

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



Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools
“The Teaching Superintendent”
September 8, 2020



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.

District Updates

- On July 9, 2020, we held a district virtual Reopening of Schools Zoom Roundtable. Over 270 participants were part of the conversation. There were over 100 questions and/or comments in the Zoom Chat.
- We had additional meeting on July 15th and July 16th for community feedback as well as July 28th at the Curriculum Committee Meeting which was lived streamed as well. On August 10th the town hall meeting took place. At that meeting, the team announced Plan B for consideration after meeting with both unions, family discussions, survey results, staff, students, and discussions with health officials. Thank you stakeholders for your continued input.
- Thank you to Ms. Paiz and Mr. Speker for translating throughout the pandemic....Your work throughout the pandemic has not gone unnoticed.

District News-Breakfast/Lunch Grab and Go Update

- Please be reminded of the summer 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 the summer 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
- We are having a large push for lunch applications; please assist with the completion as they must be submitted by our families on September 25th.



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.

Superintendent's Message on the Website & Sharing of Posts on Facebook and Twitter

- Take a moment and follow the Orange Public School District on Facebook, Twitter, and Instagram. Let's do it now.....We have to get the word out and need your help.
- The Superintendent's Message has been moved under the Superintendent's Message Link and has been updated as of last Monday, August 24, 2020.
- It is encouraged that staff, families, and community members begin to share the happenings going on within our schools. We are launching the Orange App in October 2020 for even faster access to important news and announcements!

Advanced Placement Scores SY 2019-2020



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High School AP Results

School Year	# of Exams Taken	# Passing (score of 3-5)	% Passing
2015	156	25	16.0%
2016	154	36	23.4%
2017	155	45	29.0%
2018	181	88	48.6%
2019	168	93	55.4%
2020	123	71	57.8%

AP Results by Subject

% passing with a score of 3-5

Subject	2016	2017	2018	2019	2020
Calculus AB	63.6%	87.5%	96.4%	95.2%	100%
Calculus BC	50%	-	93%	94.1%	100%
Computer Science A	-	100%	25%	0%	36.4%
Computer Science Principles	-	50%	-	52.9%	33.3%
English Language and Composition	6.5%	9.4%	35.3%	60%	15.4%
English Literature and Composition	15.4%	13%	8.7%	23.1%	41.2%
French Language and Culture	44.4%	50%	50%	40%	60%
Spanish Language and Culture	76.5%	85.7%	78.9%	94.4%	92.8%
U S History	3%	3%	0%	0%	55.6%
World History	-	-	18%	37.5%	35.3%

Subjects not tested						
Chemistry	2016	0%	2017	0%		
Music Theory	2017	0%	2018	25%	2019 0%	
Physics	2016	0%	2017	25%	2018 0%	

Continued Work: Academic Steps to Assess and Remedy Academic Performance Across Content Areas

Academic Steps to Assess and Remedy Underperformance Across Content Areas

1) Curriculum Audit: Perform audit of the curriculum to ascertain the alignment of the current curriculum and assessments to the NJSLs. Identify curriculum and/or assessments that need to be created or revised. You know what this did last school year? 40 out of 40 in the area of Curriculum and Instruction on the New Jersey Quality Single Accountability Continuum.

2) Student Performance Review: Perform a data analysis of student performance on benchmark assessments from the previous school year and identify standards and strands that identify areas of deficiency. Review instruction, benchmark assessments and other formative and summative assessments to ensure deficiencies are being addressed with effective progress monitoring and remediations.

3) Evaluation Reports of Teachers: Review teacher observations to identify proficient areas and those needing growth, as well as to analyze the effectiveness of the administrators' feedback and concrete suggestions. This will assist with the professional development plan.

4) Professional Development: Evaluate professional development offered to staff at the district and school level using the following lens: a) Was the development offered based on data and a needs assessment? and b) Did the professional development include sound instructional strategies in core subjects as well as sound practices in teaching and learning?

Professional Development for Instructional and Non-Instructional Staff

- **Professional Development:** The creation of professional development that is cutting edge and will expose teachers to pedagogy and practice paradigms that allow for the stretching of content knowledge. In addition, it will include development on the co-teaching model in order to foster more inclusion of Special Education students in general education classes and programs.
- The following professional development paradigms throughout the district to ensure the instructional growth of teachers, as well as non-instructional staff members are given sound development based on data points. The non-instructional staff members refer to but are not limited to, Child Study Team Members, Guidance Counselors, Social Workers, Secretarial, Custodial and Security Staff. The aforementioned staff members impact Climate and Culture as well as the Academic Frameworks. This was evident on the Professional Development Calendar and subsequent workshops that took place on September 2nd and 3rd.

Professional Development for Instructional and Non-Instructional Staff

- **Walk Through Tool:** Will be inclusive of instructional and non-instructional supports. The purpose is to give feedback within 48 hours of the walk through. We will continue to use the Rigor, Relevance, and Relationships walk through tool introduced in SY 2019-2020. Aligned to the Danielson Framework, the tool incorporates the following: Purpose, Curriculum and Pedagogy, Assessment for Student Learning Classroom Environment, and Classroom Environment and Culture.

District Goals



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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

Orange Public Schools Social Media

Social Media





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