



District Action Plans

October 18, 2021

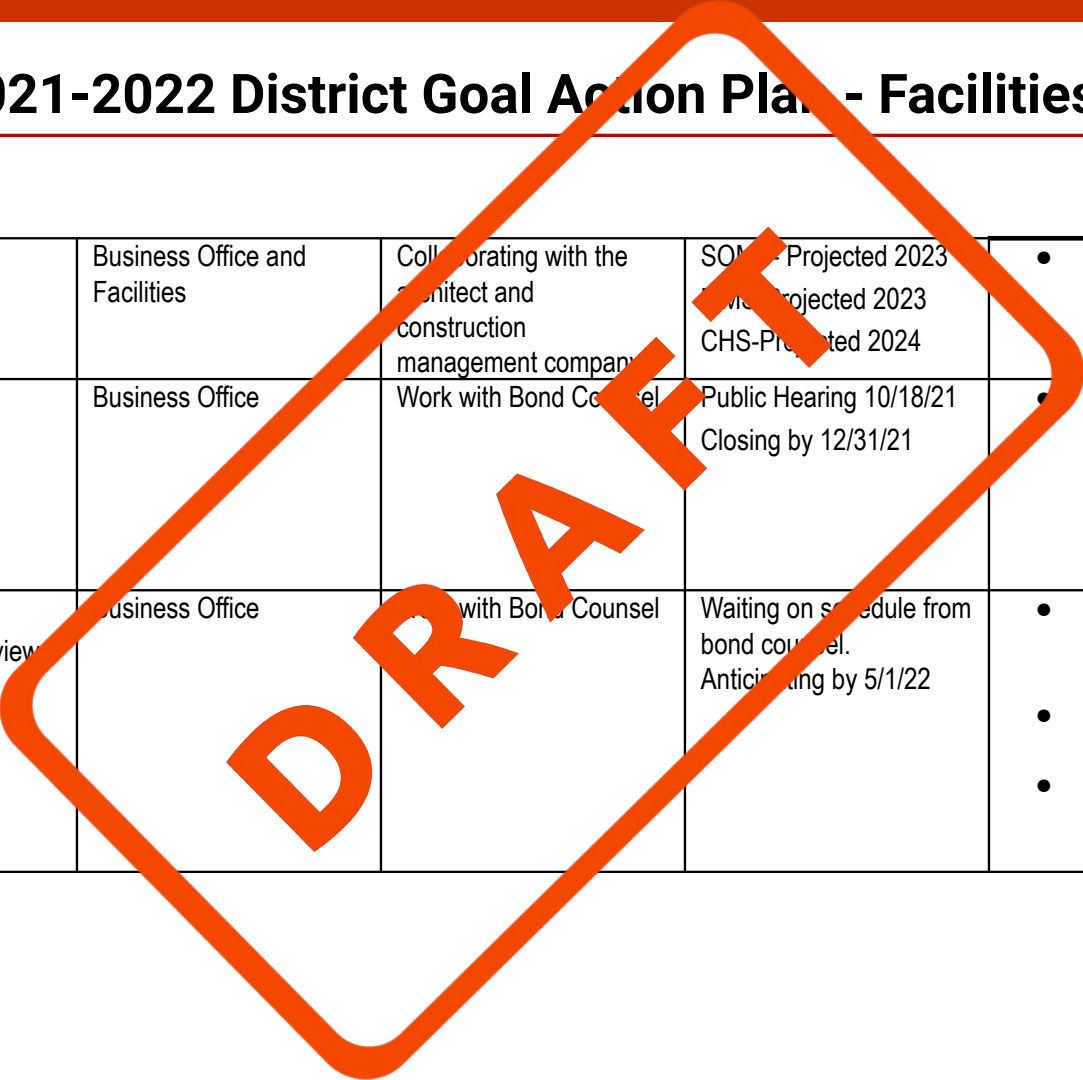
SOMSD 2021-2022 District Goal Action Plan - Facilities

DISTRICT GOAL: The Superintendent of Schools will continue to lead the District's effort toward the successful completion of our \$160M multi-year construction project. An important part of the effort is the continued regular communication on the status of ongoing construction projects with the affected school communities. The secondary school construction projects should be fully developed, with timelines for regulatory approval, design, stakeholder review and construction and ready to be submitted for code review by March 31, 2022.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Elementary School Construction	Business Office and Facilities	Collaborating with the architect and construction management company.	Jefferson, Tuscan and Sun Boyden - September 2022. Clinton Sept. 2023. Marshall & Montrose - Sept. 2023. S.M. & S.M. Annex Sept. 2023. All construction with anticipation of delays should be complete by September of 2024.	<ul style="list-style-type: none"> Substantial completion and occupation of the facilities.

SOMSD 2021-2022 District Goal Action Plan - Facilities - Cont.,

Secondary School Construction	Business Office and Facilities	Collaborating with the architect and construction management company	SOMSD-Projected 2023 CHS-Projected 2023 CHS-Projected 2024	<ul style="list-style-type: none"> Substantial completion and occupation of the facilities.
Bond Refinancing	Business Office	Work with Bond Counsel	Public Hearing 10/18/21 Closing by 12/31/21	<ul style="list-style-type: none"> Successful sale of bond reissuance with signed documents by 12/31/21.
Bond Sale <ul style="list-style-type: none"> Rating Review Bond Sale 	Business Office	Work with Bond Counsel	Waiting on schedule from bond counsel. Anticipating by 5/1/22	<ul style="list-style-type: none"> Resolution authorizing bond sale Moody's Ratings Report Resolution awarding bond sale



SOMSD 2021-2022 District Goal Action Plan - Teaching & Learning, Student Achievement

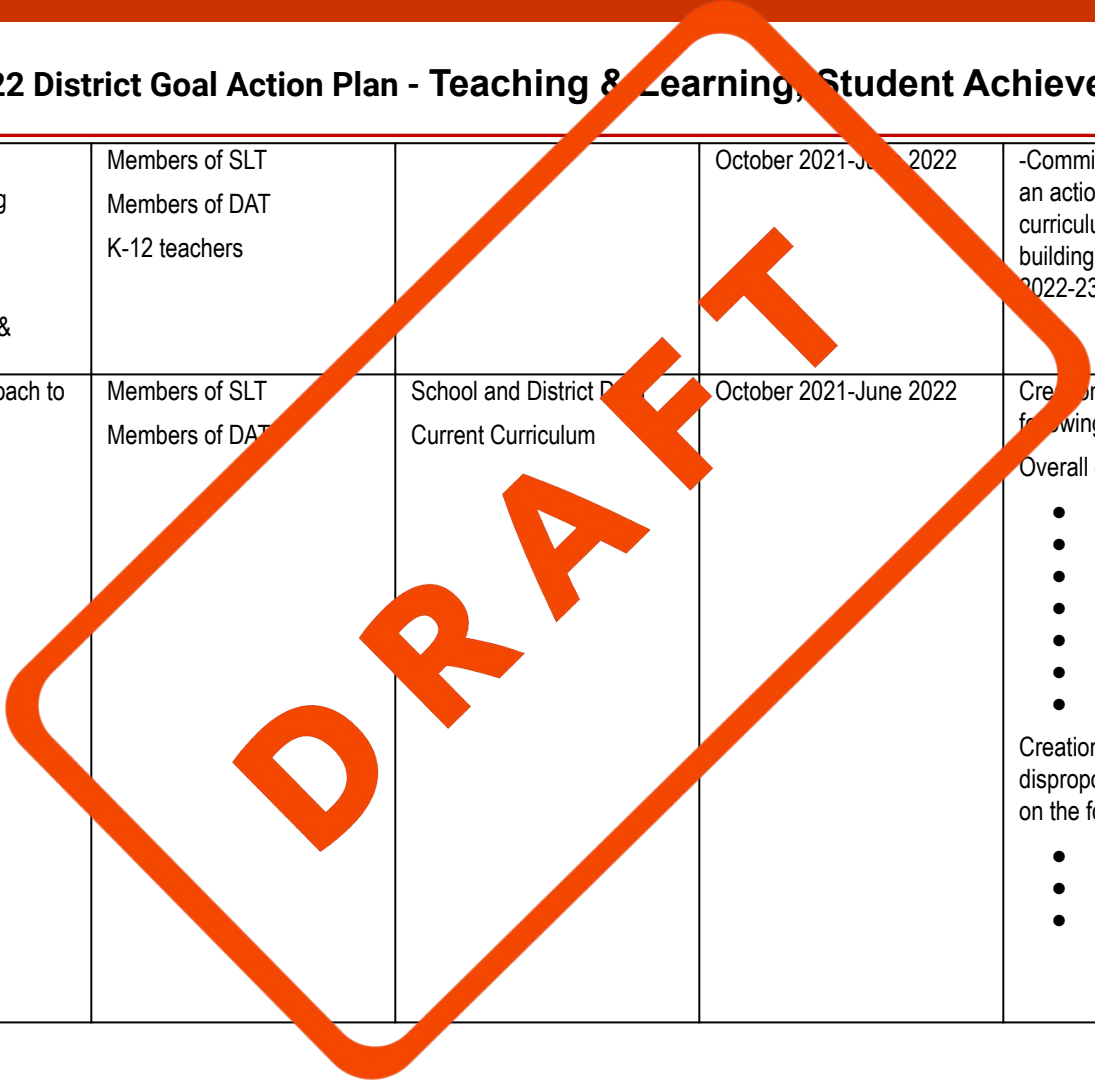
DISTRICT GOAL: SOMSD students live in a diverse community with rich cultures and histories. The District understands that our students' diverse cultures are an asset and should serve as a foundation to accelerate learning for all students. Research has shown that engaging in curriculum and instruction that is culturally responsive increases student engagement, attendance, and overall performance. By June 1, 2022, the Superintendent of Schools will establish a District-wide shared definition of CR-SE (Culturally Responsive-Sustaining Education) and share a action plan beginning in the 2022-23 school year to align resources, curriculum and staff capacity-building efforts in the following areas:

- Welcoming & Affirming Environment
- High Expectations & Rigorous Instruction
- Inclusive Curriculum & Assessment

Major Activities	Board/Staff	Resources	Timeline	Indicators of Success
Creation of Culturally Responsive-Sustaining Education Task Force	Members of SLT Members of DAT K-12 teachers		October 2021-June 2022	-Development of District definition of CR-SE (Culturally Responsive-Sustaining Education)

SOMSD 2021-2022 District Goal Action Plan - Teaching & Learning, Student Achievement, Cont.

<p>Creation of Sub-Committees</p> <ul style="list-style-type: none"> • Welcoming & Affirming Environment • High Expectations & Rigorous Instruction • Inclusive Curriculum & Assessment 	<p>Members of SLT Members of DAT K-12 teachers</p>		<p>October 2021-June 2022</p>	<p>-Committee will assist in creating an action plan to align resources, curriculum and staff capacity building efforts beginning in 2022-23 school year</p>
<p>Creation an equity framed approach to calculating and sharing data</p>	<p>Members of SLT Members of DAT</p>	<p>School and District Data Current Curriculum</p>	<p>October 2021-June 2022</p>	<p>Creation of data sets that focus on following:</p> <p>Overall data breakdown of:</p> <ul style="list-style-type: none"> • race • gender • ELL • Special Education • suspensions • access to AP/Honors • academic performance <p>Creation of data sets that focus on disproportionality cuts that focus on the following:</p> <ul style="list-style-type: none"> • composition • risk index • relative risk ratio



SOMSD 2021-2022 District Goal Action Plan - Teaching & Learning, Student Achievement, Cont.

<p>Establishment of a shared approach to planning instruction grounded in UBD Framework</p>	<p>Members of SLT Members of DAT</p>	<p>School and District Data Current Curriculum</p>	<p>October 2021-June 2022</p>	<p>Data collection from multiple stakeholder groups including:</p> <ul style="list-style-type: none"> • students • teachers • building administration • district administration • families <p>-Creation of curricular documents that clearly address all CR-SE tenants</p> <p>-Creation of curricular documents that identify the following:</p> <ul style="list-style-type: none"> • SEL competencies used to accelerate learning
---	--	--	-------------------------------	--

SOMSD 2021-2022 District Goal Action Plan - Teaching & Learning, Student Achievement, Cont.

Expanded Partnership with Equal Opportunity Schools	Members of SLT CHS administrators CHS staff		October 2021-June 2022	<ul style="list-style-type: none"> -Establishment of comprehensive plan that addresses increasing access, participation and performance in AP and Honors courses at CHS -Data that shows growth in the above areas
District will establish a comprehensive and detailed approach to implementing Restorative Practices across the PreK - 12 continuum.	Members of SLT Members of DAT		October 2021-June 2022	<ul style="list-style-type: none"> -Creation of Professional Development for Restorative Practices for all schools that address tier 1, 2, 3 Restorative Practices

DRAFT

SOMSD 2021-2022 District Goal Action Plan- Staff Recruitment, Retention & Development

DISTRICT GOAL: The Superintendent of Schools will foster purposeful adult learning communities to build capacity of educators to create welcoming and affirming environments that center students' lived experiences and make learning responsive, rigorous and relevant. These communities of practice should provide educators with concrete opportunities to learn from one another, to join in community with one another and to strengthen their daily practice.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Staff Members at all buildings decide the topics of Professional Learning Communities	-K-12 staff members	School/District Data	October 2021-June 2022	Successful implementation of topic specific PLCs
Introduction of K-12 book study	Members of DAT -K-12 Staff Members	Personal and Authentic by Tom Murray	October 2021-June 2022	-Schools successfully using book study protocols
-Implementation of research based protocols	Members of DAT -K-12 Staff Members	-DuFour and Dufour Protocols	October 2021-June 2022	-Schools successfully using protocols -Data collected from PLCs https://forms.gle/A7neB51j4m1mWSjm7

SOMSD 2021-2022 District Goal Action Plan- Staff Recruitment, Retention & Development, Cont.

Implementation of Aspiring Administrators Academy	<ul style="list-style-type: none"> -HR Department -Members of SLT -College Partner(s) 	Expertise of Educators in various areas of administration.	December 2021	Candidates identified Workshop schedules Mentoring opportunities established
Development of a Culture/Climate Retention Plan	HR Department, Principals, Assistant Principals, Supervisors	School Culture Typology The 12 Dimensions of School Climate Additional Research	Continuous throughout the school year.	Collaborate with the committee on Culture and Climate survey and evaluative measures.

SOMSD 2021-2022 District Goal Action Plan - District Integration

DISTRICT GOAL: The South Orange Maplewood School District's Intentional Integration Initiative (III) will continue to be led by the Superintendent of Schools. As we monitor and grow our intentional integration efforts at the elementary level, the Superintendent of Schools will ensure all elementary schools are positioned to support a diverse range of learners with the goal of a coherent approach to academic and social-emotional intervention and supports to be consistently implemented across all elementary schools. The goal of the method of assigning students shall be that each elementary and middle school closely reflects the district as a whole. The Superintendent of Schools will continue to keep the District community updated on the III.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Implement anti-bias and anti-racist professional development for staff	C&I Department	Fidelity Care Partners	October 2021-June 2022	Discipline Data Suspension Data Subgroup Data Academic Data Teacher Evaluation Data Instructional Coach Data Survey Data

SOMSD 2021-2022 District Goal Action Plan - District Integration, Cont.

Implementation of CR-SE Focus Curriculum	Members of DAT		October 2021-June 2022	Successful alignment of District curriculum to the District definition of the Goals of CR-SE
Create a comprehensive intervention plan that focuses on academic and SEL supports	Members of SLT Members of DAT K-12 teachers		October 2021-June 2022	Completion of intervention plan School and District Data
Assist C&I Department and SLT with monitoring of District Integration utilizing district Data.	Technology Department		October 2021 - June 2022	Run data exports and assist departments with the creation of data reports

DRAFT

SOMSD 2021-2022 District Goal Action Plan - Access & Equity

DISTRICT GOAL: SOMSD is committed to creating a welcoming and affirming environment for our students and families as a building block for ensuring access and equity for all. The district is also committed to examining our systemic processes to ensure that we abide by existing law and regulations, instill an attention to detail, and examine for bias and unintended consequences. The focus on this goal will be the first experience our children and families have with SOMSD: registration and onboarding for a new school year. In this District Goal, the Superintendent is tasked with reviewing the District's registration process with an intentional equity lens. While understanding that the Board has a fiduciary responsibility regarding residency, the focus of this goal is rethinking our enrollment processes for our PreK thru 12 continuum. By June 1st, 2022, the Superintendent of Schools will present to the Board impact data demonstrating improved outcomes in the registration and onboarding process for students and families.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Provide an additional layer to residency verification by bringing on CLEAR.	Registration Perez	CLEAR	October-June	Decrease the number of RC conducted overall.

SOMSD 2021-2022 District Goal Action Plan - Access & Equity, Cont.

<p>Given the impacts of COVID, rather than providing families the state timeframes to provide documentation, families will be given additional time (December 2021) to provide all documentation before removal.</p>	<p>BOE Registration Perez</p>		<p>October-December</p>	<p>Reduce the number of PINs and FINs issued during the fall by providing a longer time frame.</p>
<p>Manage district Data Systems to support the next phase of Integration which allows for additional grade levels.</p>	<p>Technology Department Registration</p>	<p>PowerSchool PowerSchool Registration</p>	<p>October - June</p>	<p>Utilizing the integration algorithm (provided by algorithm vendor), place student assignments for the 2021 - 2022 school year.</p>

DRAFT