

**SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD
PUBLIC BOARD MEETING
September 21, 2020**

FOR ACTION

RESOLUTION NUMBER: 4055

SUBJECT: Approve District Goals

BE IT RESOLVED, THAT the Board of Education adopts the following District Goals:

Facilities

The Superintendent of Schools will continue to lead the District's effort toward the successful completion of our \$160M construction project. While understanding the unpredictable nature of COVID 19's impact, this work should include bringing closure to the detailed bidding process for our Elementary School projects, with a goal of breaking ground and completing construction as expeditiously as possible. The articulation of our Secondary School construction projects should be brought to fruition, including: a timeframe for regulatory approval, design, stakeholder review, and construction etc. with a goal of the Board considering the submission for code review by June 2021.

Elementary Reconfiguration

By June 30, 2021, the Superintendent will have successfully initiated the South Orange Maplewood School District's Intentional Integration Initiative (III), positively impacting the incoming kindergarteners enrolling in September of 2021 via our 'Berkeley-esque'/Micro-neighborhood approach.

Utilizing Census Data to control for:

- Parental/Guardian Education Level;
- Household Income;
- Race;
- Sibling Preference; and,
- Proximity.

This work represents the necessary next steps to ensure that the student populations in each of our schools are an equitable reflection of our district's diversity, while of course providing data driven support and research-based innovation that supports the academic achievement of all students. This effort is also dependent on the successful development of an Algorithm that assists in bringing this generational goal to fruition.

Measurable sub-goals include:

1. Ensuring that no later than June 1, 2021, applicable placement letters have been issued and orientations have been scheduled for the incoming kindergarten families.

2. As a final step in the stage of this work, the district will cultivate and bring closure to the middle school methodology of elementary feeder patterns for students that will be utilized beginning September 2022.

Teaching and Learning/Student Achievement

The Superintendent will provide demonstrated evidence of improved teaching and learning for every student in every school. While understanding that the 2020 COVID 19 Pandemic resulted in a lack of standardized testing for the 2019-2020 school year, the Superintendent will lead the District's efforts to **create a comprehensive academic approach** that is both philosophical in its explanation of pedagogical beliefs, as well as pragmatic in its mandates and expectations. This goal should result in the creation of a living collegial document, which will ultimately represent a multi-year effort. With emphasis on a collegial process that involves engaging our educators to ensure this is not a top-down methodology, but an authentic result of a shared process where all participatory voices are heard and valued. The final product should be one that:

- Serves as an overarching document that communicates a comprehensive PreK-12 unified 'academic approach' reflective of our district's beliefs. The document will communicate our basic (strategic) tenets and academic operating principles;
- Identifies and communicates what makes for a great educational experience;
- Raises, not lowers, the expectations for what is best for every student;
- Facilitates the creation of a 'portrait' of a Columbia High School graduate. This is far greater than just an academic focus. Understanding that our goal for our students includes providing support that contributes to them maturing into thoughtful, well-rounded, and empathetic adults who will also be very social emotionally aware; and,
- Includes measurable student academic outcomes – some examples of our tools are, formative assessments (Star Renaissance and Teachers College), honors and Advance Placement course enrollment trend monitoring, STEM realignment effectiveness etc. While of course demonstrating our commitment to being data driven and student centered.

Lastly, the Superintendent and Administration will present the Board with a report (by November 2020) as to which requirements of the OCR, BPW and CEP are currently in place with baselines from which we can measure their ongoing implementation as well as a calendar/action plan for implementation of any requirements that are not.

Staff Recruitment/Retention/Development

The Superintendent will foster a dynamic learning community that supports the recruitment, development and retention of highly qualified staff. This goal will be measured by and should include an analysis of:

- Data regarding the demographics and diversity of new hires and the overall demographics and diversity of the District's certificated and non-certificated staff."
- The District's year-over-year employee performance/evaluative trends, i.e. formal evaluations, climate survey, exit surveys etc.; and,
- Leadership development opportunities, both for current School Leaders as well as aspiring internal professionals.