

Minutes of **Wednesday August 9, 2023, Public Meeting** of the Orange Board of Education held at 6:00 pm.

Shawneque Johnson is presiding over tonight's Meeting.

Ms. Sueann Gravesande
Mr. Derrick Henry
Ms. Samantha Crockett- **Absent**
Ms. Fatimah Turner - **Absent**
Mr. Siaka Sherif
Ms. Shawneque Johnson, President
Mr. Jeffrey Wingfield
Mr. David Armstrong
Mr. Tyrone Tarver

ROLL CALL (7) PRESENT (2) ABSENT

ALSO PRESENT Dr. Gerald Fitzhugh II, Superintendent of Schools

- Mr. Lamont Zachary, Assistant Business Administrator
- Shebra Jones, Executive Director of Human Resources
- Ms. Jessika Kleen, School Board Attorney 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. Armstrong Seconded by Mr. Wingfield

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

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 greets the community and staff.

Dr. Fitzhugh communicates that summer school programming is over.

Dr. Fitzhugh reminds the community that schools begin September 7, 2023 and provides start and end times for students and staff.

Dr. Fitzhugh presents slideshow on the success of the district summer programs.

Dr. Fitzhugh communicates brief the community with important information regarding the return to schools.

Dr. Fitzhugh communicates back to school nights throughout the district.

Dr. Fitzhugh provides the community with a presentation of departmental priorities such as

- Build the coaching capacity of principals and assistant principals to support teachers' instructional practices across content areas.
- Continue to provide professional development that is targeted and intentional across content areas and disciplines.
- Ensure alignment to the curriculum; through monitoring consistently Bilingual Education, English as a Second Language, and World Languages
- Expand and support the Bilingual/ESL classes across the district
- Improve teacher pedagogies in relation to the implementation of sheltered English practices and facilitate the development of Bilingual and ESL teachers as they teach to the New Jersey Student Learning Standards.
- Increase the number of students taking and achieving passing level scores on STAMP (Standards-based Measurement of Proficiency) assessments in Spanish and French.
- Ensure that the World Language adoption is strategic, intentional, and with instructional merit.

Dr. Fitzhugh introduces Dr. Blanton to communicate the priorities of the Office of Early Childhood Learning.

Dr. Blanton communicates that the Early Childhood Learning will continue to build the capacity of preschool coaches and early childhood administrators as they support teachers' in creating meaningful learning experiences for children throughout the school day. Build on the concept of dramatic play in kindergarten and incorporate block play in the first grade classrooms. Expand on cultural competency in the early childhood classroom. Continue to use the science of reading as a base to develop meaningful learning experiences while engaged in Concepts about Print, Phonological Awareness, and the Alphabetic Principle.

Mr. Zachary communicates that the Business Office will purchase and implement new and updated Point of Sales hardware at all schools. Which includes monitors, pin pads, and manager office scanner. Complete the remodel and overhaul at OPA and Stem High School for their serving lines. Acquire a new POS software management company.

Mr. Zachary moves into facilities and communicates the increase preventative maintenance to align with the Annual Comprehensive Maintenance Plan (CMP). To continue exploring different grant opportunities to address serious facility conditions in the district, working on the Energy Savings Improvement Plan (ESIP) to replace major building systems. Establish and implement a new Financial Accounting System (Genesis). Work towards receiving the meritorious budget award. Work towards receiving the certificate of excellence in Financial Reporting for the Annual Comprehensive Financial Report.

Dr. Fitzhugh communicates the priorities of the Office of Human Resources. The Office of Human Resources (OHR) will develop and implement a talent recruiting plan that will outline three (3) unique strategies and approaches to hiring.

1) The OHR will develop an attrition strategy to be implemented by no later than January 1, 2024. Inclusive of this plan will provide mental and physical health as these areas support staff retention and development.

2) The recognition plan will be an extension of the retention/attrition strategy plan.

3) The OHR will retain 45% of the 2023-2024 new hires inclusive of certified and non-certified staff.

Streamline and implement automatic processes for the following areas based on current HR (Human Resources) practices, trends, and data to support overall district administrative effectiveness. Recommendation for Hire process will move to a fully automated workflow for permanent and stipend positions; and the OHR will develop an automated interactive orientation process; and all performance evaluations will be web-based. All administrators will undergo performance evaluation training led by the Executive Director of Human Resources and the Superintendent of Schools or his designee. The OHR will continue to convert all personnel platforms using Accuscan. Develop Employee Handbooks for all staff and school-based handbooks. This will require that the OHR will work with building administrators to develop handbooks for their respective staff and faculty. Employee Wellness - The OHR will develop an Employee Wellness Program including district offerings and optional products to support their career development and retirement planning.

Mr. Scutari provides the community with the priorities of the Office of STEM-Focused Learning in the areas of Mathematics and Science.

- Leverage professional learning opportunities and identified teacher leaders to strengthen implementation of curricular resources and instructional best practices across all mathematics classrooms (General Education, Multilingual, Special Needs).
- Utilize multiple measures of data to design and institute an overall districtwide intervention and acceleration strategy to provide intensive academic supports that meet students where they are academically and promote their development and achievement.
- Expand opportunities for students to engage with mathematics beyond the classroom through local and state competitions, Family Math Nights, and additional programming outside of the school day.
- Improve student achievement on local and state assessments by leveraging professional development and lead teachers to improve pedagogy and facilitation of three-dimensional instruction across the district.
- Continue to enhance and strengthen Honors and Advanced Placement level curricula and pedagogy in Biology, Chemistry, Physics, and Environmental Science.
- Expand, develop, and support opportunities for students to experience science beyond the classroom through Science Nights, Science Fairs, local and state competitions, and more.
- Explore opportunities (ex: PLTW, TinkRworks, Robotics) to strengthen STEM programming across ALL schools.

- Seek out and cultivate professional learning partnerships with tertiary institutions that provide STEM-related professional development opportunities.
- Expand opportunities for students to develop and showcase their talents through STEM Fairs, local and state competitions, STEM Nights, Robotics Clubs, and Group Challenges.

Dr. Fitzhugh communicates the priorities of Office of Innovation. Instructional Technology

- Implement our District Transformation Plan and support School Transformation Plans developed for our Verizon Innovation Learning Schools (VILS) grant designed to build educator capacity in the innovative integration of technology across all subject areas
- Develop student agency and leadership as members of School Based Student Tech Teams; designed to involve students in promoting digital citizenship and day-to-day management, support, and training in the use of district chrome books.

and various technology tools

Career & Technical Education (CTE)

- Introduce more tailored and content-driven PD incorporating instructional pedagogies which attend to increasing student achievement and proficiencies specifically in ELA, Math and Science
- Ensure standardization of curriculum and assessment within the department such to provide data to inform measurement of student achievement in all courses, identification of learning supports needed, success in attainment of dual enrollment credit and industry-valued credentialing.
- Continue to build CTE program awareness and opportunities for Middle School students through Saturday Exploration

programs, CTE Fairs and events

- Meet all required elements such to qualify all CTE programs as CTE Programs of Study (POS) by December 2023
- Introduce one new Career Pathway, Cosmetology, as on track to become a new POS for Orange High School.

Community Engagement

- Build upon our Parent University Model offering parents workshops and training opportunities attending to their needs, interests, and opportunities for exploration and discovery
- Collaborate with all district schools in the implementation of our District and School Title I Parent and Family

Engagement Plans that is data informed and incorporates models of research-based best practices; attends to the individual and collective needs identified by the stakeholders of all district schools and departments; capitalizes on the community resources available within and surrounding our school community; intentionally focuses on developing business partnerships and defining ways for these

entities to meaningfully engage with the work of the school district; and is widely communicated for all stakeholders to fully benefit from.

Physical Education

- Support our Physical Education teachers in utilizing new curricula resources to design and implement engaging Health lessons, administer common assessments, and utilize achievement data to inform teaching practices and provision of student supports.
- Continue to build upon and expand partnerships to supplement Physical Education/Health curriculum to; Serve as possible feeders to our secondary sports programs, specifically Tennis.

Research and submit applications for available grant opportunities and increased funding.

- Support all departments and schools in utilizing title and grant funding to maximize the opportunities to address learning acceleration and learning loss with innovative and research-based approaches.

Essex County College (ECC) Early College Programs

- Continue to plan and support cohorts of students through a four-year program of study leading to the attainment of an Associate of Arts degree while also earning their high school diploma.

Ms. Harris communicates the Office of Humanities priorities to the community:

English Language Arts

- Refine and continue an overall districtwide intervention strategy such to provide intensive academic supports to students who are multiple grades below grade level beginning as early as Grade K.
- Introduce new foundation skills assessment in grade 3 to better determine learning loss and provide clear road maps for targeted instruction and acceleration.
- Establish and implement the Humanities Block in grades K and 1.

Social Studies

- Implement new curricula utilizing the new curricular resource with a focus on developing written expression.
- Continue to collaborate with Early Childhood to utilize the Social Studies themed topics to incorporate dramatic play and blocks into the kindergarten and 1st grade classrooms.

Visual & Performing Arts

- Support the execution of curricula and pedagogy to increase students' opportunities to progress through the performance bands identified by the New Jersey Department of Education: Proficient, Accomplished, and Advanced.
- Foster and further solidify partnerships with community-based organizations and institutions of higher learning to explore, instruct, and promote the arts.

- Expand opportunities for students to showcase their talents in and outside of school through exploiting opportunities for performances, competitions, and contests.

Ms. Harper communicates the priorities of Office of Special Education and Behavioral/Academic Intervention:

- Continue to implement and refine the Coaching Cycle for special education self-contained programs.
- Enhance and expand on the Applied Behavioral Analysis (ABA) practices for students with Autism.
- Expand on intervention strategies and targeted supports that are specifically aligned to the student's classification and disability.
- Develop and implement Executive Function Skills in the Classroom.
- Increase opportunities for project-based learning in the special education self-contained programs.
- Provide professional development on SEL specific to students with disabilities.

Office of Guidance, Scheduling, & Testing

Conduct a comprehensive audit on student transcripts to ensure graduation rates are aligned to State mandated percentages.

- Enhance, expand, and support SEL and Restorative practices for teachers and students in grades Pre-K-12.
- Explore all prospects to increase scholarship opportunities for students.
- Develop a timeline for the distribution of teacher and student schedules.
- Provide professional development for staff to address the social emotional needs of students that directly impact student progression.
- Establish a Districtwide Assessment calendar that improves the alignment of District-level assessment content, priorities, calendars, and windows with Statewide testing windows to improve the student assessment experience, gain a better understanding of assessment data, and improve overall curriculum articulation instruments (curriculum guides, lesson plans, pacing calendars, etc.)

Dr. Fitzhugh communicates the district's strategic plan core focus areas.

Core focus are one: Strong Home-School Community Connection. Establish and communicate a shared vision for family-school engagement by a committee of stakeholders, led by the Superintendent of Schools.

Core focus area two: Student Universal Supports. Develop a district wide universal learning supports system that addresses barriers to learning and teaching and eliminates the predictability of outcomes for all students based on race, gender, socio-economic status, learning modality, language, or sexual orientation.

Core focus area three: Human Capital and Job-Embedded Professional Development

Core focus are four: Rigorous Relevant Curricula and Instruction Continue to identify, develop, and implement inclusive, evidence-based, and college and career ready standards-aligned pre-k through grade 12 instructional materials and curricula for all learners and subgroups, and across all disciplines.

Dr. Fitzhugh communicates to the community and staff the districts school self-assessment for determining grades under the anti-bullying reform act.

- Core Element #1: HIB Programs, Approaches & Initiatives
- Core Element #2: Training on the BOE-Approved H 18 Policy
- Core Element #3: Other Staff Instruction & Training Programs
- Core Element #4: Curriculum & Instruction on HIB & Related Information & Skills
- Core Element #5: HIB Personnel
- Core Element #6: School-Level HIB Incident Reporting Procedure
- Core Element #7: HIB Investigation Procedure
- Core Element #8: HIB Reporting

Dr. Fitzhugh communicates the importance of attendance and makes the community aware that the district did better last year than the previous year.

Mr. Zachary communicates to the community with a status report of the district's facility maintenance, repairs, upgrades, and custodial services. He provides the community and staff pictures of our progress into a safer environment for all.

Mr. Zachary communicates that 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 Construction at the Orange High School renovation and the Cleveland Street School Project.

Dr. Fitzhugh communicates to the community and staff to stay connected with the latest news by downloading the district app and follow Orange Public Schools social media pages.

This concludes the Superintendent's report.

Ms. Johnson motions to approve June 14, 2022, public meeting minutes.

Moved by Mr. Jeffrey Wingfield Seconded by Mr. Sherif

ROLL CALL (5) YEA (0) NAY (2) ABSTAIN (2) ABSENT

Ms. Johnson motions to approve June 14, 2022, closed meeting minutes.

Moved by Mr. Armstrong Seconded by Mr. Wingfield

ROLL CALL (5) YEA (0) NAY (2) ABSTAIN (2) ABSENT

Community Report

Public Relations: Dr. Turner was not present to provide an update on public relations.

Curriculum Report: Ms. Crockett was not present to provide an update on curriculum.

Facilities Report:

Mr. Armstrong communicates that the facility committee met on August 7 and he will not repeat what Mr. Zackary said as he did a great job explaining the facilities report.

Finance Report:

Mr. Sherif communicates that the Finance Committee Meeting convened for its monthly meeting on Thursday, August 3, at 5:51pm. The members listed above were all in attendance, except for Business Administrator, Mr. Ballard and Board Member Derrick Henry. Assistant Business Administrator/Assistant Board Secretary, Mr. Lamont Zachary, called the meeting to order and began the meeting by reviewing the June 8, 2023, Finance Committee Meeting minutes. Members of the committee did not have any questions and approved of moving it forward to the full board. Since the board approved to have all committee meetings closed, there was no need to remind the public to submit any financial related questions or concerns to the Finance Committee general e-mail at financemeeting@orange.k12.nj.us. However, Mr. Zachary kindly assured the attendees that the finance team are always checking the inbox and are readily available to address any issues or concerns accordingly.

Ms. Graves made motions to open public comments.

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

Public Comments

Community member Dwight Holmes. Mr. Holmes inquires about I1 and M4 not being together for a resolution and would like an explanation of I5.

Dr. Fitzhugh communicates to Mr. Holmes that is a typing error.

Ms. Harris communicates that Hands Incorporated heard about the district interest in sending the students to BizTown which is a part of financial literacy initiative at the middle school and they heard about our district needing the assistance and they would like to financial support the district in providing the cost for the transportation.

Community member India Williams makes the board aware that the anti-bullying is not being implemented as it should be because it continues to occur. Ms. Williams also inquires about the CPEC group. Ms. Williams is concerned about the Cleveland Street School bus transportation.

Ms. Harper provides a district that CPEC is family ran and she is the facilitator and she wants to make sure they have what the parents needed from their perspective. They will have 4 meetings this year and urges all parents, and staff members to join the CPEC group. The more involvement the more that can be done.

Dr. Fitzhugh that he has been made aware of it and will make sure to take care of it.

Community member who has a STEM school in town would like to see how the district and her can collaborate more. The schoolhouses 2 yrs. to 6yrs old, this summer they had 13 years old participate in their summer program. The school has a gourmet kitchen and has a garden and instead of being in competition why not come together for the better of the children.

Dr. Fitzhugh requests the community member's contact information to discuss this topic further.

Community elected official of the west ward, Ms. Hilbert has two concerns one of them being the board will continue to publicize their committee meeting for those who work and cannot make the meeting and would like to have that continue and thanks the board for uploading the meetings on our social media websites for everyone to watch when they are available. Another concern is that parents are not receiving reimbursement for those students who are not going to Orange Public Schools. Ms. Hilbert also endorses STEM school in town and provides great feedback to the community and looks forward to a collaboration with a local business who is owned by orange community members.

Mr. Zachary communicates that he has been made aware of the concern and he has been in touch with those parents and has made them aware that he has been diligently working on getting back to them.

Ms. Johnson motions to close public comments.

Moved by Mr. Wingfield Seconded by Henry

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

BOARD RESOLUTIONS

Ms. Johnsons motions to do approve the consent agenda including HR agenda, HIB agenda, Food service, and H2.

Mr. Tarver makes the community aware that he has seen transportation reimbursement have been getting paid. Mr. Tarver communicates the district's requirements to send to the state and makes the public aware that those funds do not have anything to do with instructional funds.

Ms. Johnson asks Mr. Tarver if the information is presenting to the community is in writing.

Ms. Kleen communicates to the community that Mr. Tarver is speaking for himself and not the rest of the board members. He is not a lawyer and wants the community to know that this information will be posted on our website for any reference.

Ms. Gravesande expresses her thoughts of the food services and how the kids are still not happy. Ms. Gravesande concerns are that we waste the food, kids not eating, or the nutritional quality of the food provided. She does not want to hear the kids say they do not like the food.

Dr. Fitzhugh communicated that he would continue to improve our food services and will begin to strategize on what else the district can be proactive in this concern.

Moved by Mr. Wingfield Seconded by Ms. Gravesande

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

Ms. Johnson motions to approve H2.

Mr. Sherif expresses that he has a problem with Chartwells after discussing the same topic discussed last year and after hearing from the students and parents things are still the same. He has an issue with that and perhaps Orange should be in business with another food providers or have a backup.

Mr. Wingfield makes the community aware that the usual contract is for four year however this year's contract is one year.

Ms. Johnson makes the community aware that if we do not pass this resolution the students will not have breakfast, lunch and dinner for this school year.

Board members discuss amending the contract to month to month for food services and agree to discuss this further to provide the district with a better solution where the children are satisfied with the food provided in the district.

Ms. Johnson motions to get into closed session to further discuss H2.

Moved by Ms. Gravesande Seconded by Mr. Sherif

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

Ms. Johnson motions to approve H2.

Moved by Mr. Armstrong Seconded by Mr. Wingfield

ROLL CALL (6) YEA (0) NAY (1) ABSTAIN (2) ABSENT

The curriculum virtual meeting will be held on August 29 at 3:30 pm

The facility virtual meeting will be held on September 11 at 3:30 pm

The public Relations virtual meeting will be held on June 7 at 4:00 pm

The financing committee virtual meeting will be held on September 7 at 5:30 pm

Orange Board of Education's public meeting will be held on September 13 at 7:30 pm at OPA.

Policy Committee virtual meeting will be held September 7 at 4:00pm.

Human Resource Committee virtual meeting September 11 at 5 30 pm.

Board Comments

Ms. Gravesande communicates that she would like to see more student exposure such as internship. Perhaps the board discuss this further to ensure that our students are provided with all the exposure that can be accessible to them. Recreations, sports, etc., she would like to get the community more engaged for their social skills.

Mr. Sherif communicates that he has a concern regarding the respect of our board members. Things needs to be rectified that has not been. Such as obtaining information that could be useful to our community it is not the way to move the district into greatness.

Mr. Wingfield recognizes assembly woman Sheila Oliver who is the first black woman in that position and would like to take a moment of silence to honor her legacy.

Mr. Armstrong agrees with Mr. Sherif with respects of the interactions amongst board members. The board members need to come together and do what needs to be done for the school district.

Mr. Tarver communicates that he has located some concerning board docs and he has been receiving messages regarding tonight's location not being accurate for tonight's meeting. Mr. Tarver communicates that he does not speak unless he has facts to back It up. Mr. Tarver communicates his goals as a board member.

Mr. Henry communicates that we must be aware that our meetings are livestream and our audience and we should be mindful of how the board behaves with themselves so that the board members can set an example not only for our students and staff but for future board members.

Ms. Johnson communicates that respect is earned not given. As board members take an oath and that oath should be taken seriously to ensure that our students future is bright.

Ms. Johnson moves to have meeting adjourned.

Moved by Mr. Wingfield Seconded by Dr. Turner

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