

Superintendent's Report Orange Public Schools "Good to Great"



Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools
"The Teaching Superintendent"
January 12, 2021

Tribute to Mr. Adekunle O. James School Business Administrator



Board of Education Members

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

&

Ms. Glasshebra Jones Dismuke
Human Resources Executive Director



District Goals Update



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District Goals

School Year 2020-2021

Goal #1: 21st Century Integration: The Orange Public Schools will continue to invest in its teachers. The district values and promotes a culture of excellence in teaching and learning through increased and improved opportunities for quality, sustained professional development that address district needs and individual school needs as outlined by data points.

- 1) **100% of Professional Learning Communities will be utilized as leverage points for sharing best practices which ultimately will enhance student achievement**
 - Professional Learning Communities will continue to be instructional in nature. The principals alongside district administrators will continue to structure the agendas around academic data points that will be targeted and monitored for improvement.
 - Data reviews will allow for strategic planning and preparation in the effort of maximizing lesson delivery. Data reviews will take place four times per year and encompass academic growth and/or decline and recommendations for growth, walk through analysis, suspension rates as well as office referrals that ultimately impact student achievement.

District Goals

School Year 2020-2021

- 2) Increase in the number of job-embedded professional learning opportunities that incorporate the expertise of building principals planning alongside district administration by 50%**
- Administrative Meetings will be instructionally-focused learning sessions for principals and district administrators. Ultimately, all training sessions will be germane to data points resulting from walk-through trend analyses.
 - Administrative meetings will have instructionally focused agendas with accompanying sign in sheets. Zoom meeting will take place for horizontal and vertical articulation supports to build content knowledge and pedagogy.

District Goals

School Year 2020-2021

3) Increase the number of students participating in district programs such as STEM, Debate, Science Mathematics Fairs as well as the District Spelling Bee, Law Day, and Geography Bee by 25% (Due COVID-19 we did not accomplish this goal)

- Provide a variety of opportunities for students to demonstrate the relevance and interconnectedness of their knowledge and skills

4) By May 2021, 60% of students in each preparedness group will meet or exceed their assigned end of year growth target in mathematics.

- The assessments that will be used to measure progress towards the assigned growth targets include the iReady Diagnostic, NWEA MAP, District Benchmark Assessments, and select Performance Tasks in the area of Mathematics.

By May 2021, 60% of students in each preparedness group will meet or exceed their assigned end of year growth target in ELA.

- The assessments that will be used to measure progress towards the assigned growth targets include the FRA, SRI, Insight, District Benchmarks, and Performance Tasks in the area of English Language Arts.

District Goals

School Year 2020-2021

Goal #2: Community Engagement: The Orange Public Schools will continue to develop a consistent communication system for disseminating and receiving information between school administration, teachers, staff, students, parents, and the community.

- 1) Increase the timeliness, access, and effectiveness of all communication with all stakeholders via multiple measures by 35% from the previous school year**
 - Social Media Platforms & Website (Instagram, Facebook, and Twitter)-Utilize the platforms for immediate news worthy information as well as the district website via the latest news and announcements section.
 - RoboCalls via School Wires at the district and school levels; we are incorporating more text to speech and emails for SY 20-21 at 25%.
 - Superintendent's Report (online access to staff and community stakeholders) the day immediately following the board meeting.
 - Routine face-to-face opportunities to engage with community and stakeholders via PTO, Back to School Nights, Report Card Conference Nights, Community Events within Orange Township as well as partnership meetings based on those established and forthcoming within the school district. We will establish parent and student councils at the Superintendent's Level.

District Goals

School Year 2020-2021

- 2) Increase the use of emerging and available communications outlets to transmit information by 30%**
 - Partner with universities (local and throughout the state) in order to get information to prospective candidates for job fairs and other industry level announcements. As a result of the COVID-19 pandemic, we will conduct virtual job fairs as well to widen the search for potential candidates outside of the University realm
 - Utilize the Orange Public School App for more timeless information
 - Utilize the Emergency Pop Up on the website for transmitting important, time sensitive information weekly

- 3) Enhance the overall quality and timeliness of information and resources provided on the District's website and by virtual measures (via blasts, email, and text message) by 30%**
 - Provide weekly updates via the district website relevant to school and district initiatives
 - Update parent portal in Genesis so parents in all schools have full access upon authorization

District Goals

School Year 2020-2021

4) Create Parent and Student Councils

- Have monthly meetings with parents and students about academics as well as self-care supports; student council meetings will take place separately from the parent council.

District Goals

School Year 2020-2021

Goal #3: Facilities and Finance: The Orange Public Schools will continue to redesign the fiscal management, operations, and human resources of the organization to ensure a system of accountability, transparency, and efficiency for the optimal delivery of services. Due to the COVID-19 pandemic, unforeseen expenses at the state and local level resulted in FY21 budget cuts to both district and school-based budgets; therefore, funding must be realigned to meet the needs of students and staff.

- 1) **Create a district budget under constraints that accommodates and supports the needs of central office departments, all schools and students while sustaining systems that have yielded results through a strategic assessment of data**
 - Analyze and clarify how all budgeted funds are allocated and expended at the department and school levels
 - Examine and evaluate contracted services provided to the district and continuously improve effectiveness
 - Identify and execute capital projects (short term/long term, prioritized, and categorized on the basis of need)

District Goals

School Year 2020-2021

Goal #3: Facilities and Finance: The Orange Public Schools will continue to redesign the fiscal management, operations, and human resources of the organization to ensure a system of accountability, transparency, and efficiency for the optimal delivery of services. Due to the COVID-19 pandemic, unforeseen expenses at the state and local level resulted in FY21 budget cuts to both district and school based budgets; therefore, funding must be realigned to meet the needs of students and staff.

2) Implement innovations that empower departments and schools to properly and efficiently allocate funding within their locations.

- Will redesign a floor plan that will provide departments and schools with a blueprint of essential instructional and non-instructional positions.
- Establish an appropriate framework with criteria and guidance for each administrator to customize the budget and resources based on specific department and school needs.
- Improve the recruitment, staffing, professional development, evaluation, coaching, retention, and promotion of all staff that will result in a pipeline for career continuum, capacity building and succession planning.

District Goals

School Year 2020-2021

Goal #4: Social and Emotional Supports: The Orange Public Schools will continue to ensure that all students will receive social and emotional support to become adaptable, confident citizens who embody self-awareness and strong interpersonal skills, and who are capable of responsible decision-making and managing their emotions and behaviors.

1) Provide research-based curriculum to strengthen students' social/emotional relationships

- Provide additional supports in Restorative Practices to ensure that the whole child is developed through reflective yet informative social and emotional practices. This will be captured by a decrease of Administrative Hearings at the district level by 15% as well as a districtwide decrease in suspension rates by 15% from 2018-2019 (as 2019-2020 was impacted by COVID-19 emergency school.)
- Increase the involvement of guidance counselors and social workers in the effort of understanding student triggers and needs for support by 15%

2) Enhance community-based partnerships in order to assist students and families

- Utilize the District's community engagement officer to assist school-based staff with establishing partnerships to support families and students
- Provide self-care supports for families based on surveys as well as discussion with support staff members

Update on Phases of the Reopening of Schools Plan SY 2020-2021



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Superintendent of Schools
“The Teaching Superintendent”
January 12, 2021

The Updated Plan for Phases II through IV

- **Continuation of Phase 2 through February 26, 2021:** Schools will be open two days per week with Principals, Assistant Principals/Deans of Students and secretaries reporting on-site to maintain the fidelity and continuity of programming. Central Office will be open 4 days per week. To note: Department Heads will discuss scheduling with their teams. Special Note: Technology Coordinators and those testing students in the area of Special Services will receive schedules for in district support from their immediate supervisor.
- The Week of February 22nd, teachers and support staff will report to the buildings to fine tune their areas in anticipation of student arrival on March 1, 2021.
- **Phase 4, March 1, 2021 – June 24, 2021:** All staff and students return in a hybrid setting (combining on-site and remote learning) with staggered schedules.
- *Based on guidance from the Governor's Office and Health Officials, dates can always change.

Announcing of the Governor's Educator of the Year Nominees



Glasshebra Jones Dismuke
Executive Director of Human Resources
January 12, 2021

John Robert Lewis Early Childhood Center Nominees

Denise Davis, Teacher
Coach



Susan Morales, Teacher



Orange Early Childhood Center

Brenda Andress, Teacher



Semoni Jackson,
Paraprofessional



Scholars Academy

Bosede Amorin, Teacher



Rachelle Simons, Speech
Language Pathologist

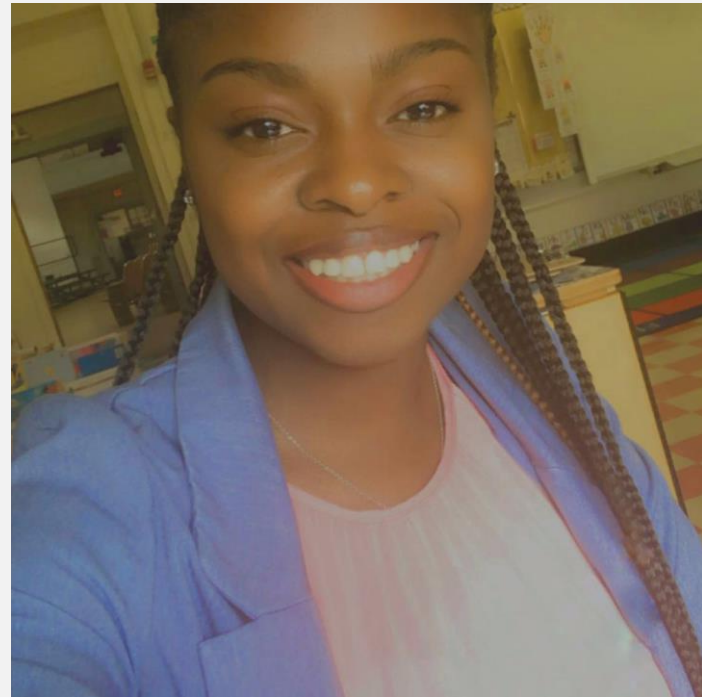


Central Elementary School

Tara Stevens, Teacher



Sinayah Jones,
Paraprofessional



Cleveland Street School

Marc Levenson, Teacher



Neurones Plaisimond,
Technology Coordinator



Forest Street Community School

Susan Kiernan, Teacher



Marguerite Gelin,
Paraprofessional



Heywood Avenue School

Jennifer Mooney, Resource
Teacher



Jeannette Rodriguez-Laguna
School Social Worker

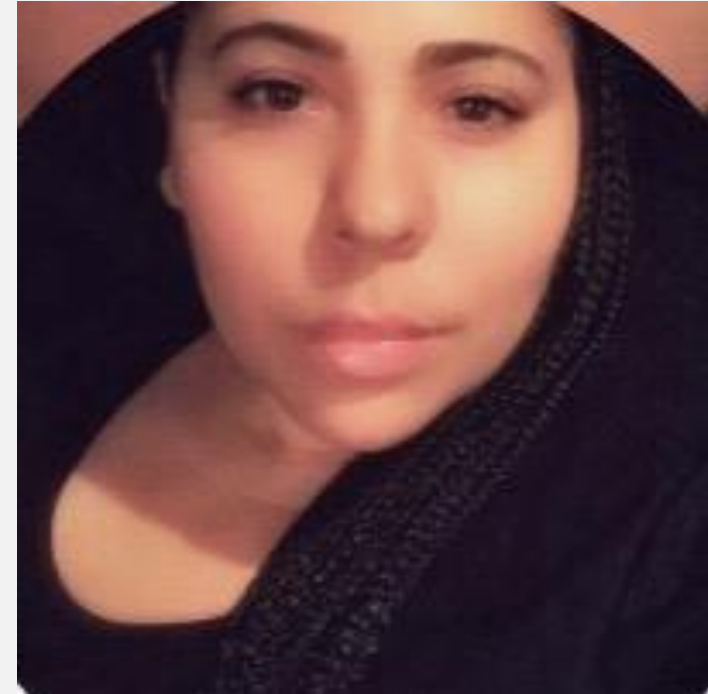


Lincoln Avenue School

Elaine Meredith, Teacher

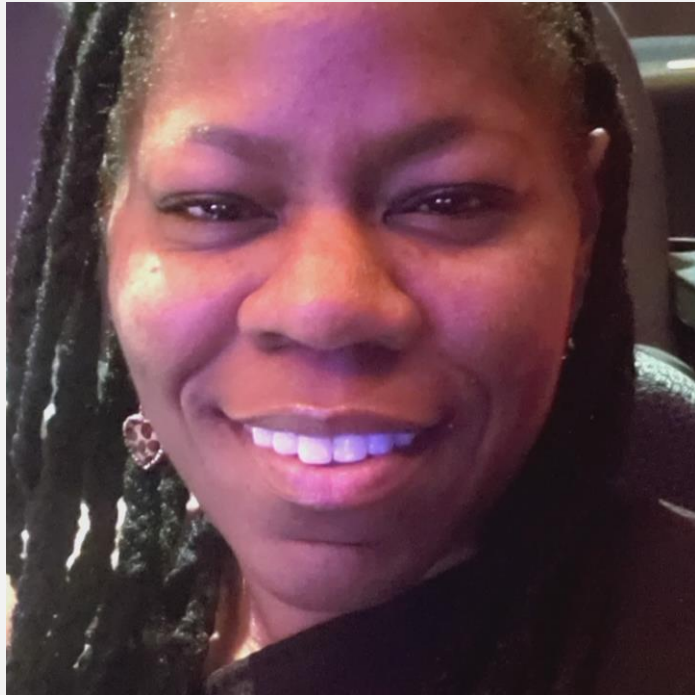


Tisa Singleton,
Paraprofessional



Oakwood Avenue Community School

Lakenya Griffin-Francis,
Teacher



Pamela Venable, School
Counselor



Park Avenue School

Denise Harlem, Ed.D.,
Technology Coordinator



Doreen Cruz-Delgado,
Paraprofessional



Rosa Parks Community School

Tamica Miller, Teacher



Tyrina Vaughan, Technology
Coordinator



Orange Preparatory Academy

Marpessa Bell, Teacher



Orange High School

Stephanie Ross, ESL
Teacher



Maria Vera, School
Counselor



STEM Innovation Academy of the Oranges

Alison Buske, Humanities
Teacher



Kathleen Gengaro, Teacher



Congratulations


We are so very proud of each of you. You certainly exhibit the true essence of the mantra, “Good to Great.”

District Updates

- As you know, we continue to provide breakfast and lunch to our school community. With that being said, we have distributed over 100,000 meals since March 17th. Continue to come out and grab a meal students.
- Reminder: School is NOT over at 12:30 PM. In fact we have office hours for additional support. Asynchronous assignments are placed in Google Classroom for additional support. Let's not take this lightly. Instruction is paramount during these times and beyond...Cameras being on as discussed at the Curriculum Committee Meeting as well as the November 10th and December 8th Board Meeting is mandated. If there is a camera malfunctioning issue, please reach out to reopeningofschools@orange.k12.nj.us so we can connect you with your child's principal.

Reminder: The New Orange App

Have you signed up?



Orange
Public Schools
"Good to Great"

Announcing the NEW Orange Public Schools Mobile App!

Designed specifically to keep you better informed, in REAL time!


Available for Apple and Android devices.

The app is **FREE** and available for **download today**. You are **encouraged to sign up**.

Download the new app in 3 easy steps:

1. On your smartphone, go to the iTunes App Store® or Google Play®
2. Search **Orange Public Schools**
3. Then select our **Orange Public Schools** app for free download

School news in the palm of your hand, your new Orange Public Schools mobile app is just a few taps away.



Available on the App Store

Google play

Download it today!

Orange Page Turners SY 2020-2021 Reading Challenge



- Students, staff, parents, city residents, and employees, join the quest to read one million pages beginning on Thanksgiving Day 2020 to May 1, 2021. To register for the challenge visit [www.orange.k12.nj.us/Page Turners Sign Up](http://www.orange.k12.nj.us/Page%20Turners%20Sign%20Up). Come on Team Orange Public Schools, you can do it!

Genesis Parent Portal Reminder

Orange Township Public School District Genesis Parent Portal

To continue to provide families with the most up to date information we are launching registration for the Genesis Parent Portal. When you are a part of the portal:

- You can view your child's grades in real-time
- Receive important information from the district



Sign up today for a Genesis Parent Portal account. If you have an account and your contact information changed (phone number, email address, etc.) you are encouraged to fill out the form.

Find registration links in English, Spanish, and Haitian Creole at:
www.orange.k12.nj.us/genesislaunch.



- Have you signed up for the Genesis Parent Portal? Parents are able to see grades and assignments posted in real time. Should any concerns regarding the portal be directed to reopeningofschools@orange.k12.nj.us.

Reminder: District News-Breakfast/Lunch Grab and Go Update

Please be reminded of food locations beginning at 7:30 AM and concluding at 1:30PM

- Rosa Parks Community School
- Lincoln Avenue School
- Forest Street Community School
- Scholars Academy

District News-Breakfast/Lunch Grab and Go Update

Please be reminded of food locations beginning at 7:30 AM and concluding at 1:30PM

- Heywood Avenue School
- Orange Early Childhood Center
- Park Avenue School
- Oakwood Avenue Community School



Reminders to the School Community

- For further supports, please be reminded that we still answer emails via reopeningofschools@orange.k12.nj.us for questions or concerns during this pandemic period as it relates to any facet of the plan or support needed. Responses will be generated within 24-48 hours of receipt.
- It is encouraged that you continue to visit our district COVID-19 Resources Tab on the district website www.orange.k12.nj.us for additional resources for families on mental health as well as updates on self care for students, families, and staff. We have posted instructional supports within the COVID-19 Resource Tab for your assistance. As you are aware, we update our COVID-19 Resource Tab weekly in the effort of providing further supports for our school community. Thank you to the Trauma Informed Team for supporting this work since March 17th.



Orange Public Schools Social Media

Social Media

Hashtags:

#GoodtoGreat
#FROrange
#OrangeStrong

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