

Superintendent's Report Orange Public Schools “Good to Great”



Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools

August 13, 2019

Public Relations and the Impact on the District

- Our social media accounts continue to draw parental and community support. It is requested that you continue to share the posts as well as pictures. Orange Township Public Schools is on the move. Families it is encouraged that you like our Facebook, Instagram, and Twitter Accounts. It is important that all of our stakeholders are in the know regarding programming and supports that we offer within the district. We will also keep into account those residents that are not on our social media formats as indicated in our Board Retreat held on Tuesday, August 6, 2019.
- Staff Letter (Inside the packets for all board members was sent electronically to staff. A copy of the letter is also posted on the website as well.)
- My opening letter was mailed to parent, guardians, and caregivers as of July 30, 2019. was a message on our Facebook account asking about families receiving the letter at their homes as well as on the website. I shared with the parent that I wanted to get the letter to families electronically first so they were aware of new happenings in the district.

Public Relations and the Impact on the District

- Last month, I publically thanked Ms. Purkiss, Communications Officer for taking the great pictures that adorned our website as well as our social media platforms. This month, I will like to thank Mr. Devone for ensuring that our messaging is out in the community as well as via our Twitter handle. We cannot do this work alone, I am grateful to both Mr. Devone and Ms. Purkiss pushing to post each and everyday. Look out SY 19-20 we are in full force!
- On July 11th, three of our students from the STEM Innovation Academy of the Oranges went abroad to Dublin, Ireland. Attending the event for their send off on July 9th set the stage for what we have been viewing the last few weeks. Special thank you to Dr. Stewart, Principal of STEM for keeping the district and community stakeholders abreast of this wonderful experience for our students.

Superintendent's Meet and Greet

- Community, staff, students, parents, guardians, and caregivers you are cordially invited to the Superintendent's Meet and Greet on Thursday, August 22, 2019. The Meet and Greet will take place at Lincoln Avenue School from 6:00 PM to 8:00 PM.
- I am looking forward to meeting all of our families as well as students, community members and staff. I will provide an update on where we are as a district as well as what we plan to accomplish for SY 19-20.

Administrative Staff Retreat

August 12th through August 16th

- The administrative staff retreat commenced yesterday, August 12th beginning at 8:30 AM. The following are the items that we will address throughout the retreat:
- Human Resources (Aside from vacancies, the purpose of loving your employees. This is an actionable from the 2014 Organizational Structures Book from Bolman and Deal.)
- Fiscal Responsibility: Maintaining programming while staying fiscally responsible. In addition, we are working with administrators through small group workshops to ensure that they understand the tenets of their budgets but ensuring they are maximizing their funds to enhance programming at their school levels.

Administrative Retreat

August 12th through August 16th

- **Instructional Competency:** Dr. Fitzhugh will lead a discussion on the importance of understanding sound pedagogy and practice. From this discussion, administrators will complete an exercise on review of their data and make sound recommendations on professional development for their staff.
- **Team Building:** Establishment of Trust-There is NO I in TEAM. What does this look like in the educational arena?
- **Working Sessions:** The thought of having work sessions allows for teams to delve into the necessary data and listen to recommendations by teams to strengthen overall school practice.

Administrative Retreat

August 12th through August 16th

- Monday August 12th is the first instructional day of the retreat. Today, can I say the retreat was full of energy and all participants fully engaged in the instructional process that will take form this upcoming school year.
- Tuesday, August 13th is the Operational Management Day as well as a focus on Special Education. Mrs. Harper and her team have worked alongside me to review the IEP process but in addition make some changes to ensure that everyone is reviewing the IEP's for the students assigned to individual schools. The consultation form has a sign off for principals this year as well. As the leverage point in our strategy, the principal is the key component of the instructional as well as operational programs in their respective buildings. Continued development and support will be given throughout the year to ensure that all IEP's are upheld with fidelity. All consultation forms will be due on Friday, September 6th. The reason: all staff working with special education students must know them by the start of the school year.

Administrative Retreat

August 12th through August 16th

- Wednesday, August 14th: The second full instructional day. The administrators will continue their work on the topic of “Focused Work” but in addition, we will delve into four pillars of the district goals.
- Thursday, August 15th and Friday, August 16th: All administrators will be either in their schools (if principals have vice principals) or to the district office (for those principals without vice principals) as well as directors who will work closely with their supervisors. The purpose of this portion of the retreat is as follows: provide oversight and support regarding the planning for the first days of school as well as the professional development sessions that will be held on September 3rd (State of the Schools) to September 6th.

Review of the Curriculum

- Throughout the month of July, I met with the English Language Arts Team as well as the Mathematics/Science Team to review the rigor of writing across grade levels but in addition we made the determination that revisions were in fact necessary. The ELA team are currently revising the current writing samples to ensure that the expectations that the students are to ascertain come to life upon entry on September 9th.
- In the area of Mathematics, we are opting to have more Extended Constructed Response documents in place Grades K-12. The modeling is vital to ensure students are clear how they MUST respond to complex open ended response questions. These questions will anchor the work on a consistent basis.
- Continued professional development will take form in all academic areas. All revisions to curriculum will also have the my eye on them as well as the content specific Directors.

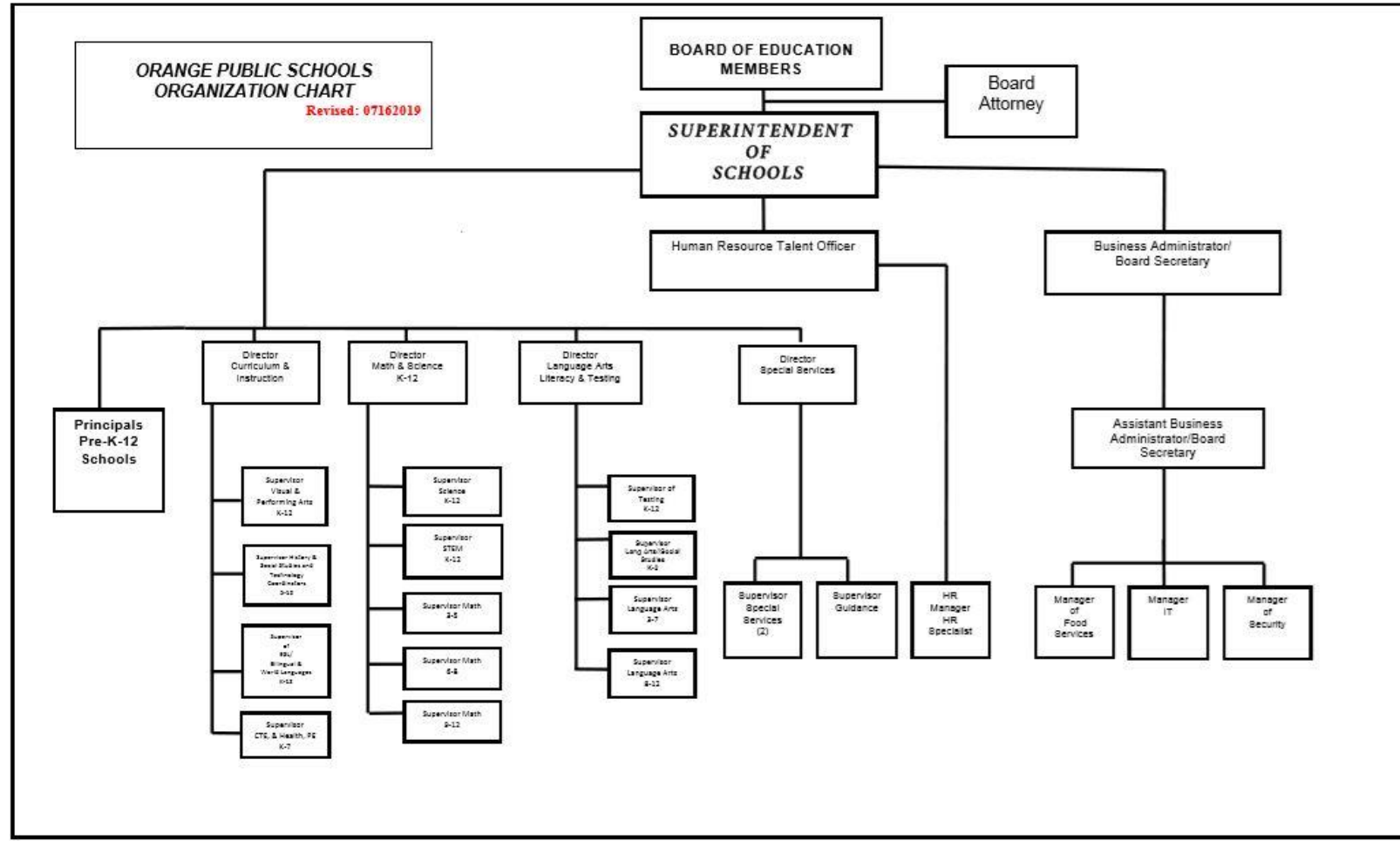
District Reorganization for SY 19-20

- As shared previously, I will evaluate all building principals as well as district level directors. All principals and directors have a direct line to the Superintendent when needed.
- Directors will evaluate their Supervisors (and I will also take a few of those as well.) Principals will continue to evaluate their Vice Principals.
- Instructional support will be my main area of focus for SY 19-20. In addition, Executive Staff Meetings and Departmental Meetings will be instructional in nature. The expectation is that those responsible for instruction are immersed in this work daily and can ultimately provide supports to school leaders and teachers.

District Reorganization for SY 19-20

- In the area of Human Resources, administrators can make recommendations to the Superintendent however until I conduct the final interview and discusses the findings with those that signed prior, we will not move on any candidate. As discussed on July 9th and 16th respectively, it is important that when I make a recommendation, that you know as a board that I met with the candidates and feel they will make a lasting impact on the instructional as well as socioemotional landscape of the district.
- On July 17th, I met with the Orange Education Association. I was pleased to have a chance to meet with both the President and Vice President for over an hour and a half. The team was able to hear from me regarding the vision for the district but also how we will work in tandem to ensure that our students are the ultimate winners. As a result of our conversation, we have a standing meeting the third Wednesday of each month at Central Office.
- The district reorganization chart is evident on the website under Our District to Administrators to District Organization. Inside of your packets is the chart indicating the new structure for SY 19-20.

District Reorganization Chart



Summer Program 2019 Highlights



Summer Program 2019 Highlights



Summer Program 2019 Highlights



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Summer Program 2019 Highlights



Summer Program 2019 Highlights





Education JOB FAIR

Tuesday, August 6, 2019
9:00 a.m. - 12:00 p.m.

If you have a passion for teaching and believe in keeping children first, we want to meet you!

WHERE

Rosa Parks Community School
369 Main Street
(Cleveland Street entrance
in the gymnasium)
Orange, NJ 07050
(873) 677-4020



- * Dance Teacher
- * English/Language Arts Teachers
- * ESL Teacher
- * Mathematics Teachers
- * Media Specialists
- * School Nurses
- * Science Teachers
- * Special Education Teachers
- * School Psychologist

**APPLY
NOW**

www.orange.k12.nj.us

EEO/AA



Dr. Gerald Fitzhugh, II, Superintendent of Schools

Shebra Jones Dismuke, HR Administrator

CERTIFICATED VACANCIES BY DATE

Staff Vacancies as of June
30th

38

Staff Vacancies as of July 15th

34

Staff Vacancies as of July 31st

37

Staff Vacancies as of Aug.
13th

33

Certificated Vacancies By School

Location	Number of Vacancies As of June 30 th	Number of Vacancies As of July 15 st	Number of Vacancies of July 31 st	Number of Vacancies of August 13 th	Pending Board Approval August 13, 2019 Agenda
Forest	None	None	None	1	1
Heywood	2	1	2	3	2
Cleveland	2.5	2	2	2	1
Lincoln	5.5	2	2	11	7
Rosa Parks	5	4	4	9	5
Oakwood	1	2	2	3	1
Park Avenue	8	3	2	5	4
Orange Prep Academy	4	2	3	5	1
Orange High School	10	10	10	16	6
Scholars	2	2	1	3	1
STEM Academy	6	3	3	4	3
District	3	3	4	4	1

What are we doing as a District to fill Vacancies?

- Utilization of LinkedIn: Ms. Jones-Dismuke on Monday, July 22, 2019 posted our vacancies on the LinkedIn Website whereas I shared her post. Several interested parties have been informed that in order to be interviewed, they must apply via Applitrack on our website.
- Montclair State University and Kean University have both been contacted and they have updated their sites to share our respective vacancies accordingly.
- We conducted an in-district job fair on August 6, 2019 to address the remaining vacancies. Out of the 39 persons that attended the job fair, I recommended 14 of those candidates to the board for hire on August 13th.

First Day of School Celebrations

- Will take place at all schools district wide. Principals submitted (Due August 1st) their plans for the opening of school. The plan is to ensure that community stakeholders as well as parents feel part of the school infrastructure.
- I met with Mr. Devone, Mr. Clerie, as well as Ms. Sinisgalli to ensure that the first day celebrations speak to the true nature of being an Orange Tornado. I want to thank the team for working not only with me but with the schools to align the vision that we have for the district.

More to Come in Late August and Early September 2019

- **New Teachers' Institute:** Week of August 26th: Locations are as follows:
- Monday, August 26th : Rosa Parks Community School
- Tuesday, August 27th: Orange Preparatory Academy (OPA)
- Wednesday, August 28th : Rosa Parks Community School
- Thursday, August 29th : Rosa Parks Community School
- Friday, August 30th : Orange Preparatory Academy (OPA)

More to Come in Late August and Early September 2019

- Professional Learning Community Experience (How is the development of the PD at the school level strategically being planned as a result of the Administrative Retreat?)
- Tuesday, September 3, 2019: Superintendent's Forum 8:30 AM at Orange Preparatory Academy
- Monday, September 9, 2019: The First Day of School for Students!!!!