

DISTRICT ACTION PLANS 2022-2023 SCHOOL YEAR

October 20, 2022

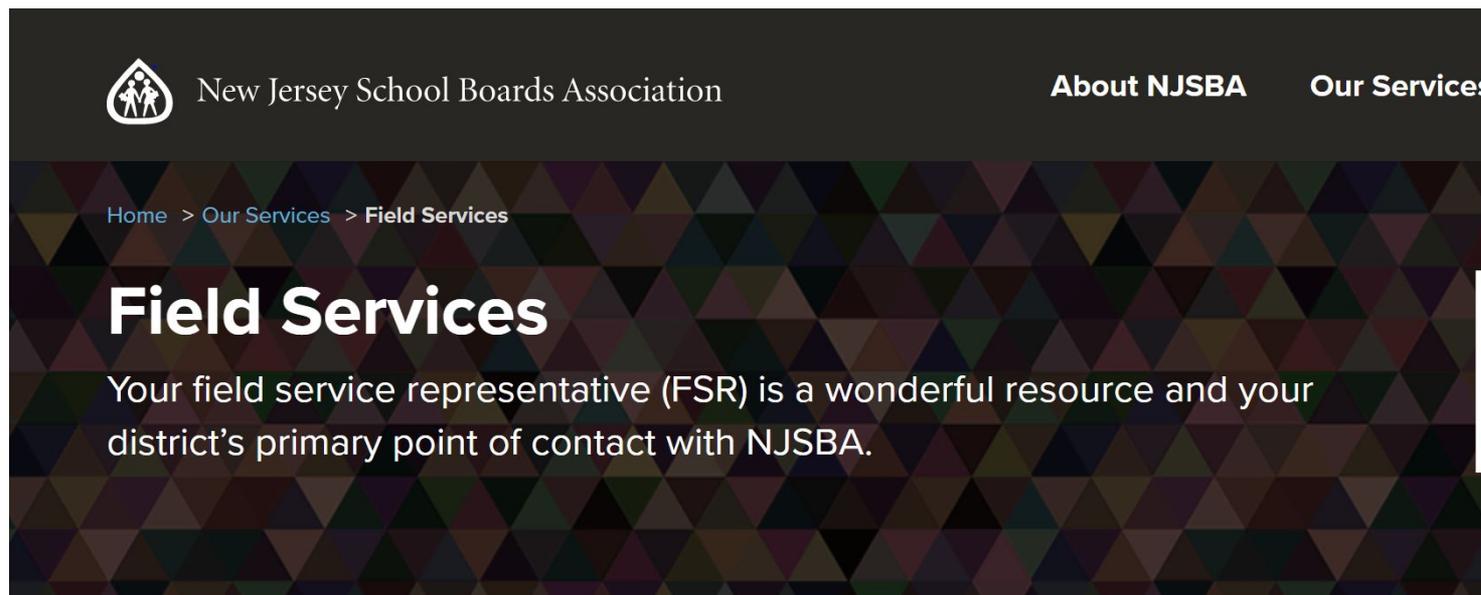
Dr. Ronald G. Taylor, Superintendent

Agenda

- 1) Brief Review of the NJSBA District Goal Process

- 2) Review of the District Goals Action Plans
 - i) Facilities (LRFP Construction Projects)
 - ii) Student Achievement
 - iii) Social Emotional Learning
 - iv) Intentional Integration Initiative (III)

District Goal Process



The screenshot shows the top portion of a website. At the top left is the logo for the New Jersey School Boards Association, which consists of a white outline of a house with three stylized figures inside. To the right of the logo is the text "New Jersey School Boards Association". Further right are two navigation links: "About NJSBA" and "Our Services". Below the navigation is a breadcrumb trail: "Home > Our Services > Field Services". The main heading "Field Services" is displayed in a large, bold, white font. Below the heading is a paragraph of text: "Your field service representative (FSR) is a wonderful resource and your district's primary point of contact with NJSBA." The background of the page is a dark, textured pattern of overlapping triangles in various shades of purple, blue, and green.

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 begins 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 public and lays the road map for successfully addressing the goal(s).
- + 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.

2022-2023 District Goal Facilities - Action Plan



DISTRICT GOAL ACTION PLANS - 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. In this goal, the District will provide monthly communication on the status of ongoing construction projects that include project timelines for completion, projected and current project expenses and remaining bond balance. This report should be made available to the Board and the community on the District’s website.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Elementary School Construction	Business Office and Facilities	Collaborating with the architect and construction management company.	Marshall & Montrose - Sept. 2023. S.M. & S.M. Annex Sept. 2023. All construction with anticipation of delays should be complete by September of 2024.	Substantial completion and occupation of the facilities.

DISTRICT GOAL ACTION PLANS - FACILITIES (Cont.)

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Elementary School Construction	Business Office and Facilities	Collaborating with the architect and construction management company.	Clinton Sept. 2023	Substantial completion and occupation of the facilities. This is phase II of the Clinton construction project.
Elementary School Construction	Business Office and Facilities	Collaborating with the architect and construction management company.	Bolden, Tuscan and Seth Boyden	Finish Punch List Items.
Secondary School Construction	Business Office and Facilities	Collaborating with the architect and construction management company.	SOMS- Projected 2023 MMS-Projected 2023 CHS-Projected 2024	Substantial completion and occupation of the facilities.
Monthly status updates from EPIC Construction Mgmt.	Business Office, Facilities, and EPIC	Collaborating with construction EPIC the construction management company	All bond construction projects monthly	Reports with updates received timely and disseminated every month for website, board packet, FFT meetings, and district newsletters.

2022-2023 District Goal Student Achievement - Action Plan



DISTRICT GOAL ACTION PLANS - STUDENT ACHIEVEMENT

DISTRICT GOAL: In this goal, the Superintendent of Schools will work with the SLT and key team members to use current, as well as additional, support measures as needed to identify struggling CHS students and intervene to ensure students have access to and take advantage of the resources and supports needed in order to succeed in their courses, resulting in improved outcomes for credit accumulation and reduced disparities in course fail data.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Expansion of I&RS at CHS	Assistant Superintendents of C&I, A&E, Special Education and CHS Admin and guidance team	I&RS Handbook	2022-2023 School Year	I&RS Action Plans and Data
Assistant Superintendents working collaboratively to evaluate and align current interventions in use; explore additional interventions that can be used	Assistant Superintendents of C&I, A&E, Special Education	I&RS Handbook	2022-2023 School Year	I&RS Action Plans and Data
Create solid RTI process that will assist in identifying adequate interventions	Assistant Superintendents of C&I, A&E, Special Education and CHS Admin and guidance team	I&RS Handbook	2022-2023 School Year	I&RS Action Plans and Data

DISTRICT GOAL ACTION PLANS - STUDENT ACHIEVEMENT (Cont.)

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Differentiated/Choice Professional Development & some mandatory sessions that are based on feedback and data	Assistant Superintendent of C&I	In District and out of District professional Developers	2022-2023 School Year	Sign in sheets and teacher evaluation & student data
Expand Humanities Classes	Assistant Superintendent of C&I & CHS admin/guidance team	Staff and Materials	2022-2023 School Year	Student Data
Administrators will participate in a schedule conference and coaching sessions to ensure that student academic priorities are scheduled first	Assistant Superintendent of C&I & CHS admin/guidance team	DM Scheduling	Fall 2022	Successful master schedule with school/student priorities in place
Student tutoring support	Assistant Superintendent of C&I & CHS admin/guidance team	Tutoring Company	2022-2023 School Year	Student Data
Addition of 2 Instructional Coaches	Assistant Superintendent of C&I		2022-2023 School Year	Teacher surveys

DISTRICT GOAL ACTION PLANS - STUDENT ACHIEVEMENT (Cont.)

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Create Mandatory Educator (Teacher, Support Staff and Admin) process and procedures to automatically activate when a students struggles	Assistant Superintendent of C&I & CHS admin/guidance team		2022-2023 School Year	Student data
PD focus on tier 1 interventions in the classroom	Assistant Superintendent of C&I & CHS admin & instructional coaching teams	Professional Developers and Instructional Coaches	2022-2023 School Year	Student data
Continue to use risk ratio to analyze data on a regular basis	Assistant Superintendents of C&I, A&E, Special Education and CHS Admin and guidance team	Risk Ratio Algorithm	2022-2023 School Year	Student data and sign in sheets

2022-2023 District Goal SEL - Action Plan



DISTRICT GOAL ACTION PLANS - SEL, RESTORATIVE PRACTICES/C&I

DISTRICT GOAL: The Superintendent of Schools will continue to lead the District’s efforts to address longstanding discipline disparities by replacing punitive discipline measures with restorative practices supported by an overall investment in social emotional learning measures. In the 2022-23 school year, the District will advance these efforts by leveraging investments in social emotional learning (SEL) and restorative justice practices and professional learning. The District will create a detailed draft plan* for implementing a comprehensive SEL/Restorative Justice program across the PreK - 12 continuum and share progress through regular updates to the Board.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Social Emotional Professional Development for teachers	Assistant Superintendents of C&I, A&E & Special Education	Steve Fiedeldej	2022-2023 School Year	Sign In Sheets Behavioral Referrals Culture and Climate Action Plans
Suicide Screening tool	Assistant Superintendent of Special Education		2022-2023 School Year	I&RS data Suicide Screening Handbook & Related Materials

DISTRICT GOAL ACTION PLANS - SEL, RESTORATIVE PRACTICES/C&I (Cont.)

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
PD opportunities for teachers - Mindfulness and Yoga for students	Assistant Superintendent of C&I	In District Professional Developers	½ Day PDs	Sign In Sheets Behavioral Referrals
Restorative Practices Professional Development	Assistant Superintendents of C&I & A&E	TSL Consulting	2022-2023 School Year	Sign In Sheets Behavioral Referrals Culture and Climate Action Plans
First 2 weeks of school letter and ongoing “class meetings”	Assistant Superintendents of C&I, A&E & Special Education	Letter to Staff	2022-2023 School Year	Culture and Climate Action Plans
Challenge Day for Secondary Schools	Secondary Principals	Challenge Day Leaders	Spring 2023	Sign In Sheets Behavioral Referrals Culture and Climate Action Plans
Respect Week at all schools	Principals	Respect Week Fliers/Letters	October 2022	Behavioral Referrals Culture and Climate Action Plans
Gaggle	Senior Leadership	Subscription to Gaggle	2022-2023 School Year	Data from Gaggle I&RS Data

DISTRICT GOAL ACTION PLANS - SEL, RESTORATIVE PRACTICES/C&I (Cont.)

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
School Culture and Climate Implementation Plans (to include elements of SEL and restorative justice)	Assistant Superintendent of A&E	Culture and Climate Action Plans	2022-2023 School Year	Culture and Climate Action Plans
Reframing of Restorative Justice as school culture and climate and not just a punitive response to discipline	Assistant Superintendent of A&E	TSL Consulting	2022-2023 School Year	Behavioral Referrals Culture and Climate Action Plans
Examination of <u>Little Book of Restorative Justice</u>	Assistant Superintendent of A&E	<u>Little Book of Restorative Justice</u>	2022-2023 School Year	Behavioral Referrals Culture and Climate Action Plans
Review of Restorative Justice Partnership Implementation Guide	Assistant Superintendent of A&E	Restorative Justice Partnership Implementation Guide	2022-2023 School Year	Behavioral Referrals Culture and Climate Action Plans
Leadership studies into best practices on RJ implementation	Assistant Superintendent of A&E	Leadership studies	2022-2023 School Year	Behavioral Referrals Culture and Climate Action Plans
Continue to closely monitor student suspension trends and possible inequities.	Assistant Supt and Director of A&E	Powerschool	2022-2023 School Year	Suspension information

2022-2023 District Goal Integration - Action Plan



DISTRICT GOAL ACTION PLANS - INTENTIONAL INTEGRATION INITIATIVE (III)

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. The Superintendent of Schools will continue to keep the District community updated on the III. In this goal, the Superintendent of Schools will monitor and recommend enhancements in the implementation of the assignment algorithm.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Comprehensive Evaluation of Year Two III	SLT, Integration Consultant,		December 2022 - January 2023	Summary of findings and updated III microsite
Data Validation for predetermined enrollment populations (sibling preference, special needs, ELL)	Academic Supervisors, Registrar, Special Services Supervisors, School Based Clericals, SLT		February 2023 - April 2023	Algorithm Outcome/Output
Development of a Google Survey (collect sibling preference information)	SLT		May 2023	Survey Document

DISTRICT GOAL ACTION PLANS - III (Cont.)

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Issue all placement letters to families of rising K/6th grade students	Integration Team		June 2023	Placement Letters
Survey of Families Experience with Year 2 of III	SLT		January 2023 and May 2023	Survey Document
Focus group with Kindergarten teachers and Administrators who have been part of III for at least 2 yrs	Assistant Supt. A & E and C & I and Communications		February 2023	Qualitative Data Collected
Public Forum to share Alves report, findings from family survey and educator focus groups	SLT		May 2023	Summary of findings, surveys and focus groups
Professional Development for Educators to Support III	Asst Supt C & I, A & E, and Student Services		2022-2023 School Year	Qualitative and Quantitative Data Culture and Climate Action Plans

DISTRICT GOAL ACTION PLANS - III (Cont.)

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Restorative Practices	Asst Supt C &I, A & E, and Student Services	TSL Consulting	2022-2023 School Year	Qualitative and Quantitative Data Culture and Climate Action Plans
Anti-Bias Anti Racist PD	Asst Supt C &I, A & E, and Student Services	Fiedeldey Consulting	2022-2023 School Year	Qualitative and Quantitative Data Culture and Climate Action Plans
SEL PD	Asst Supt C &I, A & E, and Student Services	Fiedeldey Consulting	2022-2023 School Year	Qualitative and Quantitative Data Culture and Climate Action Plans
SEED PD	Asst Supt C &I, A & E, and Student Services	Marcia Hicks and Pat Hurley	2022-2023 School Year	Qualitative and Quantitative Data Culture and Climate Action Plans

Next Steps



Next steps...

The Superintendent of Schools and SLT will consider feedback received from the Board to continue the development of our Action Plans/Implementation. This will include the detailed review of the sub-goal suggestions that were formally approved by the Board of Education. These discussions will occur in our standing District Goal and SLT weekly meeting and we will continue to share updates on our progress publicly.