

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

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

June 11, 2025

Focus Core Area Numbers 1- 4 District Goal Number 1-4 and All
Sub Sections

Presented by Mr. David Scutari, Executive Director of STEM
Focused Learning





Celebration of Students
May 2025
Student of the Month Announcement

Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools

FOCUS CORE AREA NUMBERS 1 & 2
DISTRICT GOAL NUMBER 1&4 AND ALL SUB SECTIONS



Students of the Month
MAY 2025
Congratulations to our STAR Students!



Name of School	Student of the Month
Central Elementary School	Lyndon Walters
Cleveland Street School	Neola Joanis
Forest Street Community School	Levaughn Campbell
Heywood Avenue School	Emily Reyes Santos
Lincoln Avenue School	Ryan Mascary
Oakwood Avenue Community School	Sofia Chauca Penafiel

Name of School	Student of the Month
Orange High School	Samaad Forbes
Orange Preparatory Academy of Inquiry and Innovation	Francesa Martine
Park Avenue School	Rachel Gartrell
Rosa Parks Community School	Opal Bender
STEM Innovation Academy of the Oranges	Gabrielle Fisher
The Twilight Program	Tysir Phillips

District Goal Number One: 21st Century Integration SY 2024-2025

- By May 2025, 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.

District Goals Update – Mathematics

Mr. David Scutari, Executive Director of STEM

Focused Learning

- i-Ready – 2,226 of 3,420 valid scores met the target score - 65.1%
- NWEA – 790 of 1,162 valid scores met the target score- 68.0%

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- Total – 3,016 of 4,582 valid scores met the target score- 65.8%

ORANGE PUBLIC SCHOOLS

DISTRICT GOALS 2025–2026



DISTRICT GOALS 2025–2026

Goal #1: 21st Century Integration

Goal #2: Community Engagement

Goal #3: Facilities, Finance, and Staff Support

Goal #4: Social and Emotional Supports



GOAL #1: 21ST 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.



GOAL #1: 21ST CENTURY INTEGRATION

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.



GOAL #1: 21ST CENTURY INTEGRATION

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.



GOAL #1: 21ST CENTURY INTEGRATION

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.

GOAL #1: 21ST CENTURY INTEGRATION

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.



GOAL #1: 21ST CENTURY INTEGRATION

5) BY JUNE 2026, 5% INCREASES ACROSS ALL AREAS ON THE NEW JERSEY STUDENT LEARNING ASSESSMENT (MATHEMATICS, SCIENCE, AND ENGLISH LANGUAGE ARTS)

- 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.



GOAL #1: 21ST CENTURY INTEGRATION

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

- 1) 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 KNOW 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.



GOAL #2: COMMUNITY ENGAGEMENT

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.



GOAL #2: COMMUNITY ENGAGEMENT

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)



GOAL #3: FACILITIES, FINANCE, AND STAFF SUPPORT

2) IMPLEMENT INNOVATIONS THAT EMPOWER TEACHING AND LEARNING AS WELL AS EFFICIENTLY ALLOCATE FUNDING WITHIN THEIR LOCATIONS ANALYZE AND CLARIFY HOW ALL BUDGETED FUNDS ARE ALLOCATED AND EXPENDED AT THE DEPARTMENT AND SCHOOL LEVELS.

- 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.



GOAL #3: FACILITIES, FINANCE, AND STAFF SUPPORT

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.



GOAL #4: SOCIAL AND EMOTIONAL SUPPORTS

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.

EMPOWERING EDUCATORS

Teacher Climate and Culture
Innovation Competitive Grant

JUNE 11, 2025 – BOARD MEETING

Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools

Nancy Masoud
Executive Director of Human Resources



GRANT OBJECTIVES AND IMPLEMENTATION

The Empowering Educators: Teacher Climate and Culture Innovation Grant is a limited competitive grant. Awarded local education agencies (LEAs) will: 1) Develop policies, programming, guidance and/or equivalencies (PPGEs) aimed at reclaiming teacher time through the reduction of administrative burdens placed on teachers which pull them away from classroom instruction.



Develop PPGEs

Create PPGEs to reduce administrative burdens. Reclaim teacher time for instruction.



Implement PPGEs

Implement these policies in chosen schools. Reduce teacher administrative load.



Measure Impact

Assess the effect on teacher climate and culture. Understand grant effectiveness.



Attend Institute

Send a team of at least four educators to attend the July 29, 2025 Institute.

THREE PILLARS OF IMPACT

The Orange Public School District will launch "Saturday S.P.A.R.K.S Sessions" as its Empowering Educators innovation project to reclaim teacher time from administrative tasks and enhance teacher climate and culture.



Reclaiming Instructional Time

Shifting tasks to Saturdays frees up weekday hours. Projected to restore at least two instructional hours per week.



Enhancing Teacher Well-Being

On-site support reduces planning stress. Bolsters work-life balance and signals district investment.



Strengthening Climate & Culture

Collaborative unit-planning fosters peer learning. Revitalizes camaraderie and empowers teachers.



ORANGE SATURDAY S.P.A.R.K.S SESSIONS

S

Streamline

We'll tackle grading, attendance, and reporting together on Saturdays so that teachers weekdays feel a little lighter and more focused on teaching.

P

Plan

In small teams, teachers will map out lessons, sync up on standards, and pool resources, so everyone leaves with a solid plan.

A

Accelerate

Jump into short, hands-on PD sessions. Think data-dashboard how-tos or quick tips on classroom management. This will sharpen teachers' skills and allow them to try it out right away.

R

Reclaim

By moving paperwork to Saturdays, teachers get back precious classroom time during the week, time they can spend doing what they love most.

K

Knowledge -sharing

Teachers will lean on colleagues, coaches, and leaders to swap ideas, solve problems, and create a go-to collection of best practices they can use all year long.

S

Support

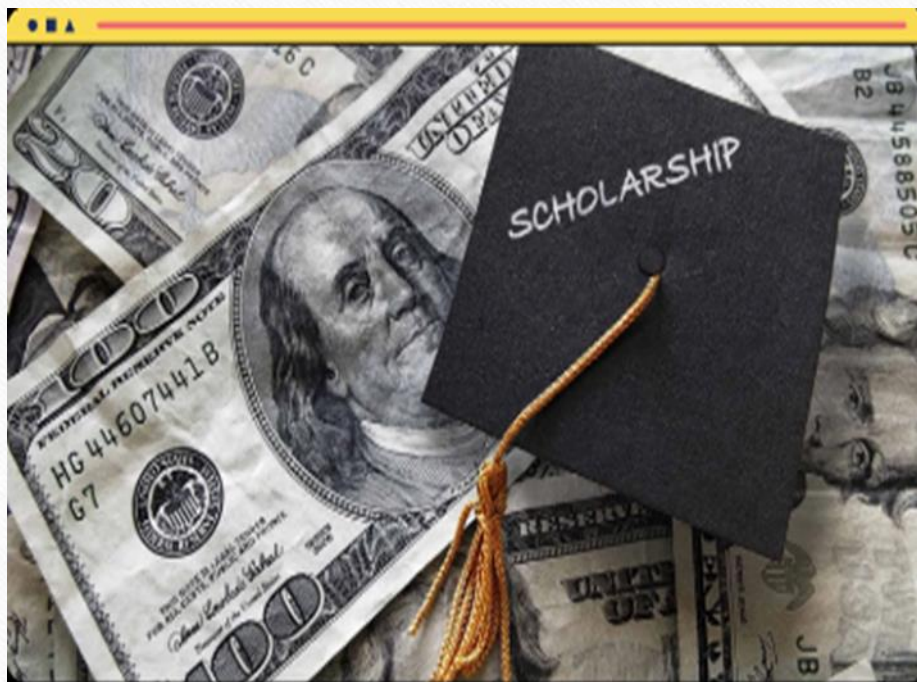
With coaches, supervisors, and executive directors on-site, teachers will have someone ready to answer questions, offer feedback, and cheer them on every step of the way.

SEAL OF BILITERACY UPDATE



- Orange, N.J. — The Orange Public School District announced that 59 graduating seniors from Orange High School have earned the 2025 New Jersey Seal of Biliteracy, marking a more than 100 percent increase in awardees since 2023.
- The Seal of Biliteracy, issued by the New Jersey Department of Education, recognizes students who have demonstrated proficiency in English and at least one additional language through a state-approved assessment. The students will be honored at a ceremony on June 10.
- The number of Orange High School students earning the seal has steadily grown over the past three years: 29 in 2022–2023, 40 in 2023–2024, and now 59 in 2024–2025.
- “This achievement underscores the dedication of our educators and the excellence of our students,” said Dr. Gerald Fitzhugh II, Superintendent of Schools. “Our Seal of Biliteracy honorees are not only bilingual—they are globally prepared and culturally aware.”
- District officials credit the increase to a strategic emphasis on early language instruction and cultural learning across grade levels. In elementary classrooms, students in Natacha Betancourt’s Spanish classes develop fluency through interactive lessons. At the middle school level, teacher Freddy Camarena incorporates music and guitar to expose students to Spanish-language traditions. In high school, French teacher Dr. Speker Antoine prepares students for advanced language study.
- The growth aligns with the district’s mission of “Moving Into Greatness,” which includes a focus on global readiness and multicultural competency.
- The Seal of Biliteracy program was established in New Jersey in 2016 and has become an increasingly sought-after credential for college admissions and employment. Orange Public Schools, where dozens of languages are spoken at home, has embraced the program as a key academic benchmark.
- Orange Public Schools serves a diverse student body and promotes multilingualism as part of a broader effort to prepare students for success in a global economy.
- “This is what’s possible when you create space for language, culture, and high expectations,” Fitzhugh said. “We’re proud of what our students have achieved.”

SCHOLARSHIP UPDATES



- Each month, Supervisor of Guidance, Mrs. Williams-Ware, provides our Superintendent with scholarship totals. Ok, so here we go:
- Orange High School as of **June 11, 2025**, has amassed: **\$14,798,150.00**
- STEM Innovation Academy of the Oranges as of **June 11, 2025**, has amassed: **\$15,226,382.00**
- **Total: \$30,024,532.00**
- We are so very proud of our scholars. Thank you to our fantastic staff at Orange High School and STEM Academy for working so closely with our scholars to ensure that they have the opportunities to amass millions of dollars in scholarships.
- **WE ARE WELL ON OUR WAY....MORE TO COME!**

Heywood Avenue School & STEM Academy Named Project Lead the Way Distinguished Schools for SY 24-25

Congratulations and We Are So Very Proud of You!!

The Orange School District is proud to announce that Heywood Avenue School and STEM Innovation Academy of the Oranges have been recognized as a 2025 Project Lead the Way (PLTW) Distinguished School for its commitment to increasing student access, engagement, and achievement in transformative STEM (Science, Technology, Engineering, and Math) education.

This honor, awarded by the national nonprofit organization Project Lead the Way, places STEM Academy and Heywood Avenue School among a select group of schools across the U.S. that have demonstrated strong performance in PLTW programs and a dedication to empowering students with real-world, hands-on learning experiences.

Dr. Fitzhugh shared, “We are honored to be named a PLTW Distinguished School. This recognition is a reflection of our educators' dedication, our students' enthusiasm for innovation and learning, and our community's support of high-quality STEM education. Preparing our students for the careers of tomorrow starts with opportunities like PLTW, and we remain committed to growing and sustaining these opportunities across our schools.”

Project Lead the Way offers pathways in computer science, engineering, and biomedical science, engaging students in collaborative, project-based learning that builds both technical knowledge and essential skills such as problem solving, critical thinking, and communication.

To be eligible for the Distinguished School designation, schools must meet several criteria that demonstrate success in program implementation, student participation, and equitable access.

Attendance Presentation from the Month of May 2025



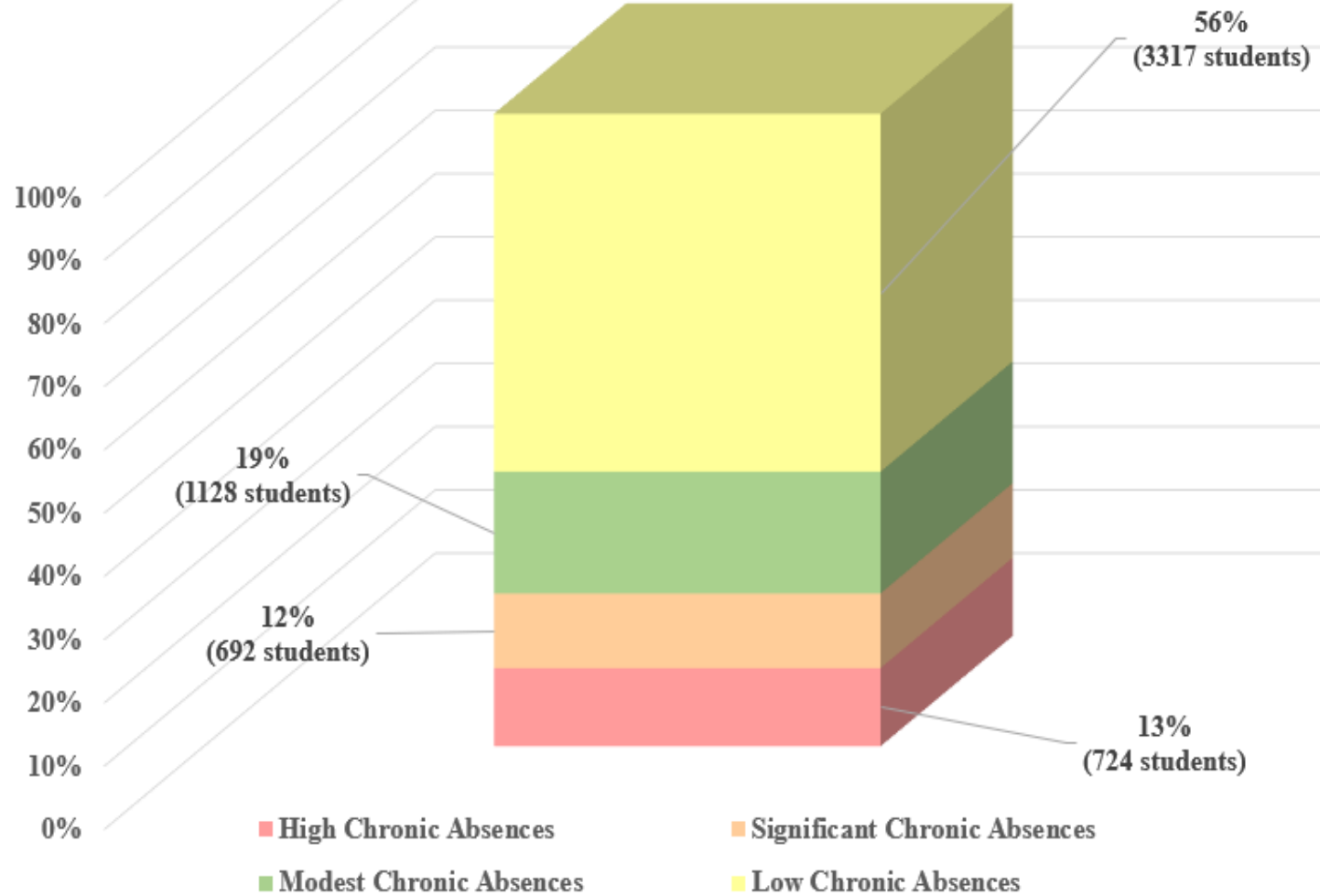
Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools
“The Teaching Superintendent”
June 11, 2025

Chronically
Absence
Categories
are Identified
As:

Absences Category	Cumulative Days Absent for the Month of May 2025
Low Chronic Absences	0 to 7.99 days
Modest Chronic Absences	8 to 11.99 days
Significant Chronic Absences	12 to 15.99 days
High Chronic Absences	16 days or more

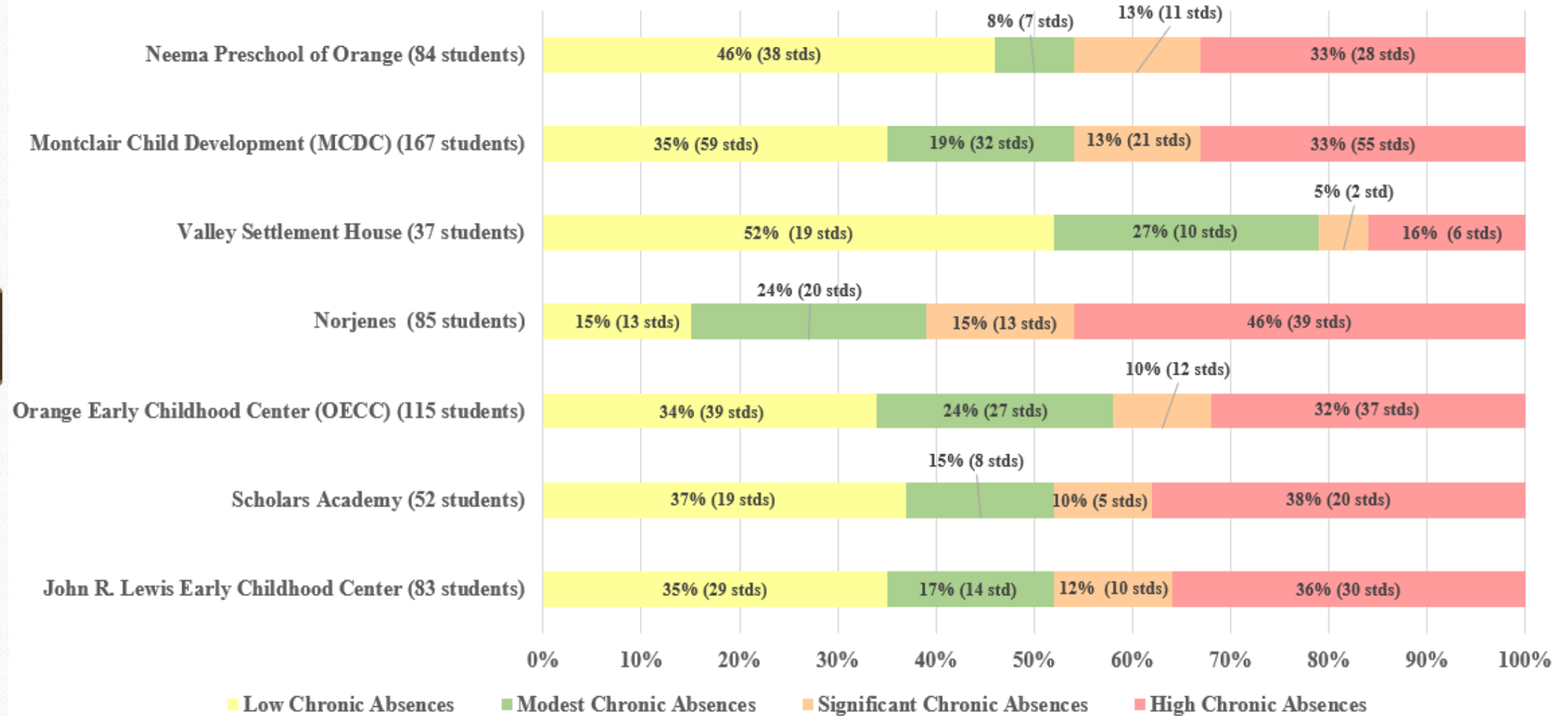
*Students are chronically absent when excused or unexcused absences are equal to or greater than 10% of the total number of days enrolled in the school year.

Cumulative Absences for the Month of May by Category

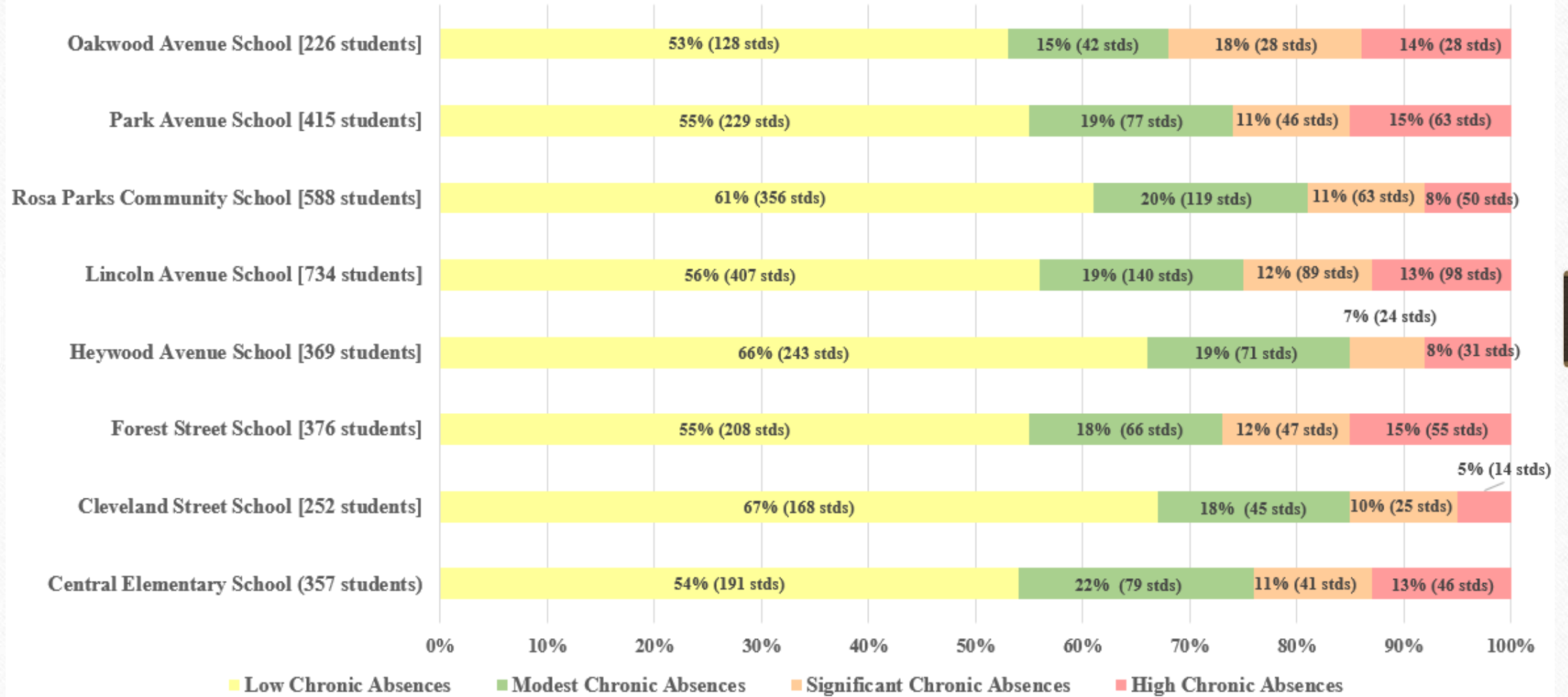


Cumulative Absences by School for the Month of May Early Childhood Program

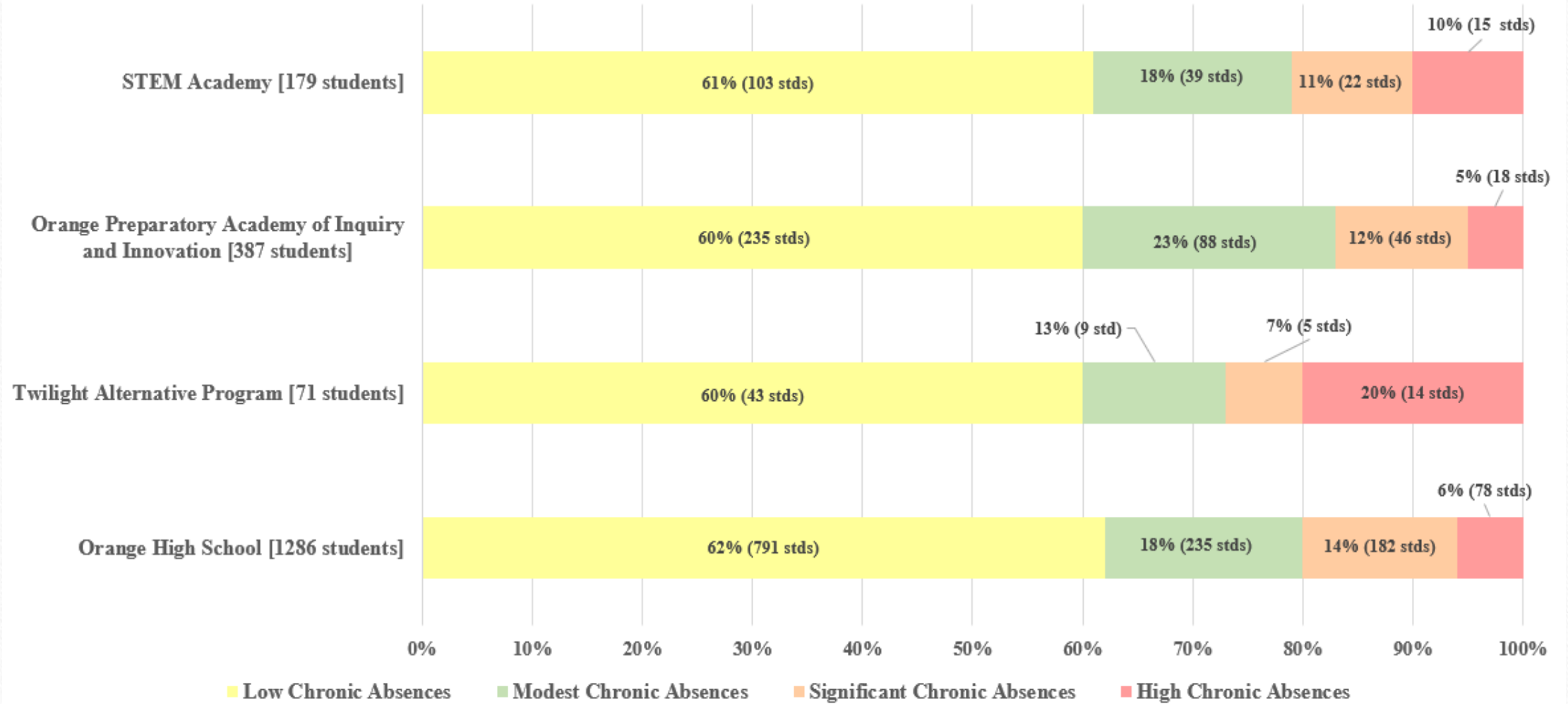
Chart Area



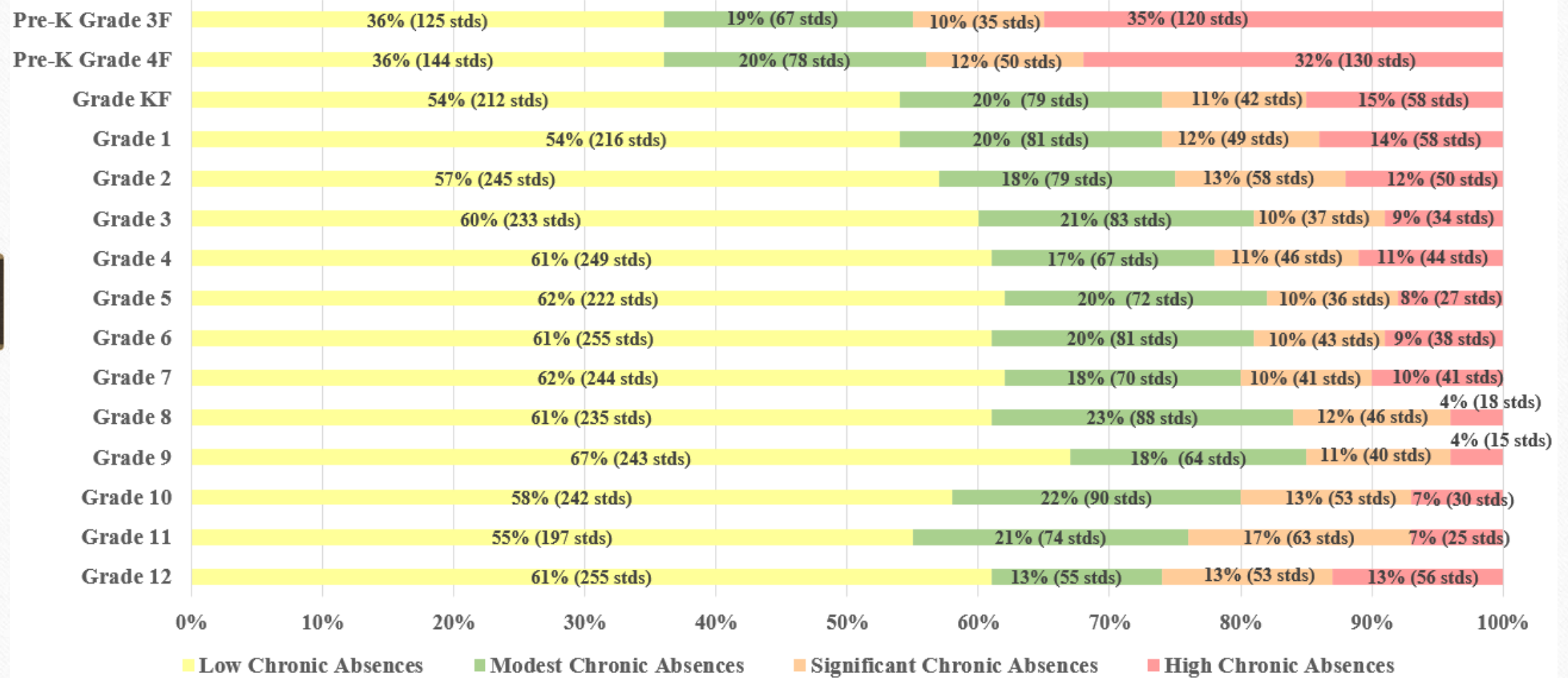
Cumulative Absences by School for the Month of May Kindergarten through Grade 7



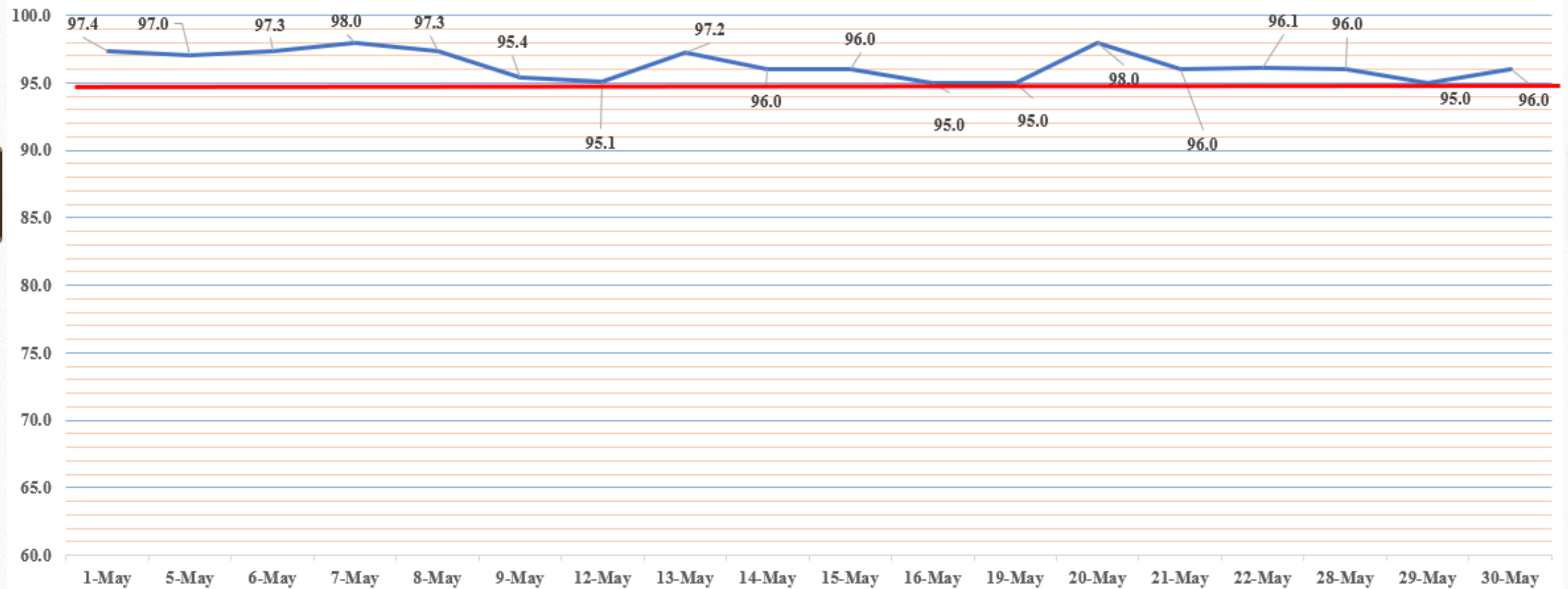
Cumulative Absences by School for the Month of May Grades 8 through 12



Cumulative Absences for the Month of May by Grade Level



May 2025
Average Daily Attendance Percentages
***State Average is 95%**
District Average Daily Attendance was 96%



June Facilities Update

PRESENTED BY: MR. EDWIN VASQUEZ

MANAGER OF FACILITIES AND GROUNDS

JUNE 11, 2025





District Facility Maintenance & Custodial Services Updates

Thorough cleaning and disinfecting occurs daily for all of our touch points in the building (examples include but are not limited to door handles, bathrooms, entrances, exits, and handrails)

Walk-throughs of all district school facilities

Meetings between the District and PCI are held regularly based on updates related to COVID-19 mandates and expectations

Facility projects continue so we can ensure a safe and clean learning environment for our children and staff.

Facilities Department Update

- ▶ In May, the facilities team worked diligently to address and resolve a variety of work orders, including issues related to pumps, plumbing, and sidewalks, among other concerns. The following slides will showcase some of the completed work.

Facilities Update

- ▶ The concrete slab exhibited significant cracking and instability outside of Central Elementary School. In response, the team carefully excavated the damaged concrete and replaced it with fresh concrete, ensuring a safe and secure surface.



Facilities Update

- ▶ We experienced an electrical outlet failure. Upon being notified, we promptly turned off the power and arranged for the replacement of the outlet.



Facilities Update

- ▶ We are currently addressing ongoing issues with sewage backup at Orange High School. Rest assure, once the team is notified of any occurrences, our facilities team works diligently to resolve the matter as promptly as possible.



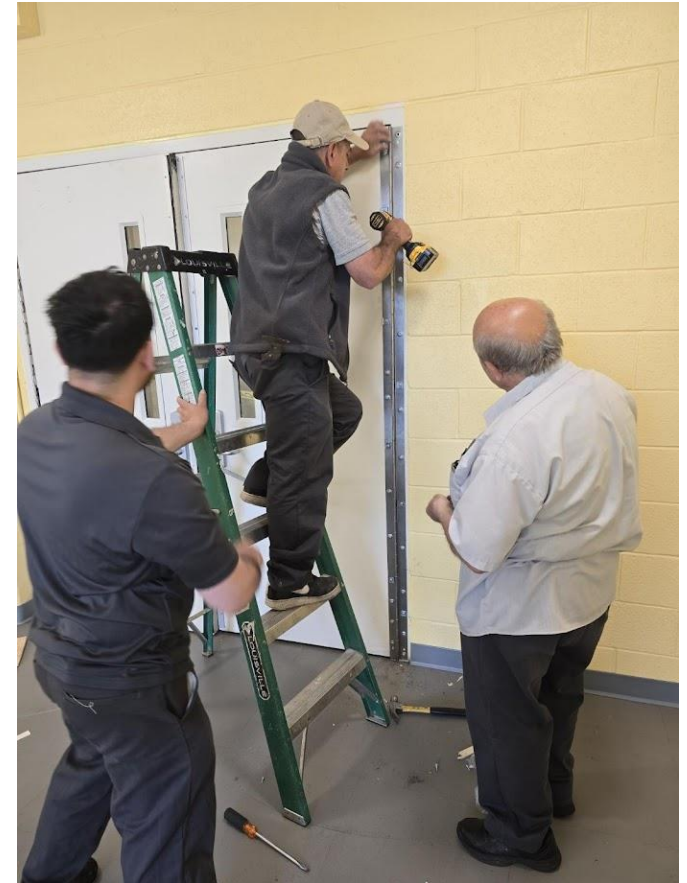
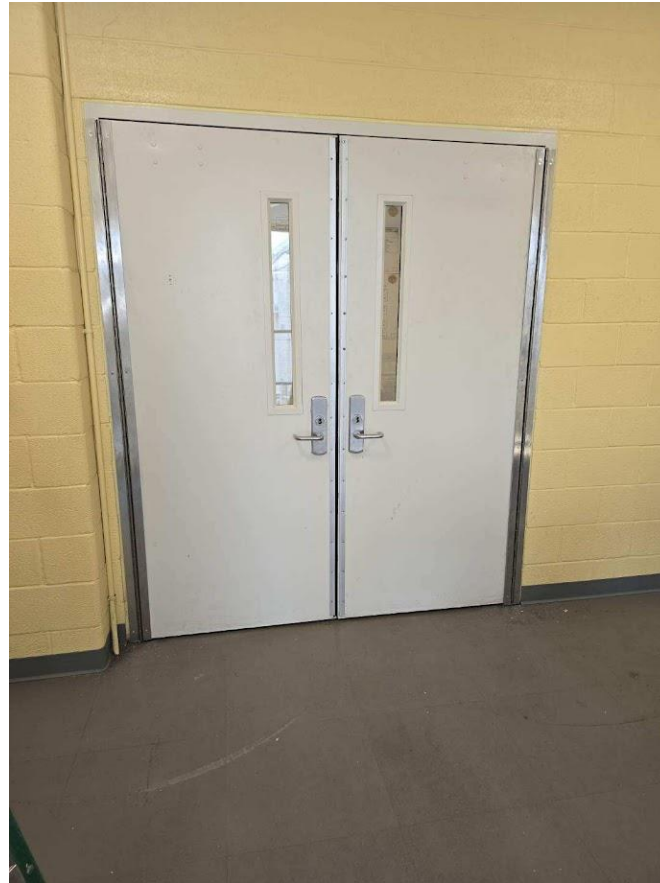
Facilities Update

- Replacing a damaged radiator cover in the gymnasium at Rosa Parks Community School.



Facilities Update

- ▶ We are actively addressing the issues related to doors and hardware at Orange High School. In this instance, we have removed the original hinges and replaced them with a continuous hinge, which will provide enhanced support for the door.



Facilities Update

- ▶ Dr. Fitzhugh, our Superintendent of schools, had a vision for our school facilities, and the facilities team helped make that vision a reality. The plan was to install digital marquees at the school buildings. Ms. Nagel, the Project Manager, led this initiative, and we are happy to announce that it will be completed before the start of the new school year. Here are some pictures to show the progress.



ORANGE EARLY CHILDHOOD CENTER

Facilities
Update

Facilities Updates

Jesse
Miles
Gymnasium



ORANGE
HIGH SCHOOL

In the Month of June 2025

- ▶ The team and I, under the direction of Mr. Ballard, will continue to meet with the Schools Development Authority and Terminal Construction to make sure that there is progress related to the punch-list items for construction at Orange High School and the Cleveland Street School Projects.

Reminder from the Office of Facilities



We will continue to
update the
community, staff,
and Board of
Education members
of all progress.

The health and
safety of staff and
students are at the
apex of all facilities
undertakings.



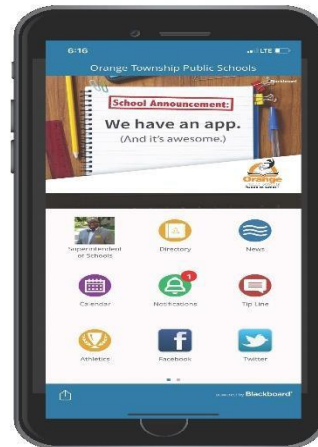
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