

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
Present G&T model to	Provide training for new	Provide training for new
administrators at DAT or	Screening committee	Screening committee
other administrative	members Winter 2015	members Winter 2016
meeting April 2014	 Provide training for staff 	 Provide training for staff
 Form screening 	as needed	as needed
committee of teachers	 Distribute Nomination 	 Distribute Nomination
and administrators for	for Screening form and	for Screening form and
each area (Academics,	Scales for Identifying	Scales for Identifying
Art, Music, Physical	Gifted Students (SIGS)	Gifted Students (SIGS)
Education/ Dance, and	form to	form to
Leadership) Spring 2014	parents/caregivers	parents/caregivers
 Provide training for 	Grade K (for Grade 1)	Grade K (for Grade 1)
Screening committee	<mark>and those new to Grade</mark>	<mark>and those new to Grade</mark>
members Spring /	1 (for Grade 2) Spring	1 & 2 (for Grade 2 & 3)
Summer 2014	<mark>2015</mark>	Spring 2016
 Provide training for staff 	Distribute Nomination	 Distribute Nomination
as needed	form and Scales for	form and Scales for
Distribute Nomination	Identifying Gifted	Identifying Gifted
for Screening form and	Students (SIGS) to	Students (SIGS) to
Scales for Identifying	teachers Grade K (for	teachers Grade K (for
Gifted Students (SIGS)	Grade 1) and those new	Grade 1) and those new
form to	to Grade 1 (for Grade 2)	to Grade 1 & 2 (for
parents/caregivers	Spring 2015	Grade 2 & 3) Spring
Grade K (for Grade	Schools complete Site of Paris Coult for	2016
1)Spring 2014	District Rating Scale for	Schools complete Picture Patient Scale for
Distribute Nomination	nominated students.	District Rating Scale for
form and Scales for	School gathers data School gathers data	nominated students.
Identifying Gifted	including SIG(s), G&T	School gathers data including SIG(s) CST
Students (SIGS) to teachers Grade K (for	Rating Scale, and	including SIG(s), G&T
I	artifacts, and sends packet to the	Rating Scale, and artifacts, and sends
Grade 1) Spring 2014 • Schools complete	Department of	packet to the
•	Curriculum &	Department of
District Rating Scale for nominated students.	Instruction May/June	Curriculum &
School gathers data	2015	Instruction May/June
including SIG(s), G&T	• Screening committees	2016
Rating Scale, and	review data and	 Screening committees
artifacts, and sends	artifacts Summer 2015	review data and
packet to the	Results are	artifacts Summer 2016
Department of	communicated to	Results are
Curriculum &	schools and parents /	communicated to
Instruction May/June	caregivers, along with	schools and parents /
mistraction iviay/saile	caregivers, along with	Jenoois and parents /

2014

- Screening committees review data and artifacts Summer 2014
- Results are communicated to schools and parents / caregivers, along with list of school specific opportunities September/October 2014
- Form a G&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.

- list of school specific opportunities
 September/October
 2015
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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
 Instructional Plan for identified Students (N); Differentiated Instruction (E) Independent Reading (choice at independent reading level) (E) School and Community Service (S) School specific opportunities for the Fine and Performing Arts (N) 	 Instructional Plan for identified Students (E); Differentiated Instruction (E) Independent Reading (choice at independent reading level) (E) Continental Math League (Grade 2 only) (N) Continental Science League or similar program (after school) (Grade 2 only) (N) Student Government (E) School and Community Service (E) 	 Instructional Plan for identified Students (E); Differentiated Instruction (E) Independent Reading (choice at independent reading level) (E) Continental Math League (Grades 2 & 3 only)(E) Continental Science League or similar program (after school) (Grades 2 & 3 only) (E) Student Government (E) School and Community Service (E)
	 School specific 	 Debate team (forensics)

opportunities for the Fine and Performing Arts (E) District-wide demonstrations of Learning (festivals / competitions) (N)	 (N) School specific opportunities for the Fine and Performing Arts (E) District-wide demonstrations of Learning (festivals / competitions) (E) Participation in Essex County Steering Committee for Gifted and Talented Education activities appropriate for Grades 3 (E)
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Gifted & Talented Implementation Timeline of School Level Activities: Model 2

2014-2015	2015-2016	2016-2017
Present G&T model to	Provide training for new	Provide training for new
administrators at DAT or	Screening committee	Screening committee
other administrative	members Winter 2015	members Winter 2016
meeting April 2014	Provide training for staff	Provide training for staff
Form screening	as needed	as needed
committee of teachers	Distribute Nomination	Distribute Nomination
and administrators for	for Screening form and	for Screening form and
each area (Academics,	Scales for Identifying	Scales for Identifying
Art, Music, Physical	Gifted Students (SIGS)	Gifted Students (SIGS)
Education/ Dance, and	form to	form to
Leadership) Spring 2014	parents/caregivers	parents/caregivers
Provide training for	Grade 3 (for Grade 4)	Grade 2 (for Grade 3)
Screening committee	and those new to Grade	and those new to
members Spring /	4 (for Grade 5) Spring	Grades 3 & 4 (for Grades
Summer 2014	2015	4 & 5) Spring 2016
Provide training for staff	Distribute Nomination	Distribute Nomination
as needed	form and Scales for	form and Scales for
Distribute Nomination	Identifying Gifted	Identifying Gifted
for Screening form and	Students (SIGS) to	Students (SIGS) to
Scales for Identifying	teachers Grade 3 (for	teachers Grade 2 (for
Gifted Students (SIGS)	Grade 4) and those new	Grade 3) and those new
form to	to Grade 4 (for Grade 5)	to Grades 3 & 4 (for
parents/caregivers	Spring 2015	Grades 4 & 5) Spring
Grade 4 (for Grade 5)	Schools complete	<mark>201</mark> 6
Spring 2014	District Rating Scale for	Schools complete
Distribute Nomination	nominated students.	District Rating Scale for
form and Scales for	School gathers data	nominated students.
Identifying Gifted	including SIG(s), G&T	 School gathers data
Students (SIGS) to	Rating Scale, and	including SIG(s), G&T
teachers Grade 5 Spring	artifacts, and sends	Rating Scale, and
2014	packet to the	artifacts, and sends
 Schools complete 	Department of	packet to the
District Rating Scale for	Curriculum &	Department of
nominated students.	Instruction May/June	Curriculum &
 School gathers data 	2015	Instruction May/June
including SIG(s), G&T	 Screening committees 	2016
Rating Scale, and	review data and	 Screening committees
artifacts, and sends	artifacts Summer 2015	review data and
packet to the	Results are	artifacts Summer 2016
Department of	communicated to	Results are
Curriculum &	schools and parents /	communicated to
Instruction May/June	caregivers, along with	schools and parents /
2014	list of school specific	caregivers, along with
 Screening committees 	opportunities	list of school specific

- review data and artifacts Summer 2014
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- September/October 2015
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 program development
 goals and plans for
 parent workshops.
- opportunities
 September/October
 2016
- Form a G&T Parent
 Advisory Group (Parent
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G&T Activities (N=New, E=Existing in all schools, S = Existing in some schools); Model 2

G&T Activities (N=New, E=Existing in all schools, S = Existing in some schools); Model 2		
2014-2015	2015-2016	2016-2017
		1
 School specific opportunities for the Fine and Performing Arts (N) [Grade 5] Participation in Essex County Steering Committee for Gifted and Talented Education 	 [Grades 4-5] School and Community Service (E) [Grades 4-5] School specific opportunities for the Fine and Performing Arts (E) [Grades 4-5] District-wide 	 [Grades 3-5] School and Community Service (E) [Grades 3-5] Debate team (forensics) (N) [Grades 3-5] School specific opportunities for the Fine and Performing

activities (N) [Grade 5]	demonstrations of Learning (festivals / competitions) (N) [Grades 4-5] • Participation in Essex County Steering Committee for Gifted and Talented Education activities (E) [Grades 4-5]	Arts (E) [Grades 3-5] District-wide demonstrations of Learning (festivals / competitions) (E) [Grades 3-5] Participation in Essex County Steering Committee for Gifted and Talented Education activities (E) [Grades 3-5]
		5]

Gifted & Talented Implementation Timeline of School Level Activities: Model 3

2014-2015	2015-2016	2016-2017
Present G&T model to	Provide training for new	Provide training for new
administrators at DAT or	Screening committee	Screening committee
other administrative	members Winter 2015	members Winter 2016
meeting April 2014	 Provide training for staff 	 Provide training for staff
Form screening	as needed	as needed
committee of teachers	 Distribute Nomination 	 Distribute Nomination
and administrators for	for Screening form and	for Screening form and
each area (Academics,	Scales for Identifying	Scales for Identifying
Art, Music, Physical	Gifted Students (SIGS)	Gifted Students (SIGS)
Education/ Dance, and	form to	form to
Leadership) Spring 2014	parents/caregivers	parents/caregivers
 Provide training for 	Grade 3 (for Grade 4)	Grade 2 (for Grade 3)
Screening committee	and those new to Grade	and those new to grades
members Spring /	4 (for Grade 5, as well as	4 & 5, as well as K (for
Summer 2014	K (for Grade 1) and	Grade 1) and those new
 Provide training for staff 	those new to Grade 1	to Grade 1 (for Grade 2)
as needed	(for Grade 2) Spring	Spring 2016
 Distribute Nomination 	<mark>2015</mark>	 Distribute Nomination
for Screening form and	Distribute Nomination	form and Scales for
Scales for Identifying	form and Scales for	Identifying Gifted
Gifted Students (SIGS)	Identifying Gifted	Students (SIGS) to
form to	Students (SIGS) to	teachers Grade 2 (for
parents/caregivers	teachers Grade 3 (for	Grade 3) and those new
Grade 4 (for Grade 5)	Grade 4) and those new	to grades 4 & 5, as well
and K (for Grade1)	to Grade 4 (for Grade 5,	as K (for Grade 1) and those new to Grade 1
Spring 2014	as well as K (for Grade 1) and those new to	
 Distribute Nomination form and Scales for 	Grade 1 (for Grade 2)	<mark>(for Grade 2) Spring</mark> 2016
	Spring 2015	• Schools complete
Identifying Gifted Students (SIGS) to	Schools complete	District Rating Scale for
teachers Grade 4 (for	District Rating Scale for	nominated students.
Grade 5) and K (for	nominated students.	School gathers data
Grade 3) and K (10) Grade1) Spring 2014	School gathers data	including SIG(s), G&T
Schools complete	including SIG(s), G&T	Rating Scale, and
District Rating Scale for	Rating Scale, and	artifacts, and sends
nominated students.	artifacts, and sends	packet to the
School gathers data	packet to the	Department of
including SIG(s), G&T	Department of	Curriculum &
Rating Scale, and	Curriculum &	Instruction May/June
artifacts, and sends	Instruction May/June	2016
packet to the	2015	 Screening committees
Department of	 Screening committees 	review data and
Curriculum &	review data and	artifacts Summer 2016
Instruction May/June	artifacts Summer 2015	 Results are

2014

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 Instructional Plan for all identified Students (N); Differentiated Instruction (E) Independent Reading (choice at independent reading level) (E) School and Community Service & Student Government (S) [Leadership Grades 4-5] School specific opportunities for the 	 Instructional Plan for identified Students (E); Differentiated Instruction (E) Independent Reading (choice at independent reading level) (E) School and Community Service & Student Government, (E) [Leadership Grades 4-5] Mini Model UN (N) [Leadership Grades 4-5] 	 Instructional Plan for identified Students (E); Differentiated Instruction (E) Independent Reading (choice at independent reading level) (E) School and Community Service & Student Government(E) [Leadership Grades 3-5] Mini Model UN (E) [Leadership Grades 4-5]
Fine and Performing Arts (N) [Arts Grades K-	 School specific opportunities for the 	Debate team (N) [Grades 3-5]
5]	• •	= =
=	Fine and Performing	School specific
Odyssey of the Mind	Arts (E) [Arts Grades K-	opportunities for the
[Academics Grade 5],	5]	Fine and Performing

Continental Math		
League [Academics		
Grades 4-5]		

- Participation in Essex County Steering Committee for Gifted and Talented Education activities [Area specific activities Grades 4-5]
- District-wide demonstrations of Learning (festivals / competitions) (N)
- Odyssey of the Mind [Grades K-5],
 Continental Math
 League [Grades 2-5],
 Science Olympiad
 [Academics Grades 4-5]
- Participation in Essex
 County Steering
 Committee for Gifted
 and Talented Education
 activities [Area specific
 activities Grades 4-5]

- Arts (E) [Arts Grades K-5]
- District-wide demonstrations of Learning (festivals / competitions) (E)
- Odyssey of the Mind [Grades K-5], Continental Math League [Grades 2-5], Science Olympiad [Academics Grades 4-5]
- Participation in Essex
 County Steering
 Committee for Gifted
 and Talented Education
 activities (E) [Area
 specific Grades 3-5]

Proposed Annual Cost of Program Components (All Models)

Item or Service	Approximate Cost (Annually)
G&T Coordinator (Existing Staff)	\$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	\$75-85/team (5-6 teams). Approx. \$450
Models 1 (Grade 2 only) and Model 2	
Odyssey of the Mind	\$135/1st team at each school, \$100/additional
	team at each school (12 teams). Approx. \$2,820
Essex County Steering Committee for G&T	TBD
Education	
Registration and Transportation for Field Trips	Not to exceed \$10,000 annually