




*Dr. Brian G. Osborne*  
*Superintendent of Schools*

*Dr. Lydia E. Furnari*  
*Assistant Superintendent for*  
*Curriculum & Instruction*

**To:** Dr. Brian Osborne  
**From:** Lydia E. Furnari   
**Date:** February 24, 2014  
**Re:** Gifted and Talented Model Proposal (Revised)

Attached please find the revised proposals for Gifted and Talented programming requested by the South Orange and Maplewood Board of Education during the meeting held on January 27, 2014, the Excellence & Equity Committee meeting held on February 12, 2014, and a meeting of the Gifted & Talented Working Group, held on February 21, 2014.

To summarize, each of the revised proposals includes the following:

- Use of a norm-referenced measure, local measures, and artifact review for the purpose of identifying students. (multiple measures)
- Professional development for screening teams and teachers provided by both in-district and out of district sources, some of which are provided free of charge.
- Timelines for implementation steps that are phased in over a period of three years.
- Plans to phase in grade levels over time.
- Plans to phase in areas of identification, services and/ or activities over time.
- Participation in activities both in and out of district where appropriate.

A breakdown of costs of elements of the proposed program models is also included.

**Gifted & Talented Implementation Timeline of School Level Activities: Model 1**

2014-2015	2015-2016	2016-2017
<ul style="list-style-type: none"> <li>• Present G&amp;T model to administrators at DAT or other administrative meeting April 2014</li> <li>• Form screening committee of teachers and administrators for each area (Academics, Art, Music, Physical Education/ Dance, and Leadership) Spring 2014</li> <li>• Provide training for Screening committee members Spring / Summer 2014</li> <li>• Provide training for staff as needed</li> <li>• Distribute Nomination for Screening form and Scales for Identifying Gifted Students (SIGS) form to parents/caregivers Grade K (for Grade 1)Spring 2014</li> <li>• Distribute Nomination form and Scales for Identifying Gifted Students (SIGS) to teachers Grade K (for Grade 1) Spring 2014</li> <li>• Schools complete District Rating Scale for nominated students.</li> <li>• School gathers data including SIG(s), G&amp;T Rating Scale, and artifacts, and sends packet to the Department of Curriculum &amp; Instruction May/June</li> </ul>	<ul style="list-style-type: none"> <li>• Provide training for new Screening committee members Winter 2015</li> <li>• Provide training for staff as needed</li> <li>• Distribute Nomination for Screening form and Scales for Identifying Gifted Students (SIGS) form to parents/caregivers Grade K (for Grade 1) and those new to Grade 1 (for Grade 2) Spring 2015</li> <li>• Distribute Nomination form and Scales for Identifying Gifted Students (SIGS) to teachers Grade K (for Grade 1) and those new to Grade 1 (for Grade 2) Spring 2015</li> <li>• Schools complete District Rating Scale for nominated students.</li> <li>• School gathers data including SIG(s), G&amp;T Rating Scale, and artifacts, and sends packet to the Department of Curriculum &amp; Instruction May/June 2015</li> <li>• Screening committees review data and artifacts Summer 2015</li> <li>• Results are communicated to schools and parents / caregivers, along with</li> </ul>	<ul style="list-style-type: none"> <li>• Provide training for new Screening committee members Winter 2016</li> <li>• Provide training for staff as needed</li> <li>• Distribute Nomination for Screening form and Scales for Identifying Gifted Students (SIGS) form to parents/caregivers Grade K (for Grade 1) and those new to Grade 1 &amp; 2 (for Grade 2 &amp; 3) Spring 2016</li> <li>• Distribute Nomination form and Scales for Identifying Gifted Students (SIGS) to teachers Grade K (for Grade 1) and those new to Grade 1 &amp; 2 (for Grade 2 &amp; 3) Spring 2016</li> <li>• Schools complete District Rating Scale for nominated students.</li> <li>• School gathers data including SIG(s), G&amp;T Rating Scale, and artifacts, and sends packet to the Department of Curriculum &amp; Instruction May/June 2016</li> <li>• Screening committees review data and artifacts Summer 2016</li> <li>• Results are communicated to schools and parents /</li> </ul>

<p><b>2014</b></p> <ul style="list-style-type: none"> <li>• Screening committees review data and artifacts Summer 2014</li> <li>• Results are communicated to schools and parents / caregivers, along with list of school specific opportunities September/October 2014</li> <li>• Form a G&amp;T Parent Advisory Group (Parent and/or staff representative from each school Elementary, Middle, and High School). Committee will meet 5 times per year in order to collaborate with the district on program development goals and plans for parent workshops.</li> </ul>	<p>list of school specific opportunities September/October 2015</p> <ul style="list-style-type: none"> <li>• Form a G&amp;T Parent Advisory Group (Parent and/or staff representative from each school Elementary, Middle, and High School). Committee will meet 5 times per year in order to collaborate with the district on program development goals and plans for parent workshops.</li> </ul>	<p>caregivers, along with list of school specific opportunities September/October 2016</p> <ul style="list-style-type: none"> <li>• Form a G&amp;T Parent Advisory Group (Parent and/or staff representative from each school Elementary, Middle, and High School). Committee will meet 5 times per year in order to collaborate with the district on program development goals and plans for parent workshops.</li> </ul>
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**G&T Activities (N=New, E=Existing in all schools, S = Existing in some schools); Model 1**

2014-2015	2015-2016	2016-2017
<ul style="list-style-type: none"> <li>• Instructional Plan for identified Students (N);</li> <li>• Differentiated Instruction (E)</li> <li>• Independent Reading (choice at independent reading level) (E)</li> <li>• School and Community Service (S)</li> <li>• School specific opportunities for the Fine and Performing Arts (N)</li> </ul>	<ul style="list-style-type: none"> <li>• Instructional Plan for identified Students (E);</li> <li>• Differentiated Instruction (E)</li> <li>• Independent Reading (choice at independent reading level) (E)</li> <li>• Continental Math League (Grade 2 only) (N)</li> <li>• Continental Science League or similar program (after school) (Grade 2 only) (N)</li> <li>• Student Government (E)</li> <li>• School and Community Service (E)</li> <li>• School specific</li> </ul>	<ul style="list-style-type: none"> <li>• Instructional Plan for identified Students (E);</li> <li>• Differentiated Instruction (E)</li> <li>• Independent Reading (choice at independent reading level) (E)</li> <li>• Continental Math League (Grades 2 &amp; 3 only)(E)</li> <li>• Continental Science League or similar program (after school) (Grades 2 &amp; 3 only) (E)</li> <li>• Student Government (E)</li> <li>• School and Community Service (E)</li> <li>• Debate team (forensics)</li> </ul>

	<p><b>opportunities for the Fine and Performing Arts (E)</b></p> <ul style="list-style-type: none"><li>• <b>District-wide demonstrations of Learning (festivals / competitions) (N)</b></li></ul>	<p><b>(N)</b></p> <ul style="list-style-type: none"><li>• <b>School specific opportunities for the Fine and Performing Arts (E)</b></li><li>• <b>District-wide demonstrations of Learning (festivals / competitions) (E)</b></li><li>• <b>Participation in Essex County Steering Committee for Gifted and Talented Education activities appropriate for Grades 3 (E)</b></li></ul>
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**Gifted & Talented Implementation Timeline of School Level Activities: Model 2**

2014-2015	2015-2016	2016-2017
<ul style="list-style-type: none"> <li>• Present G&amp;T model to administrators at DAT or other administrative meeting April 2014</li> <li>• Form screening committee of teachers and administrators for each area (Academics, Art, Music, Physical Education/ Dance, and Leadership) Spring 2014</li> <li>• Provide training for Screening committee members Spring / Summer 2014</li> <li>• Provide training for staff as needed</li> <li>• Distribute Nomination for Screening form and Scales for Identifying Gifted Students (SIGS) form to parents/caregivers Grade 4 (for Grade 5) Spring 2014</li> <li>• Distribute Nomination form and Scales for Identifying Gifted Students (SIGS) to teachers Grade 5 Spring 2014</li> <li>• Schools complete District Rating Scale for nominated students.</li> <li>• School gathers data including SIG(s), G&amp;T Rating Scale, and artifacts, and sends packet to the Department of Curriculum &amp; Instruction May/June 2014</li> <li>• Screening committees</li> </ul>	<ul style="list-style-type: none"> <li>• Provide training for new Screening committee members Winter 2015</li> <li>• Provide training for staff as needed</li> <li>• Distribute Nomination for Screening form and Scales for Identifying Gifted Students (SIGS) form to parents/caregivers Grade 3 (for Grade 4) and those new to Grade 4 (for Grade 5) Spring 2015</li> <li>• Distribute Nomination form and Scales for Identifying Gifted Students (SIGS) to teachers Grade 3 (for Grade 4) and those new to Grade 4 (for Grade 5) Spring 2015</li> <li>• Schools complete District Rating Scale for nominated students.</li> <li>• School gathers data including SIG(s), G&amp;T Rating Scale, and artifacts, and sends packet to the Department of Curriculum &amp; Instruction May/June 2015</li> <li>• Screening committees review data and artifacts Summer 2015</li> <li>• Results are communicated to schools and parents / caregivers, along with list of school specific opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Provide training for new Screening committee members Winter 2016</li> <li>• Provide training for staff as needed</li> <li>• Distribute Nomination for Screening form and Scales for Identifying Gifted Students (SIGS) form to parents/caregivers Grade 2 (for Grade 3) and those new to Grades 3 &amp; 4 (for Grades 4 &amp; 5) Spring 2016</li> <li>• Distribute Nomination form and Scales for Identifying Gifted Students (SIGS) to teachers Grade 2 (for Grade 3) and those new to Grades 3 &amp; 4 (for Grades 4 &amp; 5) Spring 2016</li> <li>• Schools complete District Rating Scale for nominated students.</li> <li>• School gathers data including SIG(s), G&amp;T Rating Scale, and artifacts, and sends packet to the Department of Curriculum &amp; Instruction May/June 2016</li> <li>• Screening committees review data and artifacts Summer 2016</li> <li>• Results are communicated to schools and parents / caregivers, along with list of school specific</li> </ul>

<p>review data and artifacts Summer 2014</p> <ul style="list-style-type: none"> <li>• Results are communicated to schools and parents / caregivers, along with list of school specific opportunities</li> </ul> <p>September/October 2014</p> <ul style="list-style-type: none"> <li>• Form a G&amp;T Parent Advisory Group (Parent and/or staff representative from each school Elementary, Middle, and High School). Committee will meet 5 times per year in order to collaborate with the district on program development goals and plans for parent workshops.</li> </ul>	<p>September/October 2015</p> <ul style="list-style-type: none"> <li>• Form a G&amp;T Parent Advisory Group (Parent and/or staff representative from each school Elementary, Middle, and High School). Committee will meet 5 times per year in order to collaborate with the district on program development goals and plans for parent workshops.</li> </ul>	<p>opportunities September/October 2016</p> <ul style="list-style-type: none"> <li>• Form a G&amp;T Parent Advisory Group (Parent and/or staff representative from each school Elementary, Middle, and High School). Committee will meet 5 times per year in order to collaborate with the district on program development goals and plans for parent workshops.</li> </ul>
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**G&T Activities (N=New, E=Existing in all schools, S = Existing in some schools); Model 2**

2014-2015	2015-2016	2016-2017
<ul style="list-style-type: none"> <li>• Instructional Plan for identified Students (N);</li> <li>• Differentiated Instruction (E)</li> <li>• Independent Reading (choice at independent reading level) (E)</li> <li>• Continental Math League (N) [Grade 5]</li> <li>• Student Government (S) [Grade 5]</li> <li>• School and Community Service (S) [Grade 5]</li> <li>• School specific opportunities for the Fine and Performing Arts (N) [Grade 5]</li> <li>• Participation in Essex County Steering Committee for Gifted and Talented Education</li> </ul>	<ul style="list-style-type: none"> <li>• Instructional Plan for identified Students (E);</li> <li>• Differentiated Instruction (E)</li> <li>• Independent Reading (choice at independent reading level) (E)</li> <li>• Continental Math League (E) [Grades 4-5]</li> <li>• Science Olympiad, Odyssey of the Mind (N) [Grades 4-5]</li> <li>• Student Government (E) [Grades 4-5]</li> <li>• School and Community Service (E) [Grades 4-5]</li> <li>• School specific opportunities for the Fine and Performing Arts (E) [Grades 4-5]</li> <li>• District-wide</li> </ul>	<ul style="list-style-type: none"> <li>• Instructional Plan for identified Students (E);</li> <li>• Differentiated Instruction (E)</li> <li>• Independent Reading (choice at independent reading level) (E)</li> <li>• Continental Math League (E) [Grades 3-5]</li> <li>• Science Olympiad, Odyssey of the Mind (E) [Grades 3-5]</li> <li>• Student Government (E) [Grades 3-5]</li> <li>• School and Community Service (E) [Grades 3-5]</li> <li>• Debate team (forensics) (N) [Grades 3-5]</li> <li>• School specific opportunities for the Fine and Performing</li> </ul>

<b>activities (N) [Grade 5]</b>	<b>demonstrations of Learning (festivals / competitions) (N) [Grades 4-5]</b> <ul style="list-style-type: none"><li>• Participation in Essex County Steering Committee for Gifted and Talented Education activities (E) [Grades 4-5]</li></ul>	<b>Arts (E) [Grades 3-5]</b> <ul style="list-style-type: none"><li>• District-wide demonstrations of Learning (festivals / competitions) (E) [Grades 3-5]</li><li>• Participation in Essex County Steering Committee for Gifted and Talented Education activities (E) [Grades 3-5]</li></ul>
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**Gifted & Talented Implementation Timeline of School Level Activities: Model 3**

2014-2015	2015-2016	2016-2017
<ul style="list-style-type: none"> <li>• Present G&amp;T model to administrators at DAT or other administrative meeting April 2014</li> <li>• Form screening committee of teachers and administrators for each area (Academics, Art, Music, Physical Education/ Dance, and Leadership) Spring 2014</li> <li>• Provide training for Screening committee members Spring / Summer 2014</li> <li>• Provide training for staff as needed</li> <li>• Distribute Nomination for Screening form and Scales for Identifying Gifted Students (SIGS) form to parents/caregivers Grade 4 ( for Grade 5) and K (for Grade1) Spring 2014</li> <li>• Distribute Nomination form and Scales for Identifying Gifted Students (SIGS) to teachers Grade 4 ( for Grade 5) and K (for Grade1) Spring 2014</li> <li>• Schools complete District Rating Scale for nominated students.</li> <li>• School gathers data including SIG(s), G&amp;T Rating Scale, and artifacts, and sends packet to the Department of Curriculum &amp; Instruction May/June</li> </ul>	<ul style="list-style-type: none"> <li>• Provide training for new Screening committee members Winter 2015</li> <li>• Provide training for staff as needed</li> <li>• Distribute Nomination for Screening form and Scales for Identifying Gifted Students (SIGS) form to parents/caregivers Grade 3 (for Grade 4) and those new to Grade 4 (for Grade 5, as well as K (for Grade 1) and those new to Grade 1 (for Grade 2) Spring 2015</li> <li>• Distribute Nomination form and Scales for Identifying Gifted Students (SIGS) to teachers Grade 3 (for Grade 4) and those new to Grade 4 (for Grade 5, as well as K (for Grade 1) and those new to Grade 1 (for Grade 2) Spring 2015</li> <li>• Schools complete District Rating Scale for nominated students.</li> <li>• School gathers data including SIG(s), G&amp;T Rating Scale, and artifacts, and sends packet to the Department of Curriculum &amp; Instruction May/June 2015</li> <li>• Screening committees review data and artifacts Summer 2015</li> </ul>	<ul style="list-style-type: none"> <li>• Provide training for new Screening committee members Winter 2016</li> <li>• Provide training for staff as needed</li> <li>• Distribute Nomination for Screening form and Scales for Identifying Gifted Students (SIGS) form to parents/caregivers Grade 2 (for Grade 3) and those new to grades 4 &amp; 5, as well as K (for Grade 1) and those new to Grade 1 (for Grade 2) Spring 2016</li> <li>• Distribute Nomination form and Scales for Identifying Gifted Students (SIGS) to teachers Grade 2 (for Grade 3) and those new to grades 4 &amp; 5, as well as K (for Grade 1) and those new to Grade 1 (for Grade 2) Spring 2016</li> <li>• Schools complete District Rating Scale for nominated students.</li> <li>• School gathers data including SIG(s), G&amp;T Rating Scale, and artifacts, and sends packet to the Department of Curriculum &amp; Instruction May/June 2016</li> <li>• Screening committees review data and artifacts Summer 2016</li> <li>• Results are</li> </ul>



<p><b>2014</b></p> <ul style="list-style-type: none"> <li>• Screening committees review data and artifacts Summer 2014</li> <li>• Results are communicated to schools and parents / caregivers, along with list of school specific opportunities September/October 2014</li> <li>• Form a G&amp;T Parent Advisory Group (Parent and/or staff representative from each school Elementary, Middle, and High School). Committee will meet 5 times per year in order to collaborate with the district on program development goals and plans for parent workshops.</li> </ul>	<ul style="list-style-type: none"> <li>• Results are communicated to schools and parents / caregivers, along with list of school specific opportunities September/October 2015</li> <li>• Form a G&amp;T Parent Advisory Group (Parent and/or staff representative from each school Elementary, Middle, and High School). Committee will meet 5 times per year in order to collaborate with the district on program development goals and plans for parent workshops.</li> </ul>	<p>communicated to schools and parents / caregivers, along with list of school specific opportunities September/October 2016</p> <ul style="list-style-type: none"> <li>• Form a G&amp;T Parent Advisory Group (Parent and/or staff representative from each school Elementary, Middle, and High School). Committee will meet 5 times per year in order to collaborate with the district on program development goals and plans for parent workshops.</li> </ul>
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**G&T Activities (N=New, E=Existing in all schools, S = Existing in some schools); Model 3**

2014-2015	2015-2016	2016-2017
<ul style="list-style-type: none"> <li>• Instructional Plan for all identified Students (N);</li> <li>• Differentiated Instruction (E)</li> <li>• Independent Reading (choice at independent reading level) (E)</li> <li>• School and Community Service &amp; Student Government (S) [Leadership Grades 4-5]</li> <li>• School specific opportunities for the Fine and Performing Arts (N) [Arts Grades K-5]</li> <li>• Odyssey of the Mind [Academics Grade 5],</li> </ul>	<ul style="list-style-type: none"> <li>• Instructional Plan for identified Students (E);</li> <li>• Differentiated Instruction (E)</li> <li>• Independent Reading (choice at independent reading level) (E)</li> <li>• School and Community Service &amp; Student Government, (E) [Leadership Grades 4-5]</li> <li>• Mini Model UN (N) [Leadership Grades 4-5]</li> <li>• School specific opportunities for the Fine and Performing Arts (E) [Arts Grades K-5]</li> </ul>	<ul style="list-style-type: none"> <li>• Instructional Plan for identified Students (E);</li> <li>• Differentiated Instruction (E)</li> <li>• Independent Reading (choice at independent reading level) (E)</li> <li>• School and Community Service &amp; Student Government(E) [Leadership Grades 3-5]</li> <li>• Mini Model UN (E) [Leadership Grades 4-5]</li> <li>• Debate team (N) [Grades 3-5]</li> <li>• School specific opportunities for the Fine and Performing</li> </ul>

<p><b>Continental Math League [Academics Grades 4-5]</b></p> <ul style="list-style-type: none"> <li>• <b>Participation in Essex County Steering Committee for Gifted and Talented Education activities [Area specific activities Grades 4-5]</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>District-wide demonstrations of Learning (festivals / competitions) (N)</b></li> <li>• <b>Odyssey of the Mind [Grades K-5], Continental Math League [Grades 2-5], Science Olympiad [Academics Grades 4-5]</b></li> <li>• <b>Participation in Essex County Steering Committee for Gifted and Talented Education activities [Area specific activities Grades 4-5]</b></li> </ul>	<p><b>Arts (E) [Arts Grades K-5]</b></p> <ul style="list-style-type: none"> <li>• <b>District-wide demonstrations of Learning (festivals / competitions) (E)</b></li> <li>• <b>Odyssey of the Mind [Grades K-5], Continental Math League [Grades 2-5], Science Olympiad [Academics Grades 4-5]</b></li> <li>• <b>Participation in Essex County Steering Committee for Gifted and Talented Education activities (E) [Area specific Grades 3-5]</b></li> </ul>
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**Proposed Annual Cost of Program Components (All Models)**

<b>Item or Service</b>	<b>Approximate Cost (Annually)</b>
G&T Coordinator ( <u>Existing Staff</u> )	\$85,000 (Actual cost is dependent upon staff assigned)
Scales for Identifying Gifted Students (SIGS)	\$175/Kit plus cost of additional forms @ \$50/pack of 25
Screening and Scoring	\$34/hr. for identified staff. Approx. \$3,264
Continental Math League Models 1 (Grade 2 only) and Model 2	\$75-85/team (5-6 teams). Approx. \$450
Odyssey of the Mind	\$135/1 <sup>st</sup> team at each school, \$100/additional team at each school (12 teams). Approx. \$2,820
Essex County Steering Committee for G&T Education	TBD
Registration and Transportation for Field Trips	Not to exceed \$10,000 annually