



Superintendent's Report

Newark Public Schools
Advisory Board Meeting

January 22, 2013

In this Report:

- **District Priorities**
- **Principal Leadership Institute**
- **Vice Principal/Dept. Chair Leadership Institute**
- **Teacher Leadership Institute**
- **City Wide Parent Conference**

District Priorities...

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

Our Ultimate Goal

100% of NPS students graduate from high school ready for college and a career



Principal Leadership Institute

Overview

- Principal Leadership Institutes have focused on providing training on the district's new evaluation tool, the Framework for Effective Teaching, and specifically, to use that tool to ensure that students are receiving high quality instruction in each classroom across the district
- An integral part of ensuring that our students receive quality instruction is to give effective feedback to teachers based on the evidence gathered from on-going classroom evaluations

Principal Leadership Institute

Update

- In summer training sessions, we introduced the two components by which principals will be evaluated in 2012-13:
 - **Leadership Practices**
 - **Student Learning**
- On **Leadership Practices**, we explored the latest draft of the competencies and indicators for the Leadership Framework and used a case study to better understand what those competencies and indicators look like in practice
- On **Student Learning**, we examined a fictitious data dashboard for the case study school and used a spreadsheet to analyze the performance of a fictional school and identify areas for improvement
- Since the summer training, we've continued to dive into our school data, assess areas of strength and areas of challenge, and identify priority areas for improvement
- The team developing the framework continued to gather feedback from small groups of principals and brought those suggestions to the design team

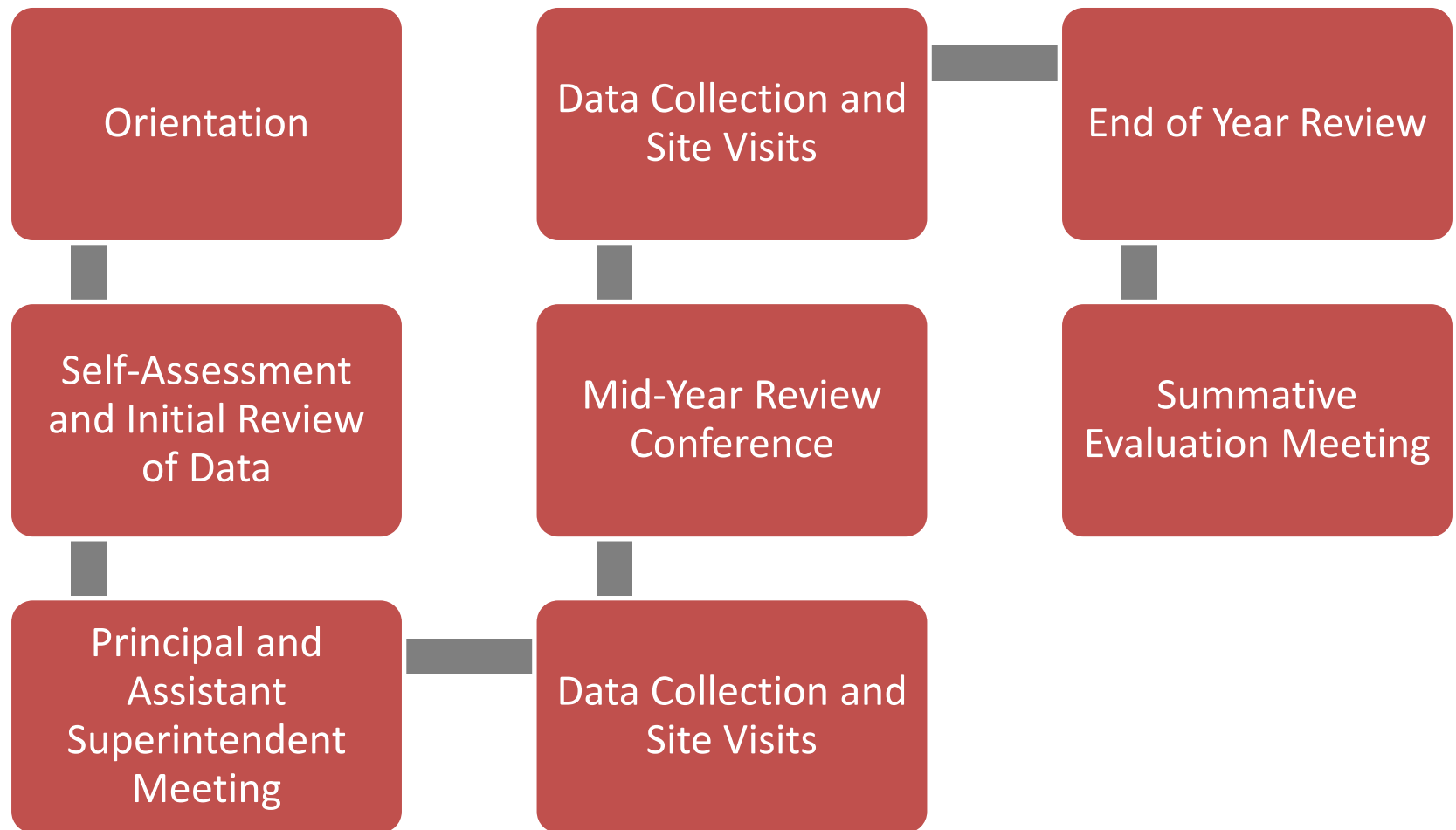
Principal Evaluation Components



Principals will be evaluated on all of the Competencies in the Leadership Framework

Principals will be evaluated on student learning outcomes

The Evaluation Process



Anticipated Outcomes

- Internalize the content of the Leadership Framework
- Practice setting goals and mapping strategic plans based on the areas of practice in the Leadership Framework
- Incorporate additional guidance on student achievement targets into goal setting process

Vice Principal /Dept. Chair Leadership Institute

Thursday, January 10th: kick-off of Leadership Institute for Vice Principals and Department Chairs

- The intended audience is any supervisor who coaches and/or evaluates teachers
- Each Assistant Superintendent offered versions of the PLI for the audience of Vice Principals and/or Department Chairs
- The session focused on preparations for mid-year conferences with teachers but also included work on norming observations of instruction using the new teacher framework
- This new institute is a direct result of feedback from principals
- VP/DC sessions will typically follow monthly PLIs and will be streamlined or adapted versions of the activities done with principals
- The sessions will often be half-day rather than full-day sessions thus allowing principals wishing to send many people to split them throughout the day

Teacher Leadership Institute

Purpose

- The district has two main goals this school year with respect to preparing for the full implementation of the Common Core State Standards in 2014-15:
 - Help all literacy teachers both understand the increased text complexity levels required by the Common Core and implement strategies for helping students comprehend and analyze these more complex texts
 - Help all math teachers understand the major areas of math for each grade-level, the importance to helping all students achieve mastery in these major areas, and how to implement lessons successfully
- To address these goals, the district has invited all schools to send teacher leaders to monthly Teacher Leadership Institutes (TLIs). Over the course of the year, this group will develop and share promising practices and tools for making the required instructional shifts

Topics

- Instructional Shifts in Literacy
 - Text Dependent Questions
 - Close Reading Strategies
 - Vocabulary Strategies
 - Text Complexity
 - Common Core-Aligned Units
- Instructional Shifts in Math
 - Focus on Mastery of Common Core Areas
 - Universal Design for Learning

Initial Results

- More than 200 teacher leaders attended each of the first TLI sessions
- More than 90% of participants rated the sessions as “good” or “excellent”
- More than 90% of participants agreed or strongly agreed that the sessions would help them and their colleagues with implementing the Common Core

City Wide Parents Conference

Friday, February 7, 2013, The Robert Treat Hotel, 50 Park Place

Session 1 Workshops include but are not limited to:

- National Common Core Curriculum – Standards/Language; Arts/Literacy
- Special Education – Behavior Management at Home and in the Classroom
- Nutrition & Education Success
- Understanding District Data and School Performance

Session II Workshops include but are not limited to:

- Career & Technology Education
- Immigration Law
- Alternative High School Assessment
- Harassment, Intimidation & Bullying and Digital Citizenship
- Making Reading Fun: Bringing Literacy Beyond the Classroom

- END -