



NJ Single Accountability Continuum (NJQSAC)

**District Performance Review -
School Year 2019-20**

District Performance Review

DPR Area	County Score
Instruction and Program	70%
Fiscal Management	100%
Governance	95%
Operations	73%
Personnel	83%

District Improvement Plan

- Instruction and Program

Instruction and Program

Indicator	Point Value	County Score
Achievement Score Total	60	30
Curriculum and Policy Total	40	40
Instruction and Program Total	100	70

Instruction Indicator 1

Step 2: Goal	Step 3: Strategies	Step 4: Person/Position Responsible	Step 5: Timeline	Step 6: Evidence of Completion
<p>The school district's ELA achievement score. The score is comprised of the following:</p> <ul style="list-style-type: none"> • Overall performance: The proficiency rate of all students in a school district; • Subgroup performance: The proficiency rate of all student subgroups; (Assessment data provided by NJDOE) 	<p><u>K-5</u>: New Tier 1 adoption with full bilingual companion programming that reflects the components of balanced literacy complemented by Tier 2 and 3 interventions</p> <p><u>6-8</u>: New Tier 1 adoption with ESL programming with a focus on academic vocabulary and disciplinary literacy complemented by Tier 2 and 3 interventions</p> <p><u>9-12</u>: Third year of implementation of a new curriculum and blended resource for ELA, ESL has adopted the program with modifications and accommodations for ELs complemented by Tier 2 and 3 interventions</p>	<p>Supervisor of Humanities, Supervisors of Bilingual, ESL, and World Language, Assistant Superintendents of Elementary and Secondary Education, Principals, Vice Principals, I&RS, and SLT</p>	<p>9/1/20 to 6/30/21</p>	<p>Reports from:</p> <ul style="list-style-type: none"> - Performance Matters - STAR Reading and Early Literacy (English and Spanish) - ACCESS 2.0 - Read 180/System 44 - Lexia - Istation - Waterford Early Learning

Instruction Indicator 2

Step 2: Goal	Step 3: Strategy(ies)	Step 4: Person/Position Responsible	Step 5: Timeline	Step 6: Evidence of Completion
<p>The school district's mathematics achievement score. The score is comprised of the following:</p> <ul style="list-style-type: none"> • Overall performance: The proficiency rate of all students in a school district; • Subgroup performance: The proficiency rate of all student subgroups. <p>(Assessment data provided by NJDOE)</p>	<ol style="list-style-type: none"> (1) K-5 Year 3 Eureka Math implementation of instructional strategies to master NJSLs-M* (2) 6-12 Partnership with Khan Academy & Delta Math* (3) K-9 Utilization of STAR Math assessment as universal screener to identify skills/standards students need to focus on* (4) 6-12 Development of quarterly assessments using PARCC/NJSLA released items* (5) 9-12 Partnership with College Board* (6) K-12 Teacher training/professional development starting in Summer 2020 through June 2021* 	<p>Supervisor of STEM, Elementary</p> <p style="text-align: center;">&</p> <p>Supervisor of STEM, Secondary</p>	<p>8/1/2020 - 6/30/2021</p>	<ol style="list-style-type: none"> (1) K- 12 Reports in Edulastic, SchoolNet, and Performance Matters (2) 6-12 Khan Academy Reports (3) K-9 Star Math Reports (4) K-12 Frontline PD Evaluation Surveys

Instruction Indicator 3

Step 2: Goal	Step 3: Strategy(ies)	Step 4: Person/Position Responsible	Step 5: Timeline	Step 6: Evidence of Completion
<p>The school district's science achievement score: The score is comprised of the following:</p> <ul style="list-style-type: none"> • Overall performance: The proficiency rate of all students in a school district; • Subgroup performance: The proficiency rate of all student subgroups. <p>(Assessment data provided by NJDOE)</p>	<p>(1) 6-12 Partnership with NJCTL and adoption of their Virtual Platform*</p> <p>(2) 6-8 Utilizing MobyMax as a Science Intervention Tool*</p> <p>(3) 5-8 students will take practice NJSLA students - data will be used to identify areas where students need intervention and enrichment*</p> <p>(4) K-12 Teacher training/professional development starting in Summer 2020 through June 2021*</p>	<p>Supervisor of STEM, Elementary</p> <p style="text-align: center;">&</p> <p>Supervisor of STEM, Secondary</p>	<p>8/1/2020 - 6/30/2021</p>	<p>(1) 6-12 Moodle Reports</p> <p>(2) 6-8 Moby Max Reports</p> <p>(3) 6-8 NJSLA Science Spreadsheet & Gr5 survey</p> <p>(4) K-12 Frontline PD Evaluation Surveys</p>

Instruction Indicator 4

Step 2: Goal	Step 3: Strategies	Step 4: Person/Position Responsible	Step 5: Timeline	Step 6: Evidence of Completion
<p>The school district's ELA academic progress. • Academic progress is calculated to include subgroup performance by averaging the mSGP of all students with the average of all subgroups' mSGPs. (Assessment data provided by NJDOE)</p>	<p><u>K-5</u>: Disaggregate data from the following: Renaissance STAR Early Literacy and Reading assessments, literacy interim assessments, Lexia Core 5 autoplacer and intervention, Istation (launch in progress) autoplacement and intervention (ELs), and Waterford (grades K-1 students with specific special needs)</p> <p><u>6-8</u>: Disaggregate data from the following: Renaissance STAR Reading assessments, literacy unit assessments, Lexia PowerUp autoplacer and intervention (all students)</p> <p><u>9-12</u>: Disaggregate data from the following: Renaissance STAR Reading assessments, literacy unit assessments, Lexia PowerUp autoplacer and intervention (all grades), ACCESS 2.0 assessment to determine English language acquisition of ELs</p>	<p>Supervisor of Humanities, Supervisors of Bilingual, ESL, and World Language, Assistant Superintendents of Elementary and Secondary Education, Principals, Vice Principals, I&RS, and SLT</p>	<p>9/1/20 to 6/30/21</p>	<p>Reports from:</p> <ul style="list-style-type: none"> - Performance Matters - STAR Reading and Early Literacy (English and Spanish) - ACCESS 2.0 - Read 180/System 44 - Lexia - Istation - Waterford Early Learning

Instruction Indicator 5

Step 2: Goal	Step 3: Strategy(ies)	Step 4: Person/Position Responsible	Step 5: Timeline	Step 6: Evidence of Completion
<p>The school district's mathematics academic progress. • Academic progress is calculated to include subgroup performance by averaging the mSGP of all students with the average of all subgroups' mSGPs. (Assessment data provided by NJDOE)</p>	<p>(1) K-9 Implementing DreamBox to support math Response to Intervention (RTI) District-wide *</p> <p>(2) 9-12 Creation of Bilingual Honors' Program *</p> <p>(3) 6-8 Development of Mixed Grade Level Assessments and scope and sequence for self contained students*</p> <p>(4) K-9 Utilization of STAR Math assessment as universal screener to identify skills students need to focus on*</p> <p>(5) K-12 Teacher training/professional development starting in Summer 2020 through June 2021*</p> <p>(6) 10-12 Utilizing College Board Khan Academy SAT Prep*</p>	<p>Supervisor of STEM, Elementary</p> <p style="text-align: center;">&</p> <p>Supervisor of STEM, Secondary</p>	<p>8/1/2020 - 6/30/2021</p>	<p>(1) K-9 Dreambox Reports</p> <p>(2) 9-12 PowerSchool Reports</p> <p>(3) 6-8 Edulastic Reports</p> <p>(4) K-9 STAR Math reports, including Star Math Spanish</p> <p>(5) K-12 Frontline PD Evaluation Surveys</p> <p>(6) 10-12 Khan Academy Reports</p>

Instruction Indicator 6

Step 2: Goal	Step 3: Strategy(ies)	Step 4: Person/Position Responsible	Step 5: Timeline	Step 6: Evidence of Completion
<p>The school district's graduation rate (average of four-year and five-year adjusted cohort graduation rates). • Graduation rate is calculated to include subgroup performance by averaging the combined graduation rate (i.e. the average of the four-year and five-year graduation rates) of all students with the average of all subgroups' combined graduation rates. (Assessment data provided by NJDOE)</p>	<p>(1) Analyze academic performance of cohort students on a regular basis - share info with students and parents (2) Analyze academic performance of students placed in out-of-district placements. Some of these students are not graduating at the same rate as district students. (3) Review current practices to place students who are new to the country, with no credit and/or interrupted education, who arrive in the Spring to reduce the impact on the graduation rate. (4) Identify students labeled as: non-verified, dropout or off track - reach out to students and develop a re-engagement plan</p>	<p>Principals, Office of Assessment, Guidance Counselors</p>	<p>8/1/2020 - 6/30/2021</p>	<p>(1) Completion of student credit check forms for cohort students (2) NJSmart Reports (3) PowerSchool Reports</p>

Instruction Indicator 7

Step 2: Goal	Step 3: Strategy(ies)	Step 4: Person/Position Responsible	Step 5: Timeline	Step 6: Evidence of Completion
<p>The school district's measure(s) for school quality and student success is calculated to account for subgroup performance by averaging the rates for all students with the average of all subgroups' rates. (Assessment data provided by NJDOE)</p>	<p>(1) Schools will: Develop attendance teams to reduce contributing barriers to regular student achievement & increase parental engagement to this end.</p> <p>(2) Office of school support will: identify students who have excessive absences; Provide schools with monthly attendance reports & direct attendance officers to conduct wellness checks.</p> <p>(3) Schools will: Promote attendance through perfect attendance award ceremonies & utilize Attendance Works strategies.</p> <p>(4) The SIS will be monitored and updated to reflect students who have moved out of district, moved out of country or who registered but never reported.</p> <p>(5) Implementation of All Kids Thrive Grant Committee action plan</p>	<p>Office of School Support, Program Managers, Principals, Coordinator of Community Engagement and Attendance Officers</p>	<p>8/1/2020 - 6/30/2021</p>	<p>(1) Meeting minutes from School Attendance Teams, District Attendance Committee. (2) Completed School Attendance Action Plans (3) Perfect Attendance Letters (4) Reports from Attendance Officer home visits (5) PowerSchool Reports</p>

District Improvement Plan

- Operations

Operations Indicator 1(a)

Step 2: Goal	Step 3: Strategy(ies)	Step 4: Person/Position Responsible	Step 5: Timeline	Step 6: Evidence of Completion
<p>The school district's NJSMART and educator evaluation data files: a. Have been certified by established deadlines and provide complete data</p>	<p>(1) Coordinate with other offices and schools to ensure that the 15 required reports are prepared and reviewed prior to timely submission. (2) Publish the submission schedule with the people responsible and involved in preparing the submission.</p>	<p>Performance and Accountability in collaboration with all Schools, Special Education Department, HRS, and Curriculum Department</p>	<p>In accordance with NJSMART submission timelines</p>	<p>Certificates of submission and screenshots of SID and SMID management just before COB on snapshot dates</p>
	<p>Provide required updates no later than 12/31/20 and 06/30/21. For the 2020/21 school year the presentation will be made to the board during the December and June board meetings. The presentation will be reflected on the board agenda and in board meeting minutes. Final data will be submitted to the Department by July 15th.</p>			

Operations Indicator 6

Step 2: Goal	Step 3: Strategy(ies)	Step 4: Person/Position Responsible	Step 5: Timeline	Step 6: Evidence of Completion
<p>Twice per year, the CSA presents to the district board of education a summary of violence, vandalism, substance abuse, and harassment, intimidation and bullying (HIB) incidents submitted on the Department's incident reporting system. The CSA or designee submits the final data verification to the Department by July 15. (N.J.A.C. 6A:16-5.3)</p>	<p>(1) Required updates no later than 12/31/20 & 06/30/21.</p> <p>(2) District presentation - December & June.</p> <p>(3) Board agenda and meeting minutes will reflect presentation.</p> <p>(4) Final data will be submitted to the DOE by July 15th.</p>	<p>Office of School Support / Managers of School Support</p>	<p>12/31/20, 06/30/21</p>	<p>Evidence of presentation will be captured on board agenda as well as board minutes.</p>

Operations Indicator 7

Step 2: Goal	Step 3: Strategy(ies)	Step 4: Person/Position Responsible	Step 5: Timeline	Step 6: Evidence of Completion
<p>The school district implements a process to ensure the school safety/school climate team in each school, with support from the CSA: (1) reviews and takes action to strengthen school climate policies; (2) educates the community, including students, teachers, staff, and parents, to prevent HIB; (3) provides professional development opportunities that address effective practices of successful school climate programs or approaches; and (4) completes the HIB self-assessment. The CSA submits to the Department the statement of assurance (SOA) and the district board of education approval date for the HIB self-assessment for each school in the school district by September 30. (N.J.S.A. 18A:17-46 and 18A:37-14 through 18 and N.J.A.C. 6A:16-7.7)</p>	<p>(1) Adhere to all submission deadlines.</p> <p>(2) Submit HIB self assessment by September 30, 2021.</p> <p>(3) District staff will complete the Global Compliance Network Trainings to include:</p> <ul style="list-style-type: none"> ○ HIB ○ Sexual Harassment ○ Affirmative Action ○ General Harassment ○ Child Abuse ○ School Safety 	<p>All Principals - Office of School Support / Managers of School Support</p>	<p>9/30/2021</p>	<p>PowerSchool Reports (Data from Log Entries), Meeting Minutes from School Safety Teams & Committees and Staff GCN Training Certificates</p>

Operations Indicator 13

Step 2: Goal	Step 3: Strategy(ies)	Step 4: Person/Position Responsible	Step 5: Timeline	Step 6: Evidence of Completion
<p>Students removed for disciplinary reasons (e.g., suspension or expulsion) or for chronic or temporary illness have received educational services from a certified instructor who has completed the Department’s criminal history record check within five days of a student’s removal for disciplinary reasons or within five days after receipt of the school physician’s verification of the need for home instruction due to chronic or temporary illness (e.g., home instruction/temporary hospital setting). (N.J.S.A. 18A:6-4.13 and 7.1 and N.J.A.C. 6A:16- 7.2, 7.3, and 10.1)</p>	<p>(1) Adhere to OSS timelines</p> <p>(2) Home instruction to be provided pursuant to (N.J.S.A. 18A:6-4.13 and 7.1; N.J.A.C. 6A:16- 7.2, 7.3, & 10.1)</p> <p>(3) Revise the Student Code of Conduct Policy & Handbook.</p> <p>(3) Approve all instructional staff to serve as home instructors.</p> <p>(4) Schools provide PD on Restorative Practices for teacher</p>	<p>All Principals - Office of School Support / Managers of School Support</p>	<p>Ongoing- timelines to be maintained as required when students are suspended. Student Code of Conduct Policy will be reviewed and possibly revised for March 2021 first reading to the board of education. Restorative practices trainings to staff will be ongoing.</p>	<p>PowerSchool Reports (Data from Log Entries and Suspensions), Meeting Minutes from I&RS Team Meetings, Home Instruction Reports</p>

Operations Indicator 16

Step 2: Goal	Step 3: Strategy(ies)	Step 4: Person/Position Responsible	Step 5: Timeline	Step 6: Evidence of Completion
<p>The school district has a comprehensive equity plan (CEP) designed to eliminate discrimination according to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender, religion, disability socioeconomic status, pregnancy, or parenthood that is approved by the Department. Additionally, the school district submits to the Department the annual CEP statement of assurance. (N.J.A.C. 6A:7-1.4)</p>	<ul style="list-style-type: none"> (1) Adhere to submission deadlines. (2) SOA / CEP not submitted for the 19/20 school year by June 30 2019. (3) SOA/CEP has been submitted for the 20/21 school year by the 09/01 due date. (4) 3 year plan submitted by 06/14/19. (5) All staff are required to complete the GCN Training. (6) Create an Equity & Diversity Committee. 	<p>Supervisor of Professional Development / Affirmative Action Officer to submit SOA / CEP by 09/01/2021</p>	<p>9/1/2021</p>	<p>Revise and submit CEP, GCN Certificates of Completion will be on file</p>