

Superintendent's Report

Newark Public Schools
Advisory Board Public Meeting

August 28, 2012

FINAL DRAFT

In this Report:

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Our Priorities Remain...

This is our **ultimate goal...**

Ensure all students graduate college-ready

All students master academic, social, and emotional skills to succeed in college

...we will get there by dramatically **transforming teaching and learning...**

Develop effective professionals in every classroom

All teachers are professionals who focus on what students learn rather than what they are taught

Cultivate transformational school leaders

Principals maintain laser focus on college readiness for all students and have decision-making flexibility and accountability to drive results

...and creating the **enabling conditions** for this transformation to occur

Re-imagine NPS as a service-oriented team

Central office exists to serve and support schools as the primary unit of change

Provide top tier school options for all students

Every Newark school ensures that all students are on track to graduate college-ready

Engage and involve stakeholders to contribute to college readiness

Families and communities recognize and advocate for great teaching and schools; families actively partner with schools to ensure their students are on the path to college readiness

School Opening: First Day Overview

Families and community partners need to enter the school year excited about NPS plans and invested in our mission. Meeting with them in advance of the school year provides an opportunity for the district to lay out its priorities and communicate key messages. In addition, we want to provide a welcoming First Day atmosphere for families at all of our schools.

- Every school will be matched with a community partner
- Community Partners will set up a table within our schools
- Tables will contain balloons, refreshments, information for parents, newly branded district material and other district collateral
- Principals can opt out of this if they already have alternate plans for Back-to-School Night

School Opening: Facility Highlights

School	Outcome
Wilson Avenue	SDA to begin exterior masonry waterproofing and window replacement project week of August 20 th (this is Phase 2 of the work related to Hurricane Irene from last school year)
Science Park H.S.	SDA floor replacement project is currently behind schedule. (We are watching this project closely to advert impacting school opening.)
Old Speedway School	Early Childhood Program being finalized for occupancy
Elliot Street (<i>new</i>), Oliver, and South Street	Newark Working Group continuing discussions and planning with the SDA
Ridge Street and Hawkins Street	SDA planning in conjunction with NPS to replace boilers
Sussex Avenue	SDA planning in conjunction with NPS to replace unit heaters
All Schools	Summer cleaning is in full operation with the summer school program conclusion and on target for August 29 th

School Opening: Principal Hiring

- Principal vacancies - 18 (includes 8 renew schools)
- Number hired - 18
 - 8 renew principals
 - Nelson Ruiz (Abington Ave)
 - Vaughn Thompson (Eagle Academy)
 - John Weinstein (Bard HS Early College)
 - Jennifer Pellegrine (Louise A. Spencer)
 - Atiba Buckman (Speedway)
 - Semone Morant (Newark Leadership Academy)
 - Kendell Smith (Alexander St)
 - Sandra Marquez (Hawkins St.)
 - Pending (Harriet Tubman)
 - Carynne Conover (Newark Early College HS)

Teacher Evaluation: Overview

**Our
Ultimate
Goal:**



Ensure all students graduate college-ready

- *All students master academic, social, and emotional skills to succeed in college*

**How will we
do this?**



Dramatically transform teaching & learning

- *Cultivate transformational school leaders*
- *Develop effective professionals in every classroom*

Develop and Support Teachers

It's our job to support teachers to drive dramatic gains in student achievement

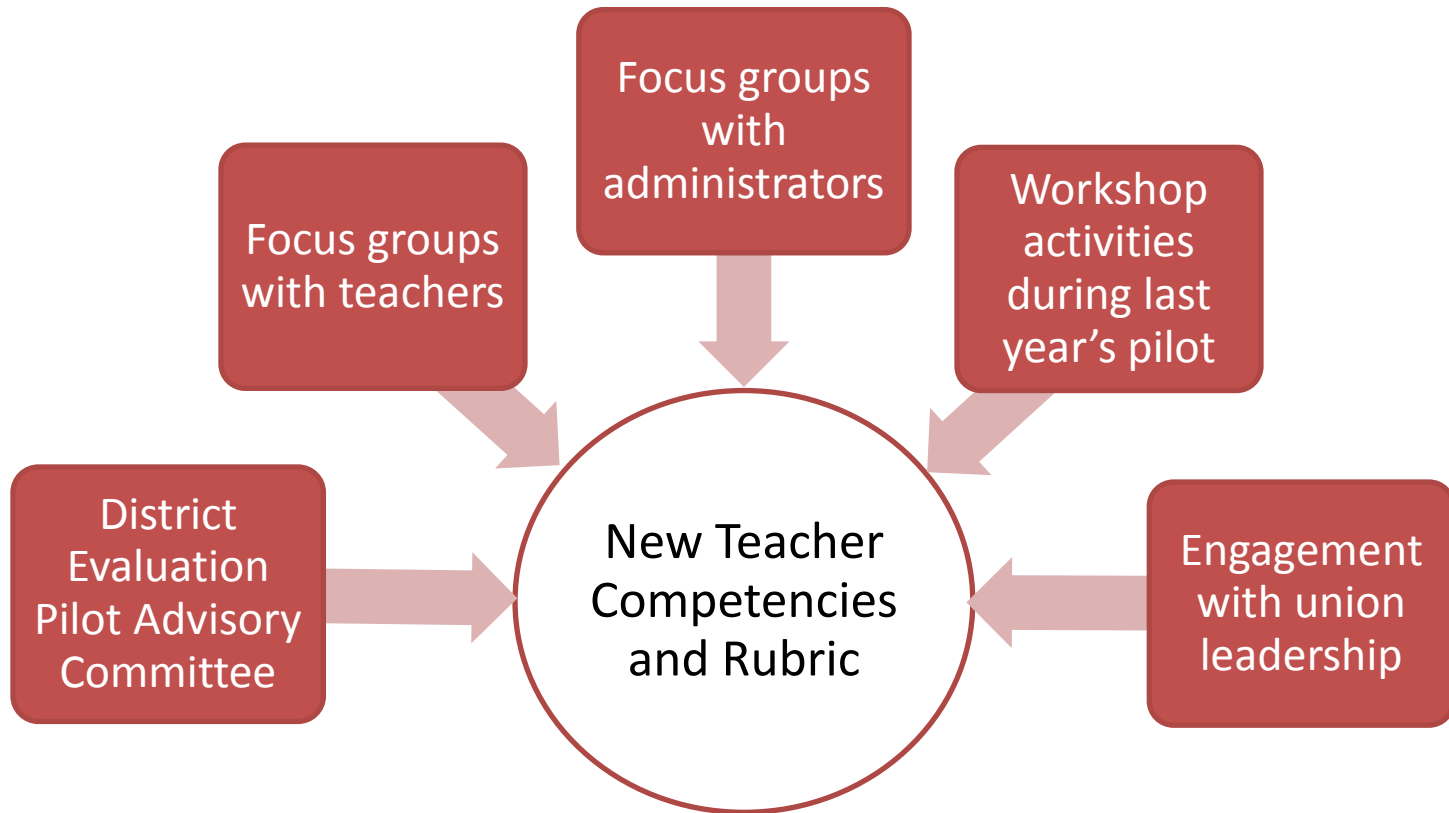


Identify and Retain the Best

Help us identify our most effective teachers so that we can 1) celebrate and learn from their successes, 2) reward them, & 3) retain them in the classroom

Teacher Evaluation: Stakeholder Engagement

- After feedback from over 500 educators, we are rolling out a whole new evaluation system starting Fall 2012



Teacher Evaluation: Framework is First to Align to Common Core

- In focus groups with educators, many teachers and administrators expressed excitement about the Common Core’s “fewer, clearer, higher” mantra
- Teaching standards should also embrace these “fewer, clearer, higher” ideals
 - ✓ **Fewer** – Focus on fewer competencies, all of which are observable in the classroom
 - ✓ **Clearer** – Use clear, concise language to describe what each competency looks like in practice
 - ✓ **Higher** – Elevate expectations to ensure that rigorous instruction happens in every classroom
- Our competencies focus on/align with the instructional shifts required by the Common Core

Teacher Evaluation: Core Values

T

Tailored

Addresses individual growth areas, prioritizes where to focus, and differentiates support



- Regular conferences to discuss performance & professional goals
- Customized development opportunities to fit individual needs

E

Evidence-based

Based on evidence of what teachers say/do and what students produce to demonstrate their learning



- More specific observation rubrics
- Better training for teachers and principals on how to use them
- Review of student work

A

Aligned

to a framework that clearly identifies what educators are expected to know and do in order to drive student achievement gains



- Clear competency framework that identifies what each skill looks like in practice at different levels of proficiency
- Ratings clearly indicate whether educators are meeting expectations

C

Consistent

Provides timely, frequent feedback that is specific and actionable

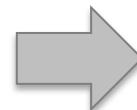


- More frequent classroom observations
- Regular formal and informal feedback
- Prioritized feedback based on what will drive greatest student achievement

H

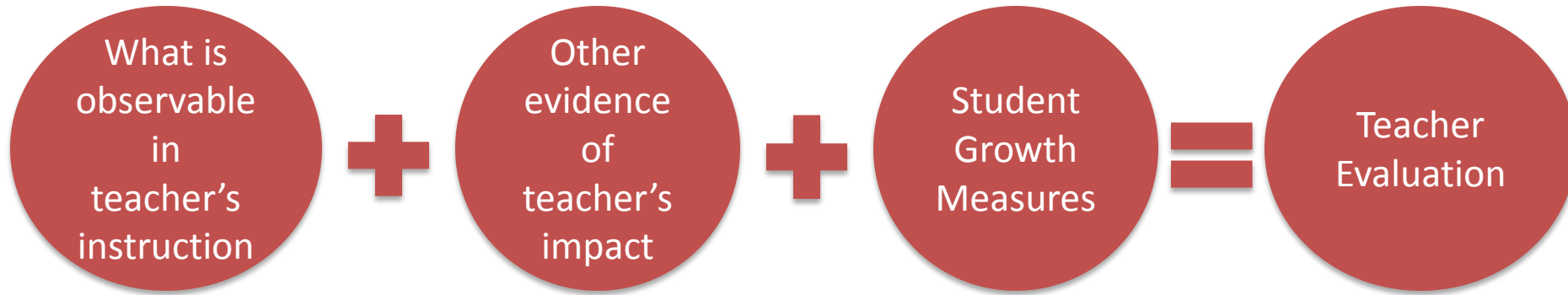
Heard

Shared in a way that is constructive and holds individuals accountable for progress



- Effective delivery of feedback
- Recognition for exceptional work
- Constructive conversations to improve

Teacher Evaluation: Components



- Collect low-inference data through classroom visits
- Tools: Classroom observation rubric
- Consider student learning as one of multiple sources of evidence

- Could include measures of professionalism and/or student satisfaction
- Potential tools: student surveys and professionalism rubric
- **Pilot 2012-2013**

- Include Student Growth Percentile (SGP) in tested grades and subjects
- Develop measures for non-tested grades and subjects

Renew Schools: Overview

- Renew Principal Cohort launched May 22nd
- Training included the following sessions:
 - Launch: Developing your Personal Leadership Story & Developing a Stakeholder Grid
 - Staffing: Planning, Selection Model, Recruitment & Marketing, Hiring Team
 - School Design: Structures that Support Student Learning
 - School Mission and Core Values
 - Instructional Culture and Strategic Planning
 - Curriculum and Assessment
 - School Culture
 - Community Engagement

Renew Schools: Community Engagement

School	Highlights
13 th Avenue	<p>8 community gatherings- with attendance averaging 40 people Worked with the Urban League to get families involved Exploring the creation of a mural in partnership with City Without Walls</p>
Camden	<p>8 community meetings – Working closely with several key parents Over 200 people in total attendance Reveal scheduled: Aug 31st 5:30 – 7:30</p>
Chancellor	<p>5 community meetings - Working with neighborhood residents association Over 200 people in total attendance Fostering partnerships with Bethany Baptist Church and Clearview Church</p>
Cleveland	<p>4 community meetings – canvassed community several times Working closely with partners, such as Project Grad Reveal scheduled: Aug 21st 5:30 – 7:30</p>
Newton	<p>4 community meetings – Working closely with NCC and preparing to conduct home Over 90 people in total attendance Reveal scheduled: Aug 30th 11-12, followed by BBQ 12:30 – 2:30</p>
Peshine	<p>7 community gatherings, with attendance of over 450 people Partnering with BRICK in all aspect of school program and design Working with First Tabernacle and local community to incorporate ideas</p>
Quitman	<p>4 community meetings - Partnering with Dr. Martin Luther King Community Assoc. Over 150 people in total attendance Reveal scheduled: Aug 28th 4 -7</p>
Sussex	<p>2 community meetings & 2 smaller stakeholder meetings (Pastor D & PTA) Over 200 people in total attendance Reveal scheduled: Aug 30th 6:00 – 7:30</p>

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