



State of New Jersey

DEPARTMENT OF EDUCATION

PO Box 500

TRENTON, NJ 08625-0500

PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

LAMONT O. REPOLLET, Ed.D.
Commissioner

June 18, 2020

Dr. Gerald Fitzhugh II, Superintendent
Orange School District
451 Lincoln Avenue
Orange, NJ 07050

Dear Dr. Fitzhugh:

Pursuant to the requirements of N.J.A.C. 6A:30, the Orange School District has undergone the New Jersey Quality Single Accountability Continuum (NJQSAC) review. The Essex Executive County Superintendent and County team conducted a review of your self-assessment District Performance Review (DPR) document and analyzed district performance against critical indicators in all five NJQSAC areas. Based on that review, the district has been placed on a continuum in five areas: Instruction and Program, Fiscal Management, Governance, Operations and Personnel. The complete NJQSAC results, including county office verification of the district's self assessment, have resulted in the district receiving the following placement scores for each area listed below:

NJQSAC Areas	Initial Placement (June 2020)
Instruction and Program	83%
Fiscal Management	100%
Governance	95%
Operations	92%
Personnel	96%

These placement results will be provided to the State Board of Education at an upcoming meeting. Please be advised that NJQSAC regulations require your board of education to report these placement results at the next regularly scheduled board meeting.

I am pleased to inform you that your district has satisfied at least 80% of the weighted indicators in each of the five areas of the NJQSAC review process and has been designated as "high performing." The Commissioner will recommend to the State Board of Education that your district be certified as providing a thorough and efficient system of education, for a period of three years or until the next NJQSAC review. Congratulations on this accomplishment.

Pursuant to N.J.A.C. 6A:30-4.1, if you believe that any indicators were scored incorrectly, you have seven days from the receipt of this letter to submit a written reconsideration request. Email your request to qsac@doe.nj.gov.

Sincerely,

Paula Bloom

Paula Bloom
Acting Director
Office of Field Services Coordination
Division of Field Services

PB:CS: orange/initial review
Enclosures
c: Joseph Zarra, Executive County Superintendent



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PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

KEVIN DEHMER
Interim Commissioner

August 4, 2020

Dr. Gerald Fitzhugh II, Superintendent
Orange School District
451 Lincoln Avenue
Orange, NJ 07050

Dear Dr. Fitzhugh:

In accordance with the provisions of N.J.A.C. 6A:30-4.1, you have requested that the Department reconsider placement of your district on the New Jersey Quality Single Accountability Continuum (NJQSAC) in the areas of Operations and Personnel in the District Performance Review (DPR). You have identified specific indicators that you feel were scored incorrectly: Operations Indicator 6 and Personnel Indicator 1c.

Operation 6 states that “Twice per year, the CSA presents to the district board of education a summary of violence, vandalism, substance abuse, and harassment, intimidation and bullying (HIB) incidents submitted on the Department’s incident reporting system. The CSA or designee submits the final data verification to the Department by July 15. (N.J.A.C. 6A:16-5.3).” The district claims that the documentation provided demonstrated that the Career and Innovation Academy of Orange was not required to complete a self-assessment. The Orange District is required to file the Student Safety Data System (SSDS) information. The information was due on August 9, 2019 and was submitted on August 15, 2019. The district did not submit the required documentation in a timely manner, therefore, no points are restored for Operations Indicator 6.

Personnel Indicator 1c requires that “An audit of staff personnel files and other relevant school district records demonstrates that evaluation and staff development processes have occurred in accordance with N.J.A.C. 6A:9C and 6A:10 (and that); Evaluations of other certificated staff according to regulations (N.J.A.C. 6A:10-2.2, 2.4, 2.5, 6.1, and 6.2). The district has provided documentation that does contain valid reason codes for non-evaluation of district administrative staff which is required for the 2018-2019 school year, therefore, four points are restored for this indicator to the Personnel DPR.

Based on the aforementioned information, a total of four points will be restored to the Personnel DPR for Indicator 1c. The district’s initial placement on the NJQSAC continuum has been amended as follows:

NJQSAC Areas	Initial Placement (June 2020)	Initial Placement (Revised) (August 2020)
Instruction and Program	83%	83%
Fiscal Management	100%	100%
Governance	95%	95%
Operations	92%	92%
Personnel	96%	100%

These placement results will be provided to the State Board of Education at an upcoming meeting. Please be advised that NJQSAC regulations require your board of education to report these placement results at the next regularly scheduled board meeting.

The district has satisfied at least 80% of the weighted indicators in each of the five areas of the NJQSAC review process and has been designated as "high performing." The Commissioner will recommend to the State Board of Education that your district be certified as providing a thorough and efficient system of education, for a period of three years or until the next NJQSAC review. Congratulations on this accomplishment.

Sincerely,

Paula Bloom

Paula Bloom
Acting Director
Office Field Services Coordination

PB:CS: orange/reconsideration/results

Enclosures

c: Joseph Zarra, Essex Executive County Superintendent