

Minutes of **Tuesday, August 10, 2021, Virtual Public Meeting** of the Orange Board of Education held at 6:00 pm.

Shawneque Johnson is presiding over tonight's Virtual Meeting.

Ms. Guadalupe Cabido
Ms. Sueann Gravesande
Mr. Derrick Henry
Ms. Samantha Crockett
Ms. Fatimah Turner
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, Interim Business Administrator/Board Secretary
- Ms. Jessika Kleen, School Board Attorney with the firm of Machado Law Group

FLAG SALUTE

Ms. Johnson motioned to have the meeting adjourn into executive session to discuss personnel and legal matters.

Moved by Shawneque Johnson Seconded by Jeffrey Wingfield

ROLL CALL (6) YEA (0) NAY (0) ABSTAIN

Ms. Johnson re-open public meeting.

Superintendent's Report

Dr. Gerald Fitzhugh II, Superintendent of Schools

Superintendent Report:

Dr. Fitzhugh communicates to the community that the Board Members have approved the Strategic Plan for Orange Public School from 2021-2026, Moving into Greatness.

Dr. Fitzhugh communicates the Goals for this incoming school year with a presentation for District goals presented by every department's Executive Director.

Dr. Blanton, Executive Director of Early Childhood Learning, communicates the four main focus which includes

- Building coach capacity of preschool coaches to better support teacher's instructional practices in social and emotional development, fine motor skills, and literacy development.
- Incorporate dramatic play and essential resources into the kindergarten classrooms.

- Implement four preschool bilingual transitional classrooms with embedded support for teachers and families.
- Create a preschool curriculum resource that outlines how children learn at this age as well as the scope and sequence of foundational skills in each content area to support teaching and learning.

Dr. Fitzhugh introduces Dr. Powell, Assistant Superintendent of Innovations to discuss STEM Focus Learning.

Dr. Powell communicates STEM Focus Learning priorities which includes

Mathematics

- Design and institute an overall districtwide intervention strategy such to provide intensive academic supports to students who are multiple grades below grade level beginning early as Grade K
- Expand our Master Class models such to promote the overall development of conceptual understanding, to increase depths or knowledge, to foster the use of mathematical routines, and to encourage the use of rich task using differentiated PD opportunities.
- Gain a better understanding of overall learning loss resulting from COVID-19 such to address unfinished learning via the collection of student work and student exemplars.
- Introduce more tailored and content driven PD for and ELL and SN teachers.
- Establish metrics for calculation "indicators scores" and "cut scores" that provide predicative validity on state assessments for all benchmark and interim assessments in Mathematics, ELA, and Science such to quickly identify cohorts of consistently underperforming and low-performing students in need of additional targeted supports and to promote opportunity for acceleration and enrichment in the form of ongoing- and targeted supports and to establish long- and short term goals.

Science

- Reinforce the rigor of Honors level curricula and promote a 2-year approach to improve access to AP level offerings in Bio, Chemistry, Physics, and ENV Science.
- Ensure that all MS/HS Science Labs are OSHA-compliant.
- Improve teacher pedagogies in relation to the implantation of the NGSS; and facilitate the pedagogical development of Lead Teacher and support their ability to turnkey to and train others.
- Ensure standardization of curriculum and assessment across the district such to address the Crosscutting Concepts and encourage engagement with the Science and Engineering practices.
- Develop Common Labs & Identify materials (phenomena included) that are more culturally relevant.

STEM/STEM ACADEMY

- Explore opportunities (ex: PLTW, TinkrWorks) to establish STEM programming across all K-7 schools.
- Reinstate professional learning partnerships with tertiary institutions that provide STEM related professional development opportunities (PRISM, WOODROW WILSON, MSU, KEAN, NJCU, NJIT, RUTGERS, William Paterson, NJCTL, TCNJ, RELAY, & MISE).
- Expand, develop, and support innovative opportunities for students to engage in project-based instruction & Capstone development.
- Expand opportunities for students to showcase their talents through STEM Fairs, competitions, STEM nights, Robotics Clubs, and Group Challenges.
- Engage highly motivated high school students in a tutoring in support of their community service hours.
- Develop the STEM Innovation Academy's Graduate Center for Innovative Practice to serve as a conduit for cultivating high-impact teachers capable of reimagining educational settings with a focus on equity, deeper learning and shared leadership.

- Provide more tailored Professional Learning opportunities for STEM teachers by instituting individualized PD plans for all STEM teachers.
- Devise a rigorous AP/SAT strategy to promote improved success.

Dr. Fitzhugh introduces Ms. Alcantara, the new Executive Director of Innovation to present Focused Learning for Innovation.

Technology Coordinators

- Develop a strategic District Technology Plan that defines the acquisition of research-based instructional, assistive, and assessment learning tools, supports the intentional use of available technologies, attends to current educational trends, and maximizes the expertise of our human capital (staff and parents) to support the academic success of our students.

Career & Technical Education (CTE)

- Meet all required elements such to qualify all CTE programs as CTE Programs of Study (POS) by 2023.
- Introduce one new Career Pathway, Design & Architecture, as on track to become a new POS for Orange High School.
- Certify STEM Academy tracks as CTE Programs.

Community Engagement

- Develop a strategic Family-School-Community Engagement Plan that is data informed and incorporates models of research based best practice.
- 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

- Expands partnerships to supplement Physical Education/ Health curriculum to; Serve as possible feeders to our secondary sports program.
- Work in tandem with School Counselors and Social Workers to address components of SEL (Social/emotional learning)

Titles & Grants

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

Dr. Fitzhugh introduces Ms. Karen Harris, Executive Director of Office of Humanities to discuss Focused Learning.

Bilingual Education, English As a Second Language, and World Languages

- Expand and support the Bilingual class offerings to grade 3 at two elementary schools.
- 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 numbers of students taking and achieving passing level scores on STAMP(Standards-based Measurement of Proficiency) assessments in Spanish and French.

English Language Arts

- Design and institute 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 grades K-2 to better determine learning loss resulting from COVID-19 and provide clear road maps for targeted instruction and acceleration.
- Implement and support new curricula for grades 3-8 to attend to learning loss while moving students towards standards mastery.
- Improve the implementation of the Writing Folder Initiative across all grade levels.

Social Studies

- Implement district wide Benchmarks and Performance Tasks that build from Document Based Questions (DBQ's) and transition to On Demand Writing drawing from the New Jersey Student Learning Standard for Social Studies.
- Institute Coaching Cycles that focus on the intentional and execution of standards-based Writing instruction in the Social Studies classroom.
- Collaborate with Early Childhood to utilize the Social Studies curriculum to incorporate dramatic play into the kindergarten classrooms.

Visual & Performing Arts

- Review curricula, pedagogy, and schedules to increase students' opportunities to progress through the performance bands identified by the NJDOE: Proficient, Accomplished, and Advanced.
- Support the execution of the newly revised curricula, which incorporate the NJSLA for the Visual and Performing Arts, through coaching and collaborative planning.
- Reinstated partnership with community-based organizations and institutions of higher learning to explore, instruct, and promote the arts.
- Expands opportunities for students to showcase their talents in and outside of school through exploiting opportunities for performance, competitions, and contest.

Dr. Fitzhugh introduces Dr. Powell to discuss Focused Learning for the Office of Guidance, Scheduling, and 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 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 to the community that we are still Academic Summer Programs:

- Forest St School: August 2- August 27, 2021
- Heywood Avenue School: August 2- August 20, 2021.
- OPA Summer Bridge Program July 26- August 13, 2021.

Dr. Fitzhugh communicated to the community the various programs Orange Public School had to offer this Summer from all different departments.

Monthly Facilities Update Presentation by Mr. Edwin Vasquez:

- Mr. Vasquez communicates that we are cleaning high and low, thorough daily cleaning and disinfecting of all touch points in the building. The District detailed cleaning has begun to prepare for the in-district instruction beginning September 1st for staff and September 7th

for students. PCI has been apart of district meetings based on updates related to COVID-19 mandates and expectations.

- Mr. Vasquez reiterate the work that is being done at the Orange High School as discussed in the previous board meeting on July 12, 2021. He advised the community that Dr. Fitzhugh and Mr. Ballard invited the Facilities Committee to walk OHS to see the progress and to also look at the new addition.
- Mr. Vazquez showed the community in his presentation pictures of the work that is being done at the High School and Orange Prep Bridge.
- Mr. Vazquez also showed the community in his presentation the work that is being done at Cleveland Street School.
- Mr. Vazquez discusses the District's upcoming projects for the month of August. Such as waxing all classroom, hallways and stairwells. Cleaning and washing down of all furniture will take place as well.
- Mr. Vazquez advices the community that we will continue to update community as well as the staff and Board of Education members of all progress as we move into the reopening of schools. He wants the community to know that the "Health and safety are at the apex of what we do in facilities"

Dr. Fitzhugh communicates to the community the District 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. The emphasis has been on the best practices in teaching and learning. As a result of the pandemic, a continued understanding of providing targeted and intentional delivery of instruction is paramount district wide.

- Subgoal 1: Increase in the number of job-embedded professional learning opportunities that incorporate the expertise of building principles planning alongside district administration by 60% from SY20-21.
- Subgoals 2 & 3: By May 2022, 60% of students in each preparedness group will meet or exceed their assigned end of the year growth target in mathematics.
- Subgoal 4: Provide Learning Loss Support through disaggregation of data and pre-assessments across content areas.

District Goal #2: Community Engagement:

The Orange Public Schools will continue a system of consistent communication system for disseminating and receiving information between school administration, teachers, staff, students, parent, and the community.

- Subgoal 1: Increase the timeliness, access, and effectiveness of all communication with all stakeholders via multiple measures by 50% from the previous school year (the previous year was at a 35% increase.)
- Subgoal 2: Increase the use of emerging and available communications outlets to transmit information by 30%.
- Subgoal 3: Continue Parent and Student Councils at the Superintendent's Level

District 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.

- Subgoal 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.
- Subgoal 2: Implement innovations that empower teaching and learning as well as efficiently allocate funding within their locations.

District 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.

- Subgoal 1 & 2: Provide research-based curriculum to strengthen students' social/emotional relationships.

Dr. Fitzhugh concludes the District Goals presentations and introduces Mrs. Spotswood-Brown to discuss Genesis Parent Portal.

Mrs. Spotswood-Brown reminds the community to sign up to the Genesis Parent Portal to stay up to date with live information regarding students, and encourages community to contact email: reopeningofschools@orange.k12.nj.us with any questions or concerns.

Mrs. Spotswood-Brown communicates to the community the Genesis Portal Registration number updates.

Mrs. Spotswood-Brown communicates the District Registration dates for Grades 3F- and 4F. She encourages parents to register your student via Genesis Online Registration Portal. She advises that in person registration will resume on September 8 & 9th, September 14th & 15th, September 21st & 28th, from 10:00 am to 1:00 pm. Kindergarten to 12th Grade registration are Monday-Thursday between 9:00 am – 3:00 pm.

Dr. Fitzhugh reminds the community to download the Orange Public Schools app. He reminds the community on the Districts News-Breakfast/Lunch Grab and Go summer locations beginning at 7:30am -1:30 pm: Rosa Parks, Lincoln Avenue School, Forest Street Community School, and Central Elementary.

Dr. Fitzhugh reminds the community of the use of the reopeningofschools@orange.k12.nj.us email. He also communicates several upcoming important dates such as:

- City of Orange is hosting the Welcome Back to School Yearly Program on August 31, 2021.
- The Superintendents forum is September 1,2021.
- Early Childhood center will have a Meet and Greet Program for the new VP Ms. Bischoff on August 30, 2021 6:00 PM at the school location.
- Heywood's Meet and Greet Program for the new Principal Mr. Patterson on August 26,2021 PM at the school location.

That concludes Dr. Fitzhugh's Superintendent Report.

Mrs. Johnson asks the Board Member for a motion to approve the July Board minutes from July 21.

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

Ms. Cadibo communicates to the community the items that were discussed at the last Committee, July 27th.

- Seton Hall Administrative student will be shadowing Dr. Powell.
- Montclair State University will be presenting a program UTR to allow them to become resident students. Orange will host 12 student residents for 3 years.
- 2021-2022 Mentor Plan
- Tennis Program.
- Updating the Physical Education Curriculum
- Renewal of resources for Grades 5-12
- COVID-19 Testing in schools
- After school programs
- Summer school programs

Mr. Ballard introduces the new Assistant BA, Mr. Lamont Zackery.

Mr. Ballard communicates to the community what was discussed in the Financial Committee Meeting.

- Implementing new system to move the district from pen and paper to a more digital platform. Making it easier for everyone to access their budget data, and to have a better understanding on what they can use those dollars to provide for our students needs.

- Hiring an experience 40-year vet in Business Administrator of Treasure of School Monies Function. Who will consolidate and review how the district is spending funds, making sure that it's being invested in the best interest of the students. And strengthen the District finances.
- RFP auditing services to ensure that the financial processing procedure we have in place are

Ms. Johnson introduces Ms. Crockett to communicate to the community the Board Members goals.

Ms. Crockett communicates that the Board Members have come up with four goals for the incoming SY.

- 80% of the Board member will attend at least two professional development workshops by June 30th, 2022. Out of those two one will be mandatory, and one will not.
- Board members will host 3 community events by June 30th, 2022. In order to engage with the community and gather their needs.
- Each Board Member will attend at least two Parent Council meetings by June 20, 2022.
- The Board will achieve Board Certification by June 30,2026.

Public Comments

A community member asked the Board Members if their will be a mandate of COVID-19 Testing and Vaccination. She also asked the members what will happen when students will be required to quarantine being that there is no virtual option. She also asked about after school programs. She advised the members that she has not received any information regarding that.

Dr. Fitzhugh communicates to the community member that he will be hosting a Town Hall meeting where he will address most of the concerns and layout on how we will be bringing everyone back in September.

Ms. Kleen communicates to the community that COVID-19 Vaccination will not be required until it's FDA Approved.

Ms. Catanzarite, President of the Teacher's Union at Orange. She communicates to the Board that the Union will be apart of the mandate vaccination discussion once it's FDA approved to discuss those who due to health reasons cannot get vaccinated.

That concludes the Public Comments.

Ms. Johnson motions to approve the Board Goals.

**Moved by Jeff Wingfield Seconded by Guadalupe Cabido
ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT**

Ms. Johnson motions to pull these items and put them individuality

C21-041

C21-044

C21-045

C21-046

C21-047

C21-048

**Moved by Jeff Wingfield Seconded by Siaka Sherif
ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT**

BOARD RESOLUTIONS

Ms. Johnson motions to approve C21-041

Moved by Jeff Wingfield Seconded by Siaka Sherif
ROLL CALL (6) YEA (1) NAY (0) ABSTAIN (2) ABSENT

Ms. Johnson motions to approve C21-44 – C21-48

Moved by Jeff Wingfield Seconded by Guadalupe Cabido
ROLL CALL (6) YEA () NAY (1) ABSTAIN (2) ABSENT

Ms. Johnson motions to approve the HR Agenda

Moved by Jeff Wingfield Seconded by Guadalupe Cabido
ROLL CALL (7) YEA () NAY () ABSTAIN (2) ABSENT

That concludes the Board Resolutions.

Mr. Wingfield communicates to the community of the upcoming meetings.

- Curriculum Virtual meeting will be held on Tuesday, August 24, 2021 at 3:00pm.
- Facility Virtual Committee meeting will be held on Monday, September 13th, 2021 at 2:30pm.
- Public Relations Virtual Committee meeting will be held on Tuesday, September 7, 2021 at 3:30pm
- Financial Virtual meeting Committee will be held on Thursday, September 9, 2021 at 5:30pm.
- Orange Board of Education Public meeting will be on Tuesday, September 14, at 6:00 pm at OPA.
- Human resources meeting will be held on Monday, September 13, 2021 at 5:30pm.

Ms. Johnson motions to move the whole agenda

Moved by Jeff Wingfield Seconded by Crockett
ROLL CALL (7) YEA () NAY () ABSTAIN (2) ABSENT

Ms. Johnson introduces the new Assistant BA to the community and staff.

Mr. Zachary is honored to be apart of this organization and is looking forward to bringing our district to the 21st century.

Board Comments

Mr. Henry expresses that he is happy to see the bridge that will connect OPA to the OHS. He gives the community a little history on the building of the bridge from the 70's.

Ms. Crockett thanks the community and the staff for all their hard work. She welcomes everyone back. She also encourages the community to feel free to ask any question. She thanks the Executive team for all their hard work. She is delighted to have Tennis, Yoga and Gymnasium in our district.

Ms. Cadibo expresses her impression on Mr. Ballard. She thanks him for all his work. She is impressed with all his knowledge and he is a teacher to all the Board Members. She highlights the idea from Dr. Fitzhugh report such as: home school connection, the emphasis on PD's, SEL teams, and curriculum is evolving. She encourages the community to read the strategic plan.

Mr. Armstrong expresses his gratitude to the President and Vice President, Board members, Community, to be able to service in this Board Committee. He is most grateful that we are taking the initiative to have resources and education the students on the importance of mental health.

Mr. Sherif thanks the Administrators, Teachers, and Community for all their hard work. He also expresses his gratitude to the Parents of Orange for all their hard work during this past school year. The parents made all of it happen. He thanks Dr. Powell for the first graduating class from STEM.

Mr. Wingfield welcomes Mr. Zachery to the district. He thanks the public commentators for expressing their thoughts that are very important to the Board Members and assures them that they will get the answers they are looking for.

Ms. Johnson thanks Dr. Fitzhugh for grooming such a wonderful team. She thanks the Board Members for all their hard work and continuous work.

Ms. Johnson thanks Mr. Ballard for being so hands on and diligent with his duties within the first two weeks in his role.

Ms. Johnson moves to have meeting adjourned

Moved by Jeff Wingfield Seconded by Crockett

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