



Orange Township Public Schools

Dr. Gerald Fitzhugh, II
Office of the Superintendent



2019-2020 District Goals

Goal #1: 21st Century Integration

The Orange Public Schools will 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 Committees will become more instructional in nature. The principals alongside district administrators will 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.
- 2) **Increase in the number of job-embedded professional learning opportunities that incorporate the expertise of building principals planning alongside district administration by 30%**
 - 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.
- 3) **Increase the number of students participating in district programs such as STEM, Debate, Science and Mathematics Fairs by 25%**
 - Provide a variety of opportunities for students to demonstrate the relevance and interconnectedness of their knowledge and skills
- 4) **100% of teachers will utilize varying data points across content areas to strengthen their content pedagogy and to provide instructional action plans for students**
 - Teachers will apply individualized approaches to instruction for each student in the district.
 - Data will be used to strengthen lesson plans as well as the creation agenda items and signature sheets.



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Goal #2: Community Engagement

The Orange Public Schools will 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 25%**
 - Social Media Platforms
 - RoboCalls via School Wires at the district and school levels
 - Superintendent's Report (online access to staff and community stakeholders)
 - Routine face-to-face opportunities to engage with community and stakeholders

- 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

 - Introduce LinkedIn for SY2019-2020 to stretch hiring practices and engage with the outside community

- 3) Enhance the overall quality and timeliness of information and resources provided on the District's website by 25%**
 - Redesign the District Website

 - Provide weekly updates via the district website relevant to school and district initiatives

 - Create an Orange Public Schools App in the effort to share initiatives "at a glance" with families and staff following our website

- 4) Create and disseminate quarterly newsletters at the school and district levels**



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Goal #3: Facilities and Finance

The Orange Public Schools will 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.

- 1) **Create a district budget 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)
- 2) **Implement innovations that empower central office departments and schools to properly and efficiently allocate funding within their locations**
 - Design district- and school-level organization charts that 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 budgets and resources based on specific department and school needs
 - Improve strategies for the recruitment, staffing, professional development, coaching, evaluation, retention, and promotion of staff that will result in a pipeline for career continuum, capacity building, and succession planning



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Goal #4: Social and Emotional Supports

The Orange Public Schools will 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%.
- 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 partnership officer to assist school-based staff with establishing partnerships to support families and students