

Minutes of **Tuesday, August 9, 2022, Public Meeting** of the Orange Board of Education held at 6:00 pm.

**Shawneque Johnson is presiding over tonight's Meeting.**

Ms. Guadalupe Cabido

Ms. Sueann Gravesande

Mr. Derrick Henry

Ms. Samantha Crockett (Absent)

Ms. Fatimah Turner, Ph.D. (Absent)

Mr. Siaka Sherif

Ms. Shawneque Johnson, President

Mr. Jeffrey Wingfield

Mr. David Armstrong

**ROLL CALL (7) PRESENT (2) ABSENT**

**ALSO PRESENT:**

- Dr. Gerald Fitzhugh II, Superintendent of Schools
- Mr. Jason Ballard, School Business Administrator/Board Secretary
- Mr. Lamont Zachary, Assistant Business Administrator/Board Secretary
- Ms. Christine Martinez, School Board Attorney Substitute with the firm of Machado Law Group

**FLAG SALUTE**

Ms. Johnson motions to close the Executive session and move into a public meeting.

**Moved by Mr. Jeffrey Wingfield Seconded by Ms. Cabido**

**ROLL CALL (7) YEA (0) NAY (0) ABSTAIN**

Ms. Johnson re-open the public meeting and introduces Dr. Fitzhugh for his Superintendent report.

**Superintendent's Report**

Dr. Gerald Fitzhugh II, Superintendent of Schools

Dr. Fitzhugh communicates how excited he is for the returns of students and staff in September.

Dr. Fitzhugh communicates the importance of the district website and app where you will find all the latest news and great things that are happening in the district.

Dr. Fitzhugh communicates the status of the construction at the Orange High School and its readiness for the next few weeks.

Dr. Fitzhugh communicates to the community to please review the district goals and the district's strategic plans which could be found on the website.

Dr. Fitzhugh communicates the district's #1 goal.

**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 addresses district needs and individual school needs as outlined by data points. The emphasis has been on best practices in teaching and learning. As a result of the pandemic and performance on assessments, a continued understanding of providing targeted and intentional delivery of instruction is paramount district-wide.

- 1) Increase in the number of job-embedded professional learning opportunities that incorporate the expertise of building principal planning alongside district administration by 70% from SY 21-22
- 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.
- The emphasis has been on best practices in teaching and learning. As a result of the pandemic and performance on assessments, a continued understanding of providing targeted and intentional delivery of instruction is paramount district-wide.
- 2) By May 2023, 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 2023, 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.
- 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 2023, 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 toward the assigned growth targets include District Diagnostic and 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 2023, 5% increases across all areas on the New Jersey Student Learning Assessment (Mathematics, Science, and English Language Arts) and the New Jersey Graduation Proficiency Assessment (Mathematics and English Language Arts) at the high school level.
- The district will provide assessments to prepare students and staff for the high-stakes assessment.
- Review of data from the last year's assessment in public as well as during several points throughout the year.

Dr. Fitzhugh communicates **Goal # 2: Community Engagement**

The Orange Public Schools will continue a system of a consistent communication system for 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 (the previous year was at a 50% increase.) With the year after returning to school five days per week, it is important to provide in the moment information to families
- 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 as well as translated versions of all messages both district and at the school level.
- 1) Increase the timeliness, access, and effectiveness of all communication with all stakeholders via multiple measures by 60% from the previous school year (the previous year was at a 50% increase.) With the year after returning to school five days per week, it is important to provide in the moment information to families
- 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 Support for all families to ensure their engagement within the school district via translations, translator support, and district as well as social level meetings.
- 2) Increase the use of emerging and available communications outlets to transmit information by 40% (Last Year the Percentage was at 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. 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.
- 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.
- Establish the Nutrition Advisory Council alongside school-level student councils. Ensure that the meetings take place quarterly.

Dr. Fitzhugh communicates **District Goal # 3: Facilities and Finance.**

Overarching Overview of the Goal: 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.

- 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.)
- The transfer of moneys from account lines on the district level will decrease by 20% from the previous school year.
- 2) Implement innovations that empower teaching and learning as well as efficiently allocate funding within their locations
- Continue to monitor the new budgeting module My Budget File to ensure adherence to staff and federal mandates.
- Create a 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.

Dr. Fitzhugh communicates the **District Goal #4: Social and Emotional Supports**

- Provide research-based curriculum to strengthen students' social/emotional relationships

- Continue to utilize Restorative Practices as a means of providing effective supports 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 another avenue to combat social-emotional concerns and thus remediate areas of deficiency related to mental health.
- 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 supports 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.
- By May 2023 students with severe and chronic absences will decrease by 30% through shared expectations, shared support, and shared accountability by all stakeholders (parents, students and school staff)

Dr. Fitzhugh communicates regarding the Academic Intervention and how the district will benefit from this program.

Dr. Fitzhugh communicates that academic Intervention provides additional instruction and supports that supplement the general curriculum (regular classroom instruction) and are necessary to improve academic performance for some students. A successful academic intervention process includes providing quality instruction with interventions matched to student need, and monitoring progress frequently to make decisions about change in instruction, intervention, and/or student goals.

Dr. Fitzhugh communicates how the academic intervention helped the students from Oakwood Avenue School.

- Accelerating the skill acquisition of students receiving intervention support
- Planning, developing, and assessing intervention supports during Common Planning or Preparation periods.
- Pulling small groups of students in grades 2 – 5 to provide intervention supports in either ELA or Mathematics.
- Monitoring the progress of students and implementing intervention strategies using the instructional platform and adjusting along the way as needed.
- Collaborating with respective teacher teams and other interventionists

Dr. Fitzhugh communicates the logistic from the program.

- The Academic Interventionists:
- supported 1 school during the course of 2 full marking periods.
- worked from January through May 2022 for a total of 18 to 20 instructional weeks
- were onsite for 5 hours per day, during the instructional day
- supported 31 students in ELA and 65 students in Mathematics, respectively
- engaged in direct intervention support to small groups of 4 – 6 students
- engaged in direct intervention support during five (5) 45-minute sessions per day
- dedicated 45 minutes per day to academic planning
- tracked progress through student portfolios, anecdotal notes, and check-ins with teachers

Dr. Fitzhugh introduces Ms. Karen Harris, executive director of humanities to communicate the grade level reading expectations to the community.

Ms. Harris communicates the district's goals for the ELA academic intervention. For students to attend more than 90% of sessions. To increase student independent reading ability to reach grade level expectations. To improve and strengthen students' literary skills, reading comprehension, and writing skills, and overall confidence. To increase the number of secure, skilled readers who can engage fluently with grade level reading materials so they can focus on text analysis beyond basic reading comprehension.

Ms. Harris communicates the grade level reading expectations and the identification for those students who were able to participate in the pilot program for ELA academic interventions.

Ms. Harris communicates the importance of the students attending school and the data supports it. Average intervention attendance was 91%. 75% of the students (15 out of 20) who attended intervention at least 90% of the time significantly increased their overall performance. Students whose parents interacted with the interventionist had better attendance.

Ms. Harris communicates the ELA outcomes of reading prowess. Students strengthened their independent reading ability from the fall to spring administrations of the diagnostics 21 of 31 (68%) students in this intervention increased reading lexile beyond typical average yearly growth (+50 pts); 17 showed significant growth(+100 pts). 7 students (23%) are now reading on grade level thereby needing fewer supports when reading grade level texts.

Ms. Harris communicates the mastery of standards of ELA. In grades 3-5 8 improved by one performance level 9 improved by two performance levels 11 of the 20 students specifically improved on the reading portion of Benchmarks to a passing score of 70% and higher indicating that they were

able to analyze the reading passages. 12 students significantly improved their writing scores demonstrating that they could express their understanding of the reading passages better.

Ms. Harris communicates the progress towards the New Jersey standards ELA portions of the NJSLA. 3 of the 31 students Met expectations scoring above 750 points 11 of the 31 students Approached expectations scoring above 725 points. After careful consideration, we recommend that 9 students exit the interventions w/continued Tier 1 and 2 supports; 22 students are recommended to continue with this intervention in SY2022-2023.

Ms. Harris introduces Mr. Scutari to communicate the Mathematic portion of the interventionist program and goals for the program.

Mr. Scutari communicates that the program for ELA and the Math were slightly different.

Mr. Scutari communicates that students to attend more than 90% of sessions to build student proficiency across domains leading toward middle school Algebra: Numbers & Operations, Algebra and Algebraic. Thinking to accelerate the learning of students who are identified to be below grade level so that they can improve their achievement and score at or significantly closer to grade level.

Mr. Scutari communicates the outcomes for Mathematics and overall progress. 37 of 65 (57%) students increased placement by at least one grade level 25 of 65 (38%) students met Annual Typical Growth 16 (25%) students scored on grade level in April 2022 9 (20%) students Met Expectations on NLSLA scoring above 750 points 16 (36%) students Approached Expectations on NJSLA scoring above 725 points.

Mr. Scutari communicates the domain specific for Mathematics.

**\*Unable to transcribe the rest of Mr. Scutari's presentations due to technical difficulties during the recording of the board meeting\***

Mr. Ballard communicates the facility updates throughout the district. We have replaced and added window air conditioning units at STEM Innovation Academy of the Oranges and Forest Street School.

Mr. Ballard communicates Park Avenue School had several Pumps break down. To add, the chillers were also in need of some repair. To date, one of the two chillers are now operational. New pumps are on order.

Mr. Ballard communicates Lincoln Avenue School had a chiller that became non-operational towards the end of July. The flange on the chiller was leaking and one of the tech boards malfunctioned needing replacement. Only portions of the building are being cooled at this time. We are currently



waiting on the parts to come in to repair the chiller with hopes of this being completed in time for school this September.

Mr. Ballard communicates Orange Preparatory Academy is undergoing a much-needed interior facelift. As shared at the Roundtable Series, we are painting all classroom, offices, stairwells, hallways, gymnasium, and the auditorium.

Mr. Ballard communicates The Restrooms are all being re-tiled and new plumbing fixtures are being installed. Cleveland Elementary School (OLV) room 010 the floor was damaged last school year due to the room flooding. The floor will be replaced prior to the beginning of the school year.

Mr. Ballard shows the progress being made through pictures.

Mr. Ballard communicates that the district is still acting on the cleanliness at every location in the district.

Dr. Fitzhugh communicates the SSDS reporting with vandalism, violence, weapons, HIB confirmed, HIB alleged, etc.

Dr. Fitzhugh communicates the kindergarten through the twelve-grade registration is currently going on. Virtual registration is open from July 5- August 31,2022.

Dr. Fitzhugh reminds the community regarding the arrival time and students so that the community can plan accordingly for the incoming school year.

This concludes the Superintendent's report.

Ms. Johnson motions to approve July 12 ,2022, public meeting minutes

**Moved by Mr. Jeffrey Wingfield Seconded by Mr. Armstrong**

**ROLL CALL (7) YEA (0) NAY (0) ABSTAIN**

Ms. Johnson motions to approve July 12, 2022, closed meeting minutes

**Moved by Mr. Jeffrey Wingfield Seconded by Mr. Henry**

**ROLL CALL (7) YEA (0) NAY (0) ABSTAIN**

## **Community Report**

**Curriculum Report:** Ms. Cabido communicates that a great part of the curriculum meeting was about intervention. Ms. Cabido communicates that the board members are excited about all the great things that will be happening in the district.

Ms. Cabido communicates that the district will be participating with the Kean University partnership this year which will be the second year the district is participating. Ms. Cabido communicates the resources the district has for Science and Math. Ms. Cabido communicates that the district has been training with diversity in the classroom and they will start with Pre-K. The district is also partnering with NJIT for High School starting in the 9<sup>th</sup> grade and moving forward every grade level will have different resources to obtain college credits. Ms. Cabido communicates that the district revised the course description, and they were updated on the new courses, and they offer education vocational learning. Ms. Cabido communicates that PaperBack Is up for approval tonight and this is a resource that provides inquiry through AI experiences. Ms. Cabido communicates that BARD is up for approval which will help a student receive college credits.

**Finance Report:** Mr. Sherif communicates that a lot of the finance items were already discussed by Mr. Ballard. Mr. Sherif communicates the transportation and contract process. Mr. Sherif communicates the transfers for each account to have knowledge of how the district is financial. Mr. Sherif communicates the auditing process and advises the community that will be up to the board meeting tonight. Mr. Sherif communicates to the community that they are still not showing up at the meetings, not giving suggestions and inputs. Mr. Sherif encourages the community to come out to the meeting to provide the board members with different perspectives.

**Facilities Report:** Mr. Henry communicates that he will not be repeating Mr. Ballard's informative report however he will highlight the walkthrough that is going on at Orange High School. Mr. Henry communicates that this process is a very much welcomed update to the Orange High School. Mr. Henry gives thanks to the administration team in providing a resolution for the impromptu issues the district faced with the air conditioning at Lincoln Ave.

**Public Comments:** No public comments or correspondences.

Ms. Johnson motions to close public comments.

**Moved by Mr. Wingfield Seconded by Ms. Cabido**  
**ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (0) ABSENT**

### **BOARD RESOLUTIONS**

Ms. Johnson motions to approve a consent agenda removing A22-050, A22-051, A22-052, A22-053, A22-055, C22-051, C22-057, F22-026, F22-027.

**Moved by Mr. Wingfield Seconded by Mr. Henry**  
**ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT**

Ms. Johnson motions to approve A22-050

**Moved by Ms. Gravesande Seconded by Unable to detect**

**ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (3) ABSENT**

Dr. Fitzhugh communicates that the district has seen terms of the work with schools and partnering with the Food Bank allows the district will be able to provide food over the weekend. The students or community members will have to make their school principal of their necessity and the principal will guide them in the process to access food. Dr. Fitzhugh communicates this is a great resource for the district to make sure that none of our students go hungry on the weekends. This program will only take place during the school year. The district will provide that information on the website and a blast will be going out as well as letters.

Ms. Johnson motions to approve A22-051

**Moved by Mr. Wingfield Seconded by Ms. Cabido**

**ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT**

Dr. Fitzhugh communicates that this is the second year with the partnership. Several districts met with the president with Kean president. Dr. Fitzhugh communicates that the engagement is quite high and this is a great opportunity if it's approved the students will get the chance to engage with the professor. Dr. Fitzhugh communicates that some students attended the Highlands campus, and they were engaged in their environmental science project.

Mr. Ballard adds that the students had a beautiful experience at the campus that they could not get at the original campus.

Ms. Johnson motions to approve A22-052

**Moved by Mr. Wingfield Seconded by Mr. Henry**

**ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT**

Ms. Cabido communicates her question in regard to resources or training for the AP computer science which is already at STEM, is this for STEM or for the Orange High School?

Dr. Fitzhugh communicates that this resource is at no cost to the district, and it is to improve the curriculum at the STEM school.

Ms. Johnson motions to approve A22-053

**Moved by Mr. Wingfield Seconded by Ms. Gravesande**

**ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT**

Ms. Harper communicates that this is a program called Mall Cog which is in the High School, and it ranges from 5<sup>th</sup> – 12<sup>th</sup> grade. The company name has changed to Building Wings and it is a program that must be reviewed and renewed every year.

Ms. Johnson motions to approve the resolution to approve A22-055

**Moved by Mr. Henry Seconded by Ms. Cabido**

**ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT**

Ms. Harper communicates that this program is for our Special Needs Autistic students to assist with student goals and objectives.

Ms. Cabido communicates what is the cost.

Ms. Harper communicates that the price is higher this year because the price includes professional development, and our population of autistic students has grown.

Ms. Johnson motions to approve C22-051

**Moved by Ms. Gravesande Seconded by Ms. Cabido**

**ROLL CALL (7) YEA (0) NAY (1) ABSTAIN (1) ABSENT**

Ms. Johnson motions to change the date from 2021 to 2022 (C22-057)

Mr. Ballard communicates that the board is asking to amend the fiscal year to reflect the correct date.

Mr. Ballard communicates that the board will now motion a resolution for C22-057 to reflect the amended.

**Moved by Mr. Wingfield Seconded by Ms. Gravesande**

**ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT**

Mr. Ballard communicates that the district has been using an auditing company with an RFP and no one responded. Mr. Ballard communicates that the district will fall under Jersey S 18 A, 18 A -5. Mr. Ballard communicates why the district needs to award the contract. Mr. Ballard communicates the reason he selected this firm. This firm is a highly respected firm in government accounting, timely, and professional, and will help to elevate what has happened in the past with our deadlines.

Ms. Johnson motions to approve F22-026

**Moved by Mr. Henry Seconded by Mr. Wingfield**

**ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT**

Ms. Jones communicates the resolution to the community. Ms. Jones communicates that the district has an obligation to novice teachers defined as any person who holds a CE or CAS and they have to meet their state requirements this particular plans outlines and mentor and mentee fees, laws, the amount of time that is required to complete the standard mandate which is 30 weeks.

Ms. Jones communicates that the mentoring happens within the district, and they are paired based on content throughout the year. There is a cost for the mentor program and the district is responsible for obtaining the money which then the district pays the mentor. Ms. Jones communicates the benefits that the mentee will receive with the mentor.

Ms. Jones communicates that the principal will have to approve the mentee log and they will have to be sent to Ms. Jones so that the mentee can receive credit.

Ms. Johnson motion to approve F22-027

**Moved by Mr. Henry   Seconded by Ms. Gravesande**  
**ROLL CALL (7) YEA   (0) NAY   (0) ABSTAIN   (2) ABSENT**

Dr. Fitzhugh communicates that this resolution is for the teachers and the administrators will have to input that information online in My Learning Plan. Dr. Fitzhugh communicates that the district budgets for all professional development.

Mr. Ballard communicates to the board about the process of attending a professional development if one of the board members would like to attend and explains what line is used for these types of travels.

Ms. Johnson motion to approve Human Resources Agenda

**Moved by Mr. Wingfield   Seconded by Ms. Cabido**  
**ROLL CALL (7) YEA   (0) NAY   (1) ABSTAIN   (1) ABSENT**

Mrs. Crockett makes the district aware of the scheduled meetings.

The curriculum virtual meeting will be held on August 30<sup>th</sup> at 3:30 pm

Budget hearing meeting will be held on unable to detect date and time.

The facility virtual meeting will be held on August 5<sup>th</sup> at 3:30pm

Public Relations virtual meeting will be held on unable to detect date and time

The financing committee virtual meeting will be held on September 8 at 5:30pm

Orange Board of Education public meeting will be held on September 13<sup>th</sup> at 6:00pm

Policy Committee virtual meeting will be held on September 9<sup>th</sup> at 4:00pm.

## **Board Comments**

Ms. Cabido thanks everyone for continuing to work with the same energy and passion. Ms. Cabido is grateful for the opportunity to see the renovation of the High School.

Ms. Johnson moves to have meeting adjourned

**Moved by Mr. Wingfield   Seconded by Mr. Armstrong**

**ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT**