

East Newark Public School
Vision & Goals for the 2021 – 2022 School Year



I. A vision for the 2021 – 2022 school year:

In March 2020, only nine months after being designated “High Performing” for the first time in district history, our progress was abruptly stopped due to the coronavirus. East Newark, like most districts around the State of New Jersey, would remain closed or partially closed for the next 15 months.

As we begin the 2021 -2022 school year, we intend to pick up where we left off in March 2020. To maintain our status as “High Performing” we must be keenly focused on student achievement as measured by the New Jersey State Learning Assessment. This too is a challenge since the state assessment, post Covid-19 has not been defined. We expect the *Start Strong Assessment (SSA)* offered this September to provide data to inform instructional decisions and identify students’ academic strengths and weaknesses. As in the past, I-Ready will be also be used to identify student grade level performance and measure academic growth.

Our priority is effective academic instruction in an environment that is clean, safe and conducive to learning. We will continue the progress made and consider unfinished business. Working toward a full-day preschool for 3 and 4 year-old students is feasible if we re-imagine how space is used at East Newark School. Second floor bathrooms will benefit students whether or not full day preschool is offered at East Newark School.

Maintaining our 126-year-old building should always be a priority. Since the exterior of the building in its current condition requires repairs, we hope to make progress toward completing this project with or without the sale of municipal bonds and state funding. The goals for the 2021-2022 school year explained in the following pages will guide administrative decisions and lead to continued student success. More than the criteria for evaluating the Chief School Administrator, these goals are the steps that will lead to our ultimate goal of East Newark becoming a model for elementary / middle school education.

II. This vision is supported by achieving the following goals:

Goal 1 - Student Academic Achievement

We strive for academic excellence as measured by valid and reliable assessments. Data from I-Ready and the Start Strong Assessment (SSA) informs and guides our instruction resulting in improved academic achievement. This year we will use:

- A) the SSA as the means to evaluate student academic strengths and weaknesses. The immediate results will be applied to address the needs of each student resulting in increased academic proficiency.*
- B) I-Ready as a measure of academic progress to demonstrate that the quantity of students on or above grade level increased by 10 percentage points for each grade (K to 8) in both reading and math by comparing the initial diagnostic assessment (September) and the final diagnostic assessment in May.*

Goal 2 - School Climate and Culture

The East Newark School District strives to foster a culture of mutual respect and recognize the dignity of each member of the school community. Leadership, service and mutual respect is the triad which frames a positive school climate and culture. East Newark School will maintain a safe and positive culture whereby incidents of HIB and out of school suspensions continue to decline. This year we will:

- A) continue to eliminate full, multi-day out of school suspensions (except for the most serious infractions pertaining to guns, weapons, violence or parental intransigence) and to reduce the need for in school suspensions by 50 percent.*
- B) Establish two leadership councils (grades 3 to 5 & 6 to 8) that strives to manifest the triad of leadership, service and mutual respect in the lives of our students.*

Goal 3 – Expanding Educational Opportunities

We recognize the benefits of a quality education for our youngest students and providing our older students with opportunities to explore STEM which may be the gateway to a financially rewarding and fulfilling career. To address the needs of our youngest and oldest students we will expand educational opportunities by:

- A) Establishing a full day pre-kindergarten for 3 and 4-year-old students to be offered no later than October 30, 2021*
- B) providing STEM electives for students in grades 6 to 8 facilitated by Amazon Future Engineers.*

Goal 4 - Building maintenance and upgrades

Current and future students are entitled to a school building that is safe and conducive to learning. After 126 years, our current school building requires renovations that will ensure safety, efficiency and longevity. The district will focus on the following goals:

- A) Having advised the Board of the need to renovate the exterior of the building, the superintendent will guild the district toward completing these exterior renovations.*
- B) A second floor bathroom will be installed (converting the superintendent's office).*

III. The following action steps will lead to achieving the district goals:

Goal 1 - *We strive for academic excellence as measured by valid and reliable assessments. Data from I-Ready and the Start Strong Assessment (SSA) informs and guides our instruction resulting in improved academic achievement. This year we will use:*

- A) *the SSA as the means to evaluate student academic strengths and weaknesses. The immediate results will be applied to address the needs of each student resulting in increased academic proficiency.*
- B) *I-Ready as a measure of academic progress to demonstrate that the quantity of students on or above grade level increased by 10 percentage points for each grade (K to 8) in both reading and math by comparing the initial diagnostic assessment (September) and the final diagnostic assessment in May.*

A #	Action Step	Rationale	Procedures/ Strategies	Person(s) responsible	Timeline	Update	Evidence
1	Attend SSA Webinar	Informed decision making	As per NJ DOE	Nicole Costeira	Complete	Complete	Sign in doc.
2	Staff P.D.	Communicate administration protocols to staff.	As per meeting agenda	Nicole Costeira	9.14.21	Complete	Meeting agenda
3	Administer SSA	As per NJ DOE	As per NJ DOE	Nicole Costeira	9.20.21 – 10.22.21	Complete	Test doc.
4	Analyze Data	Identify student strengths and weakness	As per NJ DOE	Nicole Costeira	Current	On-going	Data doc. Board Report 12/22/21
5	Apply data to instruction	Data informed instruction leads to improved academic achievement	PLCs; faculty meetings	Nicole Costeira	Current	On-going	Lesson plans

B #	Action Step	Rationale	Procedures/ Strategies	Person(s) responsible	Timeline	Update	Evidence
1	I- Ready Professional Development	Teachers will need to update i-ready skills as the platform is enhanced	<ul style="list-style-type: none"> • Provide staff with P.D. on September 24 	Supervisor of curriculum & Instruction <hr/> Testing coordinator	Continuous during the school year	P.D.: September 24, 2021	PD sign in and agenda
2	Administer Beginning, Mid-year and End of Year diagnostics	Diagnostic assessments will demonstrate academic progress of each student while allowing teachers to target instruction.	<ul style="list-style-type: none"> • Schedule and Implement diagnostics • Implement I-Ready practice schedule. 	Supervisor of curriculum & Instruction	First diagnostic completed 10.15.21 Mid-year: 1/24/22 until 2/18/22	Data analysis on-going	I-Ready / PARCC data

3	Offer targeted instruction informed by I-Ready data	Focus on areas where students require growth, enrich instruction for those who master standards.	<ul style="list-style-type: none"> • Use PARCC / I-Ready data to identify students that require remediation and enrichment. • Teachers provide targeted instruction. 	Supervisor of curriculum & Instruction	Continuous during the school year	“Friday Volunteers” initiated in the M.S. 1/21/22	I-Ready / PARCC data
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Goal 2 - The East Newark School District strives to foster a culture of mutual respect and recognize the dignity of each member of the school community. Leadership, service and mutual respect is the triad which frames a positive school climate and culture. East Newark School will maintain a safe and positive culture whereby incidents of HIB and out of school suspensions continue to decline. This year we will:

- A) continue to eliminate full, multi-day out of school suspensions (except for the most serious infractions pertaining to guns, weapons, violence or parental intransigence) and to reduce the need for in school suspensions by 50 percent.*
- B) Establish two leadership councils (grades 4 to 5 & 6 to 8) that strives to manifest the triad of leadership, service and mutual respect in the lives of our students.*

A #	Action Step	Rationale	Procedures/ Strategies	Person(s) responsible	Timeline	Update	Evidence
1.	Group Support Meetings (<i>GSM</i>) for grades 3 to 5 & 6 to 8.	Providing students guided opportunities to share challenges in a safe space will support inclinations for better choices.	With parental consent, the school social worker will develop a curriculum for <i>GSMs</i> .	Nathaly Vera	School year 2021 – 2022	SEL presentations for students ongoing	* Sign in sheets * Improved school culture leading to fewer disciplinary incidents.

B #	Action Step	Rationale	Procedures/ Strategies	Person(s) responsible	Timeline	Update	Evidence
1	Establish L.C. 4-5	Student leaders will positive affect school climate and culture.	* Initiate September 2020 * Develop yearly goals and activities that	Nathaly Vera Brandon Fronjian	School year 2021 - 2022	Elementary school L.C., now grades 4 – 5. Socktober Drive	Sign-in / Agendas

			focus on leadership, service and respect			Halloween Dance	
2	Establish L.C. 6-8	Student leaders will positive affect school climate and culture.	* Initiate September 2020 * Develop yearly goals and activities that focus on leadership, service and respect	Nathaly Vera Brandon Fronjian	School year 2021 - 2022	Socketober Drive Halloween Dance Dorney Park	Sign-in / Agendas

Goal 3 - *We recognize the benefits of a quality education for our youngest students and providing our older students with opportunities to explore STEM which may be the gateway to a financially rewarding and fulfilling career. To address the needs of our youngest and oldest students we will expand educational opportunities by:*

- A) *Establishing a full day pre-kindergarten for 3 and 4-year-old students to be offered no later than October 30, 2021*
- B) *providing STEM electives for students in grades 6 to 8 facilitated by Amazon Future Engineers.*

A #	Action Step	Rationale	Procedures/ Strategies	Person(s) responsible	Timeline	Update	Evidence
1	Determine either option 1 (in-house) or option 2 (Head Start)	Head Start may be cost effective while providing the desired services	Meet with Head Start to determine benefits and burdens	RRC	July, 2021 August 9, 2021 (proposal due)	Head Start declines service to E.N. Option 1: In-house	Option 1
2	If option 1, then begin to recruit faculty, determine curriculum, order supplies, renovate space and approve contract with H.C.	Choice for option 1 only if Head Start is not feasible	Meet with architect / landlord / recruit staff / determine curriculum and supplies	RRC	August 9, 2021 (proposal due)	Space renovated Staff hired Furniture and curriculum purchased.	Full – day preschool began 10.1.21

B #	Action Step	Rationale	Procedures/ Strategies	Person(s) responsible	Timeline	Update	Evidence
1	Schedule instructional time	Availability as an for students to participate	Integrate a STEM section in	RRC / V.P.	August 2021	AFE underway	M.S. schedule

			the existing M.S. schedule				
2	Provide P.D. for teaching staff	Proper certification and preparation is essential for success	Amazon Future Engineers P.D.	RRC / V.P.	August / September 2021	AFE underway	P.D. certs.

Goal 4 - *Current and future students are entitled to a school building that is safe and conducive to learning. After 126 years, our current school building requires renovations that will ensure safety, efficiency and longevity. The district will focus on the following goals:*

A) Having advised the Board of the need to renovate the exterior of the building, the superintendent will guide the district toward completing these exterior renovations.

B) A second floor bathroom will be installed (converting the superintendent's office).

A #	Action Step	Rationale	Procedures/ Strategies	Person(s) responsible	Timeline	Update	Evidence
1	Determine board consensus regarding exterior renovation	Board approval required.	Inform the board regarding urgency and options	RRC	August 16, 2021	Questionable consensus	
1	Board approval to complete exterior renovation as per LRFP	Board approval required	Board approval by October 2021	RRC	September 2021	LRFP revised only for 2 nd fl. bathrooms	
2	Identify funding	Grant money is more economically feasible than using local funds	Consult with Exc. Co. Sup	RRC	October 2021	Funding /bond sale withheld by Borough of E.N.	
3	With funding identified, final board approval to complete the project	Board approval required	September board agenda	RRC	November 2021		

B #	Action Step	Rationale	Procedures/ Strategies	Person(s) responsible	Timeline	Update	Evidence
1	Revise LRFP	Required by DOE		RRC	September 2021	Completed	LRFP
2	Board approvals	Board approval required		RRC		Completed	Board resolution
3	Approve bids	As per DOE guidance		RRC		Completed	Board resolution