



The School District of

SOUTH ORANGE
& MAPLEWOOD

525 Academy Street • Maplewood, NJ 07040

**SOMSD Strategic
Plan**

Access & Equity Policy

Curriculum Revision

A & E COMMITMENT STATEMENT

SOMSD will:

- Provide all students and parents/guardians with choices and access to academically challenging coursework throughout the K-12 continuum
- Eliminate barriers to restrict access to higher level courses from ethnic, racial, and socioeconomic groups that have been traditionally underserved
- Make every effort to ensure that higher level classes reflect the diversity of our student demographic

RESOURCES LEVERAGED TO SUPPORT
ACCESS & EQUITY
TIME LINE

OCR RESOLUTION
(OFFICE OF CIVIL RIGHTS)

SAGE REPORT

A&E TEAM

ACCESS & EQUITY

DEVELOPMENT TEAM

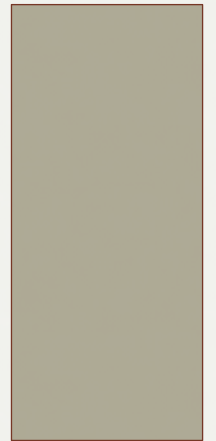
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ACCESS & EQUITY TIMELINE

2016 ACTION PLAN



ESSENTIAL QUESTIONS

- How will we ensure that participation in academic programs reflect the demographic profile of the District/schools?
- What will support look like for students that challenge themselves in courses with a higher level of rigor?
- What will success look like and how will we measure it?
- What will we need to support staff to realize goals?

**HOW WILL WE ENSURE THAT PARTICIPATION IN
ACADEMIC PROGRAMS REFLECT THE DEMOGRAPHIC
PROFILE OF THE DISTRICT/SCHOOLS?**

EQ/1

**SOMSD WILL DEVELOP AN EQUITY &
ACCESS EVENTS TIMETABLE**

STRATEGY 1.1

Measurement

Anticipated Time Frame

SOMSD will inform HS families of level choices in different content areas in a clear, coherent manner through:

Secondary School A&E Events Schedule	November 2016
HS Projected Placement Letters (9-11)	November 2016
Create HS At A Glance Documents to communicate course expectations 9-12	November 2016
AP forums (admin and student)	February 2017
MAC Scholar / A&E Symposiums	February 2017
HS Selection Process /Exercising Choice	February 2017
HS Summer School enrichment & supports	May 2017
Establish informational workshops for parents about Honors & A. P courses - multiple times a year in different community locations	February 2017
Create online manuals/handbooks that delineate how to access higher level courses and outline transition from MS - HS	November 2017

Measurement	Anticipated Target Date
<p align="center">SOMSD will inform MS families of level choices in different content areas in a clear, coherent manner through:</p>	
Secondary School Access & Equity Events Schedule	November 2016
Create MS At A Glance Documents to communicate course expectations	November 2016
Incoming MS Math Projected Placement Letters	February 2017
MS / HSA Nights & Math Days & Nights	February 2017
MAC Scholar / A&E Symposiums	February 2017
MS Summer School Invitations / enrichment & supports	May 2017
Create online resources for families that delineate how to access higher level courses and outline transition from ES - MS	May 2017

SOMSD WILL DEVELOP/REVISE PROTOCOLS
INCLUDE MULTIPLE MEASURES TO
RECOMMEND PLACEMENT OPPORTUNITIES

STRATEGY 1.2

Measurement	Anticipated Target Date
SOMSD will revise the Academic Placement Regulation (R23.14) through:	
Community input/consultation	October 2017
The development and communication of an objective process for placement recommendations	January 2017
The development of a student profile in which to base recommendations: profile will include students standards based strengths & weaknesses, grades, assessments and AP Potential endorsement	January 2017
Academic Placement Regulation Revised	February 2017

**WHAT WILL SUPPORT LOOK LIKE FOR STUDENTS THAT
CHALLENGE THEMSELVES IN COURSES WITH A HIGHER
LEVEL OF RIGOR?**

EQ/2

SOMSD WILL PROVIDE SUPPORT FOR
STUDENTS THAT CHALLENGE
THEMSELVES IN ADVANCED LEVEL
COURSES

STRATEGY 2.1

Measurement

Anticipated Target Date

SOMSD (schools) will serve as academic centers for support of A&E goals through:

Expanding FAST (Faculty Academic Support Team) MS & HS

July 2016

Summer & Afterschool School Enrichment Programs

July 2017

Review & revise High School/GPA weighting scale to reflect rigorous 9-12 curriculum

September 2017

Creating an program at HS to support students in need of alternative settings while fostering goals of A&E policy

September 2017

Develop Master Schedule to support intervention centers in various content areas

September 2017

Develop protocol for student intervention

September 2017

Develop Student Support Guide for students & families K-12

December 2017

**WHAT WILL WE NEED TO SUPPORT STAFF TO REALIZE
ACCESS & EQUITY GOALS?**

EQ/3

SOMSD WILL PROVIDE SUPPORT FOR
TEACHERS AND PROMOTE
COLLABORATION AMONG PRINCIPALS
AND STAFF

STRATEGY 3.1

Measurement	Anticipated Target Date
SOMSD will improve our professional capacity to support A&E goals through:	
Developing PD Plan for Elementary, Middle and High School to address instructional practices that will support all students at all levels	May 2017
Developing schedules K-5, 6-8 & 9-10 that allow for common planning time for grade level and/or content level teams	May 2017 – May 2018
Certifying more teachers in AP and accelerated courses to allow for greater scheduling flexibility in order to meet anticipated increases in demand	July 2017 - 2019
Establishing/Utilizing School Wide Data Teams at all Schools to focus student engagement strategies	June 2017
Culturally Responsive PD for all staff members	June 2016 –2018

Measurement

Anticipated
Target Date

**SOMSD will improve our professional capacity to support
A&E goals through:**

Redesigned Curriculum to provide program of studies that is culturally responsive, rigorous and supportive to foster College & Career Readiness for all students K-12

November
2016 –2017

Content Areas

Target Date

English Language Arts

- K-5
- 6-8
- 9-12

November 2016
November 2017
November 2017

Mathematics

- K-5
- 6-8
- 9-12

November 2016
November 2016
November 2017

Science (NGSS)

- K-5
- 6-12

August 2017
August 2016

Social Studies

- K-5
- 6-12

August 2017
August 2017

**What will (academic placement) success look like
& how will we measure it?**

EQ/4

DEVELOP TOOLS TO FOCUS STRATEGIES TO
SUPPORT ACADEMIC PLACEMENT GOALS &
STUDENT ACHIEVEMENT.

STRATEGY 4.1

Measurement

Anticipated Target Date

SOMSD will develop a progress monitoring tool guided by the Office of Civil Rights (OCR) report and:

Establish Guidance Counseling Committee to review American School Counselor Association Standards and A&E Policy to guide revision of G.C. policy #2411

June 2017

Revise 2622 Pupil Assessment policy to the assessment practices consistent with Strategic Action Plan recommendations in all content areas K-12

June 2017

Develop a plan to ensure that participation in academic programs reflect the demographic profile of the District/schools

September 2017

Develop Affirmative Action Team to Review Code of Conduct (Board policy 5000 series) to reflect district Restorative Justice initiatives

October 2017

Measurement

Anticipated Target Date

SOMSD will develop a progress monitoring tool guided by the Office of Civil Rights (OCR) report and:

Establish a DDT (District Data Team) to monitor implementation of Strategic Plan, Curriculum Development and A&E policy to guide decisions & share successes with stakeholders	Nov. 2016
Develop Data Team Standards & Protocols to guide DDT and SWDT process	Dec. 2016
Provide Data Team Professional Development for administrators and team leaders to: <ul style="list-style-type: none">• develop a mechanism to analyze student performance, attendance and discipline data• analyze and respond to student performance, attendance & discipline data	June 2017
Establish/utilize SWDT's (School Wide Data Teams) at all schools to effectively use data to guide instructional decisions and share successes with stakeholders	Sept. 2017
DDT & SWDT's functioning at high level as evidenced by Data Team Standards Rubric	June 2017

ACCESS & EQUITY HIGHLIGHTS

BY 2016

SOMSD will:

Inform HS families of level choices in different content areas in a clear and coherent manner

BY 2017

SOMSD will:

Revise the Academic Placement Regulation (R23.14)

Develop academic centers in our schools in support of A&E goals

Develop progress monitoring tools guided by the OCR resolution

Develop DDT and SWDT at all school to successfully monitor A&E goals

Review and revise Guidance, Assessment and Code of Conduct to align with

Strategic Planning and Access & Equity Goals

Revise curriculum & assessment K-12

BY 2018

SOMSD will

Improve our professional capacity to support A&E goals through Professional Development Cultural Competency, Differentiated Instruction,

**SOMSD
Strategic Plan**

Access & Equity Policy

**Curriculum
Revision**



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