... news from the Board of Education FROM the SUPERINTENDENT

Dear Haddonfield Families: All of us in the school district wish you happiness and optimism during this time

of year. We all hope you are enjoying time with family and friends. And good luck keeping those New Year's resolutions. Let's spend some time talking about a few issues that the Board is considering at

the moment. On the policy-making front, the board is working on ways to create various revenue streams rather than to only rely on property taxes to fund the needs of the school system. Since property values are so high, and with those high values tied to Borough, County and School Tax needs, it makes sense that we seek other ways, away from property taxation, to gain yearly revenue streams.

Our non-resident and foreign exchange tuition programs are a way we generate additional dollars. Those programs have been ongoing for many years, thank goodness. But beyond that, we rely solely on property taxes to fund the growing needs of the school system. The state has provided a bit more money to Haddonfield but not nearly enough to carry its weight in providing the education Haddonfield families are accustomed to receiving. To that end, the Board of Education is working on <u>Draft Policy 7510</u>, Use of Facilities. In a

letter to various local organizations that utilize school facilities, the Board wrote the following: "The theory of action of the Haddonfield Board of Education is to make school facilities and grounds available to a variety of organizations. However, such use is subject to certain guidelines contained in this Policy and its accompanying Regulation. School district leaders have to be both cognizant and vigilant of overhead costs such as facility depreciation, overall maintenance, and operational costs. After reviewing best practices of other similar districts, the Board feels it's necessary to charge a nominal fee to offset these ongoing costs to continue to best serve the

community." Basically, the essence of this policy lies in creating a minimal cost recovery program to offset normal operating expenses borne by taxpayers. Everyone on the board understands that, from time to time, community groups using our facilities have contributed to capital expenses in order to share costs. I can tell you this board and the past boards where these improvements were made are very grateful. We all understand that the Haddonfield community is giving and constantly helps out when needed. For example, there was the turf project at the high school main stadium field and at the Borough-owned Anniversary Field during the 2012 fiscal year. The Borough and the community contributed a great deal to turf both fields. To that end, there is an official moratorium, ending in April of 2023, disallowing any additional charges for the use of those fields. Of course that shared service agreement is being

honored. However, both fields will be due for turf replacement in the near future and everyone is stretched in terms of taxation. In accord with that 2012 agreement, the replacement costs for both turf fields will fall solely on the backs of the Board of Education and, ultimately of course, on property owners. While the board has been placing money in a capital account for this upcoming need, it's still taxpayer money being stored there awaiting use. Circling back to Draft Policy 7510 today, the Board properly crafted the policy first, put it out for review, and will now meet with a few of the local groups who are being asked to contribute something to offset taxpayer costs for facility usage. After hearing concerns, the Board will make a final decision on the policy sometime in the winter. Many other districts, especially New Jersey J Districts like us, have these policies in place and many in their community still use their facilities and enjoy the benefits of the local school district. We feel that will be the case in Haddonfield also whether the Board passes or tables the policy. By the way, the Board will be looking at other cost

recovery/revenue generating mechanisms in the future. If we can offset spending in the future, we

can hopefully keep property taxation in check. Under the Theory of Action of decreasing stress levels among our students in a high-powered academic school system like Haddonfield, we are looking at certain possible structural changes in how time is used in the high school schedule. In fact, the high school team has been experimenting with schedule variations during this school year. Between the research work Principal McHale did last year and the practical work on time done this year, we are accumulating a lot of data about the nature of the initiative. The Board is also looking at ending the practice of having a single valedictorian and single salutatorian in favor of a more comprehensive collegiate cum laude system of recognition at the end of high school. Also in this policy is a slight change in AP course requirements surrounding the option of taking the end-of-course AP test or opting out of the test. Please take some time to look over <u>Draft Policy 5432</u> to see phase-in dates for the Cum Laude system to begin and for the AP change to take effect. This, along with some other operational changes that we are researching, may be more beneficial for students. We'll talk more about all of these in the future. Another Board duty is to negotiate a contract collectively with the largest groups of employees in the District, those employees who are represented by the New Jersey Education Association

Please know that the Board and the union are beginning talks in January in the hope of securing an agreement that benefits the HEA membership, the Haddonfield community and our students. Like the Dickens novella, "A Christmas Carol," you will be visited this week by our school "principals of the present" via a phone message. We are testing our phone system for use by our principals to inform you of important school events and for emergency use. Please look for that call sometime this week. Enjoy the upcoming break. It's longer than most. The second half of the school year brings with it winter, lengthening sunlight, and the eternal hope of "new" that signals springtime. Sincerely,

Larry Mussoline, Ph.D. Superintendent **Future Board Meeting Dates:** Next Meeting – Reorganization January 2, 2020 7:00 p.m. Work Session Meeting January 23, 2020 7:00 p.m.

We Need Volunteers for the Special Education Advisory Committee

needs from each of these programs/schools:

If interested, please complete the online application by 1/6/20. Please email Dr. Priolo

DISTRICT NEWS

How do we Address the Social and Emotional Needs of our HMS and HMHS Students?

schools. In this article we'll delineate some of the myriad examples of what our high school

Over the last 12 months, much has been written about **redesigning the schedule of the** school day at both the middle and high school to improve social and emotional health,

September 1. Most significantly, the Bulldawg Block replaced "tutorial" and was created to add more time for intervention and enrichment, allowing students to explore interestbased learning and to seek extra help. Special subjects like band and chorus are now intentionally scheduled so that any student can participate without losing access to other opportunities or needs. The new schedule also makes it easier for counselors to regularly

"We strongly believe that all of these changes allow middle school children to reduce stress and improve their academic and social-emotional well-being," said Principal Tracy Ann

Haddonfield Middle School (HMS) introduced its new-and-improved schedule on

meet with individuals or groups on particular social-emotional topics, as needed.

Haddonfield Memorial High School (HMHS) principal Tammy McHale and her Bell Schedule Committee have been working on changes to the master schedule. Trained as a school psychologist, McHale recognizes that numerous transitions during the school day and the lack of time for students to reflect and process add stress and anxiety to their lives. Since school began in September, HMHS has held four "test days" of a schedule that will have three eight-period days of 43 minutes in length and then two days with four periods

This is part III in a three-part series of articles about what we are doing to ensure the social District's strategic plan.

Matozzo.

Tatem **HMS HMHS**

The extra time in the schedule also gives teachers more time to plan, to collaborate with co-teachers, to produce more in-depth lessons, and to reflect on their practice. Although we are well aware that a schedule change poses some issues for high school teachers, the entire initiative is designed to reduce stress for the adults as well as the students. In addition to improving their schedules to reduce student anxiety and stress, both schools

with mixed grade-level students and one adult. They meet to discuss wellness and selfregulating topics that follow themes such as perseverance and resilience. Keeping the same group together over time has allowed the participants to develop a strong sense of trust and build a small caring community and a safe environment to talk about issues of concern.

Also in October, Haddonfield Memorial High School (HMHS) held a suicide-prevention assembly with speakers from Minding Your Mind and the Jewish Family & Children's Service of Southern New Jersey. One speaker told her personal story dealing with

depression and anxiety as a high school and college student, capturing the attention of her young audience. HMHS students also learned about specific coping skills such as how to

As one result of this assembly, HMHS nurse Dana Reganata started a student group called Our Minds Matter (OMM) bringing interested students together before school on a monthly

Student wellness groups in every building have grown in importance over time. Longstanding Peer Leaders and Peer Bias groups have sought and continue to actively seek to establish positive relationships, to share information about social and emotional health as well as equity and human dignity, and to decrease the stigma of these important topics.

"Every time we talk about social and emotional health we hope we are increasing feelings of connection," said HMHS Principal Tammy McHale. "We want the students to know they

strengthening emotional regulation. For students experiencing a higher level of anxiety or other mental health issues, counselors provide referrals and coordinate with outside mental health professionals. Counselors collaborate with parents, teachers, administrators and support staff to advocate for students. All students have the opportunity to meet with the school counselor at their request, and school counselors check in with students throughout

HMHS counselors and a school social worker support students both emotionally and with

Counselors at HMS and HMHS play an important role in addressing the social and emotional needs of our students. At HMS, each grade has a counselor who stays with the class throughout the middle school years. They assist with transitioning and adjusting to middle school at each stage, navigating social and emotional challenges and working towards their full potential. Some examples of common middle school issues include coping with peer groups, friendship challenges, conflict resolution, building healthy relationships, managing academic expectations, coping with social pressures and

recognize stressors and how to help a friend who is considering suicide.

basis for discussions and activities related to social and emotional health.

are not alone, to connect to peers as well as adults in our building."

the school year.

properly assess.

input from all residents.

the college process. The work continues.

survey to faculty, staff and students in grades 3-12. The purpose of the survey is to gather baseline data on the social and emotional wellbeing of our staff and students and then to review that data carefully to help us inform policy and practice moving forward. A District team went to Yale University to study the RULER training program, an evidence-based approach for integrating social and emotional learning in schools developed at the Yale Center for Emotional Intelligence. This entire program is being introduced this year and will provide key self-regulating skills to a broad range of faculty, staff and students. "I am extremely proud of the Board, faculty, staff, and students for their unified and enthusiastic support of social and emotional learning initiatives as well as for supporting the changes we are making toward social-emotional wellbeing," said Dr. Mussoline, Superintendent. "We are committed to continuing to make this a priority and to improve, day by day, in creating the healthiest school climate possible."

academic research. Like AP Seminar, AP Research is a project-based course. Each student's official AP Research score is based on an academic paper, presentation and oral defense. There's no end-of-course exam for AP Research. Students who score a 3 or higher in AP Seminar and AP Research and on four additional AP Exams of their choosing earn the AP Capstone Diploma™. This signifies outstanding academic achievement and attainment of college-level academic and research skills. Students who score a 3 or higher in both AP Seminar and AP Research (but not on four additional AP Exams) earn the AP Seminar and Research Certificate TM . "We are thrilled to have been awarded the opportunity to offer the AP Capstone program at Haddonfield Memorial High School," said Dan Licata, Assistant Principal. "The curriculum offers parameters, not decrees. Students will be afforded an abundance of academic freedom as they seek to address real-world problems through innovative research

Madrigal music is defined as "vocal chamber music popular between the 14th and 17th centuries," and HMHS has had a Madrigal group since 1997. Students must audition, and director Tyler Mills tries to keep the group at a certain size by only replacing the graduating seniors. Students practice twice a week throughout the fall for two hours each session, memorizing dance steps as well as all lyrics and dialogue in Catalan, French, German, Latin and English.

than softer sounds. Students dipped tuning forks into water and observed a humming noise and movement of the water. This experiment taught the students that sounds are vibrations. Last week, students went outside Students in Katie Reddington's first grade to listen to sounds and to consider what display a tuning fork and a tone generator. information can be gathered from sounds.

At back-to-school night, teachers were asked to talk to parents about their plans for enrichment classes. Yanni Fikaris, a seventh-grade parent, heard Resnick talking and approached Matozzo. "I can help with your project," he said. "Tell your students to go to this website and write down the names of the different colors of paint they need, and I

> fun of Spirit Week. Organized by Student Council, Spirit Week consists of numerous competitions, large and small, in which each

(NJEA). These are our teachers and support staff members who are represented by NJEA via the Haddonfield Education Association (HEA). The Collective Bargaining Agreement with the HEA will expire on June 30, 2020.

Regular Board Meeting 7:00 p.m. January 30, 2020

Meeting dates: January 16 • February 13 • April 23 • May 14

lasting 80 minutes. The longer class periods allow all subject areas more time for projectbased learning and a deeper dive into content. Additionally, it allows students to more thoroughly process and reflect upon critical learning standards. These two block days also allow us to offer a 60-minute lunch period that can be used for remediation, collaboration and discussion, helping students to reduce stress. A morning period called "Dawgtime" will be offered on both block days as a 20-minute period where students may seek extra help, meet with club advisors, meet and plan collaborative projects, and generally reduce anxiety.

In late November and early December, the district administered a comprehensive SEL

and application. This program challenges students to relate their newfound skills to the real world. Our students and staff are going to knock this out of the park." **Net Zero LED Bulb Program Saves District Thousands** Over the summer, a representative of Generations Technology approached Haddonfield's Director of Facilities Tim McFerren with a proposal. Generations Technology has supplied the District with light bulbs and light fixtures for many years, but the organization had become aware of a fairly new energy-saving program offered by the state. To encourage

changes that would reduce overall energy use and utility costs, the state was offering grants

to different organizations to install LED bulbs and fixtures.

"In addition to all of the memorization, Madrigals work hard to perfect the sound," said Mills. "Madrigal music is polyphonic, meaning the different voice parts are often singing independent melodies and yet harmonizing. It is beautiful but challenging." Aside from the holiday concert, the Madrigal Singers perform for various groups such as Longwood Gardens and the Philadelphia Orchestra's members' meeting at Tavistock Country Club. Earlier this year, the they entered a competition at the Pennsylvania Renaissance Faire in Lebanon, Pa., and won first place with a near-perfect score.

SCHOOL NEWS

Jenny Gregory's students proudly display the amount collected by the entire grade.

Central Students Engage in Global Citizenship Project

When Central fourth-graders learned about UNICEF, they held class discussions about global citizenship and specifically about the needs of many children around the world.

On Halloween, the students took UNICEF boxes trick-or-treating, asking for spare change as well as candy. After Halloween, the children sorted, counted and calculated their earnings in math class. They were proud and excited to discover that they raised \$1,040.59. Students continued their math practice and extended their discussions of the needs of children in other parts of the world by calculating how the money could be allocated. For example, the money raised could pay for 2,000 nutritional packets; 1,035 mosquito nets to protect children from malaria; or two water pumps to provide clean

This project had many positive outcomes: It helped build classroom and grade-level community by providing a shared goal; for many, it opened up the idea of global citizenship for the first time; it sparked a true sense of responsibility for others; and the

Lizzy First Grade Studies Sound

In first grade at Elizabeth Haddon, students have recently started a science unit called Sound and Light. Using a "drop chamber" to listen carefully to sounds, they successfully identified different sounds and concluded that louder or metallic sounds are easier to identify

real-life application nurtured engagement in applying grade-level math skills.

As an American school, Tatem competed against other American schools in various parts of the country. Mary Hall's fifth-grade class pictured above solved addition, subtraction and multiplication problems as quickly as possible, scoring well above the two teams assigned as their immediate competitors. Later that day, Ms. Hall was notified that Tatem placed 39th out of 274 American teams, placing them in the top 14%.

Fibrosis Foundation (seniors), National Brain Tumor Society (juniors), Feed My Starving Children (sophomores) and The American Foundation of Suicide Prevention

of the four classes aims to raise as much

traced them in pencil, and began painting. As of today, one wall is completely finished and four more are nearing completion. Their enthusiasm hasn't waned, and they are already talking about what's next. "This has been a wonderful experience in many ways," said Resnick. "Every middle school student is in the cafeteria at least once a day, and now they can see examples of student voice and of what students can do when they care about their school." **HMHS Spirit Week is a Spectacular Fund Raiser** Every fall, high school students, families and staff anticipate the excitement and

The purpose of the Special Education Advisory Council (SEAC) is to make recommendations to the Director of Special Education concerning curriculum, programs and services related to District special education programming. Any topic may be considered for discussion except matters pertaining to an individual student, personnel issues, and items which are subject to the collective bargaining process between the Haddonfield Education Association and the Haddonfield Board of Education. The committee, which is comprised of teachers, parents and students, will meet between 3:30 and 4:30 in the HMHS Library. We are currently in need of the parent representatives. Ideally, we look for one parent of a child/ren with special needs and one parent whose child/ren do not have special Preschool Central Elizabeth Haddon

and emotional well-being of our learners, as clearly stated in one of the three goals of our We will nurture self-awareness, social awareness, self-management, relationship skills and responsible decision-making to ensure the social and emotional well-being of our learners. In the October 30 issue, we wrote about District-wide social-emotional learning (SEL) initiatives, and in the November 18 issue, we wrote about SEL initiatives in the elementary

and middle school teachers, staff and administrators are doing.

and, subsequently, to improve learning opportunities in all subject areas.

at gpriolo@haddonfield.kl2.nj.us with any questions.

hold special programs throughout the year that teach valuable coping skills. Both schools hold **Wellness Days** annually. Begun 26 years ago, the HMS Wellness Day (held in October) has become extremely popular. Staff elicit requests from students for specific health and wellness activities and subjects, thus assuring that the topics are meaningful to the students. Topics may include eating disorders, social skills, relaxation techniques and mindfulness, to name a few. You can read much more about this special day in the October 30 newsletter. Five times a year, HMS schedules "Advisories" which are small group "family meetings"

Long-Range Facilities Plan Gears Up by Susan Kutner, Board of Education Each New Jersey public school district is required to update its Long-Range Facilities Plan (LRFP) once every five years. The District last updated its LRFP in 2016 as part of the referendum process. Due to the severity of the structural issues that needed to be quickly addressed, the 2016 LRFP focused on the most urgent physical plant needs and deferred

consideration of school capacity and educational needs, which can be time-consuming to

Now that our school buildings are stabilized, we are returning to the LRFP to explore how well the buildings accommodate our enrollments and educational objectives. Evaluative criteria considering enrollment projections, programs and delivery, and state standards will be used to assess capacity and program space adequacy. After program space deficiencies are determined, a range of potential corrective actions will be explored. Of course, physical

plant needs and objectives, such as security improvements, will also be considered.

renovate Bancroft's Cooley Hall for our use or demolish the building.

success, such as research, collaboration and communication.

an end-of-course written exam in May.

By starting the process well before the LRFP amendment is due to the NJDOE, we have adequate time to fully explore each issue and to gain community input. Our facilities discussions are also critical to determining whether the District should maintain and

As we move through this process, we will keep the community informed and will solicit

<u>Click here</u> to access LRFP presentations on enrollments, security and other facilities issues.

HMHS Approved for AP Capstone Diploma Program

Beginning in the fall of 2020, Haddonfield Memorial High School will be one of only 1,800 schools worldwide to implement the AP Capstone™ Diploma program – an

In the subsequent AP Research course, students design, execute, present and defend a yearlong research-based investigation on a topic of individual interest. They build on skills developed in AP Seminar by learning how to understand research methodology; employ ethical research practices; and collect, analyze, and synthesize information to contribute to

innovative program that allows students to develop the skills that matter most for college

The program consists of two courses taken in sequence: AP® Seminar and AP Research. In AP Seminar, typically taken in 10th or 11th grade, students choose and evaluate complex topics through multiple lenses; identify credibility and bias in sources; and develop arguments in support of a recommendation. AP Seminar is a project-based learning course. Official AP Seminar assessments include research reports, written arguments and presentations completed during the academic year. Students complete the course by taking

After conducting an energy audit throughout the school district, Generations Technology applied for a state grant, and the result has been excellent news. In October, Haddonfield School District was awarded \$56,377.50 in state grant money, the total cost of replacing almost every light bulb and hallway fixture in the Central-Middle School. Also included in this lighting package is the replacement of all the high bay fixtures in both Central's all-purpose room and the middle school gyms. (Lights in the auditorium were not included as that room has theatrical lighting.) The state required the work to be completed within one year, and McFerren says he hopes the work will actually be done by June 2020 if not sooner. "Because we use our own maintenance staff, the only expenses are the bulbs and fixtures," he said. "Once we complete the installation, the state will reimburse our outlay 100%, thus the reference to a 'net zero' outcome." The fact that this change will cost the district nothing is just part of the good news. LED light bulbs have many benefits including better quality of light distribution and running much cooler than regular bulbs, but they also cost significantly less to power. "The LED light bulbs are 80% more efficient and will lower our electric bill in this one building by 48%," said McFerren. "The LED bulbs last much longer, so we will not need to replace them for up to 12 years. Between reduction of our utility bill and much lower

Because our own employees do the work, we can only work on one building at a time, but

Madrigal Singers - a Winter

One of the most anticipated events of the winter holiday season is the Madrigal Dessert Concert. Held this year on

December 13 and 14, the concert included more than 30 songs, an original skit, a dessert buffet and professionally made

Holiday Tradition

Renaissance costumes.

maintenance, the annual savings is estimated to be almost \$18,000 a year."

McFerren is optimistic that we can qualify for more grant money in the future.

Farewell to a Special Friend A very special friend to students and teachers at Haddonfield Memorial High School, Mary T. Previte died on November 16. She was a beloved member of the community and touched countless lives with her positive spirit. Mary was a frequent visitor to HMHS, talking to CP English 10 World Literature classes about her experiences in a Japanese concentration camp in China during WWII. After speaking to four classes on October 30th and 31st, Previte made sure that substitute teacher Mike Tobass took a photo of her with Cynthia Kolaski's sixth-period class. (Above, Mary is in the center with a purple shawl.) She also sent her bio to Kolaski asking that it be shared in the district newsletter. We respectfully honor this last request. Here is a brief account of Mary's story, in her own words:

Mary Taylor was nine years old when she officially became an enemy of the Japanese. The date was December 8, 1941. The day before, Japan had attacked and almost wiped out America's navy at Pearl Harbor. The next day, Japanese appeared on the doorstep of the boarding school in China where Mary was a student. Now the school — all the children, all the teachers — became prisoners of the Japanese, enemy aliens.

Children of Christian missionaries, the Taylor siblings were born in China.

see their parents for $5^{1/2}$ years.

groups in Haddonfield and across the nation.

District that includes Haddonfield.

drinking water to two entire villages.

from their parents?

Marched away from their school, the students spent three years in a Japanese

concentration camp in China. Separated by warring armies, the Taylor children did not

Mary — now Previte — speaks regularly to English classes as they study the literature of the Holocaust at Haddonfield Memorial High School. How do teachers keep the spirits alive of a whole school full of children in a concentration camp, all separated

An inspirational speaker, Mary tells her riveting story to church, civic, and school

For more details, please <u>read her obituary from the Philadelphia Inquirer.</u>

Mary has lived in Haddonfield for 51 years. She served on the Haddonfield Board of Education, administrated the Camden County Youth Center for 31 years, and served on the New Jersey General Assembly for 8 years. She represented the 5th Legislative

Tatem Students Enjoy International Math Game Day first- through eighth-grade students around the world. The IMGD is an exciting and fast-paced opportunity to practice math facts and have fun. Both the classroom's Promethean board and their own iPads displayed the countdown clock, team progress and their individual and team scores.

Bulldawg Block enrichment classes started October 1, and in the weeks since then, the student artists drew scale models of their plans, projected their drawings onto the walls,

> money as possible for a particular charity. This year's class charities were: The Cystic

The junior class designed "SEUS2V1LLE" complete with Thing I and Thing 2. (freshmen). The competitions took place over the course of a week and included such events as the Penny Count, a scavenger hunt, finding hidden "golden bulldawgs," and a volleyball game. One of the last activities is the hallway decorating contest. Although students may plan their hallway for weeks in advance, they have only a few hours in which to put it all together before faculty, families and friends line up to walk through

Students in third-, fourth- and fifth-grade classes at Tatem participated in an International Math Game Day (IMGD) on December 11th. IMGD is an online math competition for

Middle School Students Beautify School Cafeteria When HMS principal Tracy Ann Matozzo started to talk to her faculty about enrichment classes that would be part of the new Bulldawg Blocks, math teacher Daria Resnick asked, "Can we paint a mural?" The answer was yes, and Resnick expected seven or eight students to work on a small project somewhere in the building. What she got was about 30 eighth-graders who wanted to spruce up the bare white walls of the cafeteria. will supply them."

each hallway and judge the finished product. The classes earn points based on firstthrough fourth-place finishes, and the total points accumulated identify the winner. This year, the classes raised \$22,262 for their charities! The seniors placed first, sophomores second, juniors third and freshmen fourth. Additionally, the classes collected just under 5,000 pounds of canned food to be distributed to a local food bank. Spirit Week is a lot of fun, but it is also a proud tradition that our school family takes very seriously. Well done! Haddonfield School District News is created and shared bi-monthly throughout the school year. It is written by Communications Specialist Polly Mitchell

and distributed to staff, families and community members.

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