

# East Newark District Goals Action Plan 2022-2023

**DISTRICT GOAL #1: Student Achievement – The East Newark Public School District will promote the academic achievement of all students through rigorous instruction and interventions that are aligned with the district curricula and challenge each student to perform to her/his maximum ability level.**

**Objective/Strategy:**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
<ol style="list-style-type: none"> <li>1. Provide targeted and intentional delivery of the five components of reading instruction phonemic awareness, phonics, fluency, vocabulary, and comprehension for students in grades K to 2.</li> <li>2. Support teachers and students in the initial implementation of K-8 Into Math curriculum</li> <li>3. Support teachers and students in the initial implementation of new 6-8 Into Literature curriculum</li> </ol>	<p>Superintendent/ Principal  Supervisor Curriculum and Instruction  Reading Specialist  Teachers</p>	<p>Fundations Program  Into Math and Into Literature Curriculum Materials and Resources</p>	<p>September 2022 -June 2023</p>	<ol style="list-style-type: none"> <li>1. Classroom observations and staff evaluations will reflect the use of appropriate curriculum materials and program implementation. .</li> <li>2. Student progress will be monitored through the i-Ready platform and through formative assessments conducted by the reading specialist. Seventy-percent (70%) of students will experience one year’s growth as compared to the baseline assessment.</li> <li>3. Fundations Intervention curriculum program will be implemented.</li> <li>4. Teachers will receive 2 initial hours, 1 full day and an additional 4 hours of professional development on the Into Math and Into Literature curriculum and along with full access to Ed Platform for additional self-paced professional development.</li> </ol>

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**Objective/Strategy:**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
4. Implement data driven differentiated instruction that focuses on support for learning loss.	Superintendent/ Principal  Supervisors for Curriculum and Instruction	Professional Development  Feedback from walkthroughs and formal evaluations  Data analysis of i-Ready reports and common formative assessments.	October 2022 -June 2023	<p>1. Student learning will be enhanced through instruction that is responsive to assessment results, designed to meet the individual needs of students, and cultivate drive and resiliency. Formative assessment data will be used to inform remediation and acceleration.</p> <p>2. Student learning will be maximized through instructional practices that stimulate student interests and foster inspiration and passion.</p>

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**DISTRICT GOAL #2:** Community Engagement– The East Newark Public School District will build strong partnerships with families and the community by focusing on communication, collaboration, and consistency to promote a system of care and support.. The Superintendent will provide demonstrated evidence of improved communication and with community stakeholders. For consideration in the action plan:

**Objective/Strategy:**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Develop a system of consistent communication for disseminating and receiving information between school administration, teachers, staff, students, parents, and the community.	Superintendent/ Principal Supervisors of Curriculum and Instruction	Title I Funding Community Stakeholders	November 2021- June 2022	1. Promote student engagement and connectedness through the promotion of activities, athletics, and clubs. 2. Each school will have a minimum of one community partner to support extended learning activities and programs.
2. Increase the timeliness, access, and effectiveness of all communication with all stakeholders via multiple measures.	Superintendent/ Principal Supervisors of Curriculum and Instruction	District Website	October 2021 - June 2022	1. Develop a plan that enhances communication to the school community about school events, successes, and challenges. 2. Use Messenger robocall, Facebook, and emergency popups on the district website. 2. Provide opportunities for the school community members to engage in the schools (i.e., volunteering, partnerships, student celebrations of learning, committee work, etc.).

# East Newark District Goals Action Plan 2022-2023

**DISTRICT GOAL #3: Finance/Operations – The East Newark Public School District will effectively manage all financial operations of the district to ensure fiscal responsibility at all levels and will plan for future student growth and teacher retention.**

**Objective/Strategy:**

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1. Engage in a 5 year demographic study.	Superintendent School Business Administrator	Budget Allocation Facilities Plan	November 2022- March 2023	3.3. provide enrollment projections for the school and address the impact of potential new housing to be constructed in the community and the expected student yields from these housing projects.  Provide an overview of expected changes in the school-aged population at the elementary and middle school levels.  discuss the impact of any changes in enrollment on the utilization of the district school.
2. Ensure that federal and state grants are managed as per established guidelines and all required compliance reports are submitted in a timely manner.	Superintendent  School Business Administrator	Budget Allocation	October 2022 - June 2023	1. Board of Education meeting agendas will reflect resolutions for all required grant activities. 2. Compliance reports will be submitted timely and accurately.

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**Objective/Strategy:**

<b>Major Activities</b>	<b>Board/Staff</b>	<b>Resources</b>	<b>Timelines</b>	<b>Indicators of Success</b>
<p>2. The district will develop a budget that addresses the fiscal challenges of teacher recruitment and retention. With a study on the impact of the budget on subsequent Association contract negotiations in order to successfully prepare for negotiations with the East Newark Education Association. This budget process will be communicated, transparently, strategically and effectively by the Board and administration.</p>	<p>Superintendent School Business Administrator</p>	<p>Budget Allocation Facilities Plan</p>	<p>November 2022- March 2023</p>	<ol style="list-style-type: none"> <li>1. Forecast district budget needs in order to address teacher salaries</li> <li>2. Review current starting salaries of neighboring district in order to provide statistical analysis of competitive trends and needs</li> <li>3. Review sign in bonus and teacher retention incentive through available government grants</li> <li>4. Collaborate And communicate with ENEA to discuss all areas of teacher salaries, bonuses, and retention incentives.</li> </ol>