

TRENTON BOARD OF EDUCATION

Dr. Fred McDowell
Superintendent of Schools



Addie D. Lane
Board President

SCHOOL COMMUNITY UPDATES

May 28, 2019

District Mission: All students will graduate with a vision for their future, motivated to learn continually and prepared to succeed in their choice of college or career.

DISTRICT PRIORITIES

Based on the feedback from a wide range of community stakeholders, school site visits, and data review, the District's Priorities for 2018-19:

1. INSTRUCTIONAL LEADERSHIP

- a. Effective Data Culture
- b. Learning Focused Partnerships

2. COACHING & DEVELOPMENT

- a. Observations & Feedback
- b. Principal as Instructional Leader

3. CULTURE

- a. Establishing Future Ready Schools
- b. Empowering Parents as Partners

4. CENTRAL OFFICE TRANSFORMATION

- a. Customer Service & Continuous Improvement
- b. Networks of School Support

WHAT WE VALUE

The Trenton Board of Education and the District Leadership Team are committed to the following core values:

1. **STUDENTS:** We develop policies and practices that support the positive development of all children.
2. **COLLEAGUES:** We demonstrate our commitment by encouraging, supporting, and developing our colleagues to achieve excellence.
3. **PARENTS, CAREGIVERS, FAMILIES:** We acknowledge the importance of families as "1st Teachers" and understand the important role they play in children's development and learning.
4. **COMMUNITY:** We create opportunities to engage citizens and organizations on decisions that impact schools and the community.

POINTS OF PRIDE

Memorial Day Weekend: As we honor those who have dedicated their lives in service to our country this past Memorial Day it is important that we take time to highlight the recent work that has taken place in our District. Thanks to the collective collaboration and partnership of classroom, school, central office, and community leaders across our District:

INSTRUCTIONAL LEADERSHIP

- Developed and reinforced District Academic Expectations, Department Goals, and Resources
- Exited (9) Schools from Priority/Focus Status; (Columbus, Franklin, Grant, Washington, Robbins, Wilson, Kilmer, Hedgpeeth, Trenton Central); changed (1) school has from Comprehensive to Targeted (PJ Hill)

- Increased NJ District Report Card Scores (QSAC) in Curriculum & Instruction from 27% to 72%.
- Expanded student access to Unified Sports in Grant, Gregory, Rivera, Hedgepeth, and Daylight/Twilight
- Expanded student access to health and wellness supports for mindfulness and an active lifestyle
- Enhance the Reader's and Writer's Workshop Instructional Model in Grades K-5
- Expanded student access to World Language (K-5)
- Refined and improved our District Assessment System to provide better data to educators
- Partnered with the Trenton Literacy Movement to develop blended learning afterschool reading intervention programs for all elementary schools
- Partnered with Lexia Reading to Increase the number of students working with on grade level material
- Increased student access to core instructional materials across all grade levels
- Increased student access to digital tools and computer technology across multiple schools
- Improved PARCC Math Proficiency District-wide from 3% to 10.8%
- Continue to utilize and enhance K-12 Math Programs (Eureka Math, Carnegie Math, and Agile Minds)
- Increased daily student access to Math Curriculum Standards (12% to 94%)
- Provide digital Math tools to students to create personalized experiences with real-time feedback
- Implemented Reading Diagnostic Assessments to establish personalized systems of support for students
- Expanded opportunities for students to demonstrate mastery through STEM and Humanities Fairs
- Met State Growth targets in Literacy and Math (42)
- Provided extended day programs for English Language Learners to develop literacy skills
- Partnered with the NFL to provide a health and wellness curriculum for students with disabilities
- Partnered with CollegeBoard to provide student access during the school day to the PSAT/SAT
- Expanded AP Offerings and adopted a new Honors and AP Curriculum for Grades 9-12
- Partnered with Philadelphia Academies and Kipphut Consulting to expand and support Career Academy offerings for the new Trenton Central High School
- Partnered with the Trenton Public Education Fund and Princeton University to develop an architectural design preparation program for (14) Trenton students (ArcPrep)
- Hosted a Master Class from Internationally Renowned Conductor Maestro Gustavo Dudamel for Trenton Central students and staff
- Partnered with the United Way of Greater Mercer County and the Trenton Thunder to expand Reading Oasis Rooms in Trenton elementary schools
- Partnered with Janssen Pharmaceuticals to provide 45 students a Bridge to STEM Careers experience (BTE)
- Partnered with Junior Achievement of NJ to provide 800 middle school students access to a college campus and workforce development opportunities
- Expansion of summer enrichment opportunities to support the student transition to 9th Grade Academy
- Expanded student participation and graduated more students with the NJ Seal of Biliteracy

COACHING & DEVELOPMENT

- Partnered with Eureka, Carnegie Learning and Agile Minds to provide targeted professional development and job-embedded coaching to math teachers
- Partnered with Thomas Edison State University to support cultural competency in District schools
- Expanded support to Bilingual Teachers in preparation for One-Way Language Model implementation
- Developed a Continuous Improvement Guide to build leadership capacity of school administrators
- Implemented the SchoolStat Model of Data Review to support performance management in schools
- Partnered with Valbrun Consulting to provide authentic, job-embedded professional development to school administrators to build instructional leadership capacity in the District
- Partnered with the Institute for Student Achievement to provide coaching and transition support to the leadership team at Trenton Central High School
- Established Networks of School Support to provide timely, targeted, differentiated technical assistance and coaching to school leadership teams

- Partnered with PowerSchool to provide schools with training and resources to improve the usage of time through effective scheduling

CULTURE

- Developed core values to guide our work (Our Children, Our Families, Our Colleagues, and Our Community)
- Redesigned the District website and introduced a new District mobile app
- Developed and distributed District newsletters highlighting the work of District schools
- Developed a school community update to distribute during Board Meetings to highlight District progress
- Expanded school models to provide Trenton families with options for their children (K-5, K-8, 9, 10-12)
- Expanded partnerships in Early Childhood Education to increase high quality pre-school seats
- Hosted a Pre-K Fair to introduce Trenton families to the range of options available for their children
- Partnered with the Center for Child and Family Achievement to provide school uniforms, books, and laptops for Trenton elementary students
- Expanded access to Google Classroom in order to enhance instructional delivery in core academic subjects
- Re-established the Office of Family & Community Engagement and provided professional development to staff to increase home-school connections
- Developed the Parent Engagement Framework to increase meaningful communication with families
- Partnered with the NJ First Lady to host the NJ Family Festival at Hedgepeth to provide access to resources and activities for families
- Participated in Listening Tours across all schools to gather input and feedback from students and families
- Partnered with the Princeton Area Community Foundation to launch a comprehensive marketing campaign to support the improvement of chronic absenteeism
- Expanded the role of Culture and Climate Specialists to decrease the School-to-Prison Pipeline across all schools through restorative practices and positive behavior support
- Partnered with Children's Home Society to increase student access to music and dance
- Partnered with All Kids Thrive grantees to increase student support in schools: Arm-in-Arm, LALDEF, Mercer Street Friends, and the Trenton Health Team
- Partnered with the Henry J. Austin Health Center to provide healthcare access to students and families
- Partnered with the Oral Health Impact Project to provide free dental services to needy families.
- Partnered with the RP Management Group to provide oral health exams /immunizations to Trenton families
- Expanded School-based Youth Services to remove barriers preventing secondary students from achieving
- Partnered with non-profits to expand opportunities to increase Parent Leadership through the re-establishment of Parent Teacher Organizations
- Partnered with Statewide Parent Advocacy Network to host Literacy Nights for families
- Expanded Bilingual Parent Advisory Committee meetings to increase parent voice in bilingual education
- Partnered with the Capital City Area Black Caucus to actively participate in the Trenton Future Series
- Hosted Student Focus Groups to identify future investments to consider
- Partnered with local organizations to host Parent Conferences to distribute resources and information to needy families (Rainbow Drive, Spring into Health)
- Partnered with the Trenton Policy Prevention Board to increase student engagement and safety citywide
- Partnered with Trenton Police to support the development of the Trenton Rise Center (violence prevention)
- Expanded community school partnerships in Rivera, Columbus, and PJ Hill
- Partnered with Russo Music to increase student access to musical instruments
- Partnered with the NJ School Development Authority to facilitate paid internships for TCHS students
- Expanded the role of FACE Committee Meetings to increase Board Member interface with families
- Increased the development of security measures and crisis management across the District
- Partnered with Trenton Police Department to expand the safe passages program for students
- Partnered with local organizations to support and build capacity in Restorative Justice and Bully Prevention in all middle and high schools

CENTRAL OFFICE TRANSFORMATION

- Established Superintendent Advisory Committees to support system-level change: CEO Roundtable, Community Advisory Panel, Special Education Advisory, Black Male Advisory, and Latino Male Advisory
- Partnered with Taft Communications to refine messaging, public relations, and communications
- Partnered with Public Consulting Group to identify key trends and challenges for Special Education while providing targeted professional development and training
- Partnered with Educational Testing Service to develop a strategic action plan for Special Education
- Expanded funding and support to reduce caseloads for Special Education
- To reduce to the School-to-Prison pipeline, developed a Transitional, Restorative Program for students who have not been successful in a traditional educational setting (Grades 6-9)
- Partnered with Bilingual Education Experts to conduct a comprehensive review of Bilingual/ESL programs
- Expanded funding and support for Bilingual Centers and ESL Programs K-6
- Developed an Alternative Bilingual Program which will focus on restructuring the learning opportunities for recently arrived ELLs, SLIFE (Students with Limited or Interrupted Formal Education) and ESL students
- Maintained funding for transportation and invested in the purchase of (25+) additional vehicles and drivers to support students.
- Improved cost management and efficiency through a tiered transportation system (Ranked #21 in State)
- Developed explicit guidance and planning tools to ensure the equitable distribution of district resources are aligned to our mission and core values
- Aligned the budget to academic priorities while creating 120+ new jobs for the last 2 years
- Identified cost savings through efficiencies to secure the full purchase of 500 Perry Street with no reduction in student services or increase in tax burden
- Expanded partnerships to support family engagement, chronic absenteeism, STEM, and the arts
- Expanded the partnership with Aramark Services to include Universal Breakfast and Lunch for all students in order to serve over 15,000 meals per day
- Partnered with the Educational Testing Service Quality Management Team to identify key areas of focus for the new Networks of School Support.
- Expanded the Fresh Fruit and Vegetable Program in an effort to combat childhood obesity in Trenton
- Implemented Central Office Town Halls to provide opportunities for staff across multiple departments to come together in small groups and develop solutions to critical questions that lead to a great workplace environment.

DISTRICT TRANSFORMATION

District Transformation: In order for school districts to transform, Central Offices must significantly strengthen the extent to which the office operates as a primary support system for helping principals improve teaching and learning at scale. According to research by the Wallace Foundation and conducted by the University of Washington, this requires Central Offices to:

1. **Create learning-focused partnerships** between Central Office and Schools
2. **Redesign the Central Office** so that it functions as a high performing customer service organization providing high-quality, relevant, and differentiated instructional, human resources, business, and other services that support learning-focused partnerships
3. **Lead by teaching and learning** – engage Central Office staff in continuously finding, designing, and implementing more effective services for district-wide teaching and learning improvement

Transforming Central Office is a major undertaking, requiring more than just making changes to the organizational chart, adding or eliminating positions, or improving long-standing operations. **It requires the organization to take a deep look at the current work of all positions** and determine to what extent can we show that this work is aligned to improving teaching and learning districtwide. And if not, **what do we do about it to improve outcomes for students?**

PROGRAM ANNOUNCEMENTS

Budget Planning for Success/ Charting Our Path Together: The Trenton Public School District (TPS) uploaded the 2019-2020 budget to the Mercer County Office of Education on March 11, 2019. The Accounting Staff worked long hours not only to prepare numerous detailed schedules, but to review data for accuracy and more importantly to make sure budget was aligned to instruction goals. This year's budget is a communications document that outlines the school district's priorities, goals, and path for moving forward. The Trenton School District Budget of \$339,147,779 was approved by the Mercer County Office of Education on March 22, 2019. Guiding principles for the development of the Trenton School District Budget are as follows:

- Ensure every possible dollar is invested in meeting student needs
- Empower staff members to grow through targeted professional development
- Thoughtful realignment and reallocation of resources
- Identification of operational efficiencies and reduce administrative costs
- Ensure spending is aligned to academic priorities
- Demonstrate continued commitment to facilities improvements

Trenton Central High School Status Update: The new Trenton Central High School will be a 350,000 square-foot school designed to educate 1,850 students in grades 10 through 12. The New Trenton Central HS is being delivered through a Design-Build approach through the New Jersey School Development Authority. The anticipated opening of the high school is September 2019. The ultimate goal for every student graduating from the new Trenton Central High School would be that every student will graduate on time;

- Meeting all graduation requirements as established by the NJ Department of Education and the National Standards of Practice for Career Academies (<https://www.ncacinc.com/nsop>)
- Successfully completing a Structured Learning Experience (SLE) during their high school career.
- Successfully completing at least (1) Online Course.
- Earning a minimum of (3) Transferable College Credits while in high school.
- Attaining a minimum of (1) Industry Recognized Credential/Certification.
- Completing a Capstone Project which is a Project Based Learning Experience aligned with his/her academy.
- Entering a 4-year college or university, a 2-year community college or technical college, a certificate granting career training program, the United States military, or employment that provides continued training and advancement.

UPCOMING EVENTS

May 31:	2019 Governor's Teacher and Educational Services Professional Recognition Program
June 5:	BPAC: Bilingual Parent Advisory Meeting (2:30PM) – DTHS
June 14:	Seal of Biliteracy Celebration (5:30PM) – TBOE Ellis Auditorium
June 18:	TCHS Athletic Team Cookout (1:00PM – 4:00PM)
June 21:	Daylight Twilight Graduation Ceremony (1:00PM) – Trenton War Memorial
June 22:	TCHS Graduation Ceremony (10:00AM) – Trenton CURE Insurance Arena