

**SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY  
PUBLIC BOARD MEETING  
OCTOBER 28, 2019**

**FOR ACTION**

**RESOLUTION      3937**

**SUBJECT:**            Adopt Superintendent Merit Goals

**BE IT RESOLVED THAT the Board of Education adopts the following Superintendent Merit Goals:**

- Qualitative Goal:  
The District's organizational chart and central office design is in need of significant revision. Understanding that the School District of South Orange and Maplewood has had four (4) Superintendents over the last five (5) years has produced instability in the organization, this is reflected in the design of central administration. The current design lacks clarity and cohesiveness which leads to a lack of efficiency. **The Superintendent shall develop, present and recommend a restructuring of the central administration design.** This design should be directly related to areas of critical need and must be fiscally sound, data-driven and research-based. Evidence of completion will be the presentation that details the proposed changes, revised job descriptions etc.-
  
- Quantitative Goal:  
  
The launching of new student achievement information data management system-**Performance Matters**, is a significant step toward intentionally improving our student's academic progress. The efficiency and effectiveness of our teachers and administrators will be greatly advanced by the adoption of this sophisticated tool. To ensure that year one of this launch is successful the Superintendent shall shepherd in the tool through facilitating presentations and ongoing support for our school leaders and teachers. The Superintendent shall monitor this implementation and keep the Board abreast of the district's progress. Additionally, the Superintendent will also report out publicly during a Board Meeting regarding this new resource. Evidence of completion will be not less than three (3) public Board presentations measuring student achievement
  
- Quantitative Goal:  
Our school district has many needs that are not able to be funded by our local and state funding sources. Partnerships allow for additional investments in student achievement; these investments can include but are not limited to:

professional development for teacher improvement, mentoring for student practicum experience to combat socio-economic challenges as well as supplemental instructional assistance to help students who are in need of intense tiered curricular recovery. To this end, **Dr. Taylor will develop at least three (3) new partnerships** with community organizations that will bring additional resources (both human and physical) to the School District of South Orange and Maplewood. Examples could be municipal, collegiate or private. Evidence of completion will be the approved Board Resolutions confirming the partnerships as well as evidence of contributions to the district.

### **BACKGROUND**

In accordance with the employment contract of Dr. Ronald G. Taylor, Superintendent of Schools, the School District of South Orange and Maplewood, under New Jersey Department of Education regulations, selects the following three "quantitative" or "qualitative" goals. Achievement of each quantitative goal will be given compensation of up to 3.3 percent of annual salary, and each qualitative goal can be compensated at up to 2.5 percent of annual salary. It is further stated that in accordance with State law, the County Executive Superintendent must also approve said goals and verify their attainment.