

**SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY  
PUBLIC BOARD MEETING  
August 24, 2023**

**RESOLUTION            4500**

**FOR ACTION**

**SUBJECT:                APPROVE DISTRICT GOALS 2023-2024 SCHOOL YEAR**

BE IT RESOLVED THAT the Board of Education approve the following District Goals for 2023-2024 school year as presented:

**A. Intentional Integration Initiative (III)**

The South Orange Maplewood School District's **Intentional Integration Initiative (III)** will continue to be led by the Superintendent of Schools. As we monitor and grow our intentional integration efforts at the elementary level, the Superintendent of Schools will ensure all elementary schools are positioned to support a diverse range of learners. The Superintendent of Schools will - (A) carefully review recently received SES Waitlist guidance and recommendations from the Alves group and utilize it to update the related policies and regulations. The Superintendent will also update the community and Board on the final plans for the unpairing of Marshall/Bolden 3rd graders in the 2024 & 2025 school years

1. Formalizing a checks and balance process to ensure that all students receive a placement during the student assignment phase.
2. III Surveys: Establishing a template to present the data and analysis for survey results so the report out to both the Board and the community is clear, concise and consistent and provides a framework to inform any adjustments the District may need to make in regards to student assignment, PD for teachers and staff and a more culturally responsive curriculum.

**B. Facilities**

The Superintendent of Schools will continue to lead the District's effort toward the successful completion of our \$160M multi-year construction project. An important part of the effort is the unfortunate realization that inflation has had a devastating impact on pending **funding for one of our Middle School projects**. While we understand that the Board of School Estimate is at the ready to hear our possible request for additional funding... the Board is tasking the Superintendent and his Team to conduct an exhaustive search of other possible funding opportunities to support our construction needs. To allow for timely bidding of the project, this

process should be completed by December 1 and include monthly updates to both the community and the Board of School Estimate.

**C. Student Services/Business Office**

Understanding not only the fiscal impact of the rising cost of Special services but the concerning recent allegations of student abuse, the Superintendent will work to perform a deep dive analysis via **a 3rd party review of Special Services** including but not limited to - OOD Placements, Paraprofessional Services (cost and quality), Legal Cost trajectory, professional development, etc. No less than a year-over-year review will be conducted and include specific recommendations for improvements. Suggested processes to support this work could include Data reviews/Plans, scheduled data collections/submissions, and analysis.

**D. Student Achievement**

The Board is supportive and excited regarding the **Launch of Columbia High School Freshman Academy and finds it worthy of a District Goal**. The successful Year 1 implementation should be reflected in artifacts that demonstrate the wide range of customized Academic and Social Emotional Learning (SEL) I intervention plans that have a clear connection and emphasize the District's recent work on the important topic of SEL and Social Justice. Including but not limited to (1) continued I&RS Improvement and, (2) continued improvement and refinement of the District-wide application of I&RS.

**E. Access & Equity**

The Board supports the development of a holistic Diversity Equity and Inclusion Strategic Plan (**Multiple Years**). Satisfactory of this goal in year 1 will be represented by the completion of the draft of the DEI Strategic Plan. This plan is envisioned to eventually become the 'north star' of the Board/District's equity efforts with direct connections to, (1) the support of the Intentional Integration Initiative, (2) the NJDOE Mandated Comprehensive Equity Plan (Statement of Assurance). (3) Strategic Efforts to continue to diversify our school staff. Recruitment and Retention. Refine the exit interview mechanism. Expand Recruitment Efforts (4) Restorative Justice/Culture and Climate (5) Possible School-based funding plans/Per pupil allocation i.e. floor plans for equity, ELL, Special Needs, etc.