



## SOMSD: District Goals Update & Departmental Year In Review

August 16, 2021



# Agenda

---

- + Brief Review of the NJSBA District Goal Process
- + Review of the District Goals & Outcomes for the 2020-2021 school year.
- + Departmental Updates
  - Curriculum & Instruction
  - Access & Equity
  - Technology
  - Special Services





# District Goal Process

---



New Jersey School Boards Association

**About NJSBA**

**Our Services**

[Home](#) > [Our Services](#) > **Field Services**

## Field Services

Your field service representative (FSR) is a wonderful resource and your district's primary point of contact with NJSBA.

### Goal Setting

By setting goals for the public schools, the school board represents the community's aspirations for its students. Your field service representative can help you through the process with this valuable service, available as part of your board's NJSBA membership.

# District Goal Process

---

The formation of District Goals customarily begin with a Board of Education retreat facilitated by the New Jersey School Board Association field representative that is assigned to the applicable District.

- + The Board of Education and the Superintendent of Schools review the previous years outcomes, including challenges and triumphs.
- + The Board and the Superintendent then come to an agreement on the selected goals, understanding that some goals are so robust that they may take multiple years.
- + The goals are then formally adopted by the the Board of Education.
- + The Superintendent then takes the goals and facilitates **action plans** with the applicable School Leadership Team members. Action plans are then shared with the Board and the Pubic and lays the road map for successfully addressing the goal(s).

# District Goal Process...Continued

---

The formation of District Goals customarily begin with a Board of Education Retreat facilitated by the New Jersey School Board Association Field Representative that is assigned to the applicable District.

- + The Superintendent reports out action plan updates in a timely manner to the Board and the Public
- + One important caveat, these goals often drive the goal setting of other leaders in the District.
- + In the spring, the Superintendent provides artifacts and evidence of goal completion to the Board through the NJSBA's Superintendent Evaluation digital portal. The Board reviews the submission and meet to discuss and ultimately issue the Superintendent's evaluation to the CSA.

# 2020-2021 District Goals



# District Goals 2020-2021

---

## **DISTRICT GOAL #1 - FACILITIES**

- + The Superintendent of Schools will continue to lead the District's effort toward the successful completion of our \$160M construction project. While understanding the unpredictable nature of COVID 19's impact, this work should include bringing closure to the detailed bidding process for our Elementary School projects, with a goal of breaking ground and completing construction as expeditiously as possible. The articulation of our Secondary School construction projects should be brought to fruition, including: a timeframe for regulatory approval, design, stakeholder review, and construction etc. with a goal of the Board considering the submission for code review by June 2021.

# District Goals 2020-2021

---

## **DISTRICT GOAL #1 - FACILITIES - Dr. Taylor's Update:**

- + COVID-19 proved to be a significant challenge to District Goal # 1. Specifically the goal was impacted by the slowed 'turn-around' of the NJDOE's Code Review office. Several months went by as we awaited the final approval of our Elementary plans. After reaching out directly to our County Executive Superintendent and other State Level Representatives for support, we received final approval of our Elementary projects in just enough time to put them out to bid leading to us initiating construction plans for the Summer of 2021.
- + While working with our School Business Administrator to bring the Board actions to consider, we are simultaneously working with our Architects to engage the local school leaders of our Secondary Schools as we prepare for their code review. Multiple meetings have occurred and sub-committees have been formed as these buildings are much larger than our elementary schools.





# District Goals 2020-2021

---

## **DISTRICT GOAL #1 - FACILITIES - Dr. Taylor's Update:**

- + The latest on our project approvals....
  - Clinton Elementary School & Jefferson Elementary School projects received approval from the State of NJ. The project went out to bid & the contract was awarded in May 2021. Construction has started at the schools.
  - Seth Boyden Elementary School & Tuscan Elementary School projects received approval from the State of NJ. The project went out to bid & the contract was awarded in May 2021. Construction has started at the schools.
  - South Mountain Elementary School & South Mountain Annex School have received approval from the State of NJ. The project is currently out to bid with the bid opening set for August 19th.



# District Goals 2020-2021

[District Home](#) [Schools](#) [Search this website](#) [Select Language](#)

Fall 2021 Return to School [About](#) [Departments](#) [Board of Education](#) [Academics](#) [Quick Links](#) [Communications](#)

A District That Celebrates **Parents**

You are here: [Home](#) / [District Departments](#) / [Business Office](#) / Long Range Facilities Plan

## Long Range Facilities Plan

[District Departments](#)  
[Office of the Superintendent](#)  
[Access & Equity](#)  
[Assessments](#)  
[Beyond the Bell](#)  
[Business Office](#)  
[District Solicitations](#)  
[District Budget](#)  
[District Budget \(Archive\)](#)  
[Budget 101](#)

### Long Range Facilities Plan (LRFP)

#### About LRFP

The District's Long Range Facilities Plan (LRFP) received preliminary approval from the Board of Education on November 19, 2018. The repairs, renovation, and new construction work of the Long Range Facilities Plan will address the health and safety issues in our facilities and expand our capacity to meet growing enrollment. The first bond sale closed during the summer of 2019; since this time, architects have been working on architectural designs for District facilities. During this time, numerous meetings were held during the school year to finalize designs. On June 22, 2020, the Board of Education authorized the administration to send the elementary school designs for code review. Code review is a



# District Goals 2020-2021

---

## Notifications

- [7/20/21 - Seth Boyden Construction Project Letter - Henry Place](#)

## Construction Updates

### Clinton

- [8/9/2021 Clinton Construction Update](#)
- [7/8/2021 Clinton Construction Update](#)

### Jefferson

- [8/9/2021 Jefferson Construction Update](#)
- [7/8/2021 Jefferson Construction Update](#)

### Seth Boyden

- [8/9/2021 Seth Boyden Construction Update](#)
- [8/8/2021 Seth Boyden Construction Manager Status Report](#)
- [7/19/2021 Seth Boyden Construction Update](#)

### Tuscan

- [8/9/2021 Tuscan Construction Update](#)
- [8/8/2021 Tuscan Construction Manager Status Report](#)
- [7/19/2021 Tuscan Construction Update](#)



# District Goals 2020-2021

---

*South Orange-Maplewood School District  
Project Manager's Weekly Report – Clinton & Jefferson Elementary Schools  
August 9, 2021  
Page 2*



*Footing and rebar completed at Area C – Clinton Elementary School*

# District Goals 2020-2021

---

## **District Goal # 2 - ELEMENTARY RECONFIGURATION**

- + By June 30, 2021, the Superintendent will have successfully initiated the South Orange Maplewood School District's Intentional Integration Initiative (III), positively impacting the incoming kindergarteners enrolling in September of 2021 via our 'Berkeley-esque'/Micro-neighborhood approach.





# District Goals 2020-2021

---

## **District Goal # 2 - ELEMENTARY RECONFIGURATION - Dr. Taylor's Update:**

- + While managing an extremely complex and challenging time of COVID-19, the Superintendent and our SLT continued to push towards the timeline expressed in this goal. There were community inquiries from our partners such as Presidents Council, asking if we could still launch our Intentional Integration Initiative by our stated goal of September of 2021. We held steadfast and moved forward. We are still on target for this generational project. Specifically this year we were able to formally engage with a nationally recognized expert on desegregation algorithms etc. This relationship has taken our Board approved design and brought it to fruition. We have launched a microsite dedicated to this work. We also are continuing to engage the community on this topic. Including recently holding a Q&A with local realtors so they are informed as they discuss our schools with prospective new parents. We also have worked with the Board to update applicable policies while also preparing our transportation design to be rebid.



# District Goals 2020-2021

---

## **District Goal # 2 - ELEMENTARY RECONFIGURATION - Dr. Taylor's Update:**

- + The latest on our Intentional Integration Initiative...
  - + We have held multiple public forums on kindergarten placement. The latest being for kindergarten families (approximately 100 attendees) and for realtors.
  - + We have successfully placed close to 500 kindergarten students in their designated elementary schools. These are families that met the spring application deadline. We will be releasing the placement letters for the additional 50 or so families who applied after the deadline this week.



# District Goals 2020-2021



South Orange & Maplewood Scho...

About III ▾

Presentations ▾

Communications

FAQs

SOMSD Home



## SOMSD Intentional Integration Initiative (III)

In the 2018-2019 school year, the Board voted for the design of each elementary school to eventually take on a K-5 design. This was very important as it gave direction to our architects as they began the work of bringing our Long Range Facilities Plan to fruition. The District's Intentional Integration Plan was Board approved in June 2020 and addressed the usage of an algorithm to be applied to the Kindergarteners who will be joining our District in September of 2021, with a plan to monitor this pilot and adjust if necessary (as future classes enter our District)

[Upcoming Events](#)

[News & Updates](#)

[III Request to Change Placement F...](#)



# District Goals 2020-2021

---

## **District Goal # 3 -TEACHING AND LEARNING/STUDENT ACHIEVEMENT**

- + The Superintendent will provide demonstrated evidence of improved teaching and learning for every student in every school. While understanding that the 2020 COVID-19 Pandemic resulted in a lack of standardized testing for the 2019-2020 school year, the Superintendent will lead the District's efforts to create a comprehensive academic approach that is both philosophical in its explanation of pedagogical beliefs, as well as pragmatic in its mandates and expectations. This goal should result in the creation of a living collegial document, which will ultimately represent a multi-year effort. With emphasis on a collegial process that involves engaging our educators to ensure this is not a top-down methodology, but an authentic result of a shared process where all participatory voices are heard and valued. The final product should be one that:
  - Serves as an overarching document that communicates a comprehensive PreK-12 unified 'academic approach' reflective of our district's beliefs. The document will communicate our basic (strategic) tenets and academic operating principles;



# District Goals 2020-2021

---

## **District Goal # 3 -TEACHING AND LEARNING/STUDENT ACHIEVEMENT**

- Identifies and communicates what makes for a great educational experience;
  - Raises, not lowers, the expectations for what is best for every student;
  - Facilitates the creation of a 'portrait' of a Columbia High School graduate. This is far greater than just an academic focus. Understanding that our goal for our students includes providing support that contributes to them maturing into thoughtful, well-rounded, and empathetic adults who will also be very social emotionally aware; and,
  - Includes measurable student academic outcomes – some examples of our tools are, formative assessments (Star Renaissance and Teachers College), honors and Advanced Placement course enrollment trend monitoring, STEM realignment effectiveness etc. While of course demonstrating our commitment to being data driven and student centered.
- + Lastly, the Superintendent and Administration will present the Board with a report (by November 2020) as to which requirements of the OCR, BPW and CEP are currently in place with baselines from which we can measure their ongoing implementation as well as a calendar/action plan for implementation of any requirements that are not.





# District Goals 2020-2021

---

## **District Goal # 3 -TEACHING AND LEARNING/STUDENT ACHIEVEMENT-** **Dr. Taylor's Update:**

- + As our new SLT Members joined our District via our recently Board approved central office leadership design, we were able to managed the well documented challenges related to public education during COVID-19. I was able to work with our Asst Supt of Access and Equity to provide the Board with the aforementioned Inventory of our district obligations in the realm of diversity (Office of Civil Rights, Black Parents Workshop and Comprehensive Equity Plan). Board Members were able to give valuable feedback as we continued to adjust the design to capture the essence of the request. Our new Asst Supt for Curriculum and Instruction and I worked together laying the framework for the vital task that is detailed in Portrait of a Graduate description above. This included meeting with school staffs, engaging with our partners at Achieve and also reaching out to our greater school community (including the Board). These outreach efforts are vital as they help us to form a well round Portrait of a Graduate Committee to ensure that all voices are heard as we develop this overarching document. This goal by design is a multi-year expectation, we look forward to continuing this work with a desire to bring to fruition during the 2021-2022 school year. We have sought the possibility of engaging national experts who have done this work successfully in other districts. This group was brought to our C&I Board Committee Meeting for an initial conversation of their offerings. Concerns presented by the C&I Committee are being reviewed.



# District Goals 2020-2021

---

## **District Goal # 3 -TEACHING AND LEARNING/STUDENT ACHIEVEMENT-** **Dr. Taylor's Update:**

- + The latest on our Portrait of a graduate...
  - + The committee met/will be meeting on the following dates:
    - June 16
    - June 30
    - August 19
- + During the August meeting the committee will begin narrowing down and deciding upon the competencies that are most important for our district to focus on K-12
- + The committee began to brainstorm ideas for the visual representation of the Portrait work.
- + The next committee meeting will take place in September
- + District review of the document and work will take place in October with all internal stakeholder groups providing feedback to the working version of the Portrait document
- + The committee has a goal to present a draft of the Portrait document to the BOE during the November Curriculum and Instruction Committee meeting.



# District Goals 2020-2021

---

## **District Goal # 4 - STAFF RECRUITMENT/RETENTION/DEVELOPMENT**

- + The Superintendent will foster a dynamic learning community that supports the recruitment, development and retention of highly qualified staff. This goal will be measured by and should include an analysis of:
  - Data regarding the demographics and diversity of new hires and the overall demographics and diversity of the District's certificated and non-certificated staff."
  - The District's year-over-year employee performance/evaluative trends, i.e., formal evaluations, climate survey, exit surveys, etc.; and, Leadership development opportunities, both for current School Leaders as well as aspiring internal professionals.



# District Goals 2020-2021

---

## **District Goal # 4 - STAFF RECRUITMENT/RETENTION/DEVELOPMENT -** **Dr. Taylor's Update:**

- + I have worked with our newly hired HR Director and our Asst Supt for Access and Equity in pursuit of this worthwhile District Goal. We are very happy with the progress that we have made in the area of Professional Evaluation (Danielson) Completion. We created a monitoring system that kept the Board's Personnel Committee abreast of our progress on the goal of providing high quality academic performance evaluations, even during the challenges of COVID-19. This includes enhancing virtual learning through the newly procured Canvas Learning Management System and navigating the unfortunate SOMEA work action our District experienced in the Winter. We also created a color coded system to keep our Administrators aware that we were monitoring their compliance with the aforementioned expectations. We have also provided evidence of the monitoring of our staff demographics, as we enter the hiring season via multiple employment fairs etc. We have also worked to add to our portfolio of personnel search tools. These additions have a higher likelihood of providing a more diverse pool of highly qualified candidates.



# District Goals 2020-2021

---

## **District Goal # 4 - STAFF RECRUITMENT/RETENTION/DEVELOPMENT - Dr. Taylor's Update:**

- + Lastly we also have made great progress in the development of our internal Aspiring Administrator Academy, including a partnership with Kean University that lowers tuition for or Teachers while also provided a cohort approach.





# Departmental Updates



# Curriculum & Instruction

---

- + **Canvas** - Introduced and planned multiple professional development sessions for our new Learning Management System to District teachers and administrators.
- + **Curriculum** - Revamped District curriculum so teachers could adjust their teaching from in person to virtual.
- + **Teq/Otis** - Planned multiple professional development for staff that focused on online tools to support instruction.
- + **Rubicon Atlas** - Introduced a curriculum mapping system for the district allowing for customized planning, detailed reporting and analytics, and access of thousands of academic standards. Curriculum is accessible to all teachers, administrators and community members through Rubicon Atlas.
- + **Performance Matters** - Professional Development offered to all administrators on using our data warehouse.



## Curriculum & Instruction (cont.)

---

- + **CodeJoy** - In collaboration with elementary PTAs and Achieve, CodeJoy, an online robotics company offered student facing classes for all K-5 district students. Teachers have also been offered professional development through CodeJoy that focuses on incorporating robotics into the curriculum.
- + **Tang Math** - An online math program that was used at Seth Boyden School this past school year. We will be extending our partnership with Tang Math to 2 elementary schools next year. Sixty Four teachers and administrators will be participating in Tang Math Summer PD Institute.
- + **Kean Partnership:** SOMSD has partnered with Kean University's Scholar Academy, a newly launched dual-enrollment initiative that will prepare selected high school students for college by bringing them on campus to earn college credits and take part in mentorships, internships, and other college experiences starting in ninth grade. This partnership is the District's first time offering dual-enrollment college-based programming to students. Eleven middle-school students from SOMSD are taking part in the inaugural class, which Kean University announced in May 2021.
- + **Book Distribution** - Throughout the pandemic the ELA department along with many community volunteers collected and distributed books to all District students.



## Curriculum & Instruction (cont.,)

---

- + **ISKME OER** - Supervisors and Library Media Specialist participated in 6 hours of PD that resulted in evaluating, curating, and remixing high-quality Open Educational Resources. The information learned during the PD sessions will be used to enhance curriculum throughout the district by incorporating authentic resources in addition to textbooks.
- + **Danielson Evaluation** - Professional Development was offered to all district administrators to ensure that they understand the teacher evaluation tool.
- + **Project Arc** - This 8 week PD was offered to teachers. This program drew on high-level Project Based Learning instructional design practices to include a variety of strategies to engage learners.
- + **Portrait of a Graduate**
- + **Summer School** - Programs allow for all students to reinforce learning from the past school year. Opportunities include: Credit Recovery, Extended 4th Quarter, math Advancement, Bridge Programs, K-8 Current Grade Level Skill Reinforcement, ELL Extended Year, Music programs, ESY, Book Clubs and STEM Design Thinking



# Access & Equity

---

- + Streamlined protocols in the office of Registration for consistency and transparency.
- + Updated Policies on Sexual Harassment and Student transfers.
- + Aligned various reporting documents (e.g., CEP, OCR Report and BPW settlement) to facilitate understanding of various departments' roles.
- + Ensured CHS administration collaborated on the Code of Conduct revisions.
- + Reviewing our District's Title IX, HIB, Affirmative Action and other vital protective processes to ensure that we have invested enough human capital to reflect our commitment to maintaining a healthy and safe environment for our students and staff.





# Technology

---

- + Implementation and Launch of District's Learning Management System, Canvas.
- + Migration of on premise analog telephone system to a Voice Over IP on premise telephone system.
- + Network equipment expansion to accommodate increase of network devices for current and future growth.
- + Deployment of approximately 2,500 Chromebooks and Hotspots to families across the District.
- + In partnership with nursing department, development of COVID - 19 community dashboard.



# Special Services

---

- + Summer Teacher Academy:
  - Leveled Literacy Intervention (LII) Training
  - Orton Gillingham (OG) Comprehensive Training
  
- + Expanded Extended School Year (ESY) services-
  - Continued service delivery of compensatory services
  - Social emotional skills were built into the curriculum Pre-K - 12
  - Teams were flexible with student eligibility
  
- + Preschool Expansion:
  - The South Orange & Maplewood School District has secured partnerships with local preschool childcare providers, which has enabled us to increase program capacity.
    - 2020-2021 school year capacity increase: 60 additional students
    - 2021-2022 school year capacity increase: 90 additional students
    - Total program capacity to date: 369 preschool students



# Agenda Revisited...

---

- + Brief Review of the NJSBA District Goal Process
- + Review of the District Goals & Outcomes for the 2020-2021 school year.
- + Departmental Updates
  - Curriculum & Instruction
  - Access & Equity
  - Technology
  - Special Services





The School District of

---

SOUTH ORANGE  
& MAPLEWOOD

---

525 Academy Street • Maplewood, NJ 07040

[www.somds.k12.nj.us](http://www.somds.k12.nj.us) | A district that celebrates students, community and diversity