



# Orange Township Public Schools

Gerald Fitzhugh, II, Ed.D.  
Office of the Superintendent



## 2025-2026 District Goals

### **Goal #1: 21<sup>st</sup> Century Integration**

The Orange Public Schools will continue to invest in its great instructional staff. 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. The emphasis has been and will continue to be on best practices in teaching and learning. A continued understanding of providing targeted and intentional delivery of instruction is paramount district-wide while keeping in mind how to integrate technology ;/to strengthen but not decline instructional practices.

#### **1) Increase in the number of job-embedded professional learning opportunities that incorporate the expertise of building principals planning alongside district administration by 75% from SY 24-25**

- Administrative Meetings will continue to 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 continue to have instructionally focused agendas with accompanying sign in sheets. Meetings will take place for horizontal and vertical articulation supports to build content knowledge and pedagogy if applicable and integration of technology to enhance the current curricula through structured Teacher Enrichment Success Periods district-wide.

#### **2) By May 2026, 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.
- The district will continue to report out all data in the area of mathematics in Curriculum Committee as per the assessment calendar as well as the Board of Education Meeting.

#### **3) By May 2026, 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 Reading Diagnostics, District Benchmarks, and Performance Tasks in the area of English Language Arts.
- The district will continue to report out all data in the area of English Language Arts in Curriculum Committee as per the assessment calendar as well as the Board of Education Meeting.

**4) By May 2026, 60% of students in each preparedness group will meet or exceed their assigned end of year growth target in Science.**

- The assessments that will be used to measure progress towards the assigned growth targets include benchmark assessments in the area of Science.
- The district will continue to report out all data in the area of Science in Curriculum Committee as per the assessment calendar as well as the Board of Education Meeting.

**5) By June 2026, 5% increases across all areas on the New Jersey Student Learning Assessment (Mathematics, Science, and English Language Arts)**

- The district will provide assessments to prepare students and staff for the high stakes assessment.
- Review of data from the assessments in public as well as during several points throughout the year.

**6) By June 2026, 100% of students will continue to have access to meaningful experiences of powerful learning opportunities and will demonstrate competencies and skills for the digital age.**

- All students will continue to receive dedicated devices (Chromebooks) and accessories for year-round access in and out of school
- The district will continue to strengthen its device management plan to address repairs of accidental damage and provide extended warranties
- The district will ensure processes and protocols at the school level are followed to replace lost, damaged, or stolen devices. This will include device management and inventory systems.
- The district will continue support of full-time, school-based Technology Coordinators and VILS Coaches to help build educator capacity districtwide in the integration of technology across all subjects
- Schools will continue to cultivate student tech teams to involve students directly in the planning, execution, and day-to-day management of implementation
- The district will continue to incorporate a 3-tiered system of assessing the degree of technology integration across the schools to include Technology Integration Matrix Lesson Observation Tool (TIM-O) walk throughs, Fall/Winter/Spring teacher/student surveys, and Usage Inventories (Time and Data).

**Goal #2: Community Engagement**

The Orange Public Schools will continue a system of consistent communication system for disseminating and receiving information between school administration, teachers, staff, students, parents, and the community.

- **Increase the timeliness, access, and effectiveness of all communication with all stakeholders via multiple measures by 60% from the previous school year**
- Social Media Platforms & Website (Instagram, Facebook, and X formally known as 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 as well as translated versions of all messages both district and at the school level.
- Superintendent's Report (online access to staff and community stakeholders) the day immediately following the board meeting by noon.

- 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 continue the parent and student councils at the Superintendent's Level.
- Provide Bilingual Supports for all families to ensure their engagement within the school district via translations, translator supports, and district as well as social level meetings.

**2) Increase the use of emerging and available communications outlets to transmit information by 50% (Last Year the Percentage was at 45%)**

- Partner with universities (local and throughout the state) in order to get information to prospective candidates for job fairs and other industry level announcements. We will conduct virtual and in person job fairs as well to widen the search for potential candidates outside of the University realm.
- Continue to utilize the Orange Public School App for more timeless information.
- Continue to utilize the Emergency Pop Up on the website for transmitting important, time sensitive information weekly.
- Provide Translations on all documents that are disseminated from schools and district offices.
- Create an updated website that is easier to navigate with fidelity (Parent Square Implementation and Completion)
- Utilize class intercom as a vehicle to get messaging out to families and staff via the social media lens.

**3) Continue Parent and Student Councils at the Superintendent's Level**

- 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.
- Continue the Bilingual Parent Advisory and ensure that the meetings are quarterly.
- Continue the Special Education Advisory Council Meetings and ensure that the meetings take place quarterly.
- Continue the Early Childhood Advisory Council Meetings and ensure that the meetings take place quarterly.
- Continue the Nutrition Advisory Council alongside school level student councils. Ensure that the meetings take place quarterly.

**Goal #3: Facilities, Finance, and Staff Support**

The Orange Public Schools will continue to place an importance on 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 for partnerships to flourish and staff to be retained across the district.

**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.)
- Transfers from account lines on the district level will decrease by 30% from the previous school year (25% was the percentage given for SY 24-25)

## **2) Implement innovations that empower teaching and learning as well as efficiently allocate funding within their locations**

- Continue to monitor the budgeting module My Budget File to ensure adherence to staff and federal mandates.
- Align the long-term and short-term facilities development plan to outfit buildings district wide in the effort of expanding programming throughout the school district. These plans will be presented at the Facilities and Finance Committee Meetings as well as via the Regular Board of Education Meeting as we have several aging buildings in the district.
- Ensure equitable staffing distribution across all schools to address student needs and maintain compliance with class size and scheduling guidelines.

## **3) Maximize employee expertise and create a positive and supportive environment**

- Conduct structured feedback sessions with staff to assess workplace satisfaction and identify areas for improvement.
- Continue to offer the Employee Assistance Program to allow for continued support of our staff holistically.
- District level personnel attend meetings at the school level in order to bridge the gap between the schools and district office.
- Visitations by the Superintendent's Executive Team to check in with all employees quarterly as a part of taking a pulse on the climate and culture of the Orange School District.
- Expand professional development opportunities for all staff, including leadership pathways and mentorship programs to improve retention and growth.
- Enhance recruitment strategies to attract and retain high-quality educators and support staff, ensuring alignment with district needs and goals.

## **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**

- Continue to utilize Restorative Practices as a means of providing effective support to students in the effort of problem solving. This includes at both the elementary and secondary levels.
- Continue the monitoring of mental health to provide students with another avenue to combat social-emotional concerns and thus remediate areas of deficiency related to mental health.
- Ensure that staff and students continue to have resources readily available by the district to ensure their social-emotional needs are met with fidelity.
- Ensure that we provide resources through the Superintendent's Trauma informed team in the effort of providing supports for students across the district.

- Provide additional supports and instruction in wellness and make sure that students have access in the development of oneself.

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

- Continue to utilize the district's community engagement officer as well as community school liaisons to assist school-based staff with establishing partnerships to support families and students and thus have a vehicle to support families Pre-K through Twelve.
- Provide self-care support for students and families based on surveys (conducted twice per year) as well as discussion with support staff members including the Superintendent's Trauma Informed Team.