

**SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD NEW JERSEY
PUBLIC BOARD MEETING
October 19, 2020**

RESOLUTION 4070

FOR ACTION

SUBJECT: APPROVAL OF SUPERINTENDENT’S MERIT GOALS 1-4 (2020-2021)

BE IT RESOLVED THAT the Board of Education adopts the following Superintendent Merit Goals for the 2020-2021 school year:

- Quantitative Goal:

Understanding the District's commitment (both legally and morally) to intentional integration and to providing overall equitable high level educational opportunities for all students...as represented by our recent Access and Equity work/investment. As part of a multi-year process, by June 2021, the Superintendent of Schools will lead the necessary steps in SOMSD, that will result in high level math courses (defined below) becoming more diverse and for measurable improvement of integration within each grade at CHS and increases within each grade in the percentage of students of color in that grade enrolled in higher level math courses This goal will be deemed successful via tiered evidence methodology, when applying a year over year comparison of students within each grade at CHS who successfully passed (i.e. C or better) these higher level math courses (defined below for each grade) for the 2019-20 sy vs 2020-2021 sy. The Superintendent shall lead the team consisting of the Asst. Superintendent for Access and Equity, the Asst. Superintendent for Curriculum and Instruction and the STEM department, CHS Administration and the Guidance Department to not only increase participation of students of color in higher level course but to provide the information, academic preparation (starting in K-8), supports, and encouragement to help students succeed, including those who may have challenges. Tiered success will be determined as follows- The Superintendent will receive a 1.1% merit bonus for 1.66% increase in student success as previously described, not to exceed a 3.3% merit increase.

Higher Level Math Courses shall be defined as:

9th Grade: Geometry, Algebra II or higher, and any AP Mathematics Course

10th Grade: Algebra II, PreCalculus or higher, and any AP Mathematics Course

11th Grade: PreCalculus, Calculus or higher and any AP Mathematics Course

12th Grade: Calculus or higher, and any AP Mathematics Course

- Quantitative Goal:

Understanding the importance of the climate and culture of our schools and the direct impact on the academic progress and mental health of our students, the Superintendent will lead a comprehensive multi-year process with a goal of empirically improving the climate and culture of the schools in SOMSD. By June 2021, SOMSD principals will heighten their focus on their building's climate and culture, including academic and Social Emotional Learning success, as well as student and staff morale.

Implementation of this plan will include meeting with the building's Climate & Culture Committee quarterly, analyzing the baseline data from an initial survey (students, staff and parents/guardians, mandating the implementation of teacher and student forums/roundtables, and creating a follow-up survey at the end of the year. This second survey will be contrasted with the initial survey and provide the principal and the committee data to create an action plan for 2021-2022. In addition to the surveys mentioned, other variables that would be analyzed and reported out would include student disciplinary action, code of conduct data, SSDS (HIB Suspensions etc.), staff attendance (non-FMLA/FFCRA). Providing not only a year of year comparison, but putting in place an annual process to ensure this important topic remains at top of mind for future school leaders. Success of this goal will be demonstrated through both the (1) artifacts that reflect an established process as well as a (2) Board Report as well as an (3) Executive Session presentation on the findings, process etc. (4) Ultimately developing a quantitative scoring system that reflects the outcome of a weighted comparison of the variables previously described.

- Qualitative Goal:

Understanding the important link of academic transparency to the confidence that our community at large (and specifically to our current and prospective parents) have in our school district. The Superintendent will lead as part of a multi-year process, by June 2021, SOMSD will focus on delivering the curriculum and applicable pacing guides (and prerequisite links and course trajectory) publicly on easily accessible website/platform for all secondary courses and articulating with a clear curriculum revision schedule and process that we can also launch concurrently this year and follow in coming years as we know that curriculum is a living breathing part of our academic envelope. Evidence of successful completion of this goal will be the website/platform and contents as previously described.

- Qualitative Goal:

Understanding the importance of data driven decision making both instructionally and operationally, while also acknowledging the connection of data to our equity

commitment. As part of a multi-year process, by June 2021 under the direction of the Superintendent of Schools, the District Assistant Superintendents, within the recently redesigned/newly launched central office will ensure that the district data warehouse is effectively implemented and used to modify curriculum, plan professional development and *make certain the varied needs of a diverse student-population are effectively addressed*. Specifically, this goal will drill down to our school building leaders' use of student achievement data in 'real-time' via the resources in the data warehouse to ultimately have a 'Teacher Level' impact on behalf of our students' academic success. The qualitative representation of success in this goal will be evidenced by improvement of the effectiveness of PLC's and IR&S processes via a quarterly reporting system.

Explanation

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, "for the 2020-21 contract year, the Board and the Superintendent shall select four qualitative/quantitative goals." Upon achievement of each quantitative goal, the Superintendent "shall receive a merit bonus of up to 3.33% percent of his annual salary for each quantitative merit criterion achieved, and/or a merit bonus in the amount of 2.5% of annual salary for each qualitative merit criterion achieved." The County Executive Superintendent must also approve said goals and verify their attainment.