



Orange Township Public Schools

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2020-2021 District Goals

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.
- 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 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. Zoom meeting will take place for horizontal and vertical articulation supports to build content knowledge and pedagogy.
- 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.

5) 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.

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 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.

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

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.

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)

2) Implement innovations that empower central office departments and schools to properly and efficiently allocate funding within their locations

- Redesign 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. Creation of a retention plan for staff will be mandated no later than January 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