

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



Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools
July 9, 2019

Appreciation to the Board of Education and Interim Superintendent Mr. Lee

- As I begin my first Superintendent Report, I would be remiss if I did not thank the Board of Education on my appointment as Superintendent. I am excited to be here to begin my 20th year in education!
- Staff will be developed in new innovative ways and students will continue to have challenging instructional opportunities. Nuances in pedagogy and practice we be provided to staff in order to strengthen lesson planning design and implementation.
- Parental Involvement is key to bridging the home-school connection. This is a critical initiative for SY 19-20.
- Special Thank You to Mr. Lee for spending time with me; unpacking the district to ensure that SY 19-20 will be an astounding school year for staff and students.

Superintendent's Message on the Website & Sharing of Posts on Facebook and Twitter

- Please visit the Orange Public Schools Website as Ms. Purkiss over the Independence Day Weekend posted my letter to parents, staff, students, caregivers, and guardians as well as awesome pictures from the first week of the Summer Program 2019.
- The messaging will be moved under the Superintendent's Message Link and will be updated yearly as we make progression in the district.
- It is encouraged that staff, families, and community members begin to share the happenings going on within our schools. Each week, while the district is conducting summer programming, our intent is to post on Facebook, Instagram, and Twitter for the purpose of families knowing what is going on in our schools.

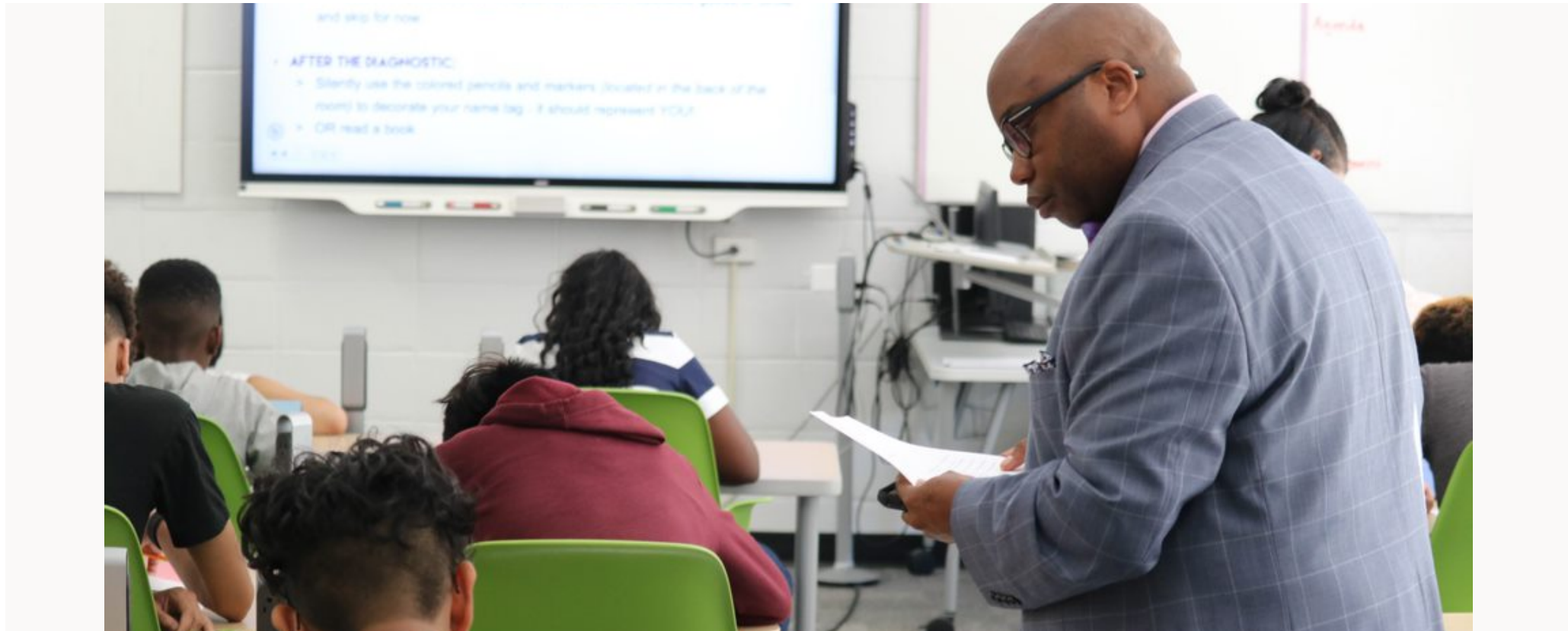
Summer Program 2019 Highlights



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Running Start Prior to July 1st

- June 4th: Tour of four schools: Orange High School, Forest Street Elementary, Park Avenue Elementary, and Cleveland Elementary.
- Met with Mr. Lee and Dr. Howard on June 12th. Had the opportunity to review the academics of the district and present/past PD presented to administrators.
- Met with Ms. Dismuke regarding vacancies and held a discussion about building partnerships with Universities particularly to discuss the hard to fill positions and finding sound candidates.

June 22nd to July 1st

- Review of the district website. Discussion about the importance of the Orange App so families can have the app affixed on their cell phones.
- The review of the new letter head to be used was effective July 1, 2019. All schools and departments will use the new letter head. The purpose is to standardize operations in the district.
- On June 22, 2019, as per the request of former Cleveland Community Specialist Ms. Dixon, I attended their Community Event. I had the opportunity to speak to families in general but also had one on one's with parents and guardians as well. The major question asked was the following: Will you come to PTO meetings? The answer: Absolutely.

July 1st to Present

- Summer sites have been visited daily. There have been a walk through of programs since my arrival on July 1st. There are a few more sites to visit and these walk throughs will continue this week (Week of July 8th.)
- The District Professional Development Plan Statement of Assurance was submitted to the NJDOE on Wednesday, July 3rd. New Jersey school districts certify annually to the New Jersey Department of Education (NJDOE), through a statement of assurance, that the school district is meeting the requirements for the school district Professional Development Plans (PDP) and the district Mentoring Plan, as set forth in state regulations (*N.J.A.C. 6A:0C-4.2(b)(6)*; *N.J.A.C. 6A:9C-5.3*). Districts must submit separate statements of assurances (SOAs) for each plan.

July 1st to Present

- Met with the Communications Officer Ms. Purkiss to outline the public relations plan for the district. Website updates have been evident as well as daily updates on Facebook, Instagram, and Twitter. The strategy is to ensure that families and staff see the most current and up to date happenings occurring in the district.
- Executive Staff Meetings began on July 2nd. All Executive Staff members were informed that our meetings will take place every Tuesday at 10:00 AM unless otherwise indicated.

Scheduling One-on Ones with Board Members, Executive Team Members, and Principals

- On Saturday, July 5th, I composed an email to the Board of Education Members sharing my intent to have one on ones for the purpose of having an opportunity to get to know me a bit better outside of the interviewing realm. Thank you to the members of the board for responding to me in the effort of scheduling appropriately.
- This week, I am scheduling one on ones with Executive Team Members as well as Principals. We are working around vacation schedules, but want to ensure that these meetings take place as the planning for SY 19-20 has begun to commence.

First Executive Team Agenda

July 2, 2019

Time	Item	Lead(s)
10:00 AM	1. Call to Order: Welcome and Introductions	Gerald Fitzhugh, II, Ed. D
10:10 AM-10:25 AM	2. Norms of the Executive Meeting and Expectations as a Team A) On Time Attendance at All Meetings B) Sharing of Schedules C) Evaluations and Follow Up D) Walk Throughs (Review of the New Template-Rigor, Relevance, and Relationships.) E) Lesson Plans and Adherence F) Agendas G) Administrative Retreat and Discussion with the Administrative Union on July 1, 2019 H) Discussion of Dress Code for Staff I) Development of Mission Statements by Department J) Weekly Executive Staff Meetings: Tuesdays at 10:00 AM	Gerald Fitzhugh, II, Ed. D
10:25 AM-11:00 AM	3. The Landscape of the District: How we will move into 2019-2020 Academically Human Resources Fiscally Brainstorming of the Administrative Retreat beginning on August 12 th	Executive Staff Members

First Executive Team Agenda

July 2, 2019

Time	Item	Lead(s)
11:00 AM-11:15 AM	4. Think, Pair, & Share-What will the Orange Student Look Like in 2019-2020?	Executive Staff Members
11:15 AM-11:30 AM	6. For the Good of the Order	All
11:30 AM	7. Adjournment	Gerald Fitzhugh, II, Ed. D

Artifacts and Takeaways

- In any good line of learning, artifacts are always taken away from Executive Team Meeting.
- This morning, we began with a reading from Professional Learning Communities at Work by Dufour and Eaker. This work allowed us as a team to set obtainable goals for our Orange 19-20 student. Each Executive Staff Member as well as Principal will obtain a copy. Executive Staff Members through the leadership of the Superintendent as well as the Principals will review key components of this text. For your edification, I have provided you with pages 23-29 so you can see the reading selection that prompted the discussion this morning.

Hiring Practices Effective July 2nd

- In your packets, you will see the former Hiring Recommendation Form as well as the Current Hiring Recommendation Form. Effective July 2nd, all hires coming into the district will need the final signature of the Superintendent prior to being recommended to the board.
- Between July 2nd and 3rd, I interviewed five teachers for positions stemming from Health and Physical Education to Teacher of Mathematics at the Middle School Level.
- **Purpose:** In order for me to strongly recommend, I need to take time to speak with the candidates as a final step in the process.

In Progress: Academic Steps to Assess and Remedy Underperformance Across Content Areas

Academic Steps to Assess and Remedy Underperformance Across Content Areas

- 1) Curriculum Audit: Perform audit of the curriculum to ascertain the alignment of the current curriculum and assessments to the NJSLs. Identify curriculum and/or assessments that need to be created or revised.
- 2) Student Performance Review: Perform a data analysis of student performance on the PARCC for the last three years, and identify standards and strands that identify areas of deficiency. Review instruction, benchmark assessments and other formative and summative assessments to ensure deficiencies are being addressed with effective progress monitoring and remediations.
- 3) Evaluation Reports of Teachers: Review teacher observations to identify proficient areas and those needing growth, as well as to analyze the effectiveness of the administrators' feedback and concrete suggestions. This will assist with the professional development plan
- 4) Professional Development: Evaluate professional development offered to staff at the district and school level using the following lens: a) Was the development offered based on data and a needs assessment? and b) Did the professional development include sound instructional strategies in mathematics as well as sound practices in teaching and learning?

Professional Development for Instructional and Non-Instructional Staff

- **Professional Development:** The creation of professional development that is cutting edge and will expose teachers to pedagogy and practice paradigms that allow for the stretching of content knowledge. In addition, it will include development on the co-teaching model in order to foster more inclusion of Special Education students in general education classes and programs.
- The following professional development paradigms throughout the district to ensure the instructional growth of teachers, as well as non-instructional staff members are given sound development based on data points. The non-instructional staff members refer to but are not limited to, Child Study Team Members, Guidance Counselors, Social Workers, Custodial and Security Staff. The aforementioned staff members impact Climate and Culture as well as the Academic Frameworks.

Professional Development for Instructional and Non-Instructional Staff

- **Focus on content:** Professional development that focuses on teaching strategies associated with specific curriculum content supports teacher learning within teachers' classroom contexts. This element includes an intentional focus on discipline-specific curriculum development and pedagogies in areas such as mathematics, science, or literacy.

Professional Development for Instructional and Non-Instructional Staff

- **Walk Through Tool:** Will be inclusive of instructional and non-instructional supports. The purpose is to give feedback within 48 hours of the walk through. I provided the sample document to the Executive Team last week and you have the copy in your packets this evening.

More to Come in August 2019

- Update on Staffing
- Test Data from the Spring NJSLA Mathematics, ELA and Science (where applicable)
- **Administrative Retreat:** Will take place at Seton Hall University August 12th through August 15th. Each session will begin at 8:30 AM.
- Mark your calendars for the Superintendent's Forum 9/3/2019 beginning at 8:30 AM-Location to be shared at the August Board Meeting
- **New Teachers' Institute:** Week of August 26th-Location to be shared at the August Board Meeting