



Newark Public Schools
School Advisory Board
Superintendent's Report

In this Report:

- **District Priorities and Objectives**
- **Attendance Campaign**
- **School Opening**
 - **Principal Hiring**
 - **Lunch Applications**
 - **Renew High Schools**
- **School Culture and Climate**

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

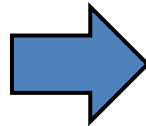
Engage and involve stakeholders to contribute to college readiness

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

Priorities

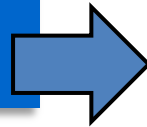
Objectives

Ensure all students graduate college-ready



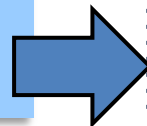
- College-going culture
- Common Core
- ACT
- Higher Education Partnerships
- Social and emotional learning
- Building college knowledge
- Technology

Develop effective professionals in every classroom



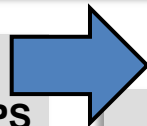
- Teacher pipeline
- Teacher teams/peer support
- Teacher evaluation
- Breakthrough contract

Cultivate transformational school leaders

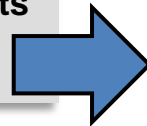


- Recruit and retain
- School-based progress reports
- Best-in-class training
- School-based budgeting
- Layer above school
- Breakthrough contract

Re-imagine NPS as a service-oriented team

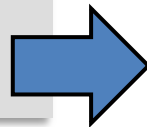


Provide top tier school options for all students



- Optimize resources
- Data and technical infrastructure
- Transform operations
- Restructure teams
- Core values
- Magnet Schools admission process
- Adolescent-focused programs
- Early Childhood Education programs
- Charters as Partner transformation – sharing training and promising practices
- School Turn Arounds

Engage and involve stakeholders to contribute to college readiness



- Performance data
- Gap between school and home
- Strategic partnerships
- High expectations for students, schools, and NPS

Attendance Campaign

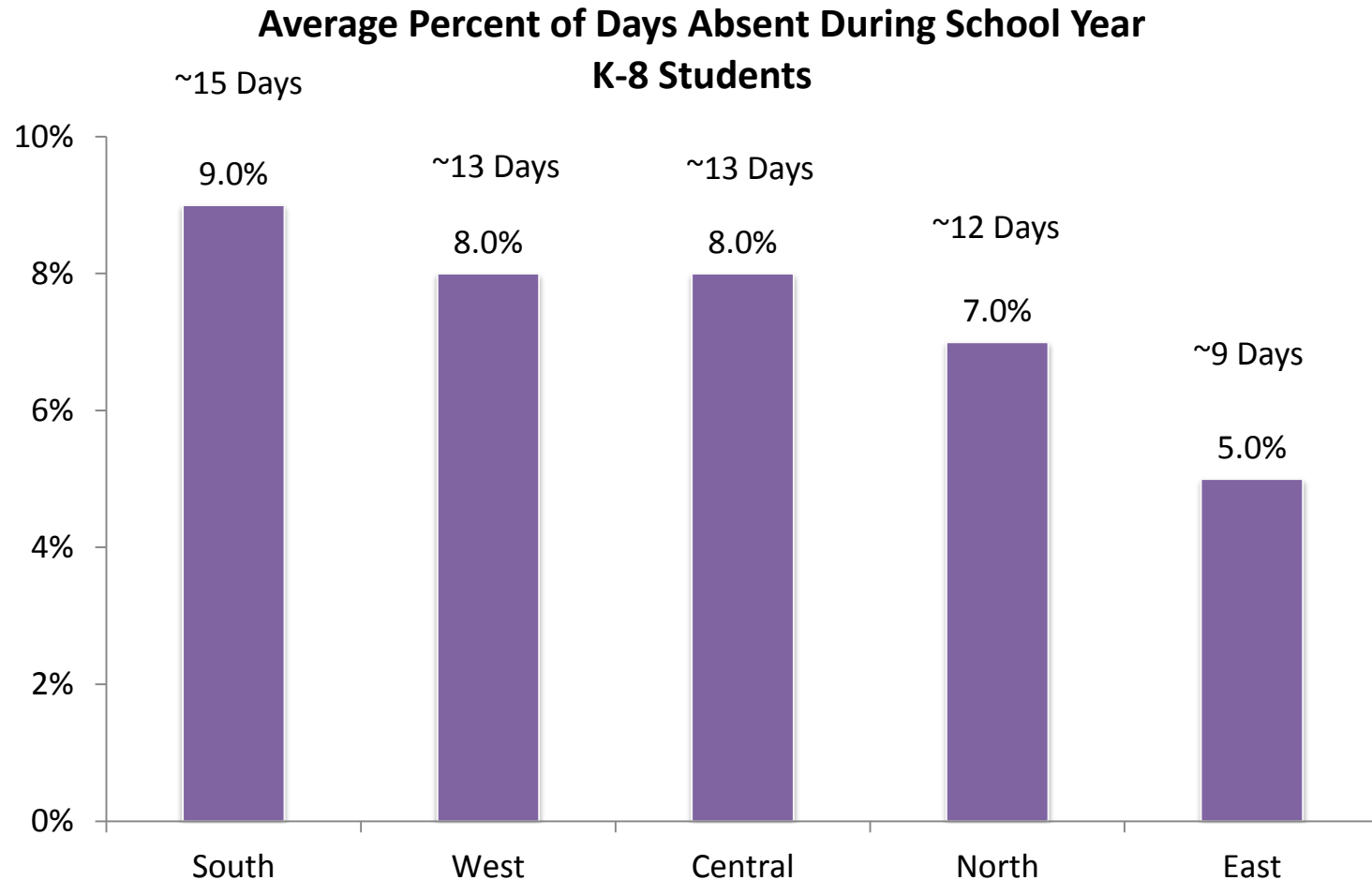
School attendance is a key lever for student success. Studies show that:

- Chronic absenteeism in kindergarten is a significant cause of low academic performance in elementary school
- Low attendance in middle and high school is a strong predictor of drop out
- 3 out of 4 students who are severely chronically absent in the sixth grade never graduate from high school
- Even small increases in attendance can add much needed learning time

Goal: Decrease School Absences By 50%

Attendance Campaign

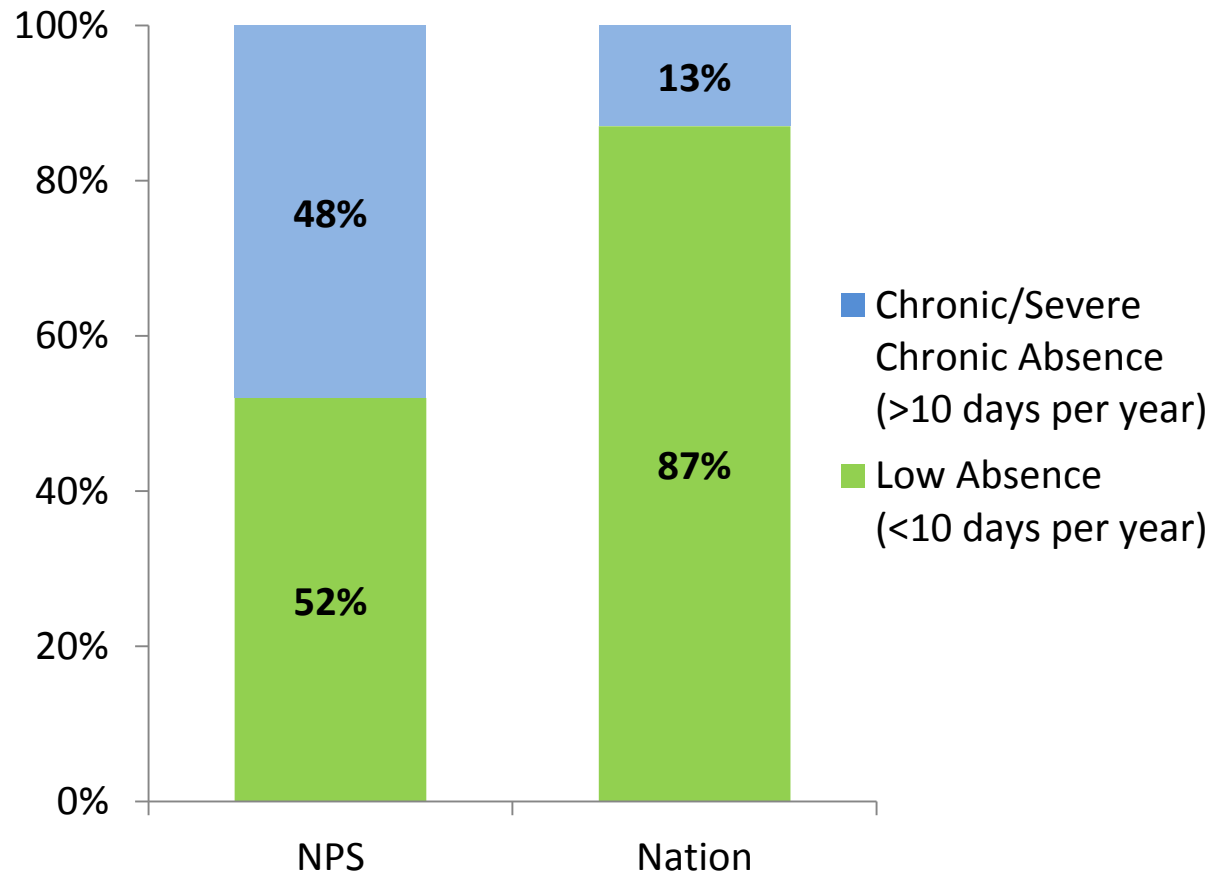
Collectively, K-8 NPS students missed over 300,000 days last school year



Attendance Campaign

NPS K-8 students are 3x more likely to be chronically/severely chronically absent than students nationwide

**Days Absent Per Year 2012-2013
NPS Students vs. Nation***

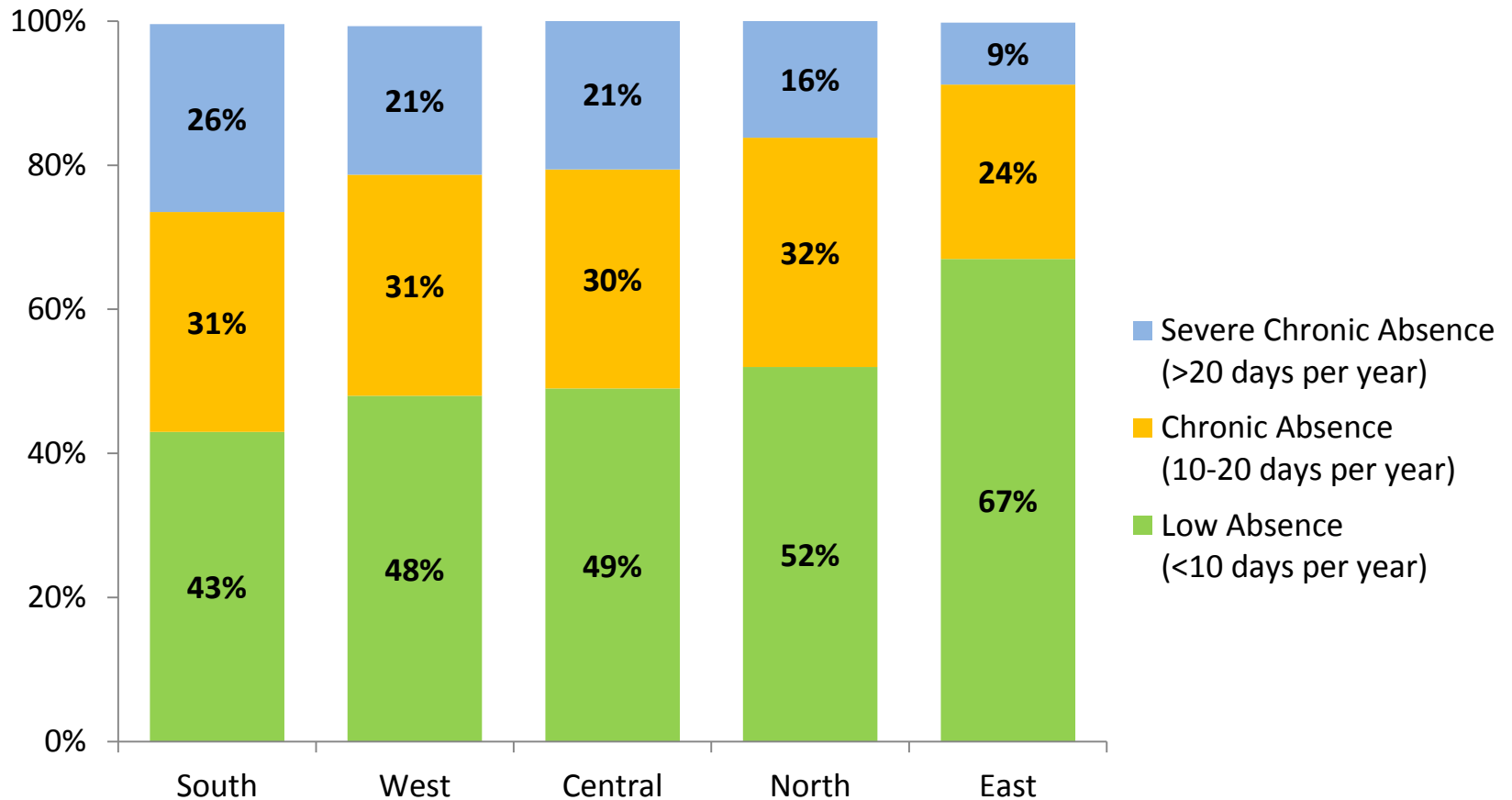


*K-8 data. Source: Attendance Works, "Attendance Awareness Campaign" August 7, 2013

Attendance Campaign

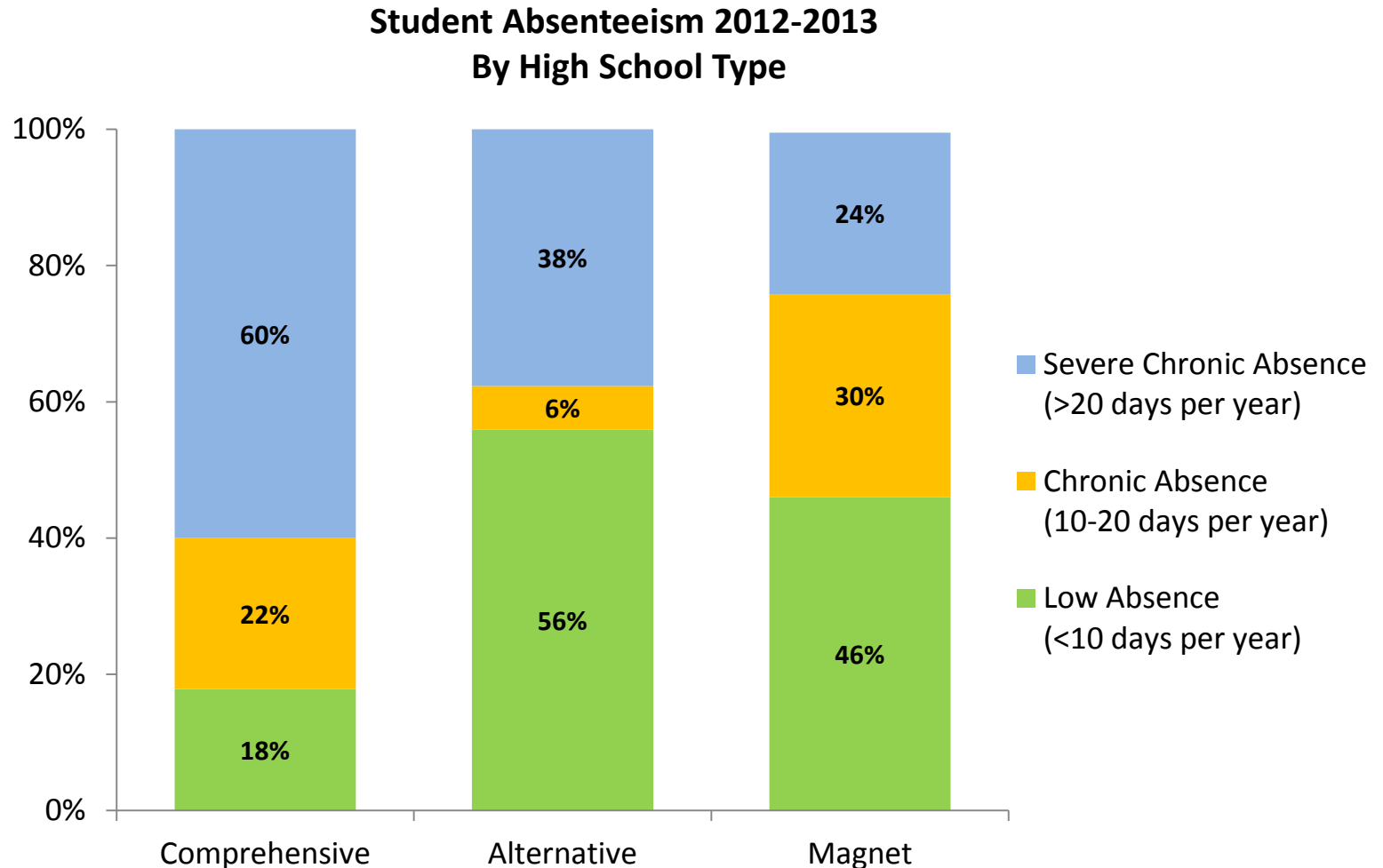
We must set different goals by ward – but everyone needs to improve

Student Absenteeism 2012-2013
By Ward



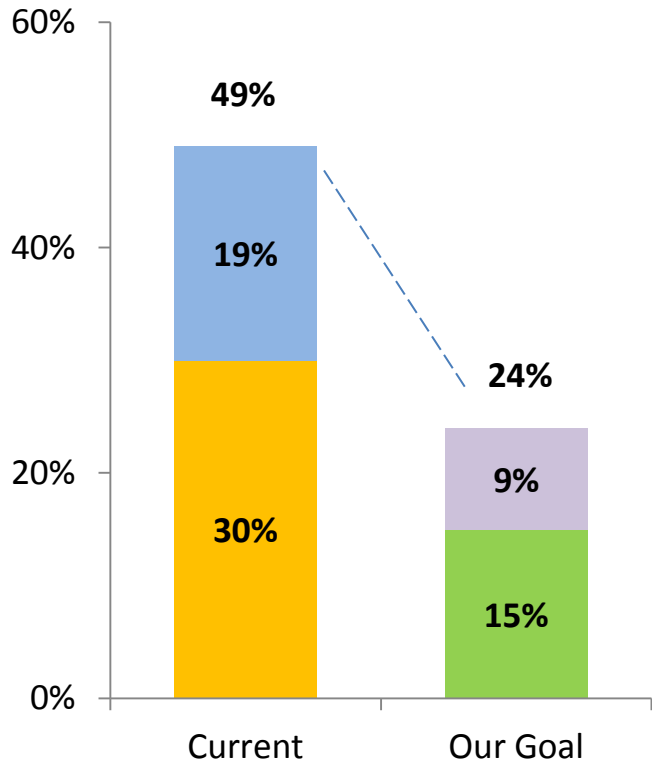
Attendance Campaign

High School must be a focus: 60% of students were absent more than 20 days/year

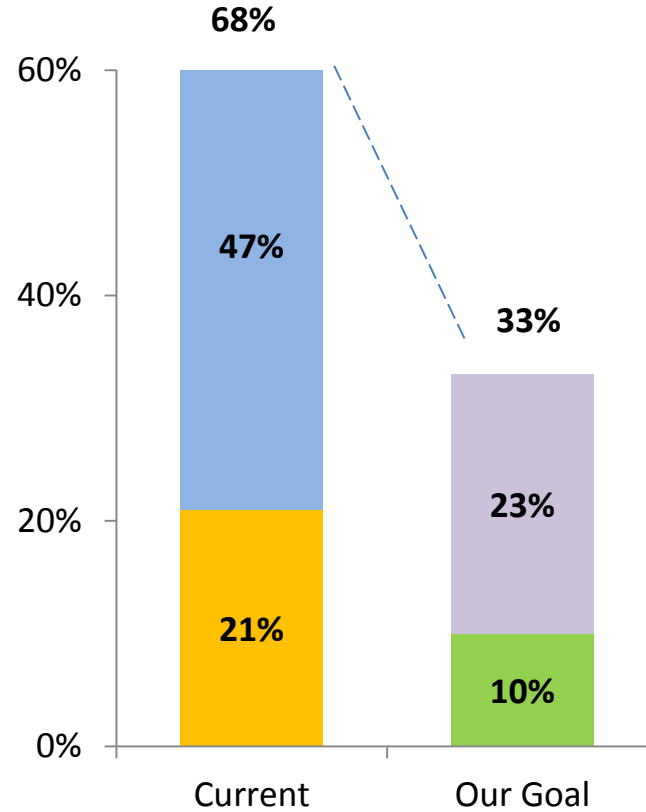


Attendance Campaign

K-8 Student Absenteeism



High School Student Absenteeism



■ Chronic Absence
(10-20 Days)

■ Severe Chronic Absence
(>20 days)

School Opening: Principal Hiring

This year we are experiencing school staff and school leader shifts that are on-par with past years. We are expected to announce the following Principal hires and placements:

- Armando Cepero, Principal, Madison Elementary
- Kimberly White-Wright, Principal, Girls Academy of Newark

Interim Principals:

- Wayne Dennis, Interim Principal, Barringer A – S.T.E.A.M. Academy
- Yvonne Waller, Interim Principal, Barringer B – Arts & Humanities Academy
- Arlene Manning, Interim Principal, West Side High School
- Faheem Ellis, Interim Principal, Weequahic High School
- Regina Sharpe, Interim Principal, University High School
- Edwin Reyes, Interim Principal, Technology High School
- Jermaine Kamau, Interim Principal, Newark Vocational High School
- Viveca Williams, Interim Principal, 13th Avenue Elementary School
- Mark Comesañas, Interim Principal, Fast Track
- Ginamarie Mignone, Interim Principal, W.H. Horton Elementary
- David DeOliveira, Interim Principal, Ridge Street Elementary
- Nicole Johnson, Interim Principal, Elliott Street Elementary

School Opening: Lunch Application Process

Goals

- Ensure 100% of school lunch applications are completed resulting in every child receiving a healthy and nutritious meal.
- Ensure the collection of funds owed by families who do not qualify for free lunch

Strategies to Obtain 100%

- Online processing
 - Students must have an approved application on file by October 1, 2013
 - If they do not, they are denied and must pay to receive a meal
 - In order to receive a meal, students must have money on their account
- Blackboard Messaging
- Website presence
- Frequent communication with Principals
- Call 973.733.8805 for assistance

Application data from schools are due into the Food Services Office by September 20, 2013

Summer Programs

- College Summit Peer Leadership Conferences: 4-day opportunity for students to attend East coast college campuses.
 - 19 students from Barringer campus at Amherst College
 - 12 students from West Side at Monmouth University
 - Additional 40+ students from other comprehensive high schools at Yale, Amherst, and Monmouth
- Biz Camp: 2-week opportunity (August 5-16) for West Side students sponsored by Network For Teaching Entrepreneurship (NFTE).
- Bridge Programs and Student Orientations scheduled at each school beginning August 21 and continuing through August 30.

School Culture and Climate

Strategy:

Shift approach to school discipline from zero tolerance to restorative practice

Activity:

From August 13-16, school-based teams and NPD officers participated in four-day joint training session on *restorative practice* and *how to respond to crisis-level incidents in schools*.

Outcomes:

1. **128 participants, including Newark Police Department officers**
2. **High Schools developed *restorative practice* school safety implementation plans for SY2013-2014 to:**
 - Improve adult-student relationships
 - Build capacity of school staff to provide individualized supports to students
 - reduce fights, bullying, etc. by establishing and promoting positive behaviors
 - reduce the over-reliance on suspensions, expulsions and student arrests by responding to disciplinary infractions with a youth development approach
 - respond appropriately to crisis-level incidents, e.g. active shooter

Next Steps:

1. **Each high school will convene a Safety Task Force to make recommendations for improving school safety and develop community-led projects, e.g. *parent patrols, safe passage***
2. **Central office will provide ongoing training, resources and supports to support principals in transforming school climate, e.g. *Ramapo for Children***
3. **Transform IR&S teams to Student Support Teams (SST) that proactively plan for the needs of students based on data**

School-based teams include:

1. Principal
2. Vice Principal
3. Guidance Counselor
4. Social Worker
5. School Nurse
6. Parent Liaison
7. School Security
8. Teacher Representative
9. Student Representative
10. Child Study Team member

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