open communication with teachers, the staff talks are a kind of a town hall forum allowing our staff to talk freely with the superintendent.
- Negotiated the first-ever Administrative Team Contract Agreement with principals and directors in Haddonfield. This was a much-needed addition to understanding the work relationship with our key administrators and the Board.
- Established regular meetings between the superintendent and union leaders representing our teachers and support staff. The monthly discussions have been very productive throughout the school year.

This extraordinary list of tasks and accomplishments goes above and beyond the annual output of what a typical board of education does in a typical school year. Please join me in thanking your elected representatives and congratulate them for an incredible amount of work completed on your behalf throughout the course of this school year.

— Dr. Larry Mussoline, Superintendent of Schools

### SECURITY UPDATES PLANNED FOR 2019-20 SCHOOL YEAR

School security is a pressing topic for boards of education all over the United States. Haddonfield families and staff have always believed that we can rely on the small town nature of our school community to report concerns to trusted teachers, administrators and parents. Unfortunately, following numerous tragedies in school districts just like ours all around the country, the reliance on small town values is no longer enough. We have to harden our school facilities to keep our school community as safe as possible.

Currently, we have special locks on all classroom doors that allow teachers to lock an intruder out of the classroom. In compliance with New Jersey's new Alyssa's Law, there are panic buttons in all offices wired directly to the police department. Cameras and a buzzer system are in place at the main entrance of each building to allow for a quick screening of anyone requesting entrance. Security cameras are now being utilized in school district spaces where there is no expectation of privacy to protect taxpayer property and to ensure safety.

This year a committee of 25 people including law enforcement, emergency personnel, security experts, and school and community members was convened by our district's newly appointed School Safety Coordinator to share expertise and to identify the district's safety and security needs. Members of the Board of Education also attended the meetings to provide their perspectives and to remain apprised of ongoing discussions. The Board upgrades meeting below were a direct result of the group's recommendations to the board. At one meeting, Susan Kutner, a member of the BOE and a school architect, presented over fifty possible tier one, two, and three enhancements as recommended by the Partner Alliance of Safer Schools (passk12.org). As a result, potential costs of all of these enhancements have been researched, and steps have been taken to secure funding to start a few projects.

At the public hearing on May 2, the Haddonfield Board of Education approved the 2019-20 district budget including security upgrades listed on slide 9. Here are some explanatory details about these improvements.

#### Secure Vestibules

Secure vestibules are a common and effective way to control who enters our buildings. These vestibules are contained areas where people wait until office staff ascertain whether it is safe to let the person in. The visitor is buzzed first into the vestibule from the outside, briefly screened, and then buzzed into the building. We will improve the secure vestibule at Central-Middle School and will add secure vestibules to both Elizabeth Haddon and Tatem Elementary Schools during the 2019-20 school year.

#### Visitor Management Systems

Visitor Management Systems (VMS) are commonly used in public buildings as a way to badge and track all visitors entering secure spaces. In our school buildings, after a visitor is buzzed into the vestibule from the outside, he/she will present an ID, typically a driver's license. After information from the ID is entered into the VMS, the system (a.) prints a visitor badge with photo and (b.) searches New Jersey databases for sex offender or child abuse status. Once vetted, the visitor can be buzzed into the building.

#### SRO/Class III Officer

Haddonfield Memorial High School's visitor will be more secure with the re-establishment of a school resource officer (SRO). After 2010, the Borough of Haddonfield was no longer able to provide an SRO because of budget and grant cuts. Recently, the Board of Education asked the Borough to reinstate the SRO under New Jersey's Class Three Officer program. The request was approved, and the SRO will be in place at the high school in September. He/she will help to make sure that visitors are properly screened through the visitor management system before entering the building. More planning is needed before establishing a secure vestibule at HMHS because of the scope of renovation to such an historic building.

#### BOE Office Entry System

Currently, each school building has an electronic entry system that allows district employees to unlock the door and gain entrance by swiping a school ID/key fob. Next year's budget includes adding the same kind of entry system to the door of the Board of Education building. There are plans to install a security door, camera and buzz-in system for the BOE building, as well.

### UPDATE ON THE STRATEGIC PLANNING COMMITTEES

The three goals of the Long-Range Strategic Plan for Haddonfield School District are:

- Social-Emotional Skills and Support
- Cultural Competency
- Contemporary Teaching and Learning

A committee has been established for each of these three areas to make sure we are intentionally and thoughtfully reaching our goals. Here are their updates:

#### Social-Emotional Skills and Support

The Social-Emotional Learning (SEL) Action Team includes two district administrators, nine teachers, one student, and one parent. The SEL team aims embed SEL into the curriculum of study in Haddonfield.

Social and emotional learning (SEL) is the process through which children and adults understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships and make responsible decisions (CASEL, 2019). The framework for Social and Emotional Learning includes 5 components:

1. Self-awareness
2. Self-management
3. Social awareness
4. Relationship skills
5. Responsible decision-making

Making a commitment to district-wide SEL is a long-term process in which all members of the school community work to internalize the critical place of SEL in each student's education. Our work has thus far included academic research, collaboration with other school districts in learning about successful SEL initiatives, and professional development, in addition to analyzing current district practices in the areas of homework allocation and distribution of tests and long-term projects, among others.

#### Cultural Competency

The Cultural Competency Action Team – consisting of one administrator, eight teachers and two high school students – has met on three occasions with a goal of developing actionable steps that can be put in place to meet the district goal. In the earlier meetings, much time was spent discussing and defining the objectives so the team could speak with common language and stay tethered to the goal. The team selected "Blind Spot; Hidden Biases of Good People" by Mahzarin R. Banaji and Anthony G. Grunewald as a book study. Plans are also being put into place for a site visit to Logan Township to observe a school that has had a strong focus on Cultural Competency for many years.

During our last meeting the team met the challenge of honoring and maintaining the good work that has already started and marrying this to new action steps to promote future growth and understanding. During our final meeting in early June, the team will finalize the action steps in the areas of staff professional development, policy and practice, curriculum and extracurricular, community outreach and public relations; actions that would include the development of a web page and promotion of the work being completed.

#### Contemporary Teaching and Learning

The Contemporary Learning Strategic Planning committee is comprised of a cross-sectional representation of the district, including one high school student, teachers and administrators from all school levels. Each team member is acting as a trusted partner and that is helping to ensure our success. We have met twice, and each member researched other model school districts such as Treedy/Frin/Easttown, West Windsor and Downingtown. We are working towards meaningful, measurable outcomes. For instance, within the 18-month strategic-planning process timeframe, HSD will commit to a learning management system (LMS) that will be supported with professional development. HSD will also create a guiding technology committee. Among other things, this committee will collaborate with our curriculum leaders to review curriculum for relevancy and transferability. The committee will also research and implement flexible learning choices such as online course offerings and cyber-snow days. We are currently looking forward to visiting a model school – Fair Haven School in Rumson – in two weeks, after which we will hold our final of three meetings to complete our work and plan for BOE presentation.

### THE HMHS GRADUATE: College Graduation Data for Recent Classes

It is common today to keep track of and publicize facts about college placement. What percentage of our senior class was accepted into what colleges? How many students earned scholarships? Just as important – some would say even more important – is the data about how our graduates do *after* they enroll in college or university.

At a recent Board meeting, Dr. Mussoline shared a PowerPoint presentation providing just such information about HMHS graduates of the classes of 2011-2014. [Click here](#) to see the presentation.

### WHERE DOES MY TAX DOLLAR GO IN THE SCHOOL DISTRICT?

At the same Board meeting, Dr. Mussoline showed a graphic representation of where a Haddonfield resident's tax dollar goes in the Haddonfield School District. We share it below:



### RECENT TESTING OF FAIRLY FLOORING

You may have read about a fairly new health and environmental concern that certain types of rubber flooring may emit a gaseous form of mercury. School districts throughout the U.S. have been exploring this possibility, and in schools in South Jersey have been made particularly aware because of a lawsuit in a neighboring district that drew much press attention. In an effort to proactively address this question, Haddonfield School District Board recently took action to test all of our rubber flooring, a material that exists in all-purpose rooms at Tatem, Elizabeth Haddon and Central Elementary Schools and in the auxiliary gym of the high school.

We are happy to report that our certified industrial hygienist (CIH) tested the air quality in all four spaces in May. Results were measured as "below the action threshold" as determined by the New Jersey Department of Health. The report stated "at this time, no corrective measures or actions are recommended for Haddonfield School District." The district is happy with this report but will continue to sample air quality as suggested by the CIH, and we are committed to insuring proper ventilation is in place in these large space areas.

## SCHOOL NEWS



### CENTRAL ELEMENTARY SCHOOL

Kindergarten students in Ms. Enright's and Ms. Kennedy's classes have been learning all about paper. They experimented with 10 different types of paper and their properties, discovering what happens when paper and water are mixed. The students learned that water can be either fully absorbed, partially absorbed or that (wax) paper can act as a protective surface against water. Last week, they made their own recycled paper by first turning old paper into pulp and then using a filter system to turn it into new recycled paper. CAPTION ABOVE: Three students test how their paper reacts to water droplets.



### LIZZY HADDON AND ALL FIFTH-GRADERS BOND AT CAMP OCKANICKON

For the third consecutive year, fifth-graders from all three elementary schools went on an end-of-year trip to Camp Ockanickon (Medford) on May 17. The trip was designed, in part, to bring students together before they enter our middle school in September, giving everyone a chance to begin to make new friends. And, of course, the trip was just plain fun! Students enjoyed archery, rock climbing, canoeing and other physical activities. One favorite is called "swamp." Students had to walk on rope bridges or leap from one hanging item to another in an effort to cross "the swamp" without falling in. At the end of the day, many students looked forward to middle school with a stronger feeling of community. CAPTION LEFT: As one Lizzy Haddon student maneuvers precariously across the swamp, another emerges wet but smiling.



### TATEM KINDERGARTEN WRITES "HOW TO" BOOKS

On Friday, May 10, students in Christina Parady's kindergarten classes held "publishing parties" in which they shared their how-to books with parents and friends. Titles included "How to make a Rainbow," "How to Go Fishing" and "How to Play with My Dog." The children worked very hard to provide helpful illustrations as well as clear instructions in chronological order. First you do this, then you do that and finally you do this. Visitors learned how to do many things that day.



### HMHS VOLLEYBALL TOURNAMENT – A LONG-HELD HADDONFIELD TRADITION

On Friday, May 24, the Haddonfield Middle School held its annual volleyball tournament. A tradition for at least 30 years, the tournament raises money for the American Heart Association (AHA) and engages the entire student body. It is sponsored by the Student Council with guidance from advisors Sharon Verdeur, HMHS French teacher, and Maria Munz, science. Teams organized by homeroom and grade played one another in the morning. Students rotated in and out of each game so that everyone who was physically able played. In the afternoon, the winning sixth-grade team played the top seventh-grade team. The winner of that contest (grade 7) played the eighth-graders, and those victors played against the faculty at the end of the day. The tournament was a lot of fun, and the students presented a check for \$1,823.00 to an AHA representative at the start of the contest. CAPTION: The top student team was Caren Izzo's eighth-grade!



### HMHS SENIORS COMPLETE THEIR "CONCENTRATION OF STUDIES"

On Wednesday, May 22, three seniors made presentations about their Concentration of Studies (COS) experiences. Designed as summer and school-year mentorship opportunities, a COS experience places high school students in a professional setting with adults who work in a particular field. Students hope to discover if what interests them now might actually be a good career choice. This year's COS graduates were (left to right, after counselor Bill Seaman) Micah Hamilton, interested in Allied Health; Ian Connolly, Law and Society; and Will Bentley, Law and Politics. Hamilton spent time in three different locations. Commonly worked at the National Constitution Center, and Bentley attended various civil proceedings at the Camden County Courthouse.

Speaking with Hamilton after the presentation, it was clear that the COS experience had a profound effect on his thoughts about his future. His first of three placements was shadowing medical students at Rutgers School of Osteopathic Medicine where he attended a bioethics class and observed brain surgery in a cadaver lab. For his second placement, Hamilton worked in the medical records department at Lourdes Medical Center. Finally, he shadowed four physicians at a local nephrology practice, observing patient appointments and spending time in the dialysis lab. "I learned a lot about the science of medicine, but also how much is going on behind the scenes," Hamilton said. "I developed confidence navigating new situations, and I feel even more sure that I want to become a doctor." Hamilton will attend Georgetown University in the fall.

Haddonfield School District News is created and shared monthly throughout the school year. It is written by Communications Specialist Polly Mitchell and distributed to staff, families and community members. Suggestions and comments are welcome.