



May 29, 2024



Northfield High School Collaborative School Committee 2023-2024





Outcomes and Agenda



Outcomes

- Celebrate this years achievements
- Review the 24-25 compensation philosophy.
- Engage in a root cause analysis protocol to provide input into 24-25 UIP.

Agenda

- Inclusive Welcome
- Celebrations
- Compensation Philosophy
- Root Cause
-





Inclusive Welcome



Share something you look forward to for Summer 2024





Celebrations



- 25 students earned their EKG certification through the Medical interventions course.
- At the HOSA State Leadership Conference 3 students placed first in the team competition Medical Innovations and another senior placed second in pathophysiology
- 28 students (11 of which were seniors) represented Northfield at Citywide Band and Orchestra at DU this year. Our school had the highest representation in DPS.
- Boettcher Winner
- 2 Denver Public Schools Retired Employees Foundation Scholarship
- Fall play - *Dracula*. Spring Musical - *Rock of Ages*. Cast, crew and band! Included parent volunteers.
- At the DECA state conference Northfield had 3 state champion groups
- One first student, in the 7 years of the Computing Science Pathway at Northfield, to have achieved the Trifecta of the CompTIA A+, Network+ and Security+ exams! Well done that man!
- a silver medal at the Scholastic Art
- 134 graduates to receive their IB Diplomas (2713 IB exams- Most in any school ever)
- 172 seniors were cum laude - meaning 4.0 or higher
- 30 seal of Biliteracy
- SVL First Place
- 89% of our class applied and 85% were accepted to 74 different colleges.
- Over 18 million dollars in grants and scholarships.
- 95% participation rate in PSAT/SAT/CMAS/IB and AP testing
- 2058 students - Next year, 2221





Celebrations



- 10 teams were League Championships
- 1 team with a Quarterfinal appearance
- 8 teams with a Final 4 appearance
- 1 state Individual State Champion
- 12 State competitors

Teams that were League Champions

- POMS
- Men's Soccer
- Gymnastics
- Women's Basketball
- Men's Basketball
- Men's Soccer
- Womens Soccer
- Womens Golf
- Mens Track
- Women's Track

Teams that made it to the quarterfinals

- Football
- Unified Bowling

Team made it to the semifinals in a sport...

- Women's Basketball
- Men's Basketball
- Women's Lacrosse
- Men's Lacrosse
- Women's Soccer

Teams who made it to state/ Championship

- Women's Flag Football
- Poms
- Men's Soccer
- Ashley Savell- Gymnastics
- Two wrestlers
- Women's Basketball
- Men's Lacrosse
- Women and Men's Track and Field
- Girls Rock Climbing
- Esports
- One Olympic Athlete in swimming and Snowshoeing
- Division 3 Ultimate Frisbee state champs





Compensation Plan



A compensation philosophy for innovation schools serves to align compensation practices with the school's values and goals for innovation. It ensures that staff members are fairly compensated for their contributions to advancing innovative practices and achieving educational outcomes.

-
- Every year, Northfield has to submit a compensation philosophy to the district.
- Needs to be approved by HR by May 15th.
- Submitted to CSC to view.





Root Cause

Engaging with stakeholders to identify the most impactful root causes to address in our UIP.





Outcome and Agenda



Outcome: **provide input on root causes** and possible solutions

Agenda

- The problem
- **Explore possible root causes**
- **Collaborate to determine 1-3 most impactful root causes**
- Brainstorm possible solutions





The Concern

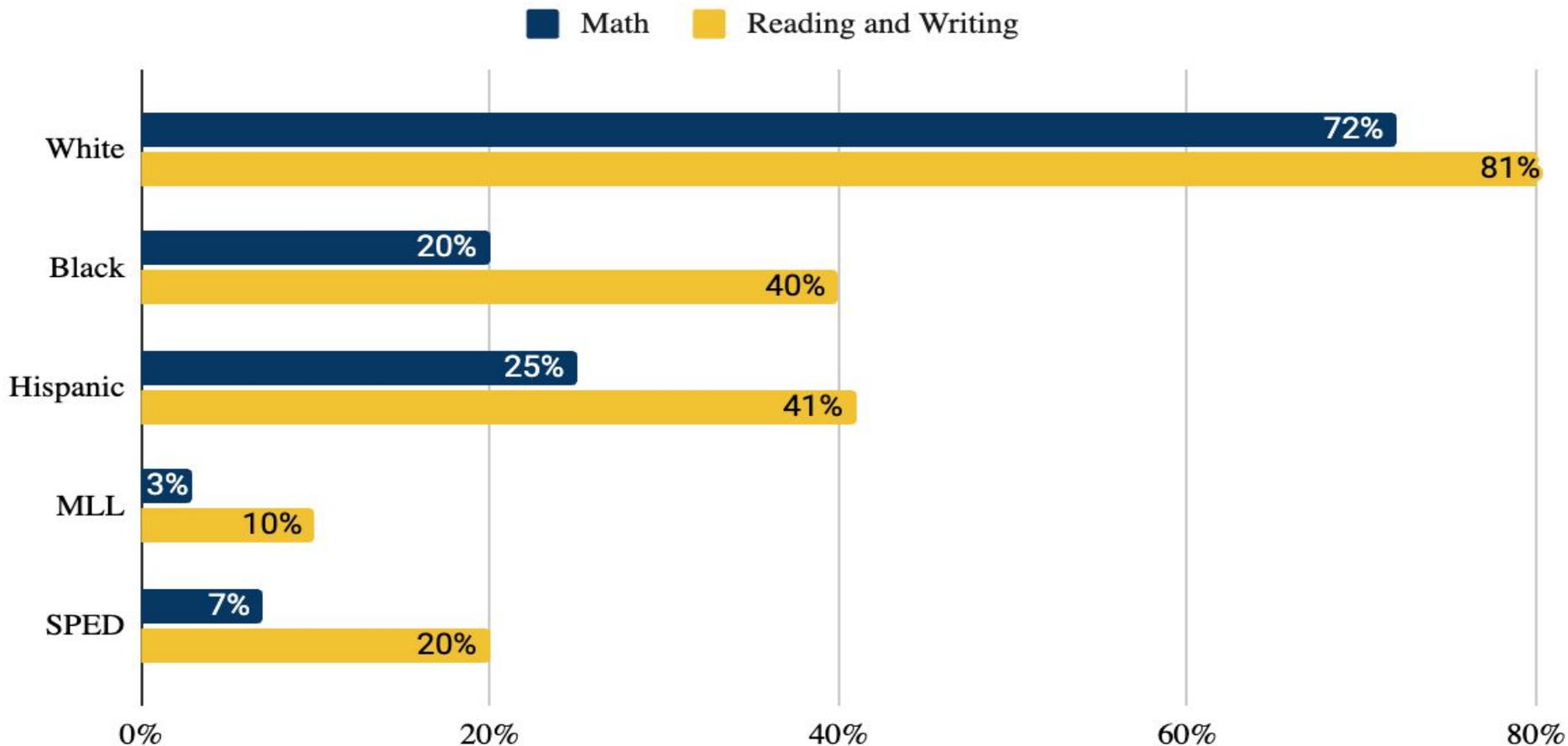


Our Black, Hispanic, MLL, and SPED students are performing at significantly lower rates than our White students.

What data validates this?



% Meeting Benchmark, Fall 2023 PSAT/NMSQT

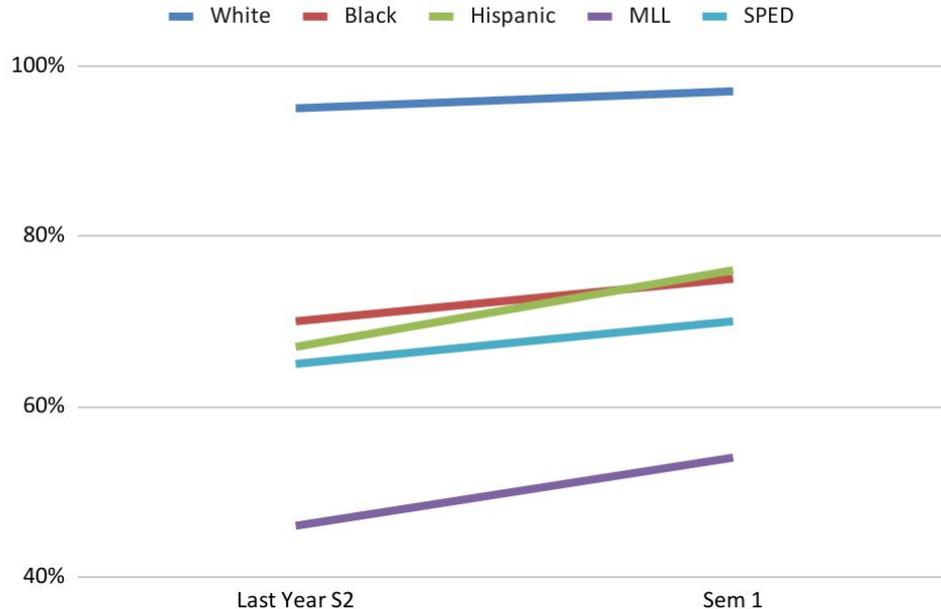




Grades Data



% of Students with C or Higher in Core Classes



	Last Year S2	Sem 1
White	95%	97%
Black	70%	75%
Hispanic	67%	76%
MLL	46%	54%
SPED	65%	70%

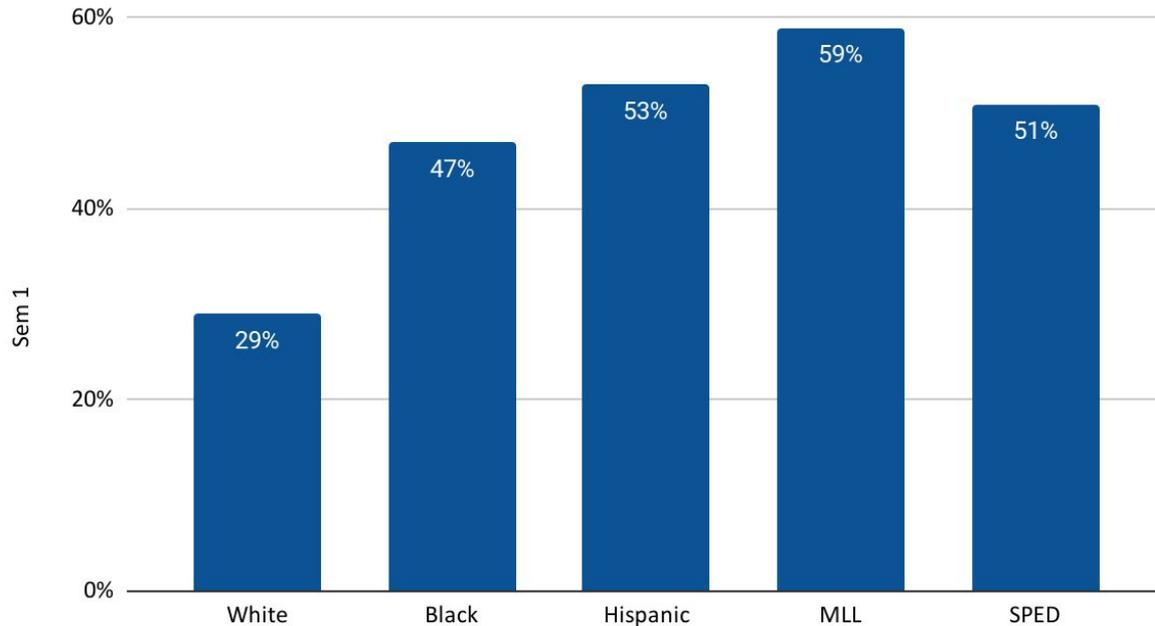




Attendance Data



Sem 1 Chronic Absenteeism (We want LOW numbers)



Chronic Absenteeism:
absent 10% or more



Enrollment in IB DP



	Juniors(141)	School Population
White	62%	49%
Black	10%	13%
Hispanic	16%	29%
MLL	0%	8%
SPED	1%	7%





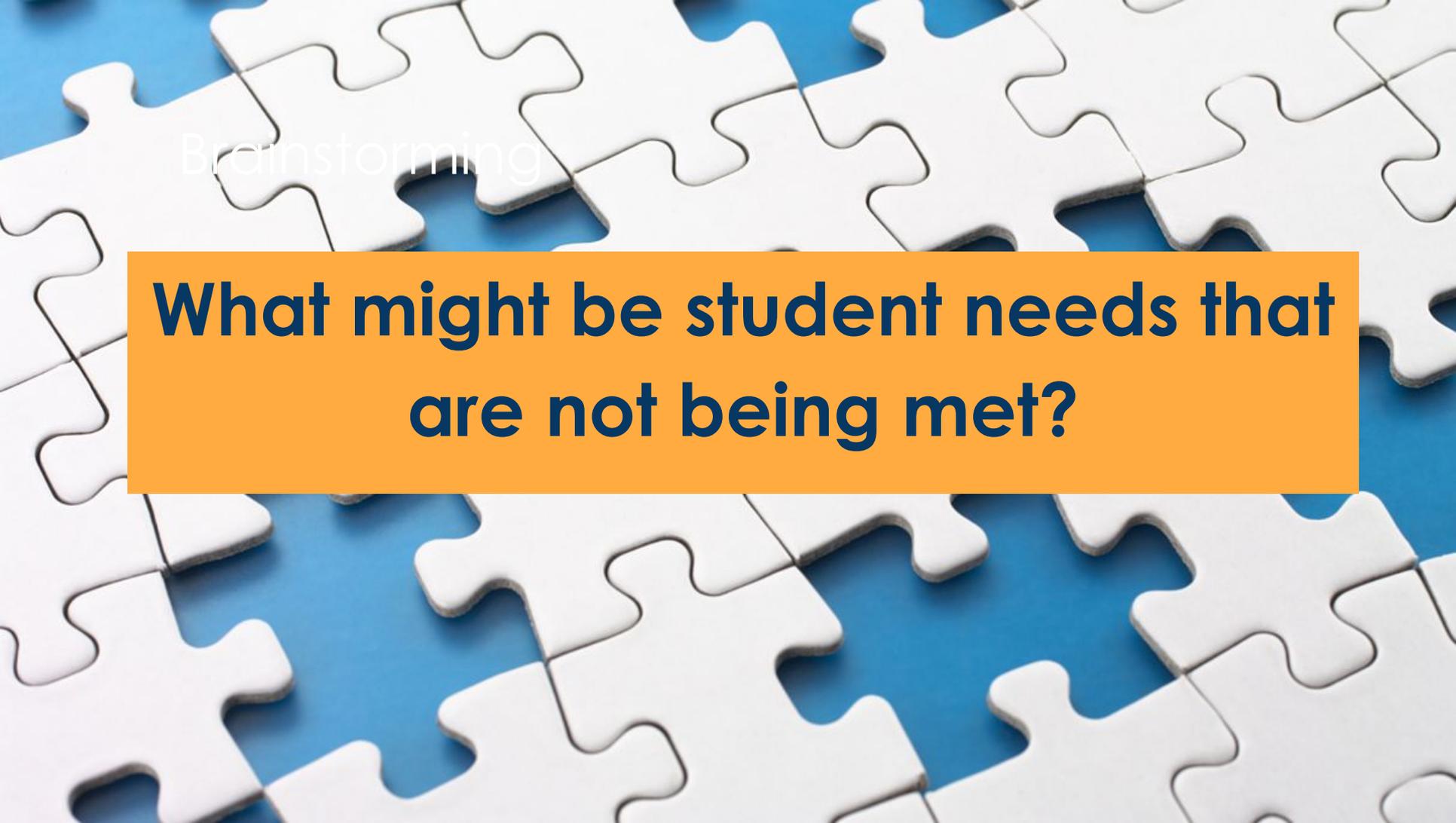
The Concern



Our Black, Hispanic, MLL, and SPED students are performing at significantly lower rates than our White students.

Why do we need to address this?



The background of the entire image is a close-up of white interlocking puzzle pieces arranged on a solid blue surface. The lighting creates soft shadows, giving the pieces a three-dimensional appearance.

Brainstorming

**What might be student needs that
are not being met?**



Why is that need not being met?



Draft: I think that might be the problem because...

Challenge to get clearer or deeper

- Why do you think...?
- What do you believe is causing this ineffectiveness?
- Why is it ... and not ...

Revised: is lacking/ineffective because...

*Example: **Family engagement systems** **are ineffective because** teachers need a more efficient and effective means to communicate.*

Systems - attendance, behavior, DDI, intervention

Structures - student/family engagement

Supports - curriculum materials, staffing

Training - teacher/staff/student/families



CSC Root Causes



- Systems around student scheduling (co-taught classes are scheduled for MLL/SpEd in English) is the problem because our highest needs populations are being scheduled during 6th and 8th periods (worst attended periods) vs. prioritizing co-taught courses during 3rd and 4th periods.
- Systems/Supports are ineffective because they are not prepared for the next years course if they failed a course in the content area previously.





Cabinet Team Root Causes



- **In-class support is ineffective because teachers are lacking training on strategies, scaffolds, supports and more efficient ways to implement. (4)**
- Ineffective use of resources/people to support teacher training (ex. Equity modules)
- **Culture is lacking because desire for content knowledge is outweighing desire for overall human development (3)**
- **Lack of follow-through on attendance intervention system (3)**
- Lack of training for strategies for teachers to embed relationship-strategies
- Ineffective use of systems to reach MLL families (call vs email/robo, etc)





ILT Root Causes



- Training are ineffective because they are inconsistent and there is a lack of accountability for teachers (1)
- **MLL support from the teacher in class is lacking because the teacher is lacking the knowledge and or instructional confidence and or time to try (3)**
 - MLL practice are separated from Best Practices
- Vertical alignment systems are ineffective because the focus of IB at northfield by all differs in definition (1)
- **Our DDI is lacking or ineffective because holistic summative growth data is being used to reflect on past instruction instead of using old ad new disaggregated data to plan instruction (3)**
- Our scheduling is ineffective because we have core classes first period when many student are tardy or absent (0)
- **The system of 90 minute classes are ineffective because some teachers are not utilizing the time in a way that supports juvenile brain development (5)**





Admin Team Root Causes



- The systems of curriculum and rigor are not aligned with feeder schools from FNE
- **The development of teacher training in closing significant skill gaps is lacking (2)**
- **Teachers don't have training or curriculum to support levels of rigor in equitable questioning for all (2)**
- Lack of systems and training for Non Eng/Math teachers to support MLLs effectively (1)
- Lack of a system of professional development that narrows the focus to support MLLs
- **Lack of curriculum materials causes teachers to spend all their time on building basic lesson vs making adjustments.**



Step Four: MLL 9-10 Possible Root Causes

- I think that Supports might be the problem because students feel like they don't get as much support as upper level classes or because of their race.
- The curriculum is ineffective because it is made for white people and not people of different backgrounds
- Attendance systems are ineffective because kids skip too much school.
- Teacher to student training is ineffective because it doesn't include other races besides white
- The training system is ineffective because most staff have the attitude of making kids give up
- Attendance system is ineffective because students don't have consequences for when they are arriving late to class
- 90 minute classes are ineffective because a lot of kids need more breaks; it's a lot for them
- 90 minute classes are ineffective because students can lose interest in the class after 60 minutes

Step Four: MLL 10-12 Possible Root Causes

- Block scheduling is ineffective because the classes are too long; kids want to leave for the bathroom for a long period of time and they lose focus
- Family engagement systems are ineffective because the problems occur in the house, the main support of the students is the parents
- Training is ineffective because the way the teachers are trained to give out the material is not helpful for students. Some students have different preferences on how they learn



Closing



What did you learn from your collaboration today?

Next steps

- Stakeholder engagement on root causes
- Admin identifies top 2-3 root causes based on stakeholder engagement.
- ILT determines strategies to address root causes
- Complete UIP and communicate school goals





Budget Presentation Northfield High School Collaborative School Committee February 7, 2024





Inclusive Welcome



Think of an answer to one of the following questions:

- What unique talents or hobbies do your children have that make them special to you?
- If your family had a theme song or soundtrack, what would it be and why?
- If your family was a team in the Olympics, what event would you compete in and why?



Each CSC person share out.





Questions



<https://bit.ly/CSCQS>





Reminders about CSC



- Only voting CSC Member have the opportunity to speak during this meeting.
 - People who are not CSC members are welcomed and are here to listen.
 - All other questions can be submitted in the form.
- The role of the members of the CSC is to provide guidance and input regarding the school budget, the final determination of budgetary decisions reside with the school principal.





Outcomes and Agenda



Outcomes

- The CSC understands the reasoning for the budget decisions/recommendations.
- That each individual will have the opportunity to reflect and understand why the recommendations have been made.
- To include opportunity for guidance and input.

Agenda

- Inclusive Welcome
- Budget Presentation
- Q and A (CSC Members Only)
- Budget Acknowledgement





Budget Priorities



- My budgetary decisions are grounded in the follow three priorities:
1. Strengthening a staffing model that prioritizes supporting the whole child.
 2. Continuing to focus on strong classroom instruction.
 3. Aligning with graduation requirements and ensuring that every 9th grader that starts at Northfield, walks across the stage as a Nighthawk.

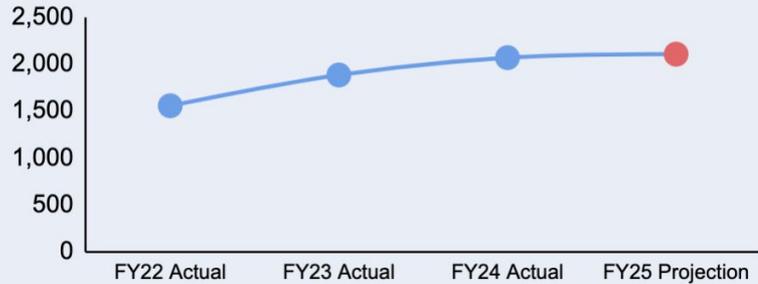




Helpful Information



Fall Adjustment Enrollment Trend



1. Added 1075 students in last 5 years (989-2064)
2. Doubled teaching staff over last five years.
3. District predictions for students in 24/25: 2106 students.
4. I am planning for 2150, Northfield will cap at 2200.
5. Given that we are no longer experiencing dramatic growth, it is imperative to optimize the budget to ensure:
 - Establish a sustainable staffing model
 - Operational stability
 - Making shifts that meet our budget priorities.





Financial Realities



The loss/expiring of N.D.I.Z. Funding

23-24 - 441,000
24-25 - 224, 000
25-26 - Dissolved

The loss of ESER Funding

22 -23 - 75,000
23 - 24 - 37,000
24- 25 Dissolved

Expiring Grants

24-25 110,000
25-26 - Dissolved

Expiring CTE funding

24-25 105,000
25-26 - 50,00
26-27 -Dissolved

**Losing \$420,000
23-24 to 24-25**

Because of this, I had to analyze the positions that are funded with the expiring fund sources:

- Evaluated their impact on students
- Make a decision on whether to absorb the associated costs within our budget through reductions elsewhere or to consider downsizing those positions.





Staffing model going forward



Positions to Reduce	Total Salary (Includes benefits)
Pro-tec and Para positions	\$ 493,192

Position to Add	Total (Includes benefits)
School Psychologist Mild Mod ELD Office Support III	\$345, 802





Total Budget



1519 Northfield HS 2024-25 Budget Form

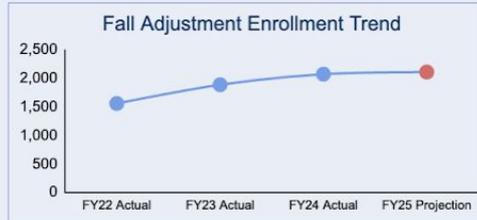
Step 6 - Budget Summary

Funding Source	Total Funding	Total Budgeted	Remaining	Percent of Budget	FTEs
General Fund 10	\$ 20,434,339	\$ 20,434,339	\$ -	100%	167.43
ECE - Head Start 22	\$ -	\$ -	\$ -	0%	0.00
Total	\$ 20,434,339	\$ 20,434,339	\$ -	100.00%	167.43
Total	\$ -	\$ 299,017	\$ (299,017)	100%	5.38

Other funding is not reflected in summary data below

FY25 Per Student Allocation (K-12) \$ 9,703

Fall Adjustment Enrollment	
FY22 Actual	1,556
FY23 Actual	1,884
FY24 Actual	2,069
FY25 Projection	2,106



Total Summary by Category (Sub-Account)	Total Budgeted	% of Total Budgeted	FTE	Current Students per FTE
Full Time -Admin	\$ 915,763	4%	6.00	351.00
Full Time - Protech (includes Fellows)	\$ 1,198,545	6%	15.00	140.40
Full Time - Clerical	\$ 272,291	1%	5.00	421.20
Full Time - Teacher (DCTA & Deans)	\$ 14,331,105	70%	132.10	15.94
Part Time	\$ 411,937	2%	9.33	225.84
Discretionary/Non-Salary Sum	\$ 3,304,698	16%		

Other funding is not reflected in summary data above

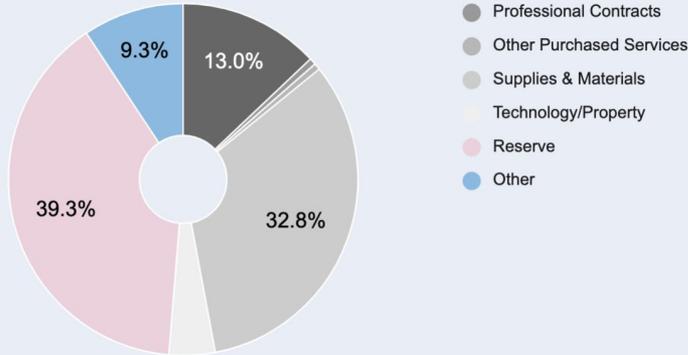
Discretionary Summary by Category	Total Budgeted	% of Total Discretionary
Extra Pay/Stipends/OT	\$ 429,433	13%
Professional Contracts	\$ 20,000	1%
Other Purchased Services	\$ 20,000	1%
Supplies & Materials	\$ 1,085,321	33%
Technology/Property	\$ 141,000	4%
Reserve	\$ 1,300,000	39%
Other	\$ 308,944	9%



Total Discretionary Budget



Total Discretionary Budget



Discretionary Funds

- Extra Pay/Stipends/OT
- Professional Contracts
- Other Purchased Services
- Supplies & Materials
- Technology/Property
- Other

Reserve

- Fund additional positions to cover 2150 students.
- Cover positions from expiring funds.
- As the school stabilizes in enrollment we won't see the huge increase in funding year over year that we've have for the last few years. As we refine our systems, staffing, and programming model for your Northfield we will naturally see the reserve decline.
- Non-Capital Projects





Question and answer for voting members.





CSC only - Vote



INDIVIDUAL CONFIDENTIAL VOTE

Please make a selection keeping in mind that this process is confidential until otherwise directed to discuss. Circle one choice and if needed please add any comments to be taken for consideration.

FOR

AGAINST

ABSTAIN





Budget Development CSC Acknowledgement - 2024-2025



The CSC Chairperson must sign this form upon submission of the Budget Forms to signify CSC acknowledgment regarding information submitted for their school. The role of the members of the CSC is to provide guidance and input regarding the school budget, the final determination of budgetary decisions reside with the school principal.





Northfield High School Collaborative School Committee January 31, 2023





Agenda



- Inclusive Welcome
- 24-25 Calendar vote
- Bell Schedule
 - Input on the “last 30”
- First Semester Data
- P/SAT Participation Data (October)
- Chairperson
 - Nominate and vote
 -





Warm Welcome

Share a family tradition.





24-25 Calendar Vote





2024-2025 Bell Schedule





Feedback on the Final 30 minutes

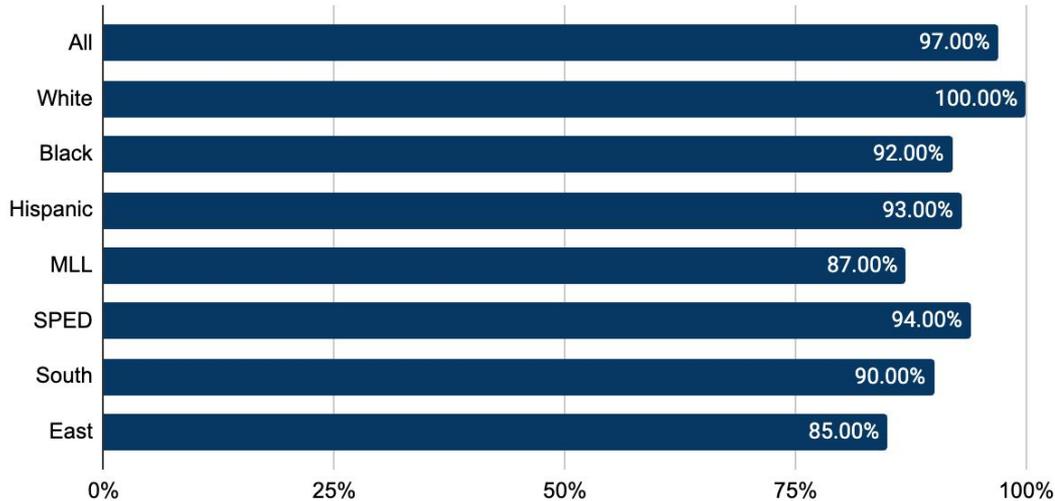




Grade On Track



% On Track



Fall 23

Last year: 89%

9th Grade Initiatives

- Advisement
- 9th grade team
- 9th grade extended T/O
- 9th grade teachers

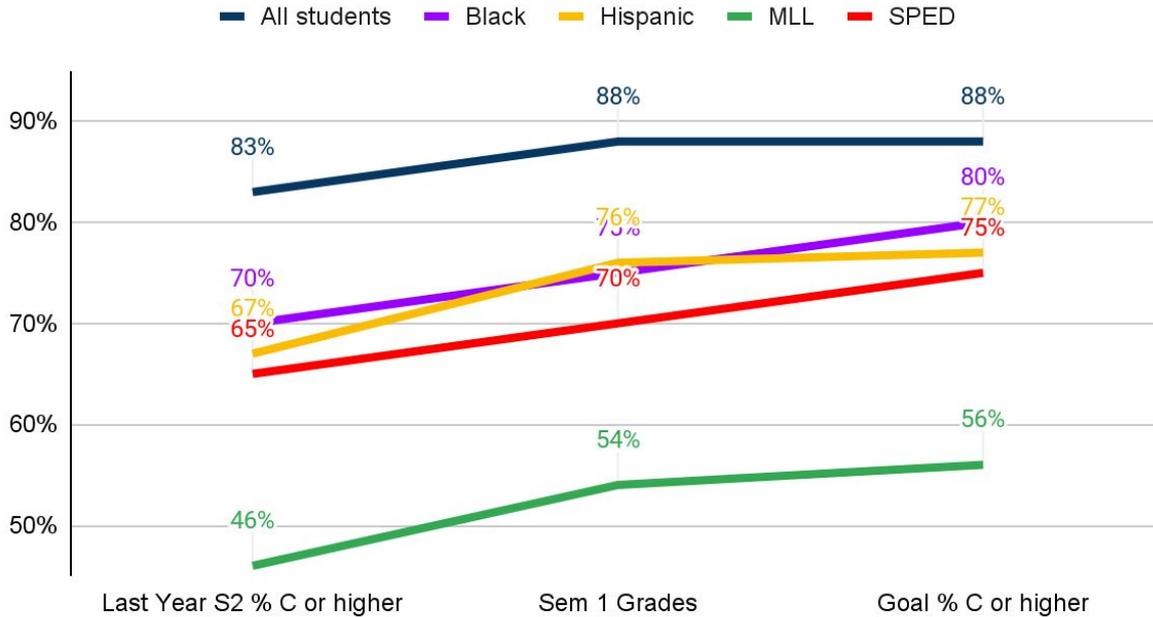




Core Classes: % with C or Higher



% C or Higher





P/SAT: % Meeting Benchmark



		Fall 2022	Spring 2023	Fall 2023	Goal
Math	All students	49%	56%	52%	54%
	Black	21%	26%	20%	30%
	Hispanic	25%	29%	25%	31%
	MLL	5%	3%	3%	24%
	SPED	11%	10%	7%	33%
Reading and Writing	All students	65%	75%	66%	74%
	Black	35%	47%	40%	53%
	Hispanic	42%	55%	41%	54%
	MLL	8%	15%	10%	25%
	SPED	20%	36%	20%	50%

What do you notice?

What can you celebrate?

What adjustments can you make?





ILT Next Steps



ILT will...

- Identify and implement instructional strategies to support Black and Hispanic students to become more engaged and independent learners
- Support teachers to use their accommodations tracker for MLL and SPED students.





Attendance goals and progress



WHERE WE WERE 22-23

- EOY 22-23
 - All Students: 50%
 - Black students: 69%
 - Hispanic Students: 69%
 - MLL Students: 99%
 - Students with IEPs: 71%

UIP GOALS

- EOY 23-24
 - All Students: 42%
 - Black students: 58%
 - Hispanic Students: 59%
 - MLL Students: 70%
 - Students with IEPs: 60%

UIP CURRENT STATUS

- As of 1/21/24
 - All Students: 42%
 - Black students: 59%
 - Hispanic Students: 62%
 - MLL Students: 75%
 - Students with IEPs: 57%





P/SAT Participation Rate

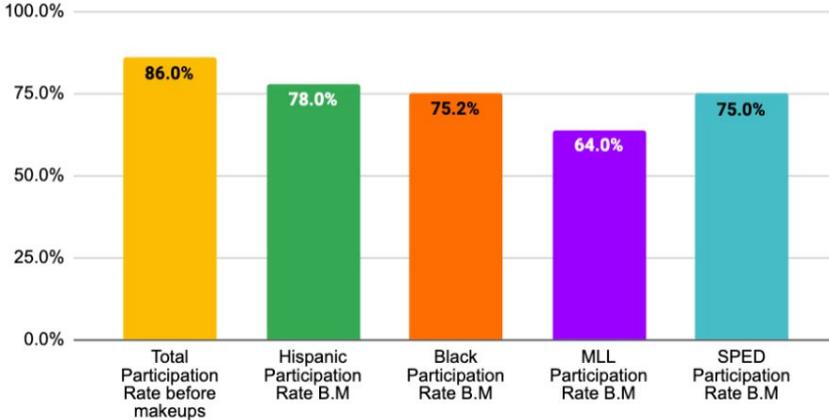


Test [Before Makeups]	Total Participation Rate before makeups	Hispanic Participation Rate B.M	Black Participation Rate B.M	MLL Participation Rate B.M	SPED Participation Rate B.M
PSAT NMSQT	86.0%	78.0%	75.2%	64.0%	75.0%

Test [Before Makeups]	Total Participation Rate	Hispanic Participation Rate	Black Participation Rate	MLL Participation Rate	SPED Participation Rate
PSAT 9	88.9%	88.4%	85.4%	79.4%	66.7%

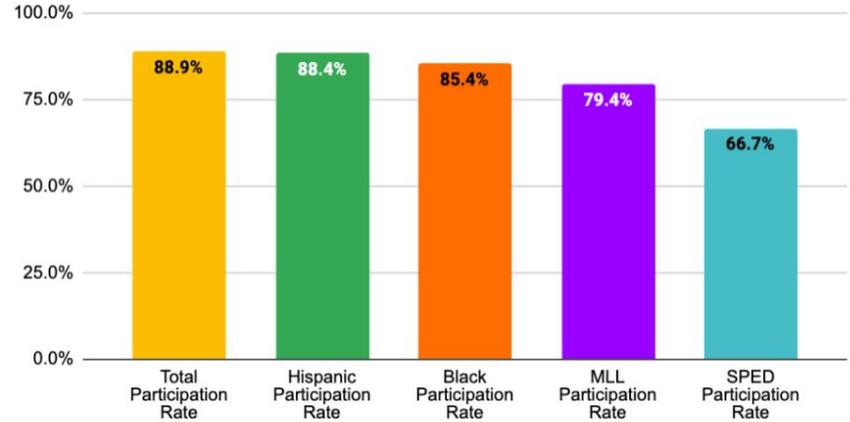
Fall 2023 PSAT NMSQT Participation Rate

Before makeups



Fall 2023 PSAT 9 Participation Rate

Before makeups





CSC Plan of Support



How can CSC support with meeting our 95% participation requirement for our SPF?





February 7th at 5PM



Budget Information next week, February 7th. 5PM

- In Person
- Bring a snack to Share





This Meeting was rescheduled for January 31



Northfield High School Collaborative School Committee December 6, 2023





Look Ahead



Next meetings

January 31 (Virtual)

- Input on Calendar for 24-25

February 7 at 5:00 (In Person)

- Budget Presentation
 - By Friday, February 9th CSC must sign forms acknowledging that the school Leader presented the Budget to the CSC.
- Provide Input on the 24-25 Calendar
 - The final calendar will be approved no later than February 28.

May 8 at 5:00 (In Person)

- Elections and New Members
- Celebrations





November 1, 2023



Northfield High School Collaborative School Committee 2023-2024





Agenda



- Introductions (15)
- Purpose and function of CSC (5)
- Northfield Data (5)
- SPF and UIP (15)
- Layers of safety at Northfield (10)
- Look Ahead (5)





Introductions

Name, your student(s) name(s) and quotes you say at home.



Member	Student(s)	Member	Student(s)
Sarah Bartles Parent	Nicholas Debenedictis - 10	Reina Cruz Teacher & IB Coordinator	IB Psychology HL Student Voice and Leadership
Carla Lewis Parent	Sofia Lewis - 10	Abby Cox Teacher/Cabinet Leader	Principles of BioMed
Richard Fisher Parent	Caden Fisher - 10 Wyatt Fisher - 12	Johanna Zablocki Teacher/DCTA Chair	IB Lit and Language HL
Keith Montoya Business/industry Rep	Kaden Montoya - 12 Kennedy Montoya Keegan Montoya	Parent/Teacher/Student Member Brenda Quezada	PAC
Codie Egart Parent	Kane Egart - 12	Gerald Avent Counselor	Alpha





Jessica Rodriguez Bracey
Principal

Nekoiya (3 Years Old)



Sayings or quotes we tell our daughter:

Be a Good Leader, Good Listener
and a Good Helper.

We don't say "I Can't" we ask for
help or try another way.





Brenda Quezada Student Support Liaison



Things we tell our daughter:

You are Loved

All you have to do is try

If you fall the most important thing is to
get back up.





**Carla Lewis
Parent**

Sofia Lewis - 10



Things you might hear us telling our kids:

- Happiness comes from within!
- The power of the yet!
- Make good choices.





Keith Montoya
Parent & Business/Industry Rep

Kaden Montoya - 12
Kennedy Montoya (Alum)
Keegan Montoya (Grade 6)



Quote: “If you start something, you finish it. We never quit.”





Johanna Zablocki
Teacher

IB Lit and Language



What you might hear me saying to students:

“Just do the work and it will be done.”

“Writing is never done, it is just due.”

“Analyzing is just thinking on paper.”

“IB does not love you like I love you, let's work on that handwriting.”





Abby Cox
Teacher and
Northfield Cabinet Leader

Principles of BioMed



Things I say often:

“Everything happens for a reason.”

“Each day is a new day.”





**Codie Egart
Parent**

Kane Egart - 12



Things I often say-
“ Be intentional about your day...”
“Finish what you start”
“Find joy in what you do...please”





**Sarah Bartles
Parent**

Nicholas Debenedictis - 10



Go have a great day!

Be nice to people!

Ask good questions.





Quotes we say about Northfield



- Northfield is the North Star!
- Northfield is for Winners!
(You)
- **IBELONG** Here
Northfield High School
- We Win!
Northfield





Purpose of CSC



The CSC will:

Provide guidance, evaluation, and recommendations to the

Principal about:

- Spending priorities.
- Progress towards Unified Improvement Plan (UIP) goals.
- Family engagement

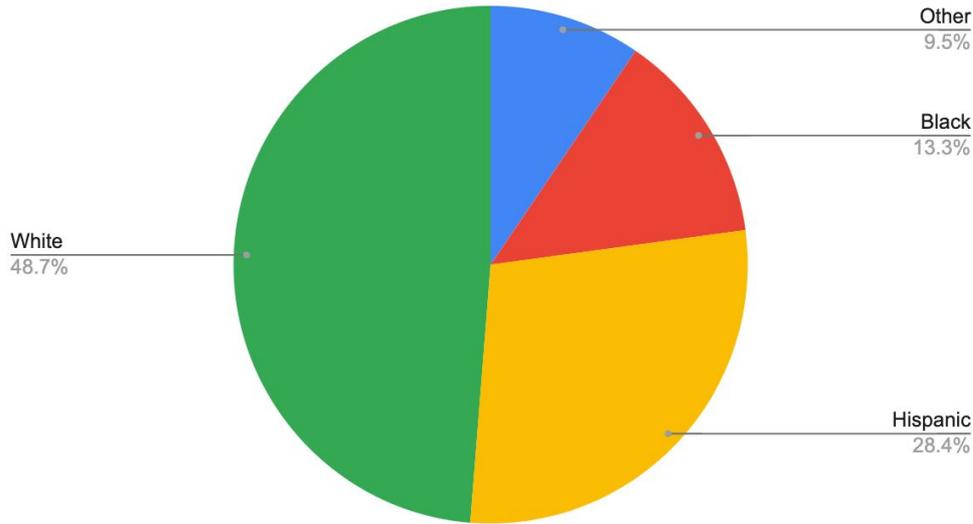




Northfield Demographics



Ethnicity



- 8% MLL
- 8% SPED
- 12% 504
- 20% GT/HGT
- Added over 1200 students since 2018-2019
- 2057 Total Students
 - 2024: 387
 - 2025: 523
 - 2026: 568
 - 2027: 575





School Performance Framework





More points than last year for these:



Meets/Exceeds

- PSAT and SAT for **all students**
 - Math and English
 - Achievement and Growth
- Dropout/Graduation rate

Approaching/ Does Not Meet

- PSAT and SAT for **BIPOC, MLL, and SPED**
 - Math and English
 - Achievement and Growth
- Academic growth for MLL





Priority Performance Challenges



EBRW and Math

- While we have made some gains, our Black, Hispanic, MLL's, and SPED students have yet to reach the same level of achievement as our overall student performance.

	Overall	White Students	Black Students	Hispanic Students	ML Learners	SpEd Students
EBRW	75%	91%	47%	55%	15%	36%
Math	56%	75%	26%	29%	3.4%	10%

	Overall	White Students	Black Students	Hispanic Students	ML Learners	SpEd Students
Attendance Rate 22-23	87.29%	90.97%	82.78%	82.83%	79.04%	83.75%

Our attendance correlates with our student outcome data, thus impacting student achievement and academic growth.

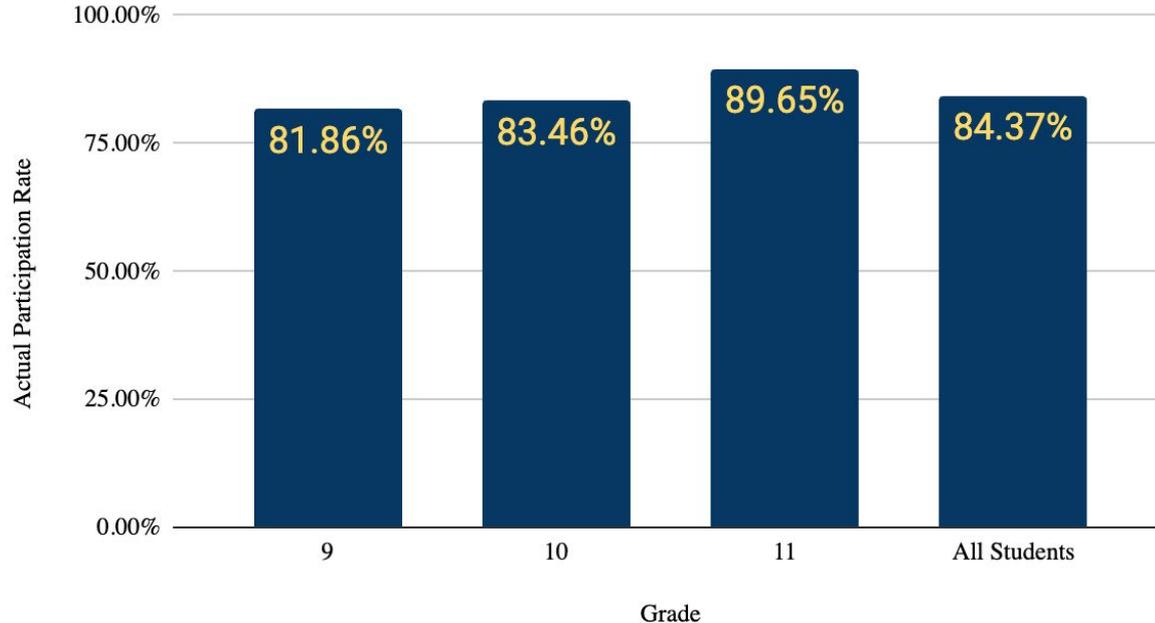




Participation Rate



Participation Rate



Goal: 95%





School Performance Framework: Improvement Plan

What might this rating mean for our school community?
Consider students, staff, and families





Unified Improvement Plan





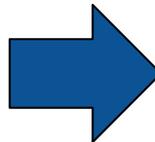
UIP Overview



Priority Challenges

Black, Hispanic, MLL, and SPED students are performing significantly lower than overall student population

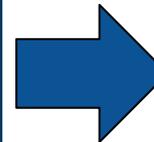
- Attendance
- Grades
- IB Assessments
- P/SAT Achievement



Root Causes

Lack of systems/ strategies for engaging and supporting the achievement for Black, Hispanic, MLL, and SPED students

- Attendance intervention systems
- Systems to support engagement with Black, Hispanic, MLL, and SPED students and families
- System to analyze and act on disaggregated data
- System to support strong tier one instruction that is culturally responsive and differentiated.



Strategies

Culturally Responsive Education*

- Collaborative planning systems to support CR strategy implementation
- Professional learning for CR strategies

Data Driven Instruction*

- Progress monitor disaggregated data
- Use of data to plan differentiation and reteach

Attendance Intervention Systems

- Flock - Engagement with targeted students and families*
- Tier 2 and 3 attendance intervention system



Goals



P/SAT Reading & Writing

Overall - 74%

Black - 53%

Hispanic - 54%

MLL - 25%

SPED - 50%

P/SAT Math

Overall - 54%

Black - 30%

Hispanic - 31%

MLL - 25%

SPED - 33%

Chronic Absenteeism

Overall - 42%

Black - 58%

Hispanic - 59%

MLL - 70%

SPED - 60%





Key Actions



Leaders	Teachers
<ol style="list-style-type: none">1. Implement PL system for CR Strategies, differentiation, and Flock that includes peer observation*2. Establish system for feedback/support in planning and DDI meetings. Rubric3. Establish system to provide training and feedback for coaches to support CRE and DDI implementation*4. Identify or create system to progress monitor disaggregated assessment data, grade data, and attendance data*5. Establish, implement, and progress monitor Tier 1,2,&3 attendance system6. Establish 9th grade team to ensure strong foundation of academic readiness and self advocacy through wrap-around supports	<ol style="list-style-type: none">1. In collaborative teams and as a department, use disaggregated data to inform differentiation and reteach plans for Black, Hispanic, MLL, and SPED students*2. In collaborative or independent planning, use CR strategies to increase engagement of Black, Hispanic, MLL, and SPED students *3. Implementing tier 1 attendance strategies4. Implement engagement strategies for Flock students and other students





CSC - Support with SPF



- What are your ideas moving forward to help increase engagement?
- Collaborative Campaign will start in Feb so that we can meet this indicator on SPF.

Ideas from CSC

- * Mentoring equivalent to “reading buddies”
- * Incentives for students, parents and teachers
- * Market the testing day
- * Phone calls to parent





Layers of Safety



- Thoughtfully assembled, Northfield has seven counselors, four mental health practitioners, five deans, five student support liaisons, three campus safety officers, and our newly designated school resource office (SRO), Cody Jones, each of them plays a crucial role in our unwavering dedication to safety.
- Dedicated staff work diligently to build classroom environments where students engage in rigorous learning while they are guided through productive academic challenges and step beyond their comfort zones to explore boundaries of knowledge and ability. Our mental health team and school counselors support students with social and emotional health by helping students to develop coping skills, improve self-esteem, promote changes in behavior, be on track for graduation and more. Northfield's staff works tirelessly to develop meaningful relationships with students as we want every student at Northfield to have a trusted adult on campus where they can obtain guidance, support, and encouragement.
- Our students are leading the way in ensuring that every student at Northfield finds something that resonates with their unique interests and passions. Whether it's through involvement in a [school club or activity](#), [athletic program](#), [the arts](#) or coming together with initiatives like our "[No Place for Hate](#)" committee, there is a niche for everyone here. And it's through these connections our students discover what makes them feel like they belong at Northfield.





Look Ahead



Next meetings

~~December 6 at 5:00~~ January 31st (Virtual)

- Data Update

February 7 at 5:00 (Virtual)

- Budget
- Provide Input on the 24-25 Calendar

~~May 8 at 5:00~~ May 29 at 5:00

- Celebrations, compensation philosophy, root cause

