

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



Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools
“The Teaching Superintendent”
November 10, 2020

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

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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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Reopening of Schools

- Plan B was recommended to the Board of Education on August 11, 2020.
- Remote Synchronous will begin the school year September 8, 2020 through October 2, 2020 (4 Weeks)
- Remote Synchronous will commence on October 5, 2020 and conclude on November 25, 2020 (7 Weeks)
- Soft Launch will commence on November 29, 2020 and conclude on December 23, 2020 (3.5 Weeks)
- Full Re-Entry will commence on January 4, 2021 through the end of the year.
- It is important to note: Based on recommendations from the Governor's Office, the NJDOE as well as our Director of Health in Orange Township, shifts in the plan can potentially take place.

The Updated Plan for Phases II through IV

- Phase II: Remote Synchronous: Staff on-site; students remote. The original plan was for this phase to end on November 23rd. Based on conversations with health officials and the upcoming holidays, the recommendation is to continue Phase II through Friday, January 15th.
- Phase III: Soft Launch: January 19th (as January 18th the District is Closed in Observance of Martin Luther King Jr.'s Birthday) through January 29th. This will still include our ELL, Special Education, and Tier III students
- Phase IV: February 1st through the End of the Year (Full Re-Entry)
- *Based on guidance from the Governor's Office and Health Officials, dates can always change.

District Updates

- As you know, we continue to provide breakfast and lunch to our school community. With that being said, we have distributed over 67,000 meals since March 17th. Continue to come out and grab a meal students.
- Marking Period One Closes on November 13, 2020. Parent-Teacher Conferences commence on November 23 for Pre-Kindergarten through Grade Seven 5:30 PM-7:30 PM
- Parent-Teacher Conferences commence on November 24 for Grades Eight through Grade Twelve 5:30 PM-7:30 PM
- (All Conferences will be held virtually)

App Announcement



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



Download it today!

District Updates

- All Schools in the District have moved into Phase II Remote Synchronous where students are still remote and staff report on staggered schedules.
- As you are aware, the Board of Education unanimously approved my recommendation to rename 123 Cleveland to the John Robert Lewis Early Childhood Center. The staff has moved in and can I just tell you how awesome the school looks....
- Dr. Fitzhugh will present virtually on the KRAM Model (looking at the effects of Mentoring) at the University Council for Educational Administration (UCEA) Conference on November 19, 2020. This is the second year that the Superintendent is presenting at this conference. Continuing research is paramount to the work in our district and beyond.

District Updates

- Schools will continue to have Town Hall Meetings to discuss academic and social-emotional supports. Coming into the meetings virtually, have allowed parents to have questions answered as well as here about the virtual school spirit and pride days as well as updates on the Return to School Plan.
- Families, we continue to educate everyone regarding health and safety. It is vital when out in the community, masks are worn and social distancing enforced. As we move through the phases, the most important item is to not spread COVID-19. Continue to review vital points under the Nurse's Corner tab as well as the COVID-19 Resources Tab.
- Professional Development as well as Instructional Walk Throughs continue district wide. We need to ensure that the instructional program continues with fidelity.
- Cameras-Required to be on...this is school...During the office hours, students are scheduled to come in for additional supports (individualized). This is necessary.

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 have created an email address 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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