

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

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

June 12, 2024

Focus Core Area Numbers 1- 4
District Goal Number 1-4 and All Sub Sections





Scholarships Update

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

June 12, 2024

Focus Core Area Numbers 1 & 2
District Goal Number 1&4 and All Sub Sections



Scholarship Update as of June 12, 2024

- This past week, I requested scholarship totals for the Orange High School and STEM Innovation Academy of the Oranges. As shared previously, I will report out on scholarships, so the community and Board of Education are very much aware of information in real time.
- **April 8, 2024; Total: \$17,493,529**
- **May 8, 2024; Total: \$20,012,377**
- **June 12, 2024; Total: \$26,681,377**
- **OHS: \$17,334,237**
- **STEM: \$9,347,140**

Congratulations thus far to the Class of 2024 as well as our guidance, instructional, and administrative staff members for working so diligently with our scholars.

Last year, we amassed over 35 million dollars in scholarships district wide. We are well on our way....More to come!

Celebration of our District Retirees

Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools
“The Teaching Superintendent”
and

Nancy Masoud
Executive Director of Human Resources
June 12, 2024





2024 RETIREES

Shelia Caraway– School Security Guard- **26** Years of Service

Genora Jenkins–Paraprofessional– **25** Years of Service

Joan Purkiss– Communications Officer- **21** Years of Service

Jacquelyn Henry– Administrative Secretary/Benefits Support
- **17** Years of Service

Yasmin Ogeerally– Paraprofessional- **17** Years of Service

Henry Dobson– Educator- **18** Years of Service

Donald Nicholson– School Social Worker – **17** Years of
Service



2024 RETIREES

Deborah Ann Moore– Paraprofessional- **44** Years of Service

Johnnie Mae Scott–Paraprofessional– **11** Years of Service

Rebecca Kenyon– School Library Media Specialist-**10** Years of Service

Stephen Luke– Educator- **22** Years of Service

Dorothy Chandler-Paraprofessional-**7** Years of Service

Reggie Miller-Rutgers Program-**25** Years

Dr. Myron Hackett– Principal-**24** Years of Service

Gloria Stewart– Paraprofessional- **51** Years of Service

25 Years of Service



Susan Battle – Paraprofessional

Simone Davis– Administrative Secretary



Celebration of Students

Student of the Month Announcement

Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools
“The Teaching Superintendent”
June 12, 2024

Focus Core Area Numbers 1 & 2
District Goal Number 1&4 and All Sub Sections



Students of the Month
May 2024
Congratulations to our STAR Students!

Name of School	Student of the Month	Name of School	Student of the Month
Central Elementary School	Erick Rocano Cajilima	Orange High School	Oluwatitofunmi "Tito" Oshuntolu
Cleveland Street School	Victoria Goodman Santiago	Orange Preparatory Academy of Inquiry and Innovation	Enrique Laveriano
Forest Street Community School	Gerrick Estrada Regalado	Park Avenue School	London Young
Heywood Avenue School	Kiara Thomas	Rosa Parks Community School	Yesli Lara Santamaria
Lincoln Avenue School	Jerald Chavarria	STEM Innovation Academy of the Oranges	Saviour Ayim
Oakwood Avenue Community School	Eliana Jame	The Twilight Program	Naelly Guevara Carillo



Orange Township Public
Schools



School Self-Assessment for Determining Grades under ABR



Pathway to School Improvement

Collecting data, analysis, results, and implementation



Statement of Purpose

- To assess the effectiveness of the harassment, intimidation and bully (H.I.B.) ***process*** and ***implementation*** for all schools in the Orange Township School District.

Core Element #1 and #2

Core Element #1: HIB Programs, Approaches & Initiatives

- The school annually establishes HIB programs, approaches and initiatives.
- The school annually implements and documents HIB programs, approaches or other initiatives.
- The school annually assesses HIB programs, approaches or other initiatives.
- The school's HIB programs, approaches or other initiatives are designed to create school-wide conditions to prevent and address HIB.
- The school safety team (SST) has identified patterns of HIB and reviewed school climate and school policies for the prevention of HIB.

Core Element #2: Training on the BOE-Approved HIB Policy

- School employees, contracted service providers and volunteers are provided training on the HIB policy.
- The HIB policy training includes instruction on preventing HIB on the basis of protected categories enumerated in the ABR and other distinguishing characteristics that may incite incidents of discrimination or HIB.
- The HIB policy was discussed with students, in accordance with the district's process for these discussions.

Core Element #3 and #4

Core Element #3: Other Staff Instruction & Training Programs

- Each teaching staff member completed at least 2 hours of instruction in suicide prevention that included information on HIB, in each five-year professional development period.
- Each teaching staff member completed at least 2 hours of instruction on HIB prevention, in each five-year professional development period.
- The school anti-bullying specialist (ABS) was given time during the usual school schedule to participate in in-service training in preparation to act as the ABS.
- The members of the school safety team (SST) were provided with professional development in effective practices of successful school climate programs or approaches.
- School leaders have received information on the prevention of harassment, intimidation and bullying as part of their training on issues of school ethics, school law and school governance.

Core Element #4: Curriculum & Instruction on HIB & Related Information & Skills

- The school provided ongoing, age-appropriate instruction on preventing HIB in accordance with the Core Curriculum Content Standards.
- The school observed the “Week of Respect,” during the week beginning with the first Monday in October of each year, recognizing the importance of character education by providing age-appropriate instruction focusing on HIB prevention.

Core Element #5 and #6

Core Element #5: HIB Personnel

- The principal appointed a school anti-bullying specialist (ABS).
- The ABS met at least two times per school year with the district anti-bullying coordinator (ABC).
- The school safety team (SST) met at least two times per school year.

Core Element #6: School-Level HIB Incident Reporting Procedure

- The school implemented the district's procedure for reporting HIB that includes all required elements.
- The school implemented the district's procedure for reporting new information on a prior HIB report.

Core Element #7 and #8

Core Element #7: HIB Investigation Procedure

- The school followed the BOE-approved policy on HIB investigation procedures, which provides for:
- Notification to parents of alleged offenders and alleged victims in each reported HIB incident.
- Completion of the investigation within 10 school days of the written incident report.
- Preparation of a written report on the findings of each HIB investigation.
- Results of the investigation reported to the chief school administrator (CSA) within 2 school days of completion of the investigation.

Core Element #8: HIB Reporting

- The school has a procedure for ensuring that staff member reports (i.e., verbal and written) include the required information for all incidents of violence, vandalism and HIB.



Data Results

Examining results and designing corrective action plans

OPS: School Self-Assessment for Determining Grades under ABR

<u>Core Elements</u>	<u>Core Element # 1</u> <u>(Max 15)</u>	<u>Core Element # 2</u> <u>(Max 9)</u>	<u>Core Element # 3</u> <u>(Max 15)</u>	<u>Core Element # 4</u> <u>(Max 6)</u>	<u>Core Element # 5</u> <u>(Max 9)</u>	<u>Core Element # 6</u> <u>(Max 6)</u>	<u>Core Element # 7</u> <u>(Max 12)</u>	<u>Core Element # 8</u> <u>(Max 6)</u>	<u>TOTAL SCORE</u> <u>(Max 78)</u>
Orange High School	15	9	13	6	9	6	12	6	76
Orange Preparatory Academy	15	9	14	6	9	5	11	6	75
Oakwood Avenue School	15	9	14	6	9	6	12	6	77
Forest Street School	15	9	14	6	8	6	12	6	76
Rosa Parks Community School	15	9	13	6	9	6	12	6	76
Lincoln Avenue School	15	9	15	6	7	6	12	6	76
Heywood Avenue School	14	9	14	6	9	6	12	6	76
Cleveland Street School	15	9	15	5	8	4	12	6	74
Park Avenue School	15	9	15	6	7	6	12	6	76
Central Elementary School	15	8	15	6	9	6	12	6	77
Orange Early Childhood Center	13	9	14	6	9	6	12	6	75
STEM Innovation Academy of the Oranges	15	9	15	6	8	6	12	6	77

Attendance Presentation from the Month of May 2024



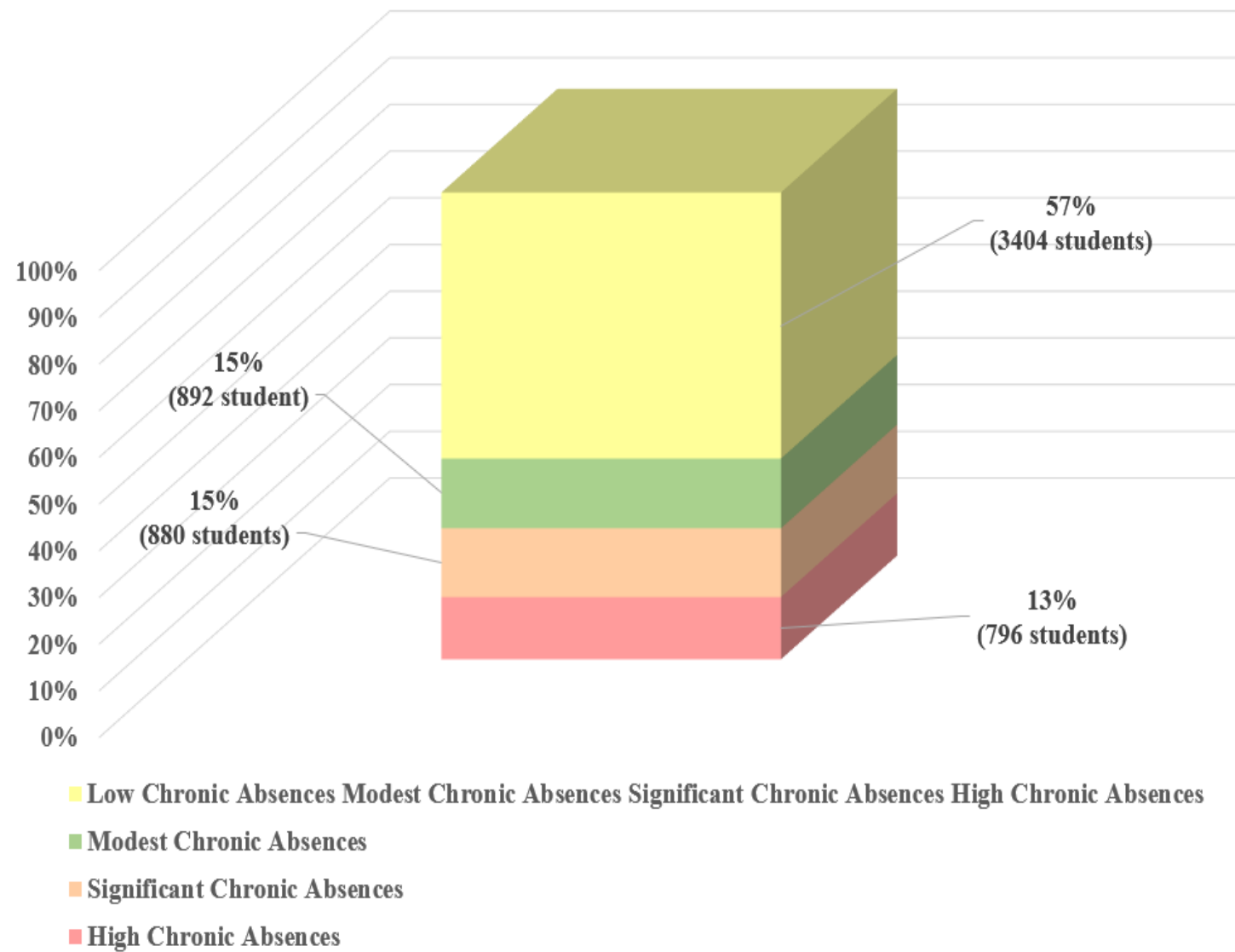
Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools
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June 12, 2024

Chronically
Absence
Categories
are Identified
As:

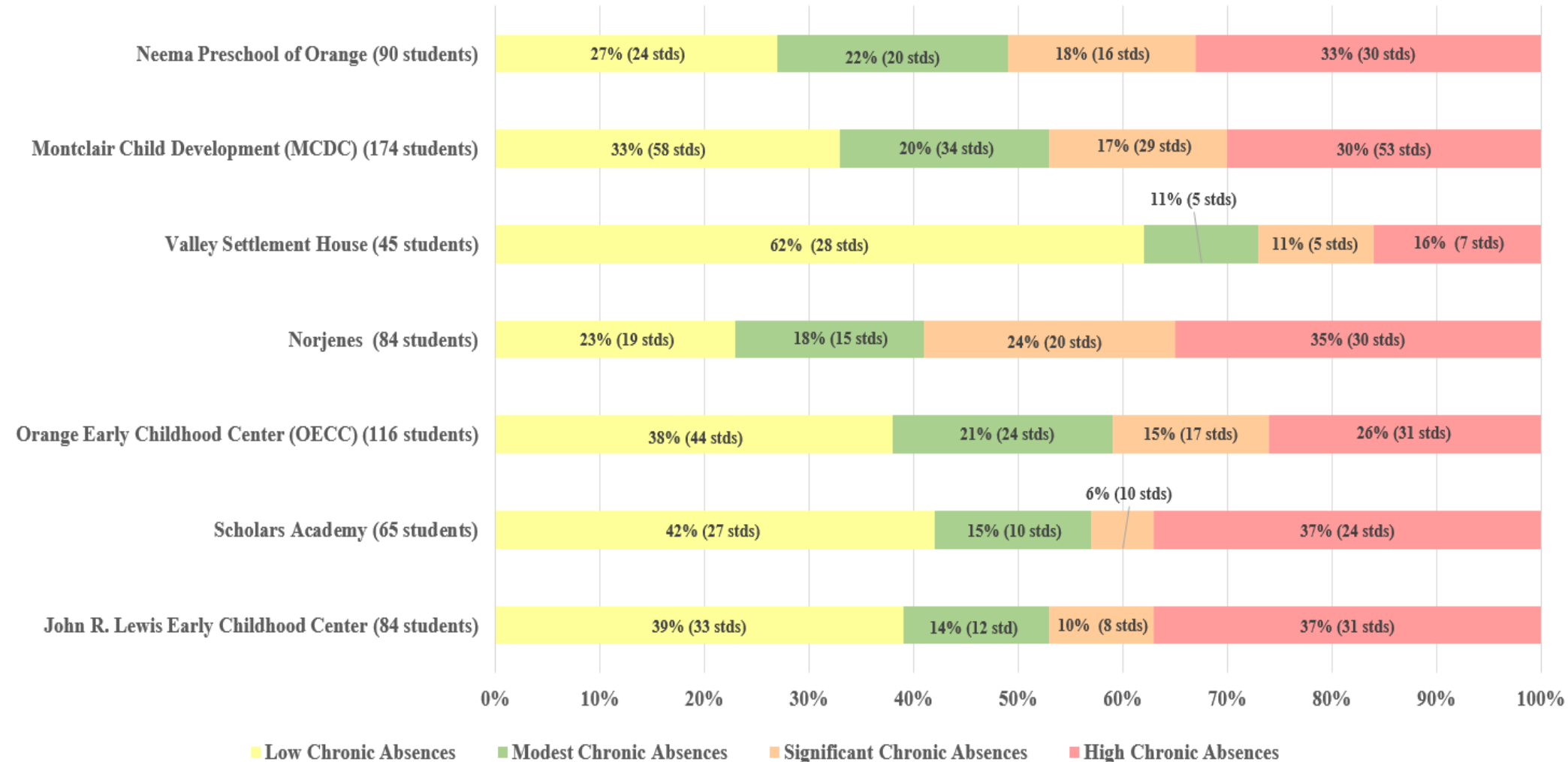
Absences Category	Cumulative Days Absent for the Month of May 2024
Low Chronic Absences	0 to 7.99 days
Modest Chronic Absences	8 to 11.99 days
Significant Chronic Absences	12 to 15.99 days
High Chronic Absences	16 days or more

*Students are chronically absent when excused or unexcused absences are equal to or greater than 10% of the total number of days enrolled in the school year.

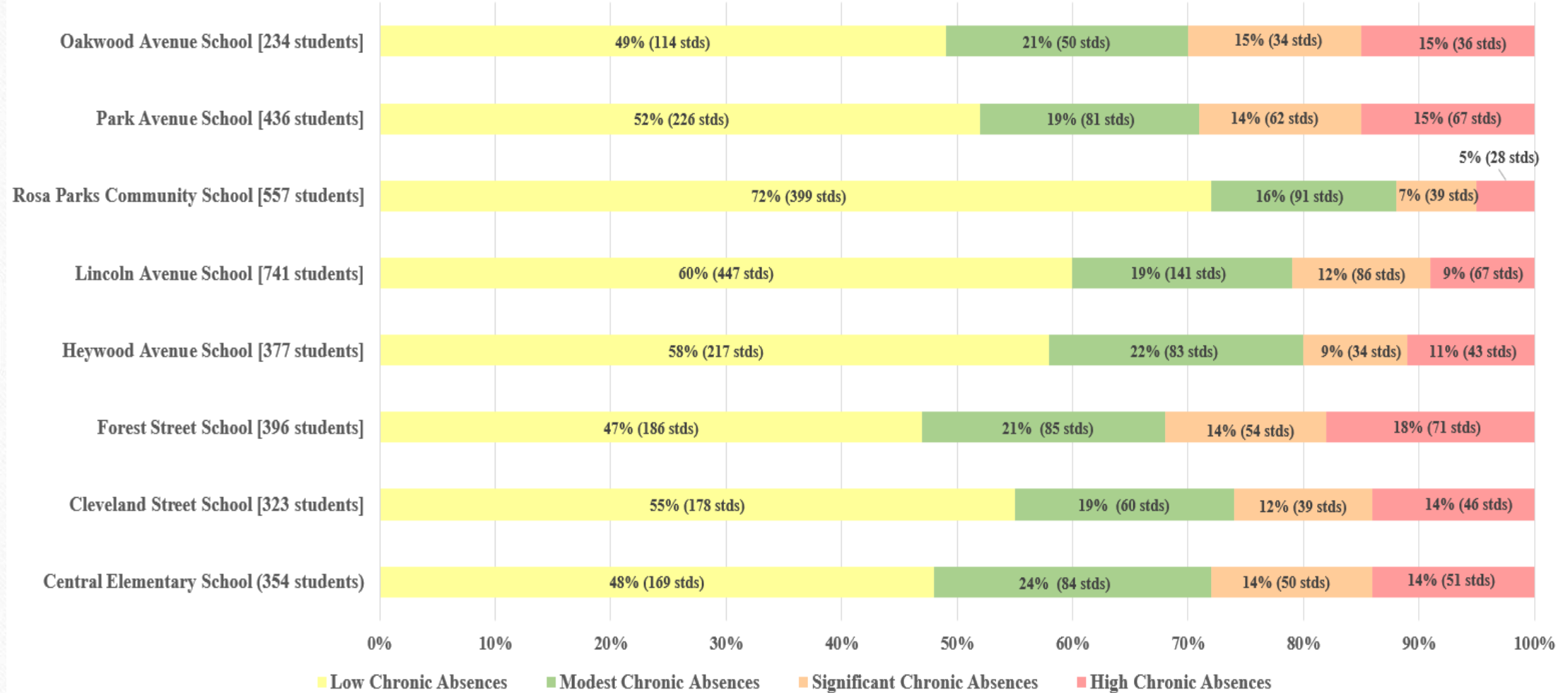
Cumulative Absences for the Month of May by Category



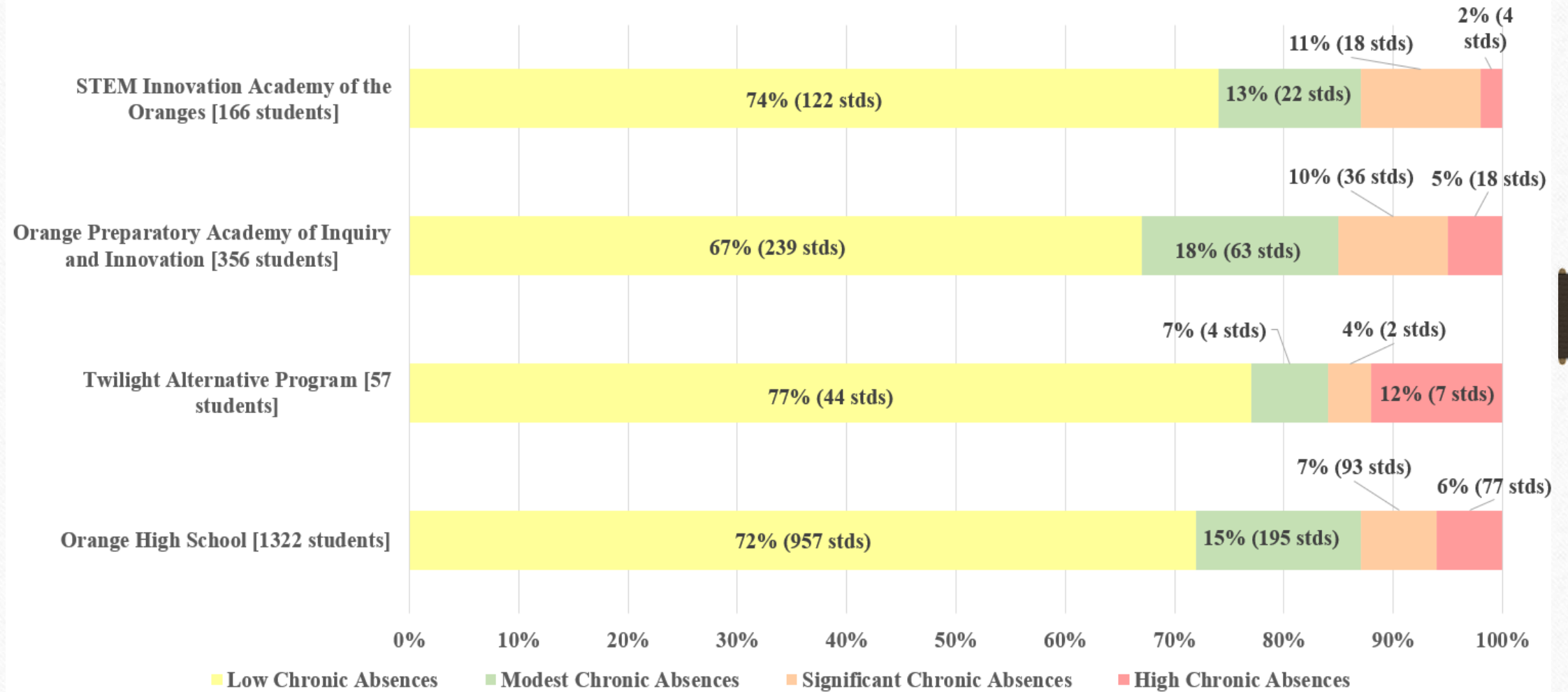
Cumulative Absences by School for the Month of May
Early Childhood Program



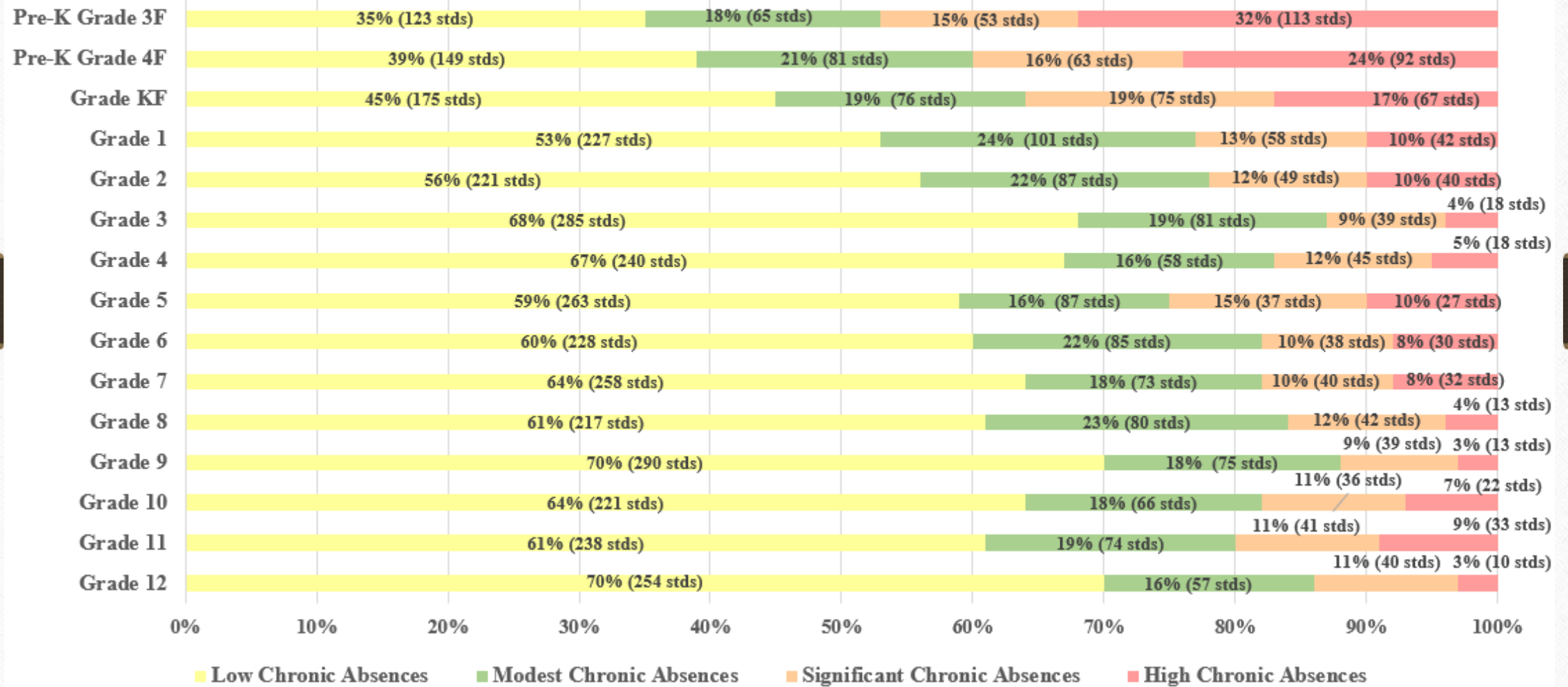
Cumulative Absences by School for the Month of May Kindergarten through Grade 7



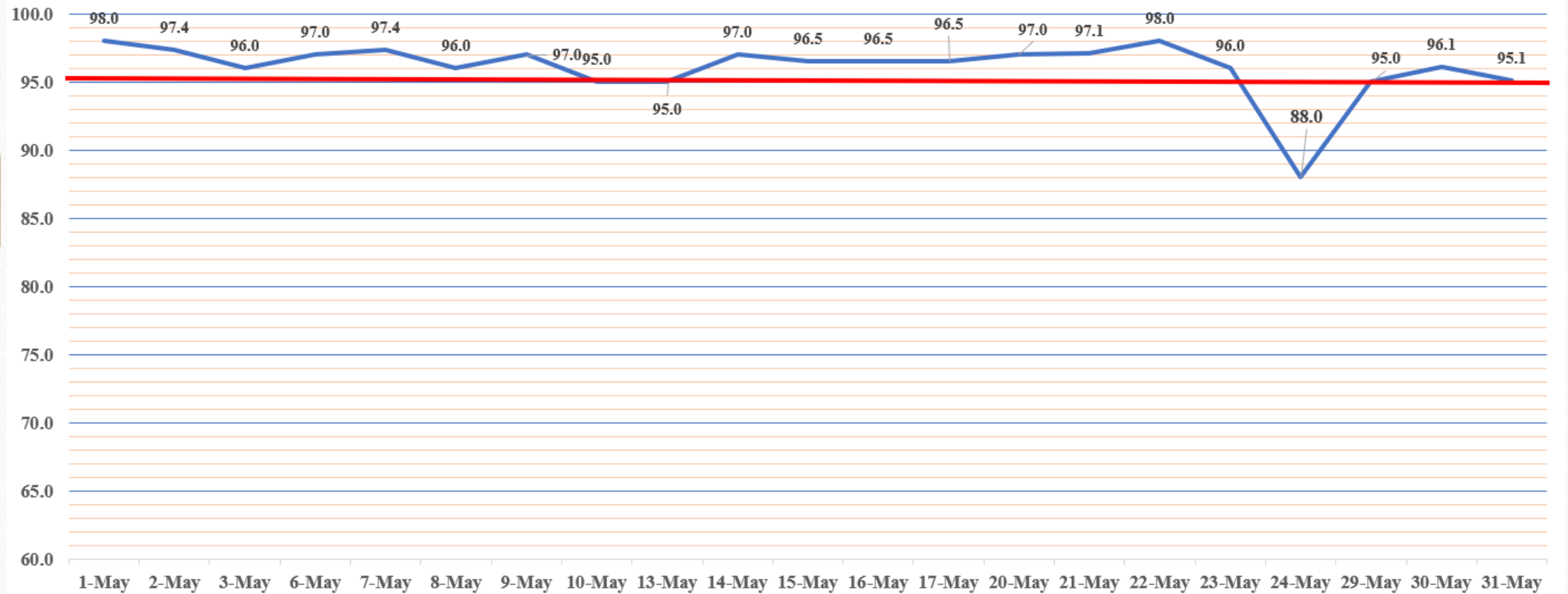
Cumulative Absences by School for the Month of May Grades 8 through 12



Cumulative Absences for the Month of May by Grade Level



May 2024
Average Daily Attendance Percentages
***State Average is 95%**
District Average Daily Attendance was 96%



District Goals for SY 24-25



Gerald Fitzhugh, II, Ed.D.
Superintendent of Schools
“The Teaching Superintendent”
June 12, 2024

District Goal #1: 21st Century Integration

Overarching Overview of the 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 address 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 while keeping in mind how to integrate technology to strengthen but not decline instructional practices.

1) Increase in the number of job-embedded professional learning opportunities that incorporate the expertise of building principals planning alongside district administration by 70% from SY 23-24

- 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 and integration of technology to enhance the current curricula

District Goal #1: 21st Century Integration

Overarching Overview of the Goal

- 2) **By May 2025, 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 2025, 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 Reading Diagnostics, 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.

District Goal #1: 21st Century Integration

Overarching Overview of the Goal

4) By May 2025, 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 towards the assigned growth targets include 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 2025, 5% increases across all areas on the New Jersey Student Learning Assessment (Mathematics, Science, and English Language Arts)

- The district will provide assessments to prepare students and staff for the high stakes assessment.
- Review of data from the assessments in public as well as during several points throughout the year.

District Goal #1: 21st Century Integration

Overarching Overview of the Goal

6) By June 2025, 100% of students will have access to meaningful experiences of powerful learning opportunities and will demonstrate competencies and skills for the digital age.

- All students will receive dedicated devices (Chromebooks) and accessories for year-round access in and out of school
- The district will strengthen its device management plan to address repairs of accidental damage and provide extended warranties
- The district will ensure processes and protocols at the school level are followed to replace lost, damaged, or stolen devices. This will include device management and inventory systems.
- The district will allow for gap orders for additional devices that considers growing student enrollment and continuous digital access when devices are out for repair
- The district will ensure continued support of full-time, school-based Technology Coordinators and VILS Coaches to help build educator capacity districtwide in the integration of technology across all subjects
- Schools will establish and cultivate student tech teams to involve students directly in the planning, execution, and day-to-day management of implementation
- The district will incorporate a 3-tiered system of assessing the degree of technology integration across the schools to include Technology Integration Matrix Lesson Observation Tool (TIM-O) walk throughs, Fall/Winter/Spring teacher/student surveys, and Usage Inventories (Time and Data).

District Goal #2: Community Engagement

Overarching Overview of the Goal:

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, parents, and the community.

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

- 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.

District Goal #2: Community Engagement

Overarching Overview of the Goal:

2) 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).

- 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.
- 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 Supports for all families to ensure their engagement within the school district via translations, translator supports, and district as well as social level meetings.

District Goal #2: Community Engagement

Overarching Overview of the Goal:

3) Increase the use of emerging and available communications outlets to transmit information by 45%

- 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.

4) 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.

District Goal #3: Facilities and Finance

Overarching Overview of the Goal:

Goal #3: Facilities, Finance, and Staff Support: 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 for partnerships to flourish and staff to be retained across the district.

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.)
- The transfers money from account lines on the district level will decrease by 25% from the previous school year

District Goal #3: Facilities and Finance

Overarching Overview of the Goal:

2) Implement innovations that empower teaching and learning as well as efficiently allocate funding within their locations

- Continue to monitor the 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 as we have several aging buildings in the district.

3) Maximize employee expertise and create a positive and supportive environment

- Continue to have roundtable conversations with staff in order to provide an optimal work environment.
- Continue to offer the Employee Assistance Program to allow for continue support of our staff holistically.
- District level personnel attending meetings at the school level in order to bridge the gap between the schools and district office.

District Goal #4: Social and Emotional Supports

Overarching Overview of the Goal:

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

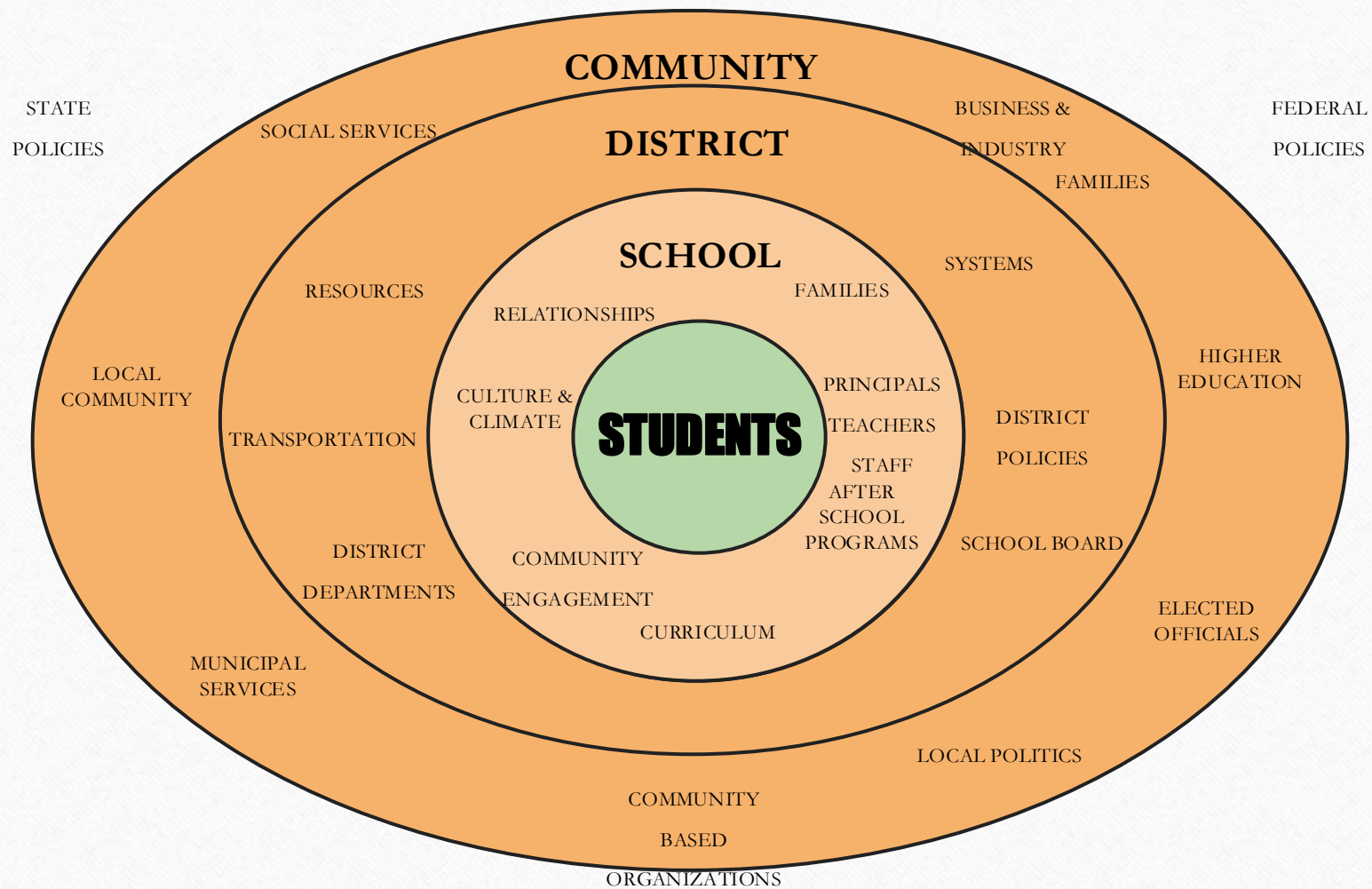
- Continue to utilize Restorative Practices as a means of providing effective supports to students in the effort of problem solving. This includes at both the elementary and secondary levels.
- Continue the monitoring of mental health to provide students another avenue to combat social-emotional concerns and thus remediate areas of deficiency related to mental health.
- Ensure that staff and students continue to have resources readily available by the district to ensure their social-emotional needs are met with fidelity.

District Goal #4: Social and Emotional Supports

Overarching Overview of the Goal:

2) 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.



Juneteenth Observance

Juneteenth will be observed on June 19, 2024. The district offices and schools will be closed on this given day.



Half Day Sessions in June for Students ONLY

June 20th

June 21st

June 24th

June 25th

June 26th (The Final Day of School)



STEM Innovation Academy of the Oranges US News Ranking

STEM Innovation Academy of the Oranges has achieved a remarkable milestone by securing 13th place in the [2024 New Jersey best public high school rankings released by US News and World Report](#). Appearing among the top twenty schools in New Jersey is particularly noteworthy for the City of Orange as vocational schools typically dominate the top of the rankings.

According to the 2024 rankings, STEM Innovation Academy of the Oranges is considered to be the third highest-ranking public high school belonging to a traditional, municipal school district serving local students in New Jersey.



The Orange Public Schools Facilities Update



Mr. Edwin Vasquez
Building and Grounds Manager
June 12, 2024
Focus Core Area Number 1-4
District Goal Number 3



District Facility Maintenance & Custodial Services Updates

- **Thorough cleaning and disinfecting occurs daily for all of our touch points in the building (examples include but are not limited to door handles, bathrooms, entrances, exits, and handrails)**
- **Walk-throughs of all district school facilities**
- **Meetings between the District and PCI are held regularly based on updates related to COVID-19 mandates and expectations**
- **Facility projects continue so we can ensure a safe and clean learning environment for our children and staff.**

Upcoming 2024 Facility Projects

- Heywood Avenue School – We will begin the replacement of one of the boilers starting in May of 2024.
- Rosa Parks Community School – We will begin the chiller replacement beginning at the end of July 2024.
- Park Avenue School – We will begin the chiller replacement and roof repairs beginning at the end of July 2024.
- Oakwood Avenue Community School – We will begin the uninvent replacement beginning early July 2024.
- Orange High School – Room 113 is undergoing renovation to become a state-of-the-art cosmology room.
- Orange High School - The renovation upgrade to our culinary room has begun.

Facility Work Orders

We are currently entering work orders into Brightly, which is our work order reporting system. These work orders range from simple issues such as classroom lights being out to more significant problems like steam pipes breaking.

Under the guidance of Mr. Ballard, my team and I will continue to address all issues as they are entered into the system. This approach will help us ensure that we maintain a safe and clean learning environment for both our children and staff. In the following slides, you will see some of the work that we have completed within the last few weeks.

Cleveland Street School

- The Cleveland Street project is progressing smoothly with minimal to no delays. The following slides will illustrate the ongoing work.





Cleveland Street School



Cleveland Street School



Cleveland Street School



Cleveland Street School



Cleveland Street School

In the Month of June 2024

- 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 Punch-list items and the Cleveland Street School Project.

Reminder from the Office of Facilities

- We will continue to update the community, staff, and Board of Education members of all progress.
- The health and safety of staff and students are at the apex of all facilities undertakings.

Reminder: The
Orange App
Have you signed up?
You know I am
sending blasts out
for folks to sign
up...Stay Tuned



Announcing the NEW Orange Public Schools Mobile App!

Designed specifically to keep you better informed, in REAL time!

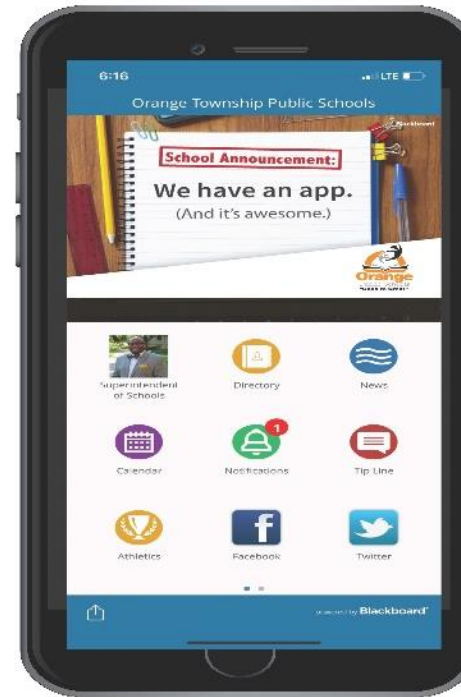
Available for Apple and Android devices.

The app is **FREE** and available for **download today**. You are **encouraged to sign up**.

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3. Then select our **Orange Public Schools** app for free download

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