

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



Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools
“The Teaching Superintendent”
February 11, 2020

Project Lead the Way

Initiative led by Director Tina Powell, Students and Staff went to the PLTW Conference in Indianapolis from February 8th through February 10th. Students presented their experience in terms of engagement of the PLTW Curriculum.



Dr. Tina Powell and STEM Academy Students

The Orange Township Public Schools Celebrates Black History Month

- The origins of Black History Month were provided to all schools in order to teach all students of the background centered on this historical time of year. The following is a snapshot of the background provided to all schools to begin this intellectual journey. Black History Month began as “Negro History Week,” which was created in 1926 by Carter G. Woodson, a noted African American historian, scholar, educator, and publisher. It became a month-long celebration in 1976. The month of February was chosen to coincide with the birthdays of Frederick Douglass and Abraham Lincoln. From the event's initial phase, primary emphasis was placed on encouraging the coordinated teaching of the history of American blacks in the nation's [public schools](#). The expansion of Black History Week to Black History Month was first proposed by the leaders of the Black United Students at [Kent State University](#) in February 1969. The first celebration of the Black History Month took place at Kent State one year later, in February 1970.

The Orange Township Public Schools Celebrates Black History Month

- In 1976 as part of the [United States Bicentennial](#), the informal expansion of Negro History Week to Black History Month was officially recognized by the U.S. government. President [Gerald Ford](#) spoke in regards to this, urging Americans to "seize the opportunity to honor the too-often neglected accomplishments of black Americans in every area of endeavor throughout our history.
- The Orange Township Public School District is proud to share that each school has enriching events that celebrate the accomplishments of African-Americans throughout history. The programs put in place by each school community are thought filled as well as historically stimulating.

The 100th Day of School

February 13, 2020

- The Office of the Superintendent of Schools is pleased to announce that the 100th Day of School is this Thursday, February 13, 2020.
- The 100th Day of School is truly a milestone for the school district.
- Schools traditionally celebrate the 100th Day through activities aligned to the number 100.
- Join me in congratulating our hard working students, staff, and families as we celebrate the 100th Day of School.

A Few Important Items on the Website

- Early Childhood Information about Pre-Kindergarten Registration. We have uploaded FAQ's for families to review.
- Clubs and Activities are featured on the website!
- Directors' Commentary Outlining the Vision and Mission of their respective departments.
- The Orange Public Schools via the Office of Special Services worked closely with our school nurses to provide information on the Coronavirus that has been in national news. It is important that our families are given accurate information as well as questions answered regarding the virus.

Strategic Plan Roundtable Session

Held Thursday, January 30th

- The evening began with a meet and greet upon stakeholders as well as facilitators in the Lincoln gymnasium.
- We had over 150 people in attendance at the first session.
- Dr. Fitzhugh provided an overview of the Strategic Planning Process as well as Core Values of the Planning Process and the Strategy Map.
- In addition, the conversation moved to the Logic Model that will be discussed this evening.
- We had break out rooms where by the participants discussed the district as it stood (2015-2020) and began visioning on where the district will go move from (2021-2026).

Strategic Plan Roundtable Session

Held Thursday, January 30th

Room	OPS Facilitator	Creed Facilitator
D-203 (Green Folder)	Dr. Russo	Dr. Shakirah Harrington
D-202 (Yellow Folder)	Dr. Powell	Mr. Duke Jumah
Library (Blue Folder)	Ms. Harris	Dr. Emily Jones
C-303 (Red Folder)	Ms. Harper	Mr. Clifton Thompson
C-302 (Purple Folder)	Ms. Dismuke	Dr. LaShawn Gibson
C-306 (Burgundy Folder)	Mr. Iannucci	Ms. Jessica Figueroa
Cafeteria	Childcare Location	

Core Values of this Strategic Planning

Vision: Quality Learning and Superior Performance for All

Mission: We prepare and inspire all learners to lead and succeed.

Beliefs:

Trust among all stakeholders is vital.

Expectations influence accomplishments because everyone has the capacity to learn.

A school-community partnership is essential.

Change creates opportunity.

High-performing leadership makes visions reality.



Strategic Improvement Planning Pyramid

Strategic



Operational

Vision, Mission & Beliefs

Strategic Goal Areas

Performance Objectives

Strategy Map

Performance Measures

Performance Targets

Initiatives & Action Steps

**Department & School
Improvement Plans**



Strategic Goal Areas

- ▶ Strategy to reach mission and vision

Performance Objectives

- ▶ High level work to achieve desired results

Performance Measures

- ▶ High level indicators that are tracked to report progress in each performance objective

Initiatives and Action Steps

- ▶ How you will improve performance
- ▶ Things you will do to complete the initiative



2021-26 Strategy Map



Strategic Planning and Stakeholder Support

- **Two Essential Questions**
- **What is the purpose of Strategic Planning?**
- **How does Strategic Planning impact a School District?**
- Nothing affects a school district more than its ability to create and execute a strategic plan. A good strategic plan can improve student outcomes, keep great teachers and enhance the reputation of district leadership.
- Strategic planning is the process of setting goals, deciding on actions to achieve those goals and mobilizing the resources needed to take those actions. A strategic plan describes how goals will be achieved through the use of available resources.
- School districts of all sizes use strategic planning to achieve the broad goals of improving student outcomes and responding to changing demographics while staying within the funding box they are given.

COMMUNITY

DISTRICT

SCHOOL

STUDENTS

STATE
POLICIES

SOCIAL SERVICES

BUSINESS &
INDUSTRY

FEDERAL
POLICIES

FAMILIES

RESOURCES

SYSTEMS

FAMILIES

RELATIONSHIPS

LOCAL
COMMUNITY

HIGHER
EDUCATION

CULTURE &
CLIMATE

PRINCIPALS
TEACHERS
STAFF

DISTRICT
POLICIES

TRANSPORTATION

AFTER
SCHOOL
PROGRAMS

SCHOOL BOARD

DISTRICT
DEPARTMENTS

COMMUNITY
ENGAGEMENT

ELECTED
OFFICIALS

CURRICULUM

MUNICIPAL
SERVICES

LOCAL POLITICS

COMMUNITY
BASED
ORGANIZATIONS

Strategic Plan Roundtable Session

Held Thursday, January 30th

- At the next strategic planning meeting, we will delve into varying data sources and discuss how these impacted the district.
- We will also discuss what items can be enhanced within the district and what things should change.
- The next strategic planning round table will take place on February 13th at 5:30 PM at Lincoln Avenue School. We will have light refreshments as well as child care for children. If you attended on the 30th of January, I encourage you to bring a friend. The voices of our stakeholders is critical to this process.

Reminder: Early Childhood Registration Update

- When will Early Childhood Registration take place? Registration will take place on March 14th from 10:00 AM to 2:00 PM (last sign in will be at 1:00 PM).
- Where can registration forms be obtained? Please visit: www.orange.k12.nj.us/domain/528. On the right side of the page you should see Short Cuts. Please click on Preschool Registration and on the left hand side of that page, you will see Registration Forms. You may download those forms and bring them with you on March 14th.
- Will the district provide information on the website: Absolutely. We are working on this so families are informed in advance.

3rd District Recognition Program for SY 19-20 January 21, 2020

- The program began with Ms. Alcantara, Principal of Heywood Avenue School and Seventh Grader Alyssa Cruz
- We had a performance by the Orange Preparatory Academy Choir. What a sound performance. The voices were so stellar. We also had the Orange Preparatory Academy Jazz Band in the foyer welcoming our families and staff into the Auditorium.
- There were two major presentations: the December Student of the Month and Students from Orange High School that obtained early decision acceptances into the following schools: Bloomfield College, Kean University, and Seton Hall University. We also shared and celebrated the Graduates from the Rutgers Mini-Med Program as well as the Junior MBA Program out of Seton Hall University
- More is yet to come on February 25th. I am excited about the 4th Recognition Program! We will honor all of our Nominees for Teacher of the Year and Educational Professional of the Year. We will also honor students from each school for their citizenship and leadership. As February is Black History Month, we will have a presentation celebrating the lives of African-Americans.

3rd District Recognition Program
for SY 19-20
January 21, 2020

- Each month, we will have presentations from our students as well as accolades from our schools.
- Parental and staff attendance were well received on the evening of January 21st. The energy in the room was infectious. I implore you to attend in February through June 2020.

Reminder: Student Recognition Program

- I am pleased to remind families of the the following dates for the performance and student recognition program for SY19-20 beginning at 6:30 PM in the Orange Preparatory Academy Auditorium. We will continue to make phone calls to families as well as send a personalized letter as well from the Office of the Superintendent.
- Tuesday, February 25th
- Tuesday, March 24th
- Tuesday, April 21st
- Tuesday, May 19th
- Tuesday, June 16th

February Instructional Focus

- Reading and Writing Grades K-12 (As explained in January, we did some revisions to the instructional period to allow for more writing).
- Orange High School and Orange Preparatory Academy came together on this initiative. As we continue to grow the model, we will circle the information down to the elementary levels.
- We continued to focus on intentional and targeted feedback across content areas. This has been an important focus as the we are strengthening practice district wide.

Vice Principals Meeting held at Forest Street School on January 28th

- Monthly, I meet with administrators on instructionally-focused professional development to strengthen their practice. We also have a portion dedicated to the operational acumen of their respective buildings.
- The following were the topics discussed. The PD sessions held on January 29th were prepared in advance as it related to this meeting.
- The Danielson Framework (Domains 1 & 3) was the crux of the work at the Vice Principals' Meeting. The administrators had the opportunity to engage in partner groups to identify look-fors as well as must-haves. We went through the ineffective critical attributes to those of highly effective or distinguishable.

Vice Principals Meeting held at Forest Street School on January 28th

- We went through the attributes of a Standards Based Classroom as well as using the bulletin boards as learning boards. Bulletin Boards must always have a purpose; not simply for compliance.
- We then delved into “Focus.” Mike Schomoker wrote a book on maintaining a focus and not commencing in scattered work or thinking. This allowed administrators to put the pieces together as it related to the systems thinking approach to teaching and learning as well as the operational aspects of an organization.

Professional Development Day

January 29, 2020

- Professional Development Day (Half Day Session) was built on the instructional trends as evident on walk-throughs conducted by members of the Executive Team and Superintendent as well as the trends evident on the evaluations conducted.
- Staff was immersed in the reading of two important articles that yielded the work of the session: *Elements of the Standards Based Classroom* as well as *Targeted Student Comments* (Board Members, you have this article in the packet I provided for you.)
- In terms of the Standards Based Classroom, discussion questions were generated to elicit discussion and reflective practice.

Professional Development Day

January 29, 2020

Discussion Questions:

- What does great teaching sound like and look like?
- Conferences and Comments on Student Work: How do we implement the practices from this article?
- How are you developing a standards based classroom? What are the look fors?
- In review of the attributes, what areas within your classroom via instruction are in line with standards-based learning?
- What areas must be improved?
- What will your centers of interest be?
- How will you assess the significant learning as it relates to the lesson objectives?

Professional Development Day

January 29, 2020

- Administrators used the articles aforementioned to show the connection to Domain 1 (Planning and Preparation) & Domain 3 of the Danielson Framework. In addition, there was an intense professional development session on the instructional domains as a refresher to the line of expectations and look fors.
- The following were the additional individualized supports for positions other than teaching staff. Remember, we spoke about the individualized professional development and I want to provide you all with the sampling.

Professional Development Day

January 29, 2020

Pre-Kindergarten Staff: With the collaborative peer model, Preschool staff will be sharing their lessons and student work regarding the units of study to support the High Scope Curriculum model through the Preschool Team EXPO. All preschool staff will have the opportunity to explore and reflect upon six different unit plan presentations. The presentations are the creation of members of the team. Topics covered include:

- Lights
- Recycling
- Water
- Plants
- Simple Machines
- Balls

The goal of the session is that Early Childhood staff members will be able to access new units of study, and/or additional ideas for existing studies. Staff members will then modify the units for implementation in their classrooms.

Professional Development Day

January 29, 2020

- **For Support Staff i.e. CST, Guidance, Social Workers, Behaviorists:**
- CST: Easy IEP and projections for 2020-2021
- Social Workers and Guidance Counselors: SAC responsibilities revisions. In addition, action plans to be created for at risk students. Updating Behavioral plans accordingly where applicable.

Professional Development Day

January 29, 2020

- ***Paraprofessionals:** Will work alongside their assigned teacher. In addition, they will be a part of the Standards Based Discussions.
- ***Nurses:** RWJ Barnabas Healthcare presentation: Carb Counting: Diabetes and Traumatic Injury Response. **Location:** Oakwood Avenue in the Computer Lab
- **Teachers of Autism:** Re-Think Training at Park Avenue Elementary School Room 231

Professional Development Day

January 29, 2020

- ***Secretarial Staff:** Ensuring that all emergency forms are accounted for. In addition, review Genesis to make sure that all information is correctly loaded and flag any discrepancies to share with the building principal. In addition, file accordingly and update the main office.
- ***Tech Coordinators:** Time to Update Websites as well as Social Media Handles. Ensure that school narratives are in alignment to the district goals. **Also, add all of the school clubs on the school webpages as well. Also, update all events including the Strategic Plan Roundtables.**

Scholars Update



Tina Powell, Ed.D.
Director of STEM, Mathematics,
& Science
February 11, 2020

Scholars Elementary Update

Vision

- It is the philosophy of the Township of Orange School District to identify and provide challenging learning opportunities through the establishment of a program for the gifted and talented in accordance with the New Jersey State Department of Education's regulation that defines gifted and talented students as: Those exceptionally able students who possess or demonstrate high levels of ability, in one or more content areas, when compared to their chronological peers in the local district and who require modification of their educational program if they are to achieve in accordance with their capabilities.
- Established in 2012, the Scholars Academy Gifted and Talented program provides services for students in grades 1-5 who meet the criteria for the program. Students are bused to the Scholars Academy once a week and deeply explore and engage in CORE activities with Science, STEM, and Math. The instructional emphasis is on challenging the students to develop their area of strength.

Scholars Elementary Academic Focus

- In Grade One: Students will be immersed in the Designing Engineering Process as well as Coding. Early simple machines such as Energy, Force, Motion, and Friction are explored.
- In Grade Two: Students will continue their trajectory into the Designing Engineering Process while incorporating Geometry and Coding.
- In Grade Three: The Designing Engineering Process continues with an emphasis on coding and simple machines.
- Grade Four: While the Designing Engineering Process continues, students will be immersed in coding, circuitry, as well as Robotics.
- Grade Five: Coding, CAD (Computer Aided Drafting), and more complex Robotics.

Innerworkings of the Program

- **How does the program work?**
- Once a week the students in grades 1-5 who meet the criteria for the program are bused to Scholars Academy located at the former Mt. Carmel School for a full day of instruction. There are approximately 40-50 students daily attending Scholars Academy. The students eat breakfast and have their attendance taken at their home school. Then they are transported to Scholars Academy for the GT program. They are bused back to their home school for dismissal.

Innerworkings of the Program

- **What are the areas of study at Scholars Academy?**
- The instruction at Scholars Academy is project-based and interdisciplinary. Students are involved with on-going in-depth study projects throughout the three classes they attend- Math, Science, and STEM (Science, Technology, Engineering, and Math). The projects are carefully designed by the Scholars Academy teachers to provide in-depth studies of a variety of content areas and involving the exploration of grade-level skills.

Innerworkings of the Program

- What days do the students in Grades 1-5 attend the program?
- Monday: 5th grade
- Tuesday: 4th grade
- Wednesday: 3rd grade
- Thursday: 1st and 2nd grades

Admittance into the Program

- Each year students who meet the criteria are eligible to attend Scholars Academy. Once a student is accepted, they do not need to be recommended again the following year but must meet the ongoing Scholars Academy contract. Applications are posted online and shared with the school liaisons in April. Applications are due by May. The NNAT3 is administered late May/early June. All applicants will be notified about their status before the school year is over via letter to their home schools.

Grading/Parental Conferences within Scholars Academy

- A progress report from Scholars Academy is distributed twice a year: After the 2nd marking period and at the end of the year. Assessment is based on a rubric designed for specific projects and based on Common Core Standards and National Association for Gifted Children (NAGC) standards. Students are expected to reflect on their learning process and include that information on their progress reports. Parent-teacher conferences are always available with Scholars Academy staff. Appointments are necessary to ensure the proper time and attention is given to the family.

Current Configuration of Scholars Elementary by Sub-Group

Grade Level	Number	Subgroups	Number
1st	13	Male	81
2nd	23	Female	72
3rd	40	Hispanic	55
4th	35	African American	95
5th	42	White/Asian/Other	3
Total	153	SpEd	2

Current Configuration of Scholars Elementary by School-Cleveland

Grade Level	Student Population
1st	1
2nd	1
3rd	1
4th	5
5th	6
Total	14

Current Configuration of Scholars Elementary by School-Forest

Grade level	Student Population
1st	1
2nd	1
3rd	0
4th	2
5th	4
Total	8

Current Configuration of Scholars Elementary by School-Heywood

Grade Level	Student Population
1st	4
2nd	9
3rd	7
4th	12
5th	5
Total	37

Current Configuration of Scholars Elementary by School-Lincoln

Grade Level	Student Population
1st	1
2nd	2
3rd	4
4th	2
5th	6
Total	15

Current Configuration of Scholars Elementary by School-Oakwood

Grade Level	Student Population
1st	2
2nd	3
3rd	6
4th	0
5th	1
Total	12

Current Configuration of Scholars Elementary by School-Park

Grade Level	Student Population
1st	0
2nd	3
3rd	7
4th	2
5th	9
Total	21

Current Configuration of Scholars Elementary by School-Rosa Parks

Grade Level	Student Population
1st	4
2nd	5
3rd	15
4th	12
5th	10
Total	46

Scholars Middle School Model

- **The Scholars MS Model**
- Students engage in **Engineering or Computer Science, Mathematics/Science** (which supports the track), **Humanities**, and **Technology/Presentation**. Field experiences and Competitions are an extension of the model.
- **Grade 6 and 7 programs** will be offered for 1 semester; Grade 8 program will run full year
- **Capstone Projects** will be required at the end of each semester
- **Formative/Authentic Assessment** will be embedded throughout the semesters
- **Communication** between home school and STEM school is needed for continuity

Scholars Vision for the Middle School

- The 6 – 8 Scholars program operates as a feeder for students interested in future STEM-related endeavors and potentially provides pathways for students considering admission to the STEM Academy. The overall vision supports providing students with increased exposure in trending topics such as coding (computational literacy) and 3D design using CAD programs, but also provides enrichment and acceleration in the areas of Mathematics and English Language Arts.
- **STEM**
- **Biomedical Engineering: Grade 6**
- **AeroSpace Engineering: Grade 7**
- **Computer Science/APP Development: Grade 8**

Mathematics at Scholars 6-8

- **MATHEMATICS**
- In the area of Mathematics, the curriculum design should support an Accelerated Pre-Algebra pathway designed to transition students in grades 6 – 7 towards the more rigorous expectations of an Honors Algebra I program; topics include:
 - *Real Numbers*
 - *Irrational Numbers*
 - *Properties of Arithmetic*

Mathematics at Scholars 6-8

- *Creating Equations*
- *Ratios / Rate / Proportions*
- *Linear Equations*
- *Systems of Linear Equations*
- *Congruence*
- *Geometric Similarity*
- *Area / Perimeter / Volume*
- In grade 8, the students are exposed to an in-depth, enrichment style environment, focused around an Honors Level Algebra I program with a greater emphasis on Applications and Modeling.

The Middle School Scholars Model

- Students engage in **Engineering or Computer Science, Mathematics/Science** (which supports the track), **Humanities**, and **Technology/Presentation**. Field experiences and Competitions are an extension of the model.
- **Grade 6 and 7 programs** will be offered for 1 semester; Grade 8 program will run full year
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FAQ's and Answers

Admissions/Recruitment

- What is the tentative Semester schedule?
 - Semester I: September 23, 2019 – January 10, 2020
 - Semester II: January 13, 2019 – April 29, 2020

- Who are the current Scholars 6 – 8 students?
 - Grade 6: 27 students
 - Grade 7: 30 students
 - Grade 8: 25 students
 - Tentative student lists/profiles will be sent to the school by the end of the week

- Will there be an application process?
 - The application process is for new considerations only
 - Current students automatically re-enroll

Semester One at Scholars MS

- **SEMESTER 1** (Locations: Cleveland, Park, Rosa Parks, Oakwood, OPA)
- **Tuesdays:** Grade 8 students (count: 25)
- **Wednesdays:** Grade 6 students (count: 16)
- **Thursdays:** Grade 7 students (count: 17)
- Pick up from various locations to arrive to STEM Academy by **9:40am**
- Pick up from STEM Academy at **2:20pm** to return to various locations

Semester Two at Scholars MS

- **SEMESTER 2** (Locations: Lincoln, Heywood, Forest, OPA)
- **Tuesdays:** Grade 8 students (count: 25)
- **Wednesdays:** Grade 6 students (count: 11)
- **Thursdays:** Grade 7 students (count: 13)
- Pick up from various locations to arrive to STEM Academy by **9:40am**
- Pick up from STEM Academy at **2:20pm** to return to various locations



January 2020 Attendance Performance Report

Gerald Fitzhugh, II Ed.D.
Superintendent of Schools

Orange Public Schools Social Media

Social Media





Hashtags:

#GoodtoGreat

#FROrange

#OrangeStrong

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