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
- 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
- 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
- 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
Goal 2.4 Cultural Competency

- **Timeline:**
  - Sep. - Nov. 2017: 3 Full Days
  - Sep. 2017 - June 2018: Faculty Meetings & Professional Learning Communities (PLCs)

- **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

- Process:
  - Teachers
  - Administrators
  - External consultants

- Retention: Social justice, bias awareness, culturally responsive instruction, incorporating diverse viewpoints, constructive behavior management, etc.
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

- 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