



Superintendent's Report: District Goals 2017-18

January 22, 2018

Dr. Thomas Ficarra | Interim Superintendent of Schools

Goal 1



Facilities & Bonding

- Aug. - Nov. 2017: Review of prior facility assessments
- Nov. 2017: Superintendent & B.A. on-site reviews
- Dec. 2017: Selection of architectural firm for Capital Projects Plan
- Jan. - Mar. 2018: Architectural firm to provide building-by-building analysis of Capital Project needs
- Mar. 2018: Preliminary recommendations to Finance, Facilities & Technology Committee (FFT)
- Apr. 2018: Preliminary recommendations to Board

Goal 1



Facilities & Bonding

- Apr. - May 2018: Discussion with community groups to finalize facilities renovations, additions, and plans for restructuring schools to address overcrowding
- June 2018: Board approves final Capital Projects Plan
- June 2018: Board of School Estimate reviews final Capital Projects Plan
- Jul. - Aug. 2018: Architect prepares detailed drawings and submits Capital Projects Plan to NJ DOE
- Sep. - Dec. 2018: DOE review
- Dec. 2018: Board provides authorization to seek funding
- Jan. 2019: Board of School Estimate approves bonding

Goal 2

Foster student-centered learning, empower student critical thinking, and enhance student engagement as a means to increase student achievement across all groups and implement the Access & Equity and Placement Policies

- Reduce levels in Math and Science
- Introduce new data system
- Access & Equity
- Cultural Competency
- Personnel

Goal 2.1 Reduce Levels

- Nov. - Dec. 2017: School walk-throughs and review of secondary school Course Offering Guides
- Dec. 2017: Collect data on Math and Science program structures from surrounding / comparable school districts
- Dec. 2017 - Jan. 2018: Initiate dialogue with teaching / administrative staff
- Jan. 2018: Invite teachers to collaborate in identifying supports needed for students, teachers, professional development, and curriculum
- Jan. 2018: Initiate dialogue with students
- Feb. 2018: Recommendation to Board to reduce levels in Course Offering Guides

Goal 2.1 Reduce Levels

- Jan. - Apr. 2018: Collaboratively planning with teachers:
 - Professional development
 - Student supports
 - Resources (e.g. summer school, technology, class size)
 - Curriculum
- Feb. 2018: Publish revised Course Offering Guides and implement revised placement and scheduling process
- Apr. 2018: Finalize budget to support recommendations

Goal 2.2 New Data Systems: Warehouse & Multiple Measures



- Nov. 2017 - Jan. 2018: In collaboration with an initial teaching / administrative staff cohort, conduct multiple rounds of screening of data system providers
- Jan. 2018: Review staff feedback from screenings and identify leading data system provider
- Feb. 2018: In collaboration with expanded teaching / administrative staff cohort, review the leading data system provider with to develop a pilot program for the 2017-18 school year
- Mar. - May 2018: Implement pilot program & analyze results
- May - June 2018: Recommend data system provider to the Board
- Aug. - Sep. 2018: Professional development for teaching / administrative staff
- Oct. 2018: Full implementation

Goal 2.3 Access & Equity

- Goal 1 & 2
- Jan - Feb 2018: Guidance will:
 - Implement online course registration
 - Meet with all students to develop individual student goals, review post-high school plans, and to promote enrollment in higher level courses

Goal 2.3 Access & Equity

- Code of Conduct:
 - Nov. 2017 - Mar. 2018: Obtain buy-in across the school district with input from multiple stakeholders
 - Solicit feedback on the Code from multiple levels of the district and the community through focus groups
 - Solicit feedback on the Code from multiple levels of the district and the community through school website survey
 - Apr. 2018: Make Code user-friendly, accessible, and applicable to all students and families (K-12) covered by the Code, and describe restorative practice, and disciplinary procedures

Goal 2.3 Access & Equity

- Code of Conduct:
 - Feb. 2018 - Work with Office of Curriculum & Instruction to develop PD timeline to train teachers in restorative practices to support implementation of the Code of Conduct
 - Apr. 2018 - Update to improve content and address new issues or risk areas in the code of conduct accordingly
 - Apr. 2018 - Work with In-House Counsel to provide professional development to administrators regarding the changes in HIB policy
 - Sep. 2018: Implementation of the Code of Conduct

Goal 2.4 Cultural Competency



- Timeline:
 - Aug. 2017: New Teacher Orientation
 - Sep. - Nov. 2017: 3 Full Days
 - Sep. 2017 - June 2018: Faculty Meetings & Professional Learning Communities (PLCs)
 - Oct. - Apr. 2018: 4 Afternoon ½ Days
- Presenters:
 - Teachers
 - Administrators
 - External consultants
- Topics: Social justice, bias awareness, culturally responsive instruction, incorporating diverse viewpoints, constructive behavior management, etc.

Goal 2.5 Personnel

- Identification of Potential Candidates
- Process for Recruitment
- Process for Retention

Goal 2.5 Personnel

- Identification:
 - Sep. 2017 - June 2018: Utilize the NJHIRE, TopSchoolJobs, and other job websites for posting positions.
 - Feb. 2018: Utilize staff to assist in identification of diverse candidates.
 - Feb. 2018 - May 2018:
 - Attend Recruitment Fairs, both state & regional
 - Establish contact with diverse students through recruitment visits to HBCUs
 - Utilize the web sites of various colleges and universities particularly those known to have a significant diverse population

Goal 2.5 Personnel



- Recruitment:
 - Feb. 2018: Form committees for college visits. Committee membership will include members of diverse backgrounds
 - Mar. 2018: Sponsor Diverse Teacher Recruitment Fair & subsequent interview day, and review questions to ensure they are culturally and/or racially sensitive
 - Apr. 2018: Establish a district committee whose sole responsibility is diversity recruitment and develop community contacts with civic, community organizations, etc to provide networking opportunities
 - Apr. 2018: Develop a marketing package on the town

Goal 2.5 Personnel



- Retention:
 - Aug. 2018: Provide an orientation program for new hires including town and school officials, the payroll process through HR, as well as the mentoring program
 - Aug. 2018: Provide new hires with some support network, i.e., mentors (buddy teachers) in addition to the State mandated mentoring program
 - Aug. 2018: Develop support groups for diverse teachers

Goal 3



Preparation for, and Successful Completion of, the District's QSAC Review for 2017-2018 school year

- Oct. 2017 - Feb. 2018: Update and revise 143 curricula
- Oct. 2017 - Mar. 2018: Identify and update mandatory policies
- Oct. 2017 - Mar. 2018: Ensure compliance with all Special Education code
- Jan. - June 2018: Implement State-compliant Gifted & Talented programming
- Mar. 2018: Board approve all updated mandatory policies

Goal 3: Special Education

- Child Study Teams & Case Managers
- Evaluations
- Determination of Eligibility
- Programs

Goal 3: Special Education

- Child Study Teams & Case Managers (6A:14-3.1)
 - Aug. 2017 - May 2018: Meetings held on a regular basis (group format and individually) to review code compliance:
 - CST and Case Managers role notification and review
 - Updated code distributed and reviewed with all Case Managers
 - Attorney provides PD for Case Managers on IEP compliance
 - Office of Special Education Programs (OSEP) assisted in reviewing LRE compliance and IEP development
 - Case Managers assigned to ongoing PD. Topics include State-mandated training, IEP development, programming and addressing student needs
 - Aug. 2017 - June 2018: Department updates staff on any specific code changes

Goal 3: Special Education

- Evaluations (6A:14-3.4)
 - Aug. 2017 - June 2018: Evaluation timelines reviewed
- Determination of Eligibility (6A:14-3.5)
 - Aug. 2017 - June 2018: Review of the 14 classifications has taken place to ensure compliance of appropriate determination
- Programs (6A:14-4.6)
 - Aug. 2017 - June 2018: Programs are monitored on a regular basis to ensure compliance to group size and supplemental aide requirements
 - Aug. 2017 - June 2018: 1:1 aide requirements are continuously being reviewed

Goal 4

Conform District- and school-wide administrative reporting practices and Board oversight processes to the forthcoming QSAC requirements, against which the District will be assessed in 2020-21

- Mar. 2018: Develop QSAC-aligned plan for reporting and Board oversight in 5 areas:
 - Instruction & Program
 - Fiscal Management
 - Governance
 - Operations
 - Personnel