

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



Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools
“The Teaching Superintendent”
July 13, 2021

Reminder: Annual School Plan Summer Programs



- Academic Summer Programs:
 - Central Elementary School: July 6 - July 30, 2021
 - Cleveland Street School: July 6 - August 5, 2021
 - Forest Street School: August 2 - August 27, 2021
 - Heywood Avenue School: August 2 - August 20, 2021
 - Lincoln Avenue School: July 12 - August 6, 2021
 - Oakwood Avenue School: July 6 - August 6, 2021
 - Park Avenue School: July 6 - August 6, 2021
 - Rosa Parks: June 28 - July 29, 2021

Reminder: Academic Summer Programs at the Secondary Level (Credit Recovery)



- **Credit Recovery Programs for STEM/Twilight/OHS (9 – 12):
June 28 - July 29, 2021**
 - ELA (English I – IV)
 - Mathematics (Algebra I, II, and Geometry)
 - Science (Biology, Chemistry, Physics)
 - History (Global, US-I and II)
 - Driver's Ed/Health I – IV, PE I – IV, Family Living
 - World Languages (Spanish, French)
 - Visual and Performing Arts



Reminder: Summer School Programming (Bridges, Pathways, Intensive: provides intensive support for pre-selected students or grades)

- OHS Senior Graduation Pathway (10-12): July 6 - August 6, 2021
- OPA Summer Bridge Program (8 – 9): July 26 - August 13, 2021
- Grade 8 Algebra I Readiness Bridge (Gr. 8): June 28 - July 30, 2021
- Pre-Calculus Summer Intensive: June 28 - July 30, 2021
- Grade 9 Mathematics Summer Intensive: July 6 - July 30, 2021
- STEM ACADEMY Summer Bridge (Gr. 9): July 1 - July 14, 2021
- OHS/OPA Honors Bio Summer Bridge: July 6 - July 30, 2021

Summer School Programming

(Departmental Offerings running in July & August)

Humanities/English/History

- Summer Breakthrough (K – 2)
- Journalism
- Culture
- Debate

STEM

- Robotics
- TinkrWorks
- NJIT Summer Pre College Program
- Real World Connections
- Apple Creative

Visual & Performing Arts

- Band
- Dance
- Film
- Graphic Design
- Chorus

CTE/Career

- NJROTC
- Culinary

Extended School Year (ESY)

- Mathematics, ELA, Related services

Summer School Programming

(ESL & ESY)

English Language Learners (ESL)

- Mathematics, ELA, WIDA skills
- Grades 1-12

Extended School Year (ESY)

- Mathematics, ELA, Related services
- K - 12



The Orange Public Schools Facilities Update



Mr. Edwin Vasquez
Manager of Facilities
July 13, 2021

Thorough Cleaning Daily and Disinfecting of all touch points in the building (examples include but not limited to door handles, bathrooms, entrances, exits, and banisters)

End of the school year walk throughs were conducted by the Superintendent PCI, and myself in preparation for summer cleaning and summer programs.

PCI and District Meeting based on Updates related to COVID-19 mandates and expectations.

District Facility Maintenance & Custodial Services Update

Facilities Walk- Through Update

- During the month of June 2021, the Superintendent, PCI management team and myself continued with our walk-through of the buildings to ensure that we have a safe and welcoming learning environment. We checked to ensure all vent and filters were cleaned. This will allow for proper ventilation throughout the building. PCI will address any concerns dealing with lights, minor plumbing issues, and minor repairs.

Orange High School

Update on the SDA project at Orange High School: The School Development Authority and Terminal construction are pushing to get some major work done this summer.

They will be replacing air handling units throughout the existing building. In addition, all doors in the existing building will be replaced. Next, the team will start with the renovation of the existing media center to convert it into the 2nd cafeteria for our students.

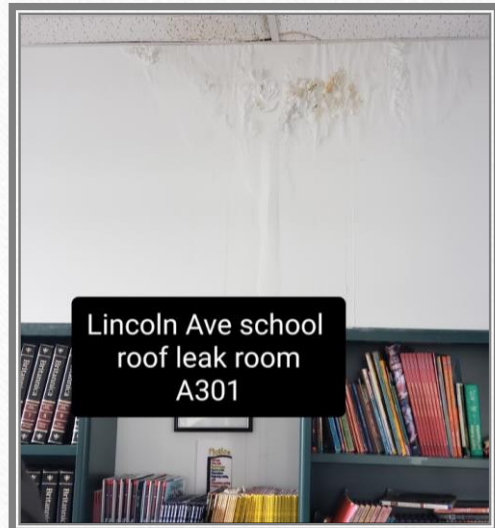
Central Elementary

- At Central Elementary, we have a roof leak above the girl's restroom on the 2nd floor. This caused some damage to the ceiling and wall. The roof and restroom will be repaired during the summer before the students and staff return to school in September.



Lincoln Avenue School

- At Lincoln Avenue School, we have a roof leak above room A301. This will also be addressed this summer before the students and staff return in September.



John Robert Lewis Early Childhood Center

- At JRLECC, the district did several repairs to the exterior of the building. We repaired/replaced the gutters and downspouts, removed all rotten wood, and scraped as well as painted the exterior door on Cleveland side of the building. The next slide will show the work that was completed.

John Robert Lewis Early Childhood Center



Orange High School

With the help of the Perkins Grant (over \$13,000) the district did a small renovation upgrade to the Health Occupation Classroom at OHS. The old wooden room divider and replaced it with a new glass divider with and door which is indicative of a true medical facility.

Health Occupation Room Orange High School



Upcoming Projects for the Months of July and August

- In July and August, our team will conduct our summer cleaning which will entail stripping and waxing all classrooms, hallways, as well as stairways. In addition, cleaning and washing down all furniture will also take place.
- PCI will be assisting the district in moving Orange High School media center books to our NEW MEDIA CENTER in the new wing of the building.
- The team we will be changing all filters in our HVAC systems, cleaning/replacing filters in the window AC units. ALL filters in the HVAC systems will be change every quarter to ensure proper air ventilation.

Reopening of Schools Survey Results

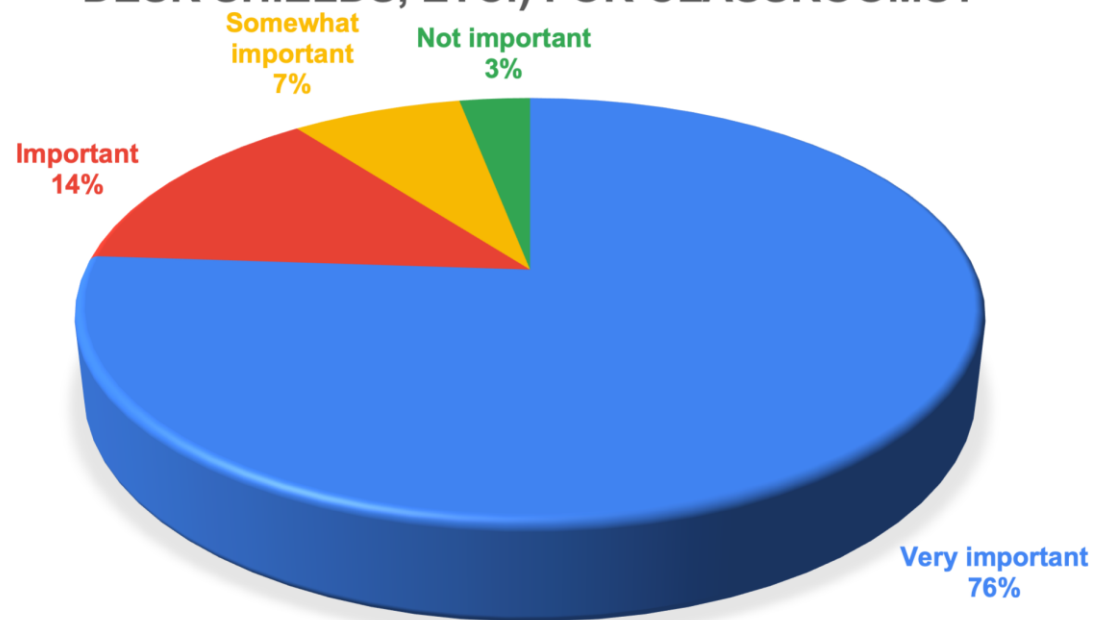


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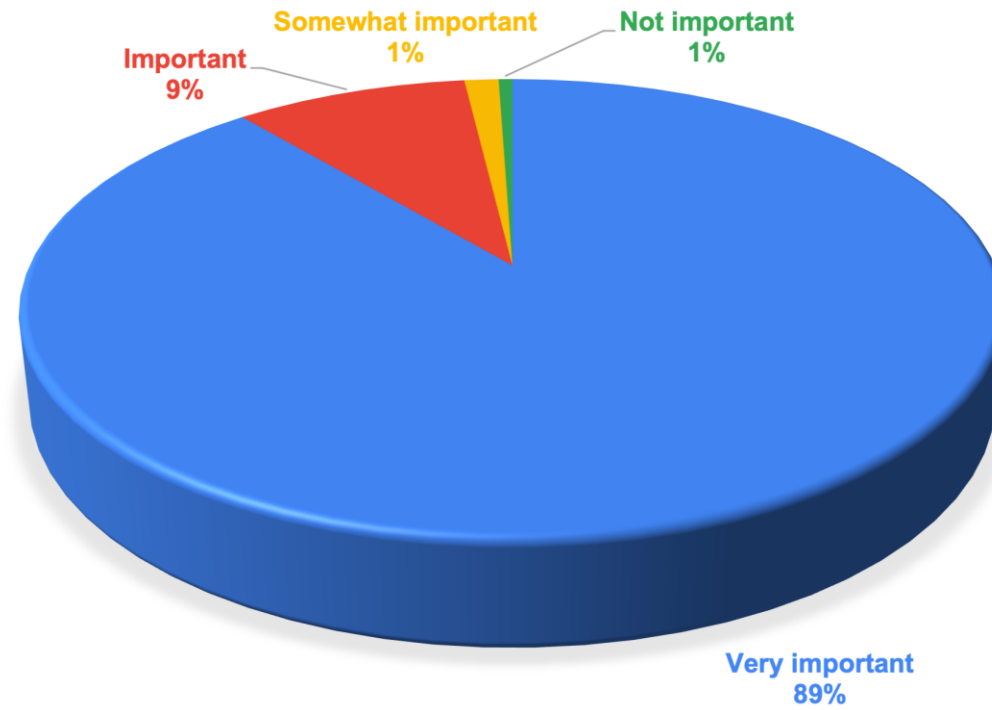
Parent Survey Results

Important to have our Parental Stakeholders at the Table

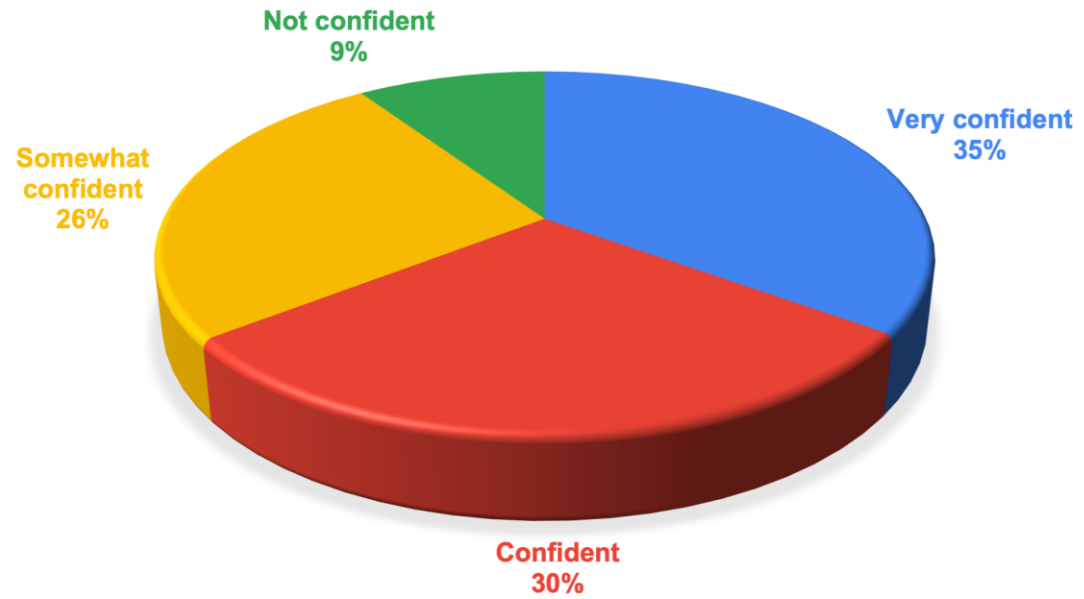
ONCE IN-PERSON LEARNING RESUMES IN THE FALL, HOW IMPORTANT IS ACCESSING PERSONAL PROTECTIVE EQUIPMENT (MASKS, DESK SHIELDS, ETC.) FOR CLASSROOMS?



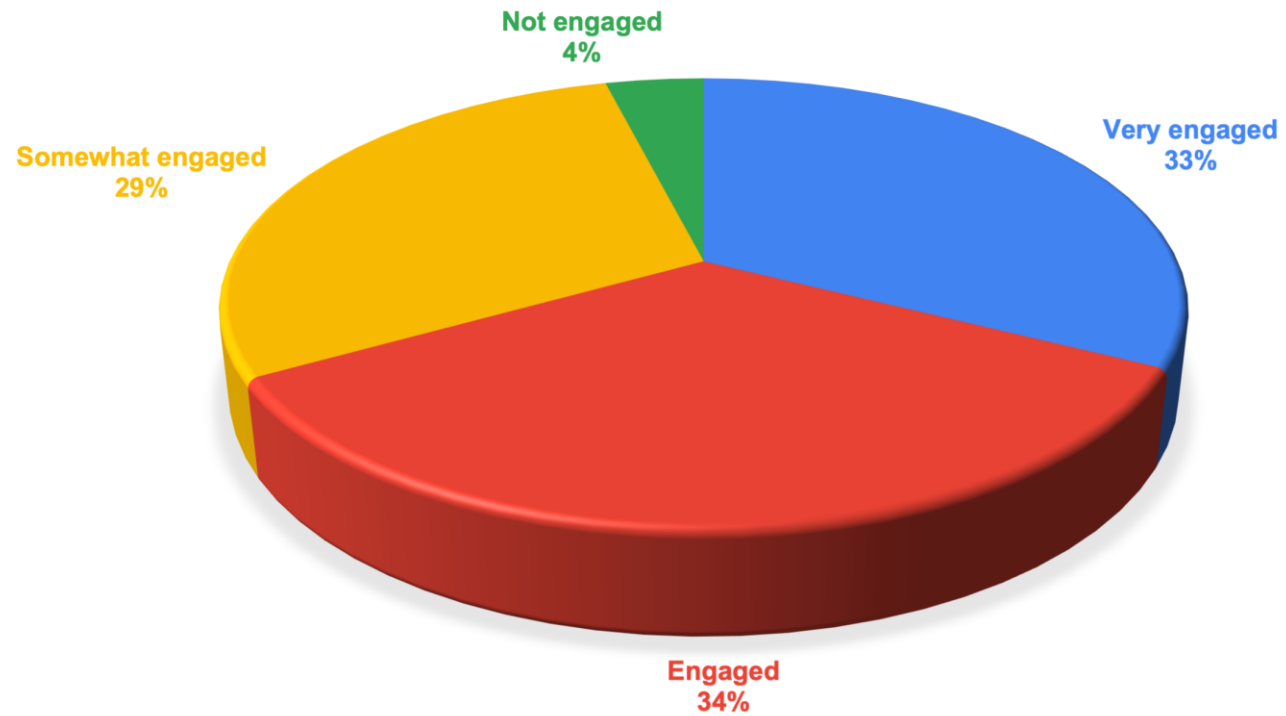
**ONCE IN-PERSON LEARNING RESUMES IN THE FALL,
HOW IMPORTANT IS ACCESSING CLEANING
MATERIALS FOR CLASSROOMS?**



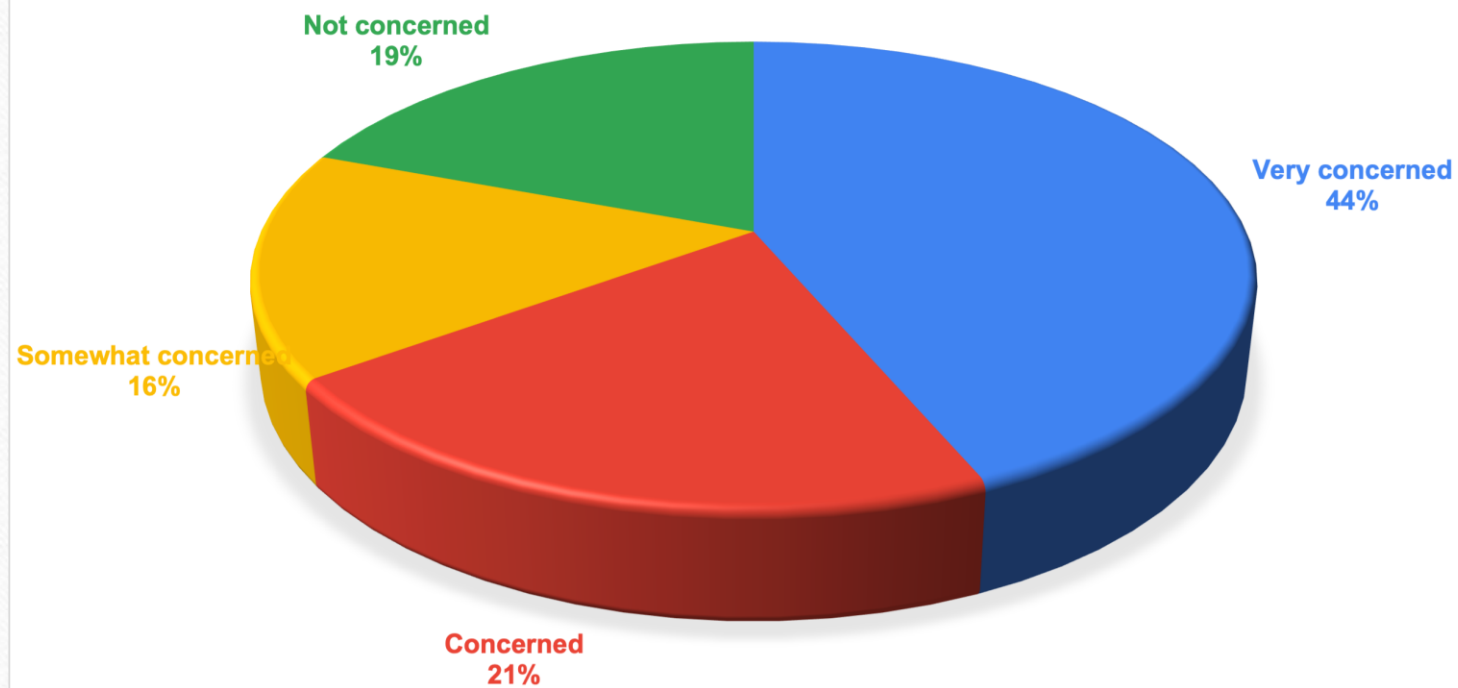
**HOW CONFIDENT ARE YOU THAT YOUR CHILD
MADE SUFFICIENT ACADEMIC PROGRESS
THIS SPRING?**



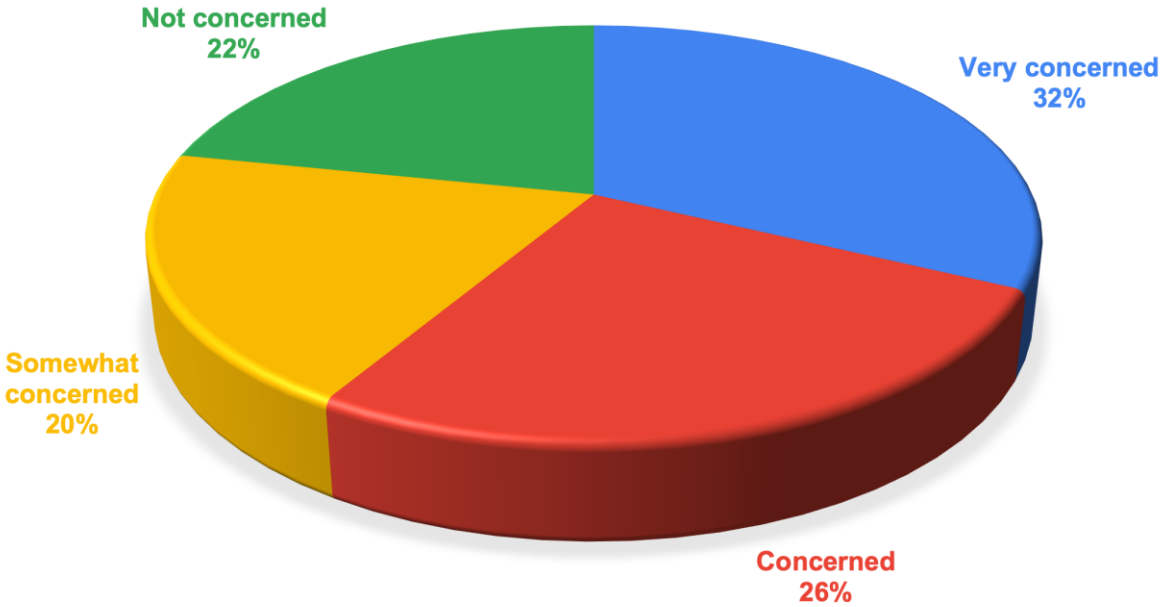
**DURING DISTANCE LEARNING IN THE SPRING,
TYPICALLY HOW ENGAGED WERE YOUR CHILDREN?**



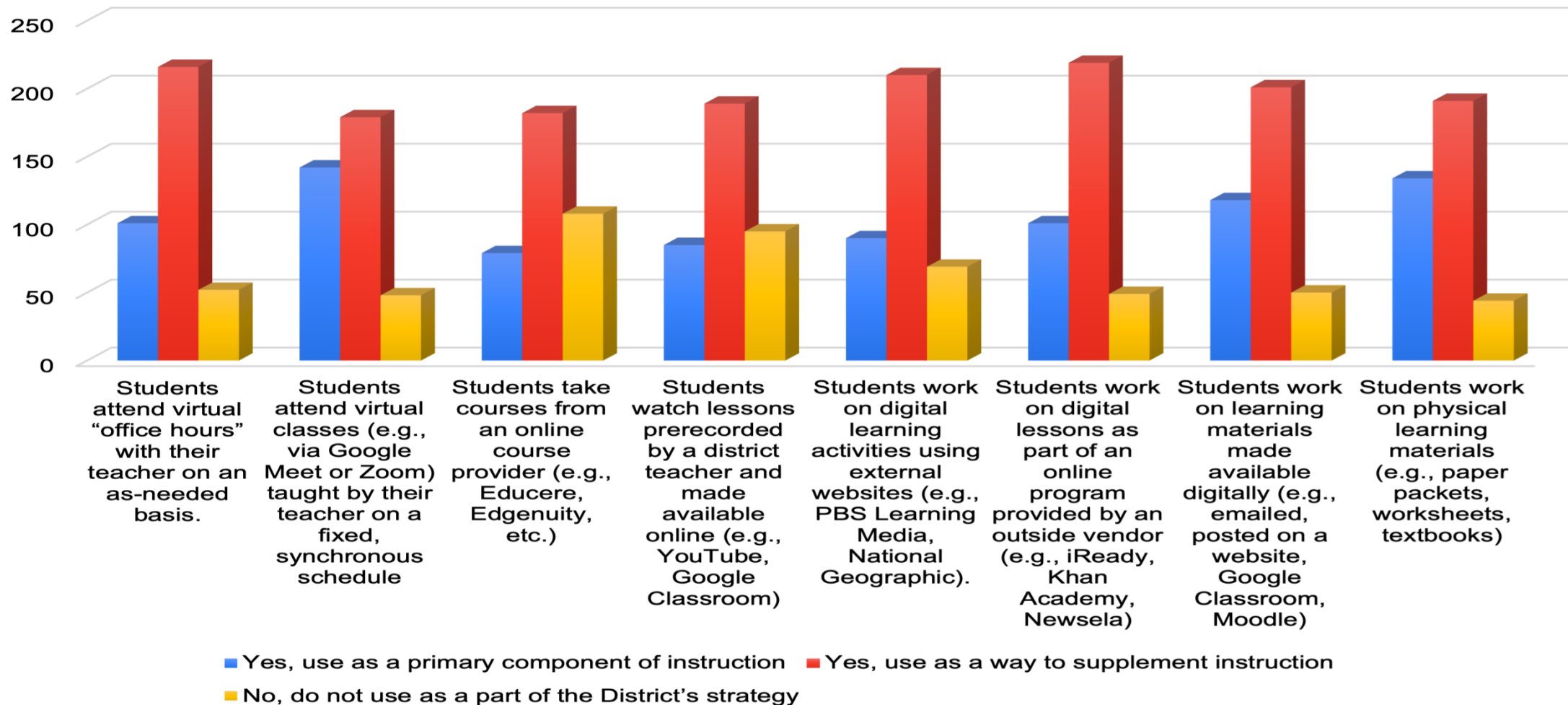
HOW CONCERNED ARE YOU ABOUT YOUR CHILD'S SOCIAL-EMOTIONAL WELL-BEING?



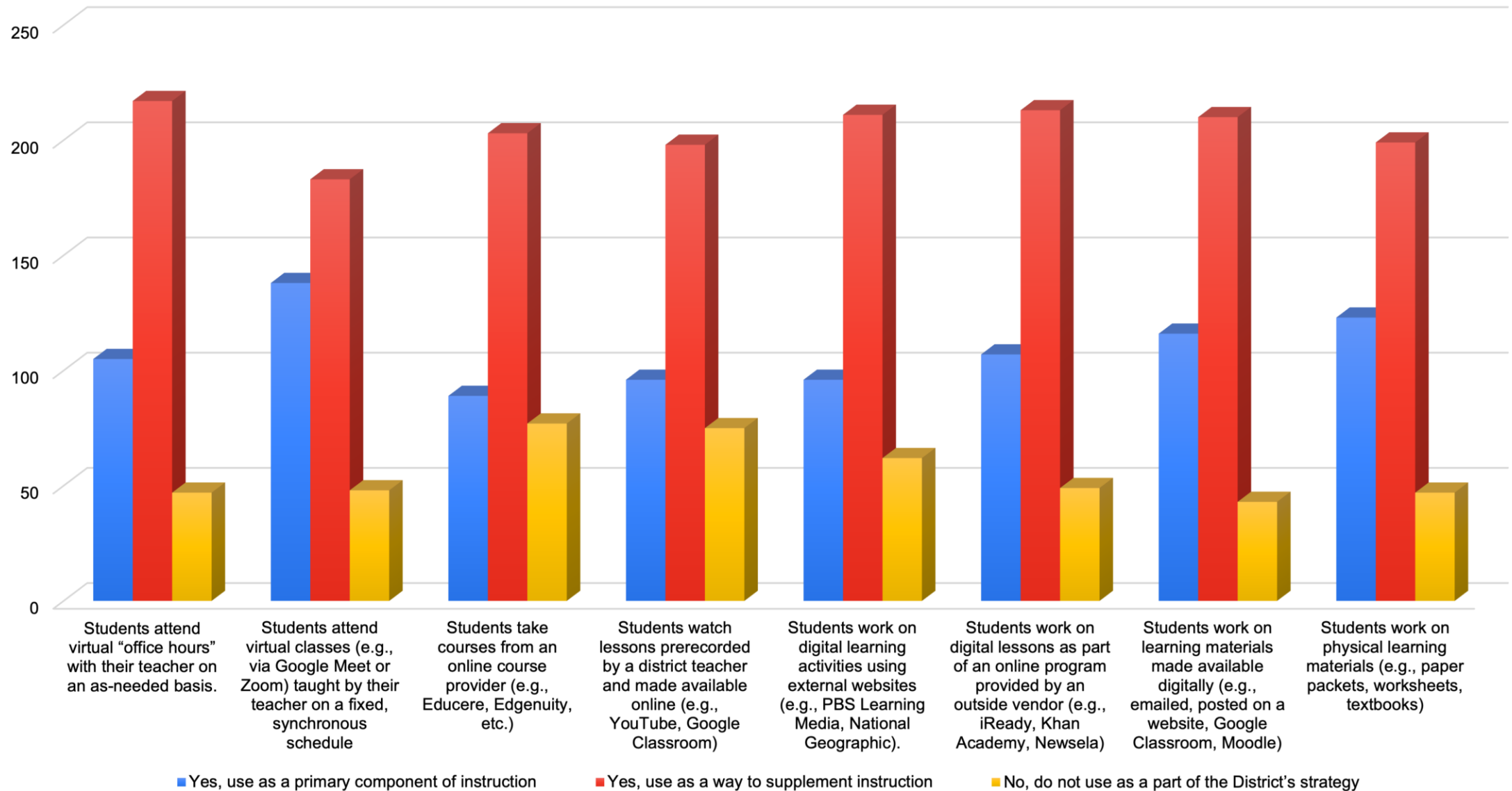
HOW CONCERNED ARE YOU ABOUT YOUR CHILD'S PEER RELATIONSHIPS BECAUSE OF SOCIAL DISTANCING?



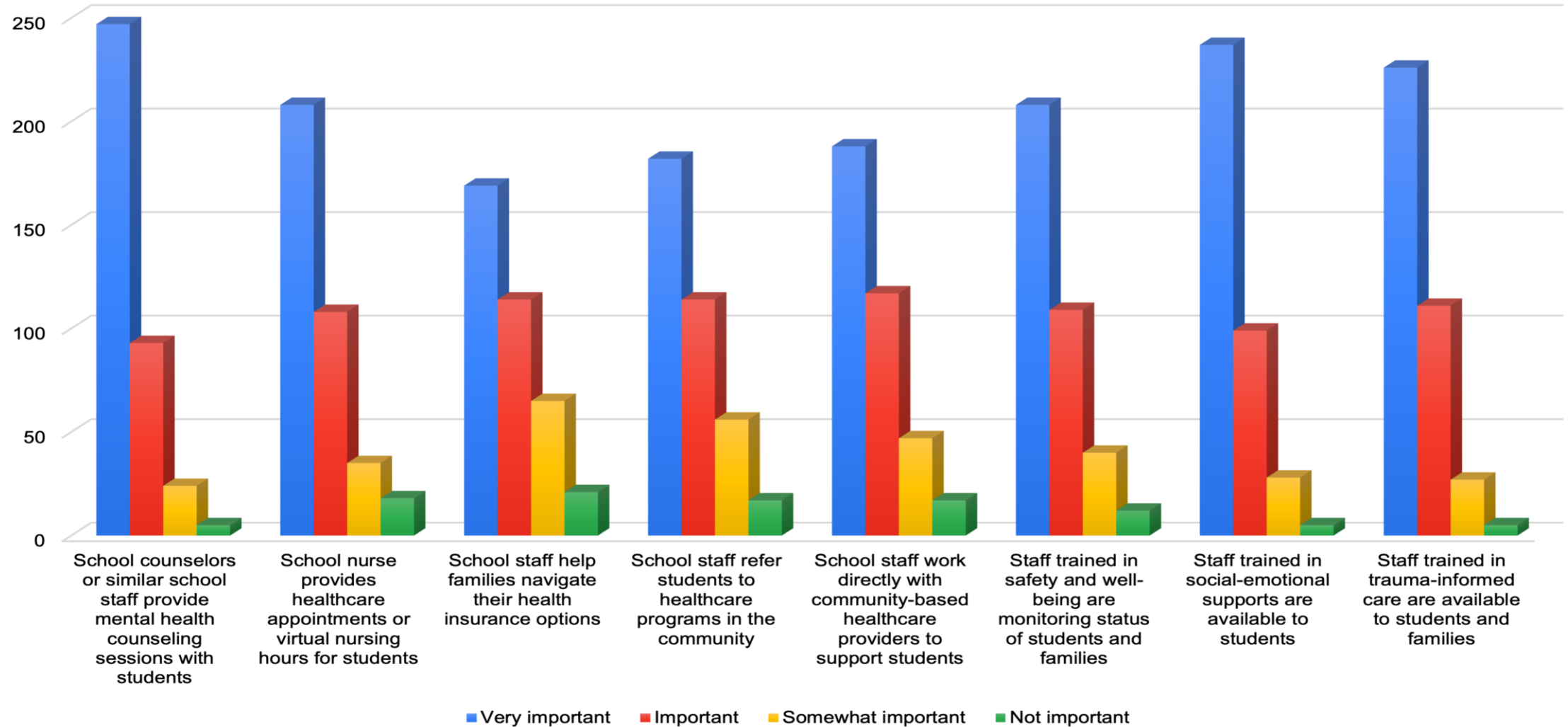
Remote learning will be only if there is a declared health emergency. If a form of distance learning should continue, which of the following activities would you want as a part of the district’s strategy for delivering distance learning to elementary-gra



Remote learning will be only if there is a declared health emergency. If a form of distance learning should continue, which of the following activities would you want as a part of the district's strategy for delivering distance learning to 6-12 grade stu



In the 2021-2022 school year, which of the following describes the importance of the following social emotional supports:

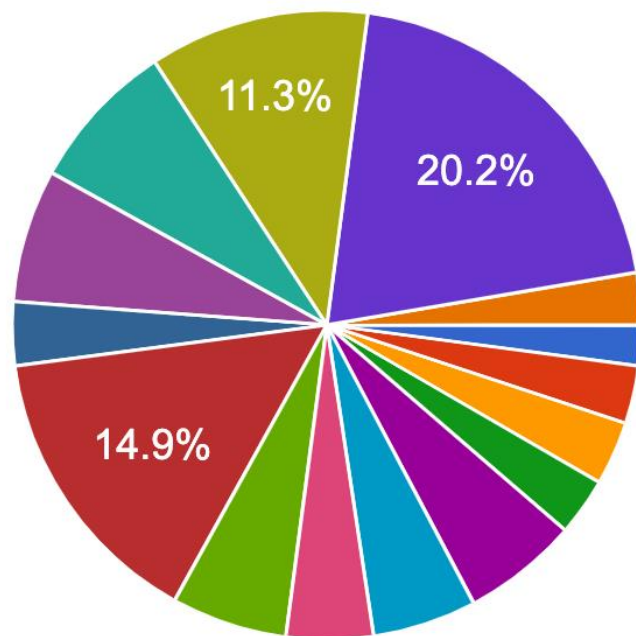


Employee Survey Results

Important to have our Staff Stakeholders at the Table

Select your location of employment:

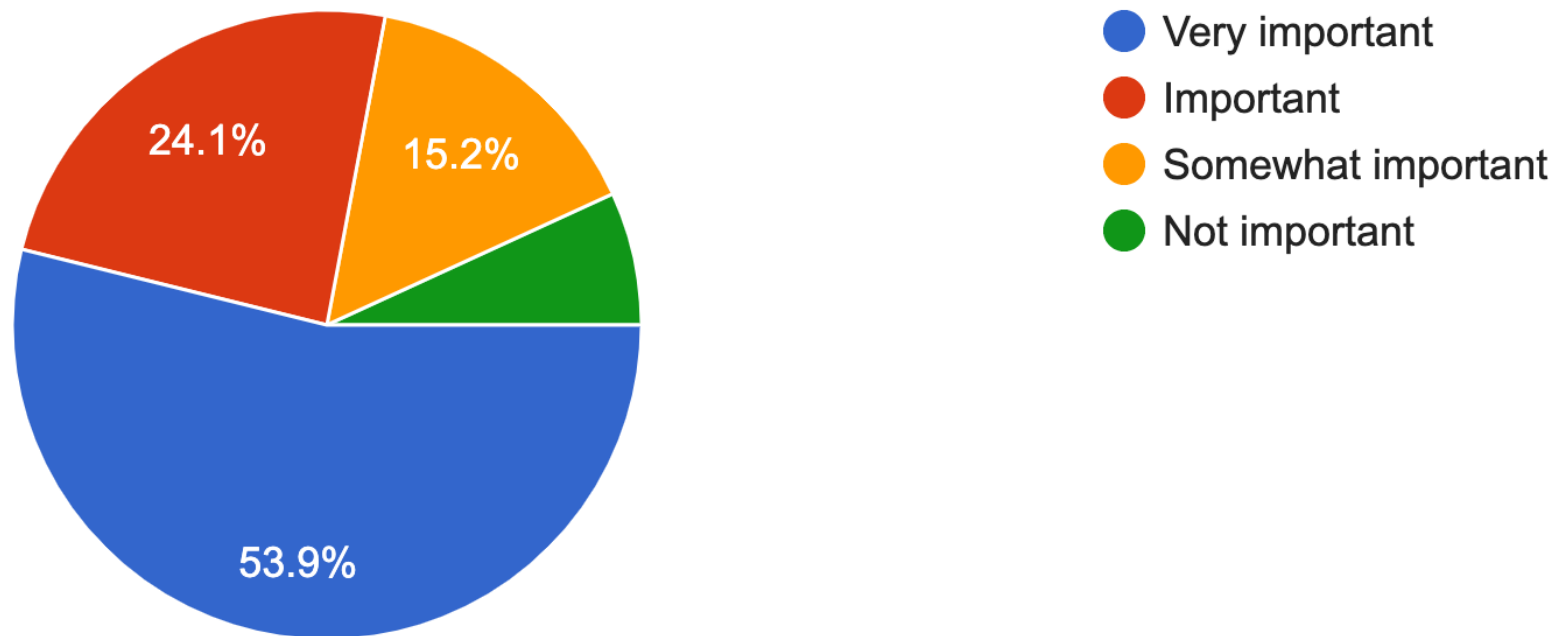
336 responses



- Orange Board of Education Building
- John Robert Lewis Early Childhood C...
- Orange Early Childhood Center
- Scholars Academy
- Central Elementary School
- Cleveland Street School (OLV)
- Forest Street Community School
- Heywood Avenue School

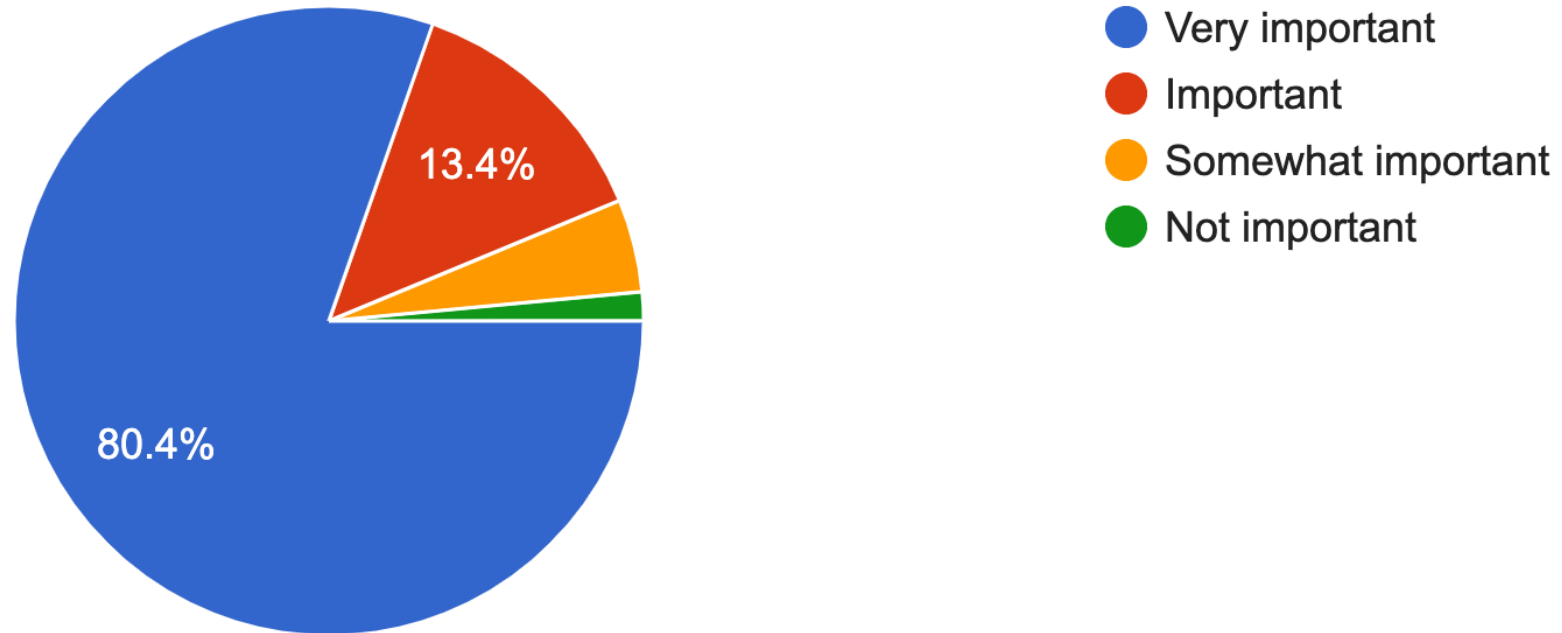
Once in-person learning resumes in the fall, how important is accessing personal protective equipment (masks, desk shields, etc.) for classrooms?

336 responses



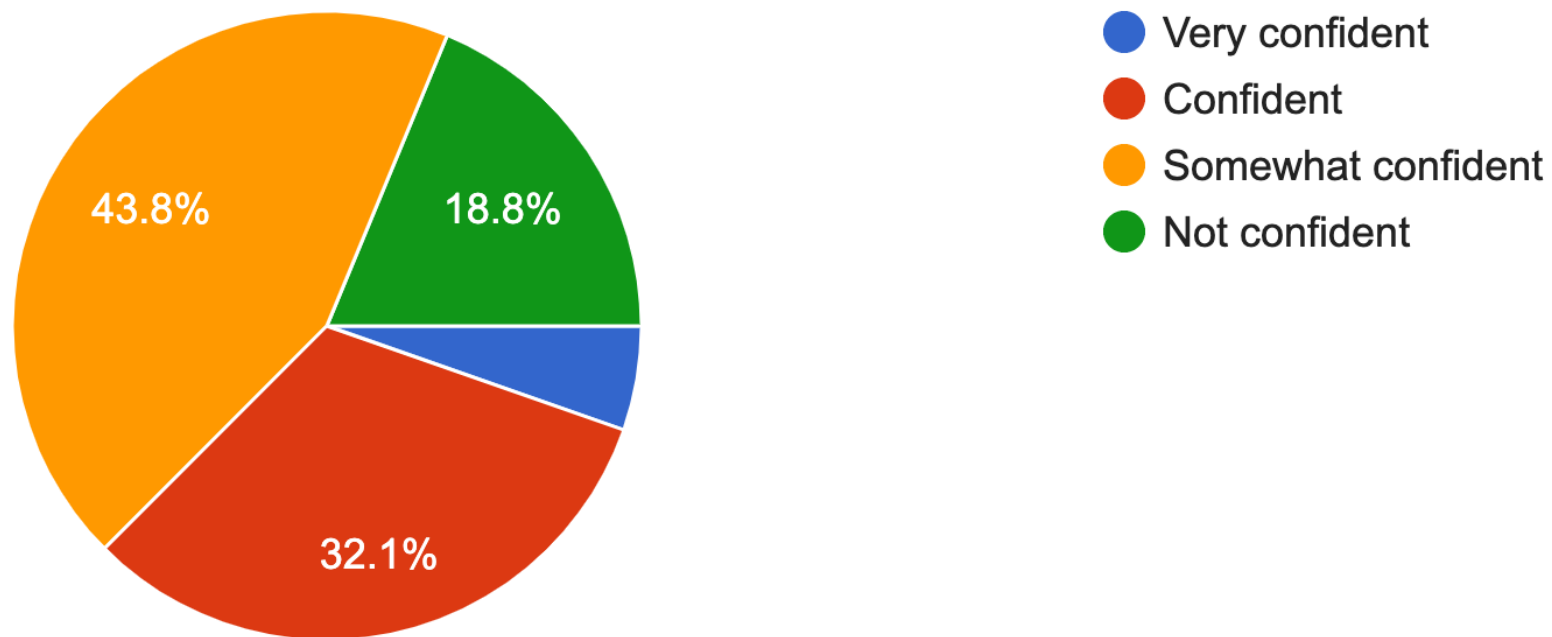
Once in-person learning resumes in the fall, how important is accessing cleaning materials for classrooms?

336 responses



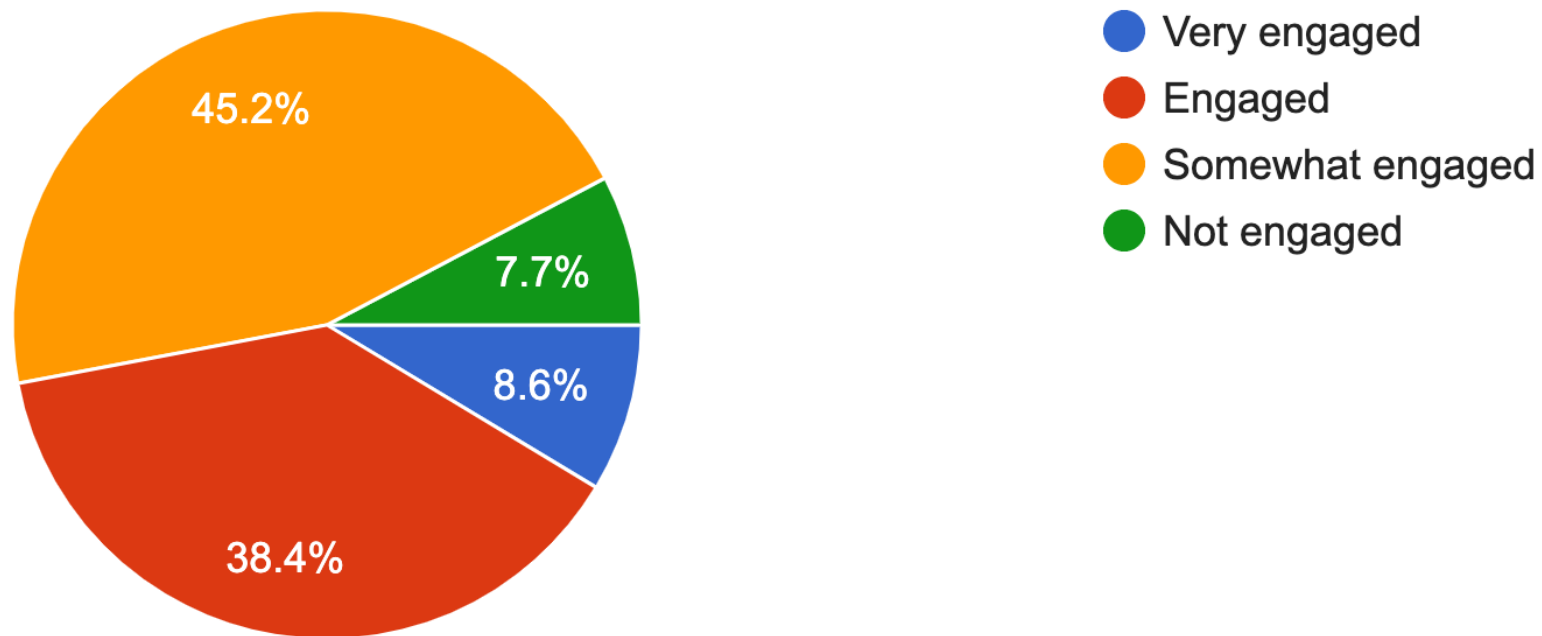
How confident are you that your students made sufficient academic progress this spring?

336 responses



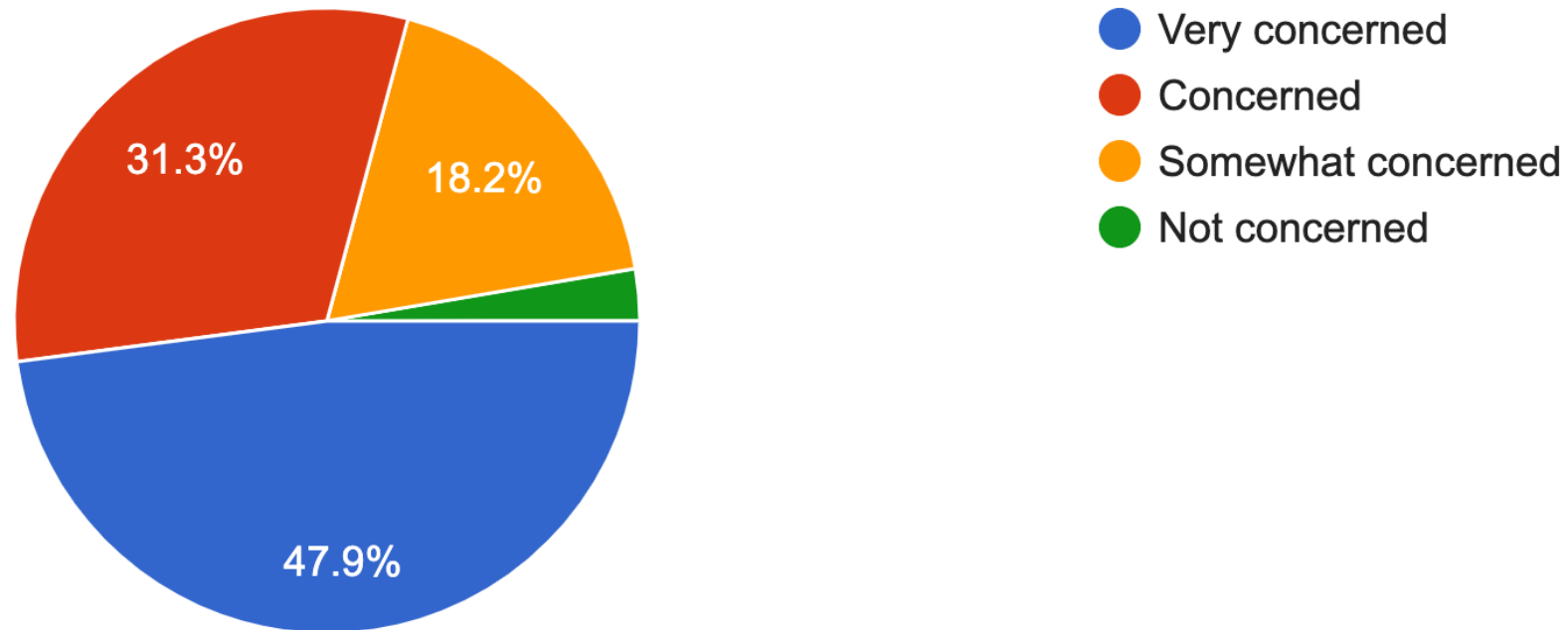
During distance learning in the spring, typically how engaged were your students?

336 responses



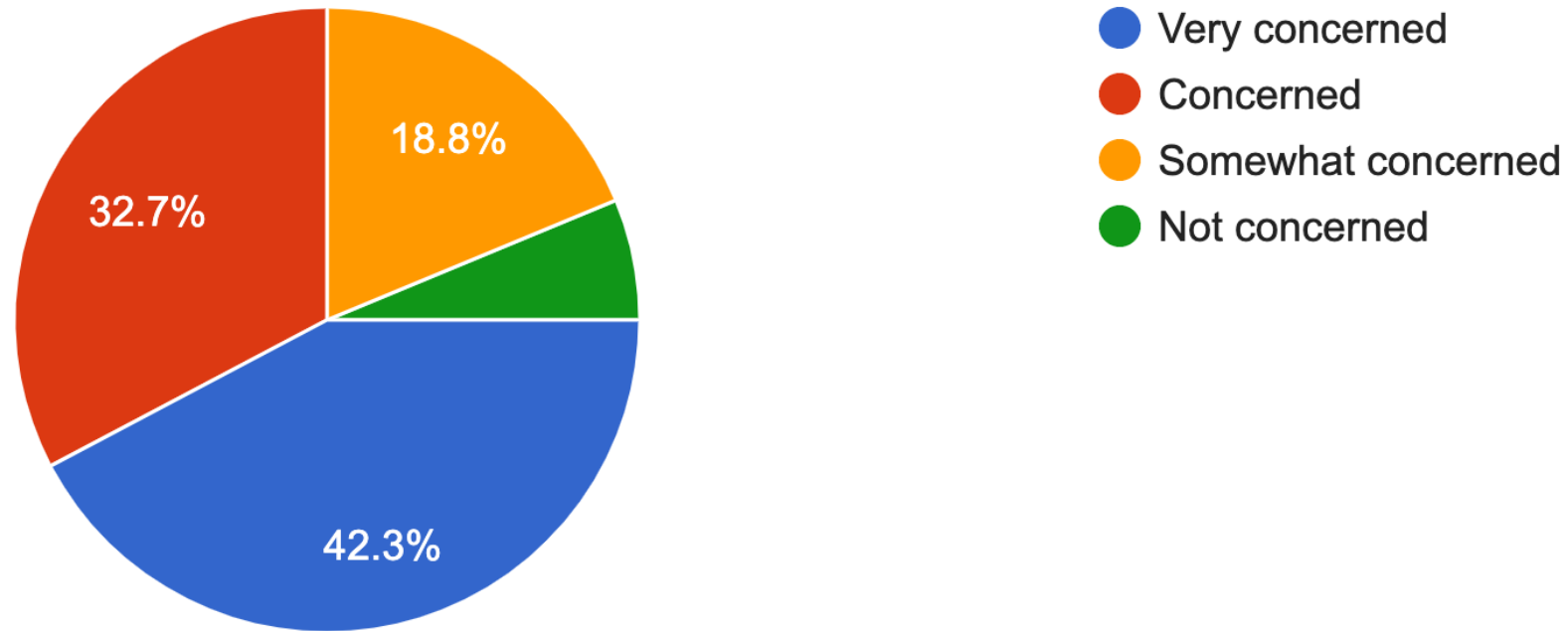
How concerned are you about your students' social-emotional well-being?

336 responses

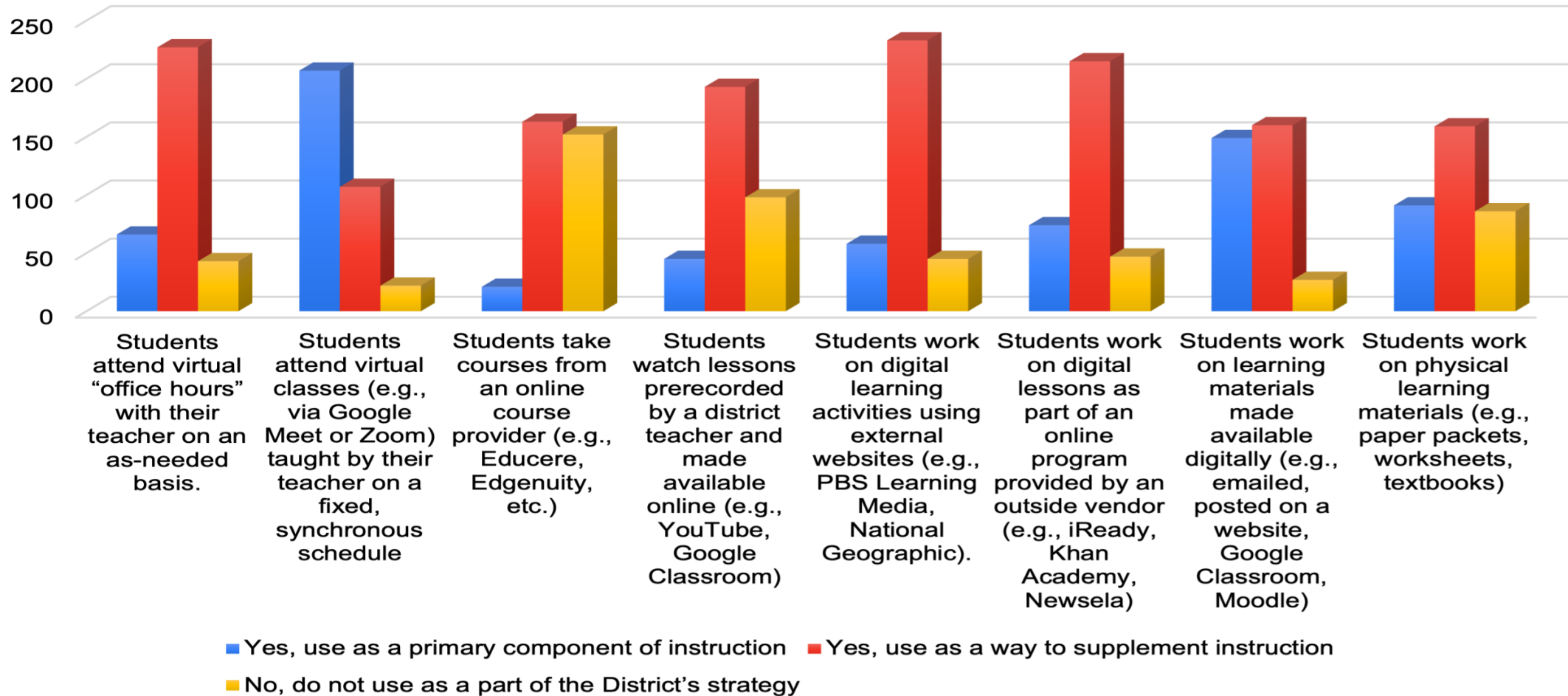


How concerned are you about your students' peer relationships because of social distancing?

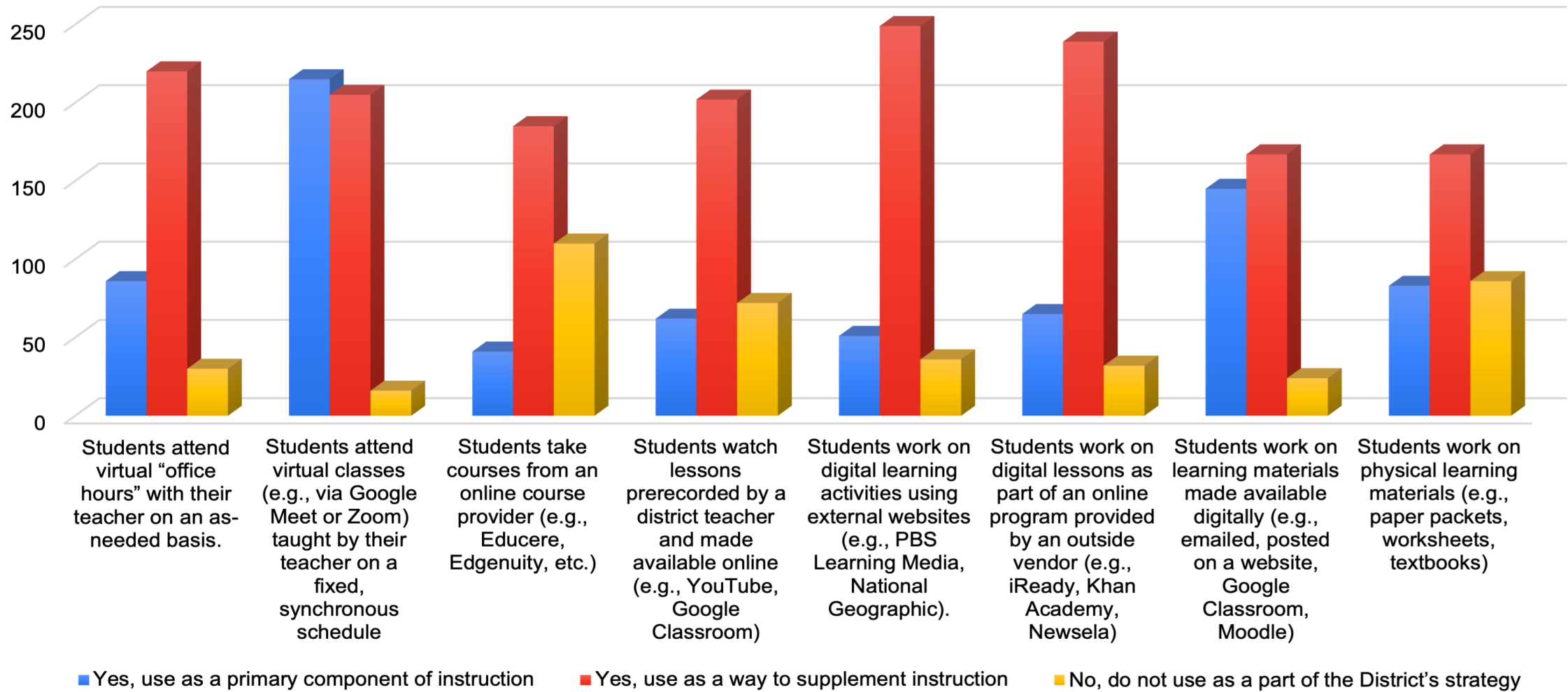
336 responses



Remote learning will be only if there is a declared health emergency. If a form of distance learning should continue, which of the following activities would you want as a part of the district’s strategy for delivering distance learning to elementary-gra

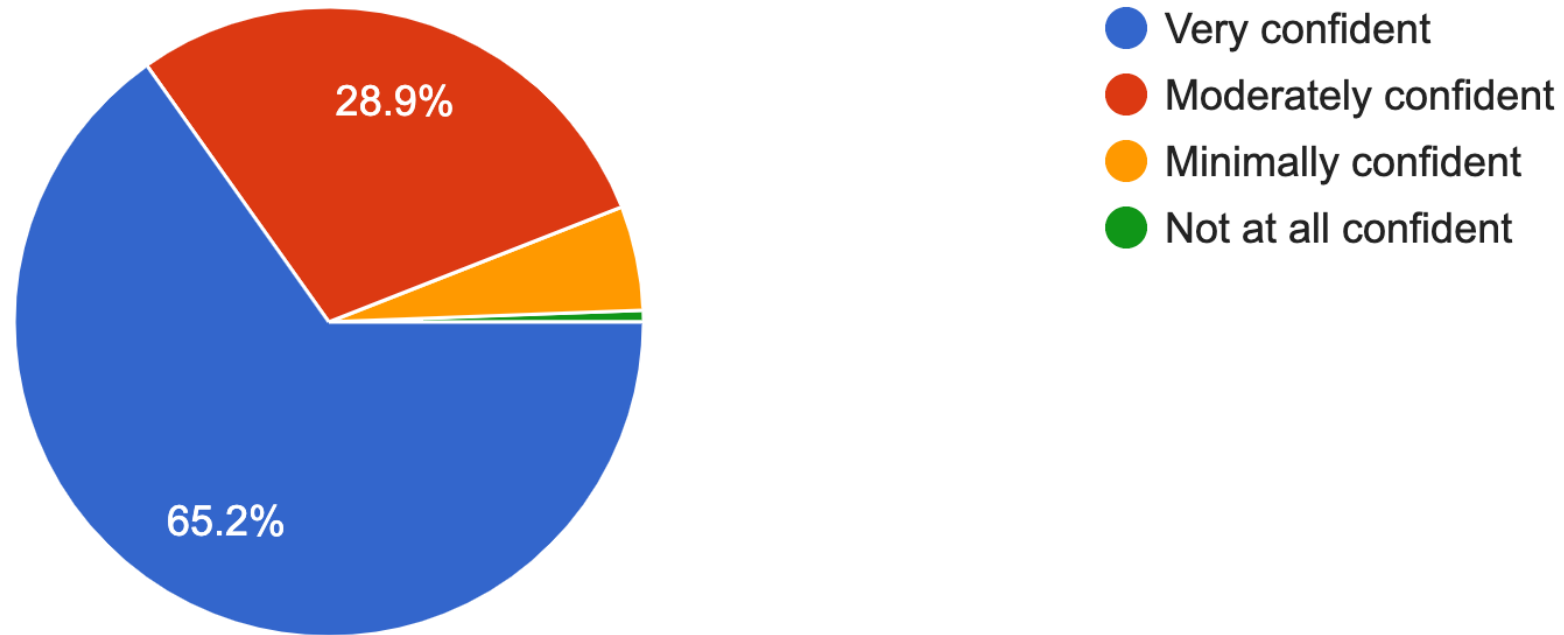


Remote learning will be only if there is a declared health emergency. If a form of distance learning should continue, which of the following activities would you want as a part of the district's strategy for delivering distance learning to 6-12 grade stu



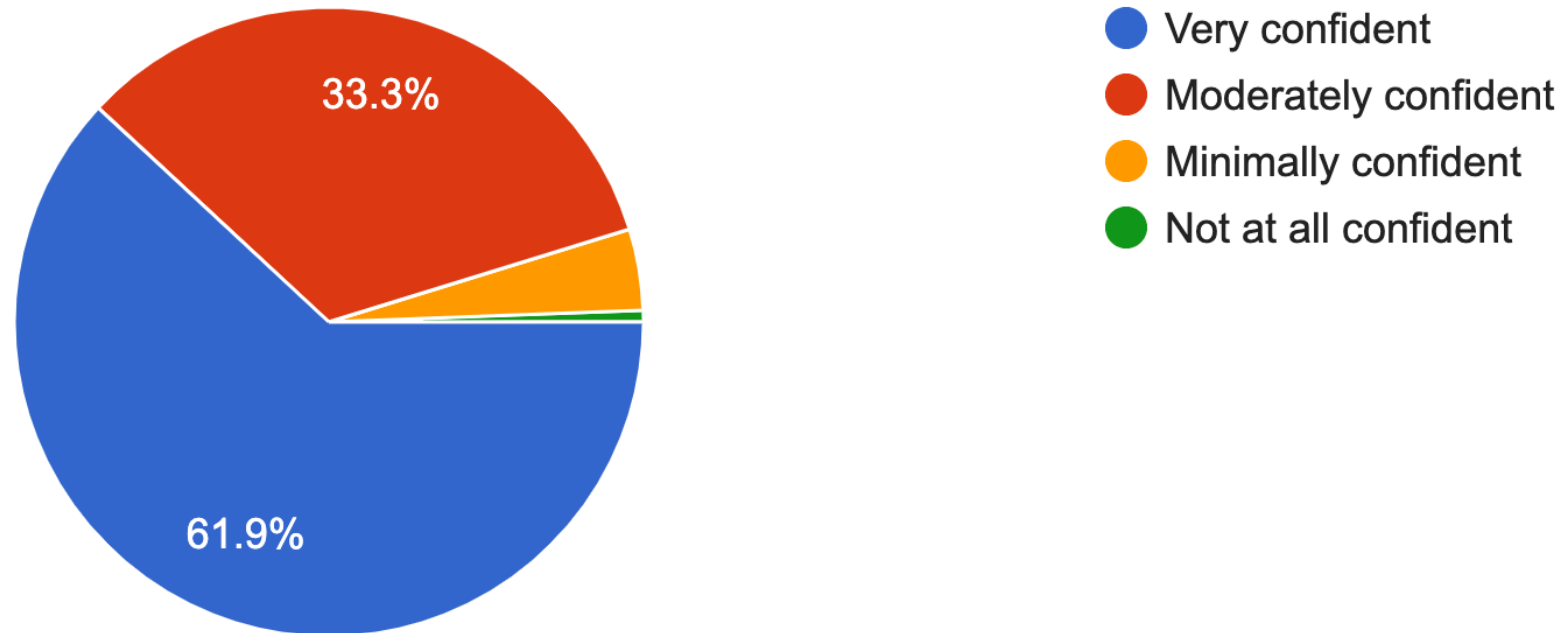
For September 2021, how confident are you in your ability to teach in-person?

336 responses



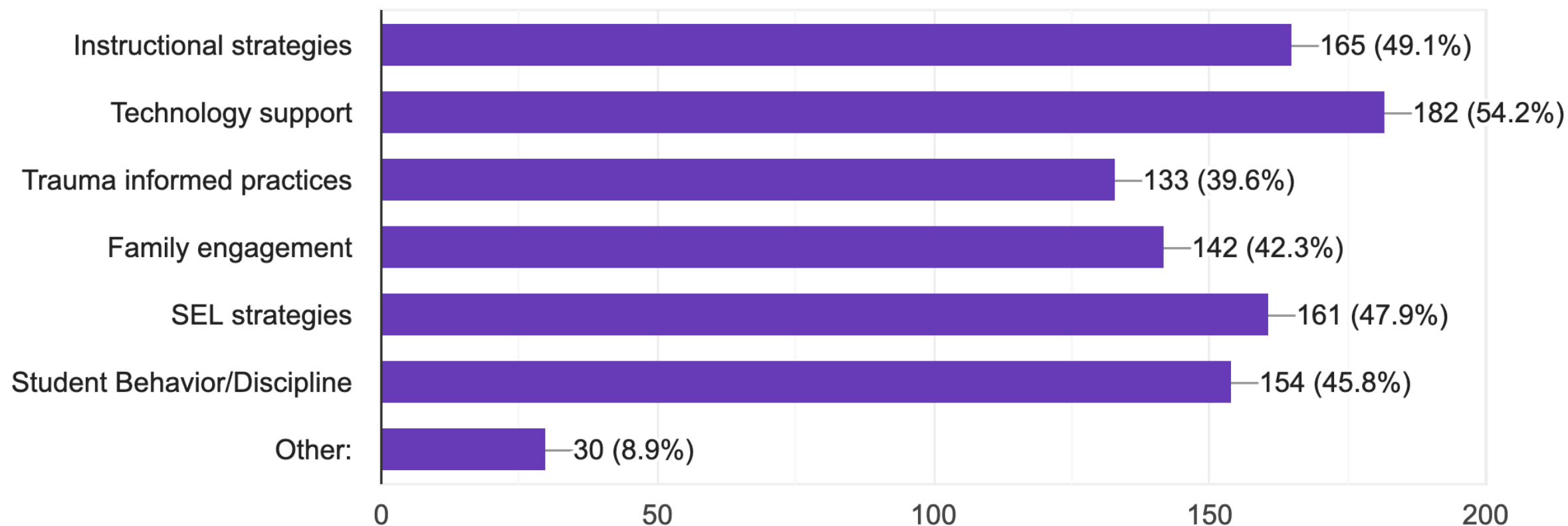
In an in-person learning setting, how confident are you that you can meet the needs of your students who need the most academic support?

336 responses

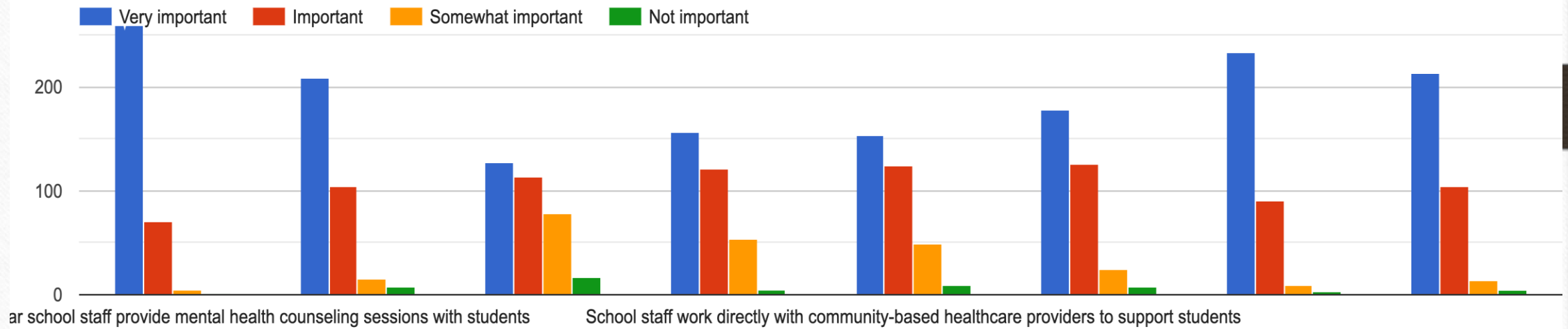


What professional development would you like as you prepare for in-person learning in the fall (Check all that apply)

336 responses



In the 2021-2022 school year, which of the following describes the importance of the following social emotional supports:



Student Readiness for Return	Teachers Readiness for Return
<p data-bbox="257 408 1195 558">Staff recommended introducing a Transition/Re-acclimation Plan for the return to a Safe Reopening; teaching hygiene & safety practices.</p> <p data-bbox="257 625 1195 825">Overall, parents communicated that students were excited about the return to school; though this was mixed with some degree of apprehension about their own safety</p> <p data-bbox="257 892 1195 1039">Parents and teachers expressed concerns about students making sufficient progress during the last 15 months.</p>	<p data-bbox="1319 408 2285 665">While the majority of teachers feel confident about their ability to teach in an in-person setting, roughly 35% of teacher expressed that they may not be as prepared to re-engage learners and provide adequate support post-pandemic given the learning loss.</p> <p data-bbox="1319 732 2285 825">Teachers expressed their top 3 Professional Development needs as</p> <ul data-bbox="1319 839 1913 989" style="list-style-type: none"> - Instructional Strategies - Technology-related Supports - SEL Strategies

Recommendations for Academic Programming

Staff recommended beginning the 2021-2022 SY with a focus on SEL-informed instruction.

Overwhelmingly, teachers and parents expressed the desire to continue with 1:1 devices both at home and in school.

Overwhelmingly, teachers and parents expressed the desire to continue with a Learning Management System to manages student instruction even while in person.

Health, Safety, & Wellness

Staff and parents recommended that the District's COVID testing program continues into SY2021-2022

Staff expressed the need for the District to have documented vaccinations for staff and students

Staff and parents expressed concerns about "little ones" staying safe and wearing masks properly throughout the school day.

Staff and parents expressed concerns about proper classroom ventilation, class size, the proportion of staff and students who are not fully-vaccinated

While the majority of staff and parents recognized the District's overall 2020-2021 Return to School plan as effective in keeping staff and students safe, staff recommended that the following measures continue

- cleaning and sanitizing protocols
- Social distancing protocols
- Wearing of masks
- Temperature checks
- Staggered scheduling to reduce class size

Parents liked the flexible timelines for submission of student assignments

Staff and parents expressed the need for therapies and counseling services to be continued by school counselors

In SY2021-2022, staff and parents recommended "immediate" notification of outbreaks

General Recommendations	Recommendations for Continuation
<p>Should we ever have to return to Remote Instruction, continue</p> <ul style="list-style-type: none"> - Wellness/Asynchronous Wednesdays - 1:1 Devices - Synchronous Formats - ½ Day Schedules - Office Hours - Set Schedules - Supplies and Materials <p>Remote Instruction Concerns</p> <ul style="list-style-type: none"> - Mandating that cameras remain on - Structured office hours - Laptops for teachers - Parent presence and supports while online - Attendance/No Shows/Student Engagement - Synchronous half days preferred full days - Tech Issues 	<p>A larger proportion of staff recommended continuation of the following 2020-2021 protocols:</p> <ul style="list-style-type: none"> - PPE, Sanitizing Stations, and Cleaning/Disinfecting Protocols - Responsive protocol for sick students - Wellness Wednesdays Abbreviated - Office Hours - Parent/Staff Communications - Online/Remote instruction as an option during school closings - Supplements to instruction that support independent learning (ex: instructional videos)

Final Thoughts on the Survey Process

- The parent/student survey as well as the faculty/staff survey contained roughly 20 questions written in user-friendly language. The surveys are translated in both Spanish and Haitian-Creole to serve our large body of non-English speaking families. Our surveys are available on multiple media outlets including the District website, as well as our Face Book and Twitter feeds to encourage participation.
- Likert scales were used to establish uniformity as they are easy to understand and communicate results. Multiple choice items were used in most cases to communicate preference, and open response items were used to give stakeholders the opportunity to share their perspectives without constraint.
- Upon request, parents with a disability as defined by the ADA or other special need were provided an alternative and more accessible survey format.

The Orange Public Schools Strategic Plan



Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools
“The Teaching Superintendent”
July 13, 2021

Moving into Greatness

Strategic Plan SY 2021-2026

- The children in our 15 schools and programs deserve as outstanding an education as any other child in New Jersey or the nation. Our teachers, staff, and school leaders are eager to provide it. Having a Strategic Plan to focus and unify our efforts is necessary for all of us to meet that goal.
- No Strategic Plan can encompass every subject taught, or every tactic for reducing inequities or mobilizing community support for our students and schools. The intangibles of public education are as important as what we measure in this Strategic Plan: the joy of learning, the building of good citizenship, appreciation of and expertise in the arts, fostering habits of healthy living, and more.

Moving into Greatness

Strategic Plan SY 2021-2026

- We expect our school communities, educators, and staff to continue to innovate; creativity is in our DNA. Having a Strategic Plan ensures that we will not lose sight of our purpose while we continue to expand our horizons. This will be a living plan. In addition to regular progress updates to our Board of Education, families, and community, we will also assess the goals and strategies themselves.
- Over one year ago, the Orange Public Schools embarked on an ambitious mission: to chart for ourselves a path to the future, one that would build on the excellent progress that we have been making and accelerate the process of change so that all of our 5,500 children will be prepared to thrive in the world that awaits them.

Moving into Greatness

Strategic Plan SY 2021-2026

- We live in changing times; the pace of change almost takes my breath away sometimes, especially when I think about all that our young scholars will need to know and be able to do in the years to come. Our school district, like most districts in the nation, is slowly adjusting to the new realities of this hyper-connected, global society in which we live. But it is time we step up the pace of change; our children are counting on us to do as such. The very future of Orange Township depends on how well we educate our next generation of leaders and contributors.
- These realities are the reason that as a district, we set out to create a strategic plan for the next five years. As your Superintendent, I knew that we needed to have a process where all voices would be celebrated and heard. As you read through the words of the Orange Public School District Strategic Plan 2021-2026 coined the “Moving into Greatness, “ the visionary work that we set out to create is echoed on each page.

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

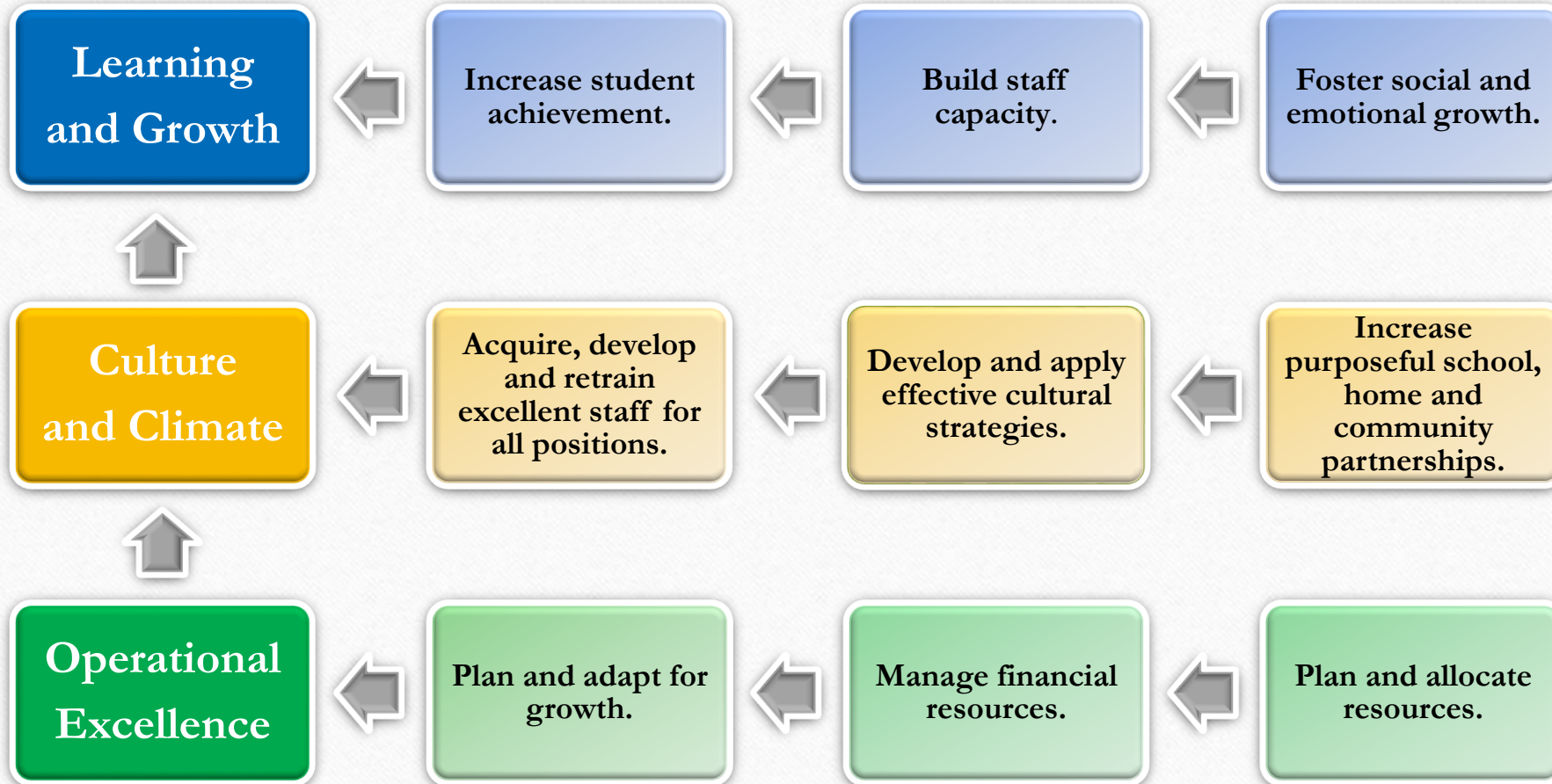
- ▶ High level indicators that are tracked to report progress in each performance objective

Initiatives and Action Steps

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



2021-26 Strategy Map



COMMUNITY

DISTRICT

SCHOOL

STUDENTS

STATE
POLICIES

SOCIAL SERVICES

BUSINESS &
INDUSTRY

FEDERAL
POLICIES

FAMILIES

RESOURCES

SYSTEMS

FAMILIES

HIGHER
EDUCATION

LOCAL
COMMUNITY

RELATIONSHIPS

PRINCIPALS
TEACHERS
STAFF

DISTRICT
POLICIES

TRANSPORTATION

CULTURE &
CLIMATE

AFTER
SCHOOL
PROGRAMS

SCHOOL BOARD

DISTRICT
DEPARTMENTS

COMMUNITY
ENGAGEMENT

CURRICULUM

ELECTED
OFFICIALS

MUNICIPAL
SERVICES

LOCAL POLITICS

COMMUNITY
BASED
ORGANIZATIONS

School Performance Report



Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools
“The Teaching Superintendent”
July 13, 2021

What is the School Performance Report

- The School Performance Reports reflect the New Jersey Department of Education's (NJDOE) commitment to providing parents, students and school communities with a large variety of information about each school and district. These reports can be used as a tool to help evaluate whether all students have equitable access to high quality education.
- The School Performance Reports allows stakeholders to:
 - **Learn more** about your school and district
 - **Start conversations** with school community members and ask questions
 - **Engage** with school communities to identify what schools are doing well and where they can improve

Message from the NJDOE Re: Performance

- The ongoing COVID-19 pandemic has had a significant impact on the way the NJDOE was able to measure school performance and student achievement in the 2019-2020 School Performance Reports. Some data is not available at all and other data, while available, may not look the same as it did in prior years. The NJDOE also recognizes that our existing data can't begin to measure the hard work and perseverance of the students, families, educators, and community members during this difficult year.
- While this past year has been unlike any other, and the NJDOE believes that it is critical to use the available data in the reports, along with other information collected directly within districts and communities, to start conversations, identify gaps in information, and continue to find ways to address the impacts of COVID-19 and ensure all students receive the support and resources that they need. Also, the School Performance Reports can and should be used in conjunction with available school and district data to identify priorities for summer and school year programming and the use of state and federal dollars.

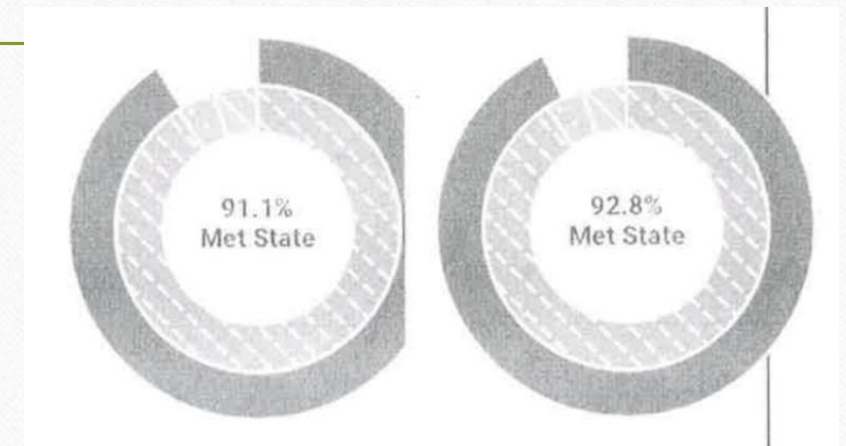
Performance Report Enhancements

- The 2019-2020 reports include changes that respond to stakeholder feedback collected over the last several years and during the COVID-19 pandemic. These changes include:
 - **New report design** with improved visuals and new navigational tools
 - **Additional data** about graduation cohorts to provide more information about students who do not graduate
 - **New resources** to help explain the impact of COVID-19 on the availability of data in the reports
 - **A new narrative field, “Learning During COVID-19”**, to give districts an opportunity to share information on how they responded to the COVID-19 pandemic

Are Students Graduating?



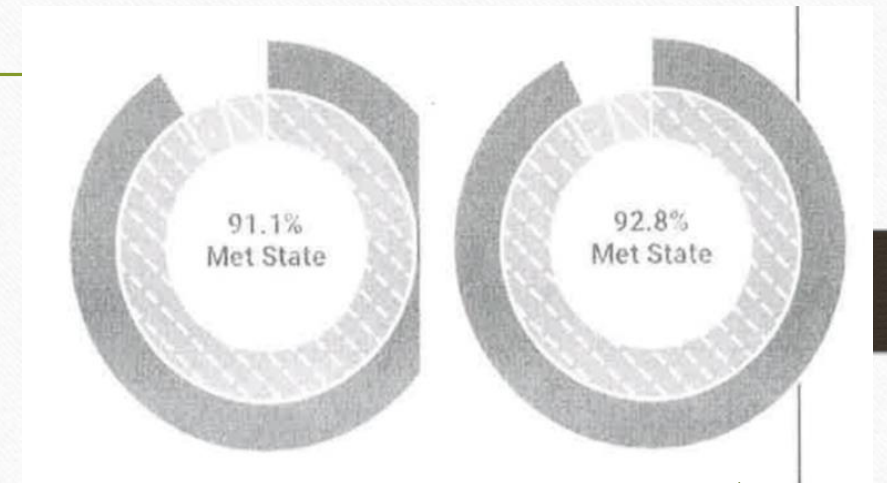
	4-year Graduation Goal
Below State	0 - 90.9%
Met State	91 - 94.9%
Met Goal	95 - 100%



This section shows the four-year graduation rates. These are the percentages of students who graduate high school within four years of entering high school.

Are Students Graduating?

	5-year Graduation Goal
Below State	0 - 92.1%
Met State	92.2 - 95.9%
Met Goal	96 - 100%

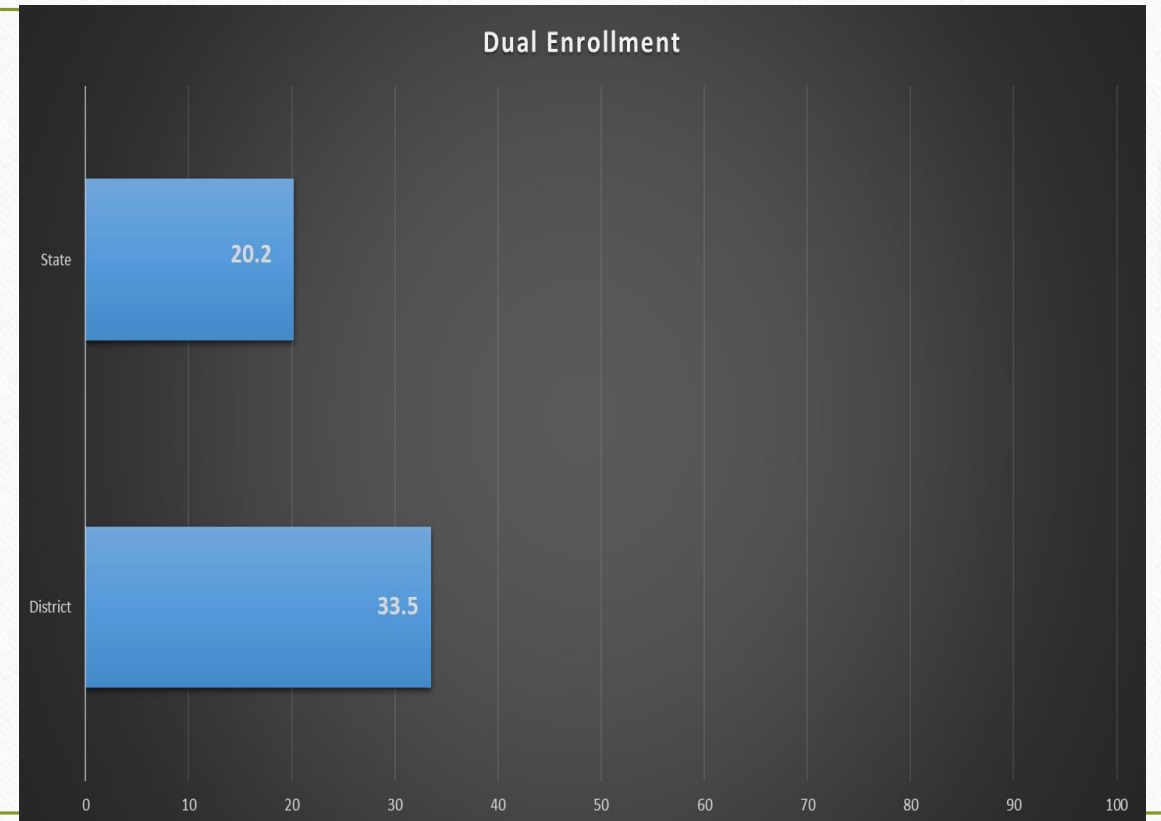


This section shows the five-year graduation rates. These are the percentages of students who graduate high school within five years of entering high school.

Are Students College and Career Ready?

Dual Enrollment

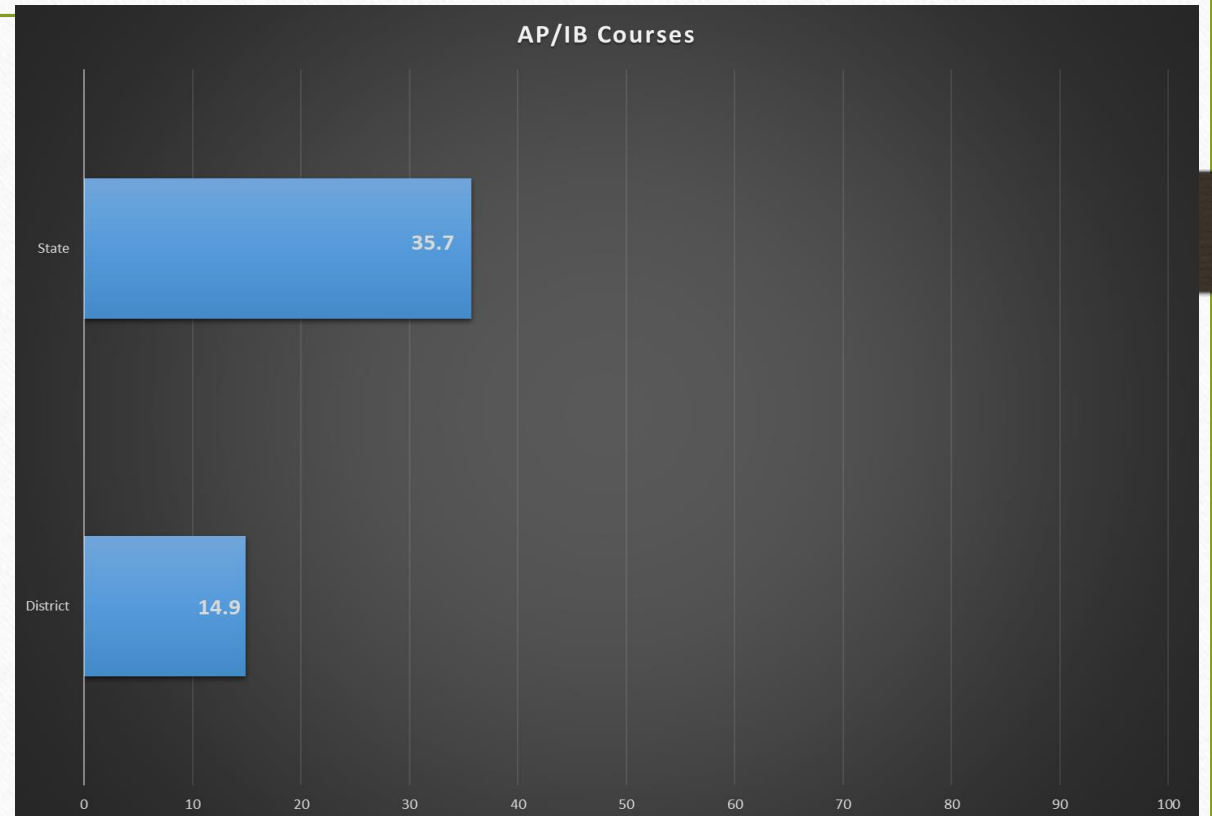
This section shows the percentage of 11th and 12th graders enrolled in one or more dual enrollment courses; allowing them to earn and receive college credits prior to high school graduation.



Are Students College and Career Ready?

AP/IB Courses

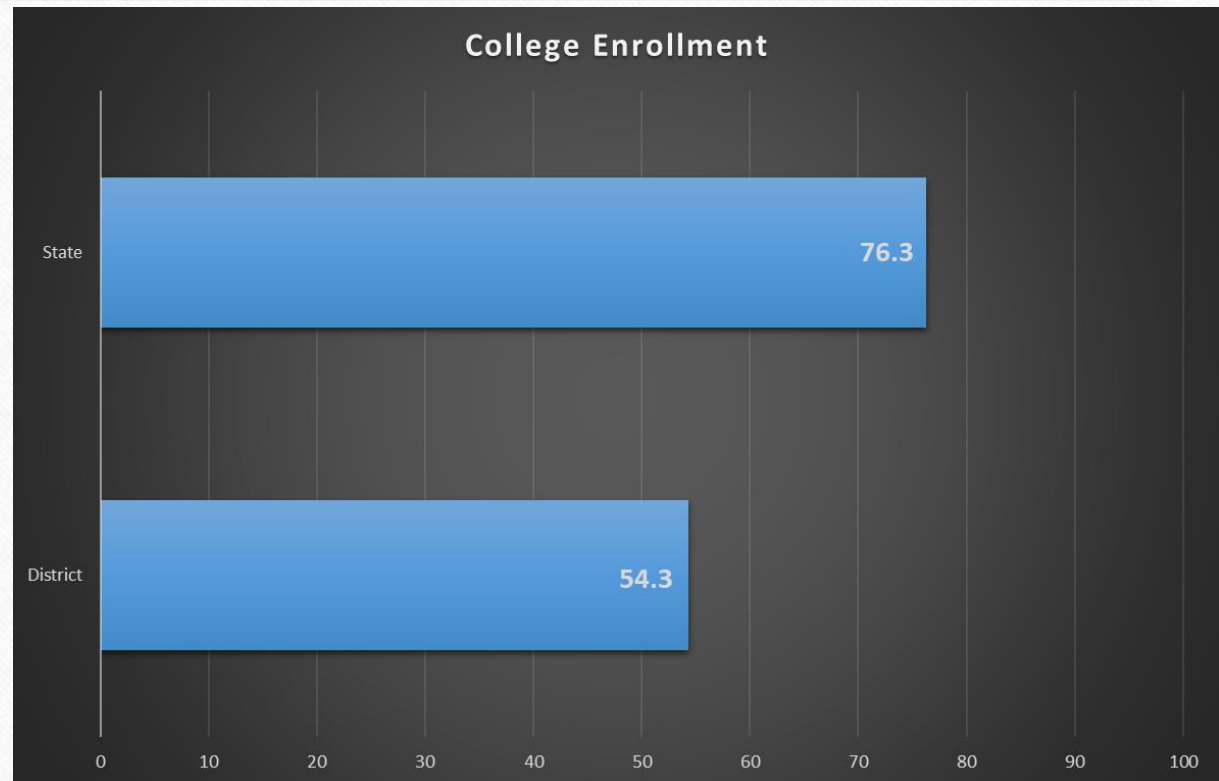
This section shows the percentage of 12th graders enrolled in one or more Advanced Placement (AP) level or International Baccalaureate (IB) courses.



Are Students College and Career Ready?

College Enrollment

This section shows the percentage of 2019 graduates enrolled in a college or university by 2020.



Genesis Parent Portal Update



Lisa Spottswood-Brown
District Registrar and Homeless Liaison
Data Management
July 13, 2021

Genesis Parent Portal Reminder

- 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.

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.



Genesis Parent Portal Registration Updates

Term Date	Parent Logins Created	Difference
September 2018	522	
May 2019	720	+198
September 2019	800	+120
March 2020	1,069	+269
September 2020	2,335	+1,266
July 2021	3,429	+1,094

District Updates

- The American Rescue Act includes the same 12 authorized uses as CARES ESSER I (including uses authorized under ESEA, IDEA, Perkins V, and McKinney-Vento), with a distinct emphasis on the following additional uses: • Addressing student learning loss, to include administering and using high-quality assessments that are valid and reliable to accurately assess students' academic progress; • School facility repairs and improvement to enable operations of schools to reduce the risk of virus transmission and exposure to environmental health hazards; and • Projects to improve indoor air quality in school facilities, including HVAC, window, and door repair, replacement, and/or upgrading.
- The American Rescue Act funding has provided the district with a total of over 17 million dollars. We have to expend 11 million as soon as possible (the latest November 2021.) At the August Board Meeting, I will provide an update as I did in June with ESSER II, what items were considered based on our continuing needs assessment.

District Updates

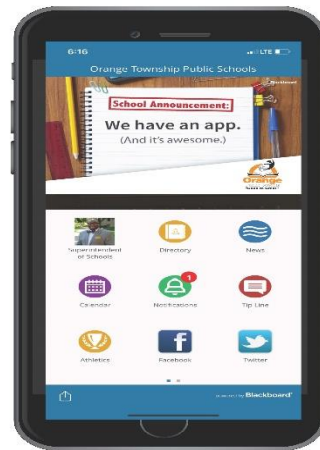
- As you know, we continue to provide breakfast and lunch to our school community. With that being said, we have distributed over 320,000 meals since March 17th. Continue to come out and grab a meal students.
- Reminder: Summer School continues to move in the right direction. Focused and intentional instructional practices are employed on a daily basis. Families, remember the importance of students having uninterrupted time to work on their practices. Furthermore, the funding came from the ESSER II to remediate academic learning loss due to the pandemic. And as shared previously, a district needs assessment is done to ensure alignment to priorities.

Reminder: The Orange App

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Reminder: District News-Breakfast/Lunch Grab and Go Summer Locations

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
- Central Elementary

Reminder: District News-Breakfast/Lunch Grab and Go Summer Locations

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
- Cleveland Street School (Out of Our Lady of the Valley)

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.







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