



**HACKENSACK
PUBLIC SCHOOLS**
EXCELLENCE IN EDUCATION

ABOVE & BEYOND

A THREE YEAR INTERIM ROADMAP TO EXCELLENCE



**DR. THOMAS MCBRYDE, JR.,
SUPERINTENDENT**





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A MESSAGE FROM THE SUPERINTENDENT

Dear Members of the School District Community,

As we embark on a new academic year, I am optimistic about the journey ahead. I proudly and enthusiastically introduce “Above & Beyond: A Three-Year Interim Roadmap to Excellence.” This plan represents our district’s focused trajectory toward achieving excellence and is the foundation for the comprehensive strategic plan we intend to develop in 2025.

Over the next three years, we intend to provide every student with a high-quality education that prepares them for success in a rapidly changing world. Our dedicated teachers, staff, and leaders will work collaboratively to ensure every child thrives in a supportive and inclusive learning environment. This interim roadmap identifies three critical areas of focus, actionable steps, and measurable outcomes that will guide us in reaching our goals.



Dr. Thomas McBryde, Jr.
Superintendent

Student Achievement: We are committed to enhancing academic performance for all students. We will ensure that each student reaches their full potential by implementing data-driven, standards-based instruction, personalized learning, and robust academic support systems. Recognizing the importance of investing in our educators, we will provide ongoing professional development and training opportunities, equipping our teachers and staff with the tools and

Culture: Strong school culture is the cornerstone of Hackensack Public Schools’ future. We are dedicated to strengthening partnerships with parents, guardians, and community members by fostering open communication, collaboration, and transparency. This will create a united vision for how our students experience learning. Social-emotional wellness is essential to improving our culture, and we will ensure that every student feels supported, valued, and respected. Additionally, we will continue to address disparities among our students and support educators in providing unique experiences for every child, particularly those from historically marginalized groups.

Data: We will become a data-driven district, ensuring that a deep understanding of available data informs all academic and otherwise decisions. Prioritizing data literacy among teachers, district leaders, and operational staff will enhance our organizational effectiveness and deepen our understanding of student strengths and areas for growth.

While this interim roadmap sets a clear direction, it is merely the beginning. Our ultimate goal is to develop a comprehensive strategic plan in 2025 that reflects the input and aspirations of our entire school district community. Together, we will shape a bright and inclusive future filled with endless possibilities for our students.

I am honored to lead this district of Hackensack Public Schools on its journey to excellence, and I am grateful for your trust and support. Together, we will achieve greatness and make a lasting impact on the lives of our students.

Sincerely,

Dr. Thomas McBryde, Jr.

“Excellence is to do a common thing in an uncommon way.”
– Booker T. Washington



OVERVIEW

OUR PATH TO EXCELLENCE

In the Spring of 2024, Dr. McBryde revealed learnings from his first 90 days leading Hackensack Public Schools. He shared commendations and challenges gathered from stakeholders throughout the community. Based on the insights gained from the first 90 days, the recommendations from community members, and the lived experiences of stakeholders throughout our community, the district leadership team identified three priorities - student achievement, culture, and data.

Beginning in the 2024-2025 school year, Hackensack Public Schools will align its resources and strategic actions with these areas in a collective effort to enhance student achievement and accelerate progress toward achieving its goals.

"Above & Beyond: A Three-Year Interim Roadmap to Excellence" serves as Hackensack Public Schools' plan to ensure every student receives a high-quality education. This roadmap lays the foundation for our comprehensive strategic plan, which the district aims to develop in 2025. Over the next three years, the dedicated teachers, staff, and leaders will work together to create a supportive and inclusive learning environment where every student can thrive.

Hackensack Public Schools aims to build a bright, inclusive future for our students by focusing on the skills, behaviors, and concepts that will endure for a lifetime.

This interim roadmap is just the beginning. With the continued support of our community, we will make a lasting impact on the lives of our students.



BOARD OF EDUCATION



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OUR BELIEFS

CORE VALUES

Accountability
Excellence
Equity
Collaboration
High Expectations
Integrity
Perseverance

VISION

Our schools strive to personalize learning to meet the needs of each student. In partnership with parents and the community, our schools will maximize academic achievement and develop confident students who are accountable for their ongoing learning, value initiative and diversity, and can contribute meaningfully to the ever-changing global society.

MISSION

The mission of the Hackensack Public School District is to challenge all students to excel along their own personal learning continuum and become responsible, civic-minded global citizens of the 21st Century. We inspire and challenge students to be active learners who can think critically, engage in complex problem-solving, communicate effectively, take pride in the work they produce, and contribute to making a positive difference in the world around them.





DISTRICT GOALS

1

Building, Empowering & Engaging the Community: To empower the Hackensack and sending districts' communities, so that everybody is engaged and has a vested interest in the development of the whole child.

2

State-of-the-Art Community-Based Schools: To develop state-of-the-art, sustainable, community-centered schools that provide all students with a high-quality education, including the necessary resources to support families.

3

Access to Equity & Inclusivity: To create equity for all students to have access, opportunity, and voice so that they are valued, respected, and included in all aspects of the curriculum, policies, and the school community/education environment.

4

Educating the Whole Child: To create an environment that maximizes students' social and emotional growth, mental and physical health, and academic development by educating the whole child for educational and societal success.

5

Creating Life-Long Learners: To create a lifelong learning environment so that all stakeholders recognize that learning is an ongoing and enduring process.



THE JOURNEY TO EXCELLENCE

THEORY OF ACTION

IF

the district creates a culture of high expectations for teaching and learning, meaningful collaboration through the development and implementation of clear support systems/structures, and provides the resources to engage in data-driven practices,

Then

schools will make *data-informed decisions* that will ensure instructional practices are *rigorous and differentiated* to meet individualized student needs that support student *academic achievement and social-emotional development* and provide all students *equitable access to a high-quality education, fostering a true culture of excellence.*



YEAR ONE

Building Capacity

In year one, we are laying the foundation for long-term success by focusing on four critical areas:

- Implementing standards-based instruction
- Providing high-quality professional learning for all educators
- District culture
- Aligning our efforts with district goals

Our commitment begins with ensuring that every classroom is guided by rigorous, standards-based instruction, which will be the cornerstone of student achievement. To support this, we invest in comprehensive professional learning for teachers, principals, and all instructional staff. Professional training will be carefully aligned with our district goals, ensuring consistency and coherence across all schools. Additionally, we are empowering individual schools to address their unique needs by offering school-based professional development tailored to their specific priorities.

STRATEGIC ACTIONS:

- Implement a new standards-based literacy curriculum with professional learning that aligns with district goals.
- Engage all educators in professional learning cohorts focused on leadership and instructional strategies that will improve classroom teaching.
- Activate book studies focused on building a culture of excellence through improving growth mindsets and stronger relationships within and between teams.
- Continue to advance mental health support for students through strategic partnerships and investments.

Year One is about setting the stage for sustained excellence, equipping our educators with the tools, knowledge, and support they need to deliver the highest quality education for all students.



YEAR TWO

Becoming a Data Driven District

In year two, we focus on differentiated support for all learners, driven by a deep commitment to data literacy and informed decision-making. We aim to ensure that every student receives personalized instruction that meets their unique needs and that every educator is empowered with the knowledge and tools to make data-driven decisions.

Central to this effort is:

- Enhancing our data literacy across the district
- Building teacher teams adept at understanding and utilizing our data framework to assess student progress, identify learning gaps, and tailor instruction accordingly
- Refining how we collect, analyze, and apply data
- Creating targeted professional development opportunities for our educators.

STRATEGIC ACTIONS:

- Instituting instructional leadership teams (ILT) district-wide to guide curriculum efforts and align instructional implementation district goals and support with targeting instructional support for students.
- Building district-wide data literacy, focusing on high-quality data collection and decision-making.
- Leverage a clear data framework to facilitate differentiated and personalized learning experiences for students.

Year Two is about moving beyond foundational practices to truly personalize learning and ensure that every student and educator thrives.



YEAR THREE

Prioritizing Exceptional Learners

In year three, we are committed to prioritizing and elevating the support for exceptional learners, including multilingual learners (MLL) and students with disabilities. Building on the data literacy foundation established in Year Two, we will utilize precise data analysis to personalize instructional strategies and interventions that ensure special student groups receive the tailored support necessary for their success.

This year, our focus extends to:

- Fostering mentorship relationships that enhance teaching and learning
- Connecting educators, students, and industry partners in impactful ways
- Leveraging data-driven insights to identify and address the specific needs of our exceptional learners.

Mentorship will be a vital component of this approach, with teacher-to-teacher mentoring fostering professional growth, peer mentorship encouraging student engagement, and partnerships with industry leaders providing real-world learning opportunities. Data will inform these connections, ensuring that mentorship efforts are targeted and impactful.

STRATEGIC ACTIONS:

- Leverage data literacy from Year Two to customize instructional strategies and methods for student populations.
- Build and implement mentorship structures for educators at all levels, including teacher-to-teacher, leader-to-teacher, and leader-to-leaders.
- Build out workforce development strategy and industry partnerships to support smooth postsecondary transitions.

Year Three is about deepening our commitment to equity and excellence, ensuring that our most vulnerable students receive the highest level of support, and connecting and empowering all members of our educational community to succeed.

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DISTRICT LEADERSHIP TEAM



DR. THOMAS MCBRYDE, JR
Superintendent



ROSEMARY MARKS
Assistant Superintendent



ANDREA PARCHMENT
Assistant Superintendent



ACKNOWLEDGEMENTS

Hackensack Public Schools leadership team extends its deepest gratitude to everyone who has contributed to the ideas and actions herein. This journey will be a collaborative effort, and we are fortunate to have the support and dedication of so many.

We thank Hackensack educators—teachers, principals, and instructional staff—whose unwavering commitment to our student's success drives our mission. Their hard work, adaptability, and passion for education are the foundation for this roadmap.

We also thank our district leadership and school board members for their visionary guidance and steadfast support. Their belief in our shared goals and efforts to align resources with our priorities will be instrumental to our progress.

Special thanks go to our students and their families, who inspire us to strive for excellence every day. Their trust, feedback, and engagement are invaluable as we work together to create a thriving learning environment.

We would also like to acknowledge our community partners and industry leaders, whose collaborations will continue to enrich our educational offerings and expand opportunities for our students.

Finally, we thank everyone who participated in the various committees, task forces, and working groups that helped shape this roadmap. Their insights, expertise, and dedication are crucial to our collective success.

Together, we have laid the groundwork for a brighter future for all students.

As we continue this journey, we look forward to building on our achievements and realizing the full potential of our "Roadmap to Excellence."



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