

Wayne Township Public Schools



District Goals 2018-2019

Presented/Approved by the Board of Education: August 23, 2018

Note: Goals are not presented in any particular order.

GOAL 1: WELLNESS

Narrative: The lives of students are becoming increasingly difficult and far more stressful. So much so, that a 2014 American Psychological Association report shows that during the school year, student stress exceeds stress levels experienced by adults. With the competition for acceptance at top universities, the stress connected with ever increasing performance standards, anxiety created through social media, endless athletic seasons, and the ever present threat of school violence, it should come as no surprise that schools can be very stressful places, even for our youngest students. Further complications come from the additional stress placed on families by all of these issues along with a host of other non-school issues.

Rationale: Stress is taking a toll on students and families and it is important for every school district to consider the different sources of stress, including some of our own internal practices, that might generate stress. While some stress is normal and to be expected, especially when students are pursuing a highly demanding academic course of study. Even the world's most demanding business organizations seek out ways to create some balance for employees, and the same can be done in a school setting.

The goal is to promote overall student and staff wellness and increase personal growth and self-awareness through an increase in programming in schools, communication, and community engagement with specific focus on mindfulness and resiliency skills, nutrition and movement.

STAFF RESPONSIBLE	SUPPORTING ACTIVITY (TIMELINE)	FINANCIAL IMPLICATIONS
Superintendent, Assistant Superintendent, Directors, Guidance Counselors, Selected Staff	Hold a District Wellness Summit to help identify sources of stress and anxiety for students and possible solutions (Summer 2018)	Summer work stipends for eligible employees.
Superintendent, Assistant Superintendent	Introduction of Goal at Administrative Retreat (August 2018)	Dashboarding Training (8-20-2018) (Paid for by Title IIA grant)
Superintendent	Discuss inclusion of wellness goal (topics) as part of 2019 Mayor's Forum (Summer 2019)	NONE
Directors, Principals, Counselors	Creation of District Wellness Committees based on the work of counselors contributing to the District Wellness Summit including development of WTPS Wellness Social Media Account (September 2018)	Dashboarding and Mindfulness Training workshops for School Counselors (Paid for by Title IIA grant)
Superintendent, Assistant Superintendent, BOE	Modify calendar to include three to four Wellness Weekends where students are free from any school obligations (September 2018) <i>Dates: 10/5/18-10/8/18, 1/18/19-1/21/19, 5/10/19-5/13/19</i>	NONE
Directors, Wellness Committee, Counselors	Meetings to study issues and make recommendations for implementation of strategies starting in January 2019 including "Unplug" Day, Wellness Fairs, Mindfulness Day, and recognizing May as Mental Health Awareness Month, Parent Programs, and contributions to Mayor's Forum.	Dependent upon recommendations.
Superintendent, Assistant Superintendent, Directors, Business Administrator, Assistant Business Administrator	Identify costs associated with recommendations and review plans, activities, and other recommendations for implementation (December 2019)	Dependent upon recommendations.
District	Carry out wellness program	Dependent upon recommendations

GOAL 2: QSAC PREPARATIONS

Narrative: The Quality Single Accountability Continuum (QSAC) is the Department of Education's monitoring and district self-evaluation system for public school districts. The system shifts the monitoring and evaluation focus from compliance to assistance, capacity-building, and improvement. It is a single comprehensive accountability system that consolidates and incorporates the monitoring requirements of applicable state laws and programs and complements federally required improvements. The system focuses on monitoring and evaluating school districts in five key components that, based on research, have been identified to be key factors in effective school districts. These components are Instruction & Program, Fiscal, Governance, Operations and Personnel. Recently, The New Jersey Department of Education revised the QSAC process.

Rationale: Traditionally, the Wayne Township Public Schools have performed very well against NJDOE external performance standards. Our performance demonstrates to the community that the district is serious about issues of compliance and it is critical that the district maintain excellent ratings in all QSAC components.

The goal is to maintain our excellent standard of performance in the QSAC process by studying and shifting monitored areas of operation to comply with the new standards.

STAFF RESPONSIBLE	SUPPORTING ACTIVITY (TIMELINE)	FINANCIAL IMPLICATIONS
Superintendent, Assistant Superintendent	QSAC summer planning meeting including invited NJDOE Personnel (August 2018)	NONE
Assistant Superintendent, Directors	Summer Planning Meeting to review and plan for all necessary updates to curriculum documents and ensure alignment with NJSLS in accordance with the department's curriculum implementation timeline	Hourly compensation rate for teachers to update/write curriculum documents
Superintendent, Assistant Superintendent, Directors.	Meeting to complete a comprehensive review of all the most up to date NJQSAC District Performance Review Indicators as shared out by the NJDOE (August 2018)	NONE
Superintendent, Assistant Superintendent	Visit to county office for to participate in NJQSAC review/walk thru meeting. Follow up with a plan to meet any additional requirements that have not already been planned for/met. (August 1, 2018)	NONE
Superintendent, Assistant Superintendent, Directors, Business Administrator, Assistant Business Administrator	Practice NJQSAC District Performance Review conducted internally to check for preparedness. (November 2018)	Minimal dependent upon outcome- For example, additional secretarial support may be necessary.
Superintendent, Assistant Superintendent, Directors	Complete QSAC District Performance Review as Directed by the County Office. Share out digital documents with county office and arrange any necessary site visits (December 2018)	NONE

GOAL 3: USING STUDENT DATA TO SUPPORT INSTRUCTIONAL DECISION MAKING

Narrative: During the past year, the district moved ahead with the purchase of LinkIt! software and created a student performance database to include reading levels, PARCC scores, ESL performance levels (ACCESS 2.0), math benchmarks, cognitive scores, PSAT, SAT I, SAT II, AP scores. The LinkIt! reporting platform offers a wealth of data on student performance in a readily accessible and highly visual format. The strength of the software is our ability to locally collect student performance information from a variety of sources, analyze data, and create action plans at a very specific level.

Rationale: While many school districts claim to use data to inform instruction, in many cases little is achieved because data analysis is a “top-down“ activity where school leaders primarily analyze and report on student performance. Building classroom level capacity to analyze student performance data will empower our teachers to differentiate their instruction based on specific needs in their classrooms.

The goal is empower teachers to utilize LinkIt! Software to help them meet the needs of their students through professional development and collegial team meetings where teachers will have the opportunity to create plans and apply their training.

STAFF RESPONSIBLE	SUPPORTING ACTIVITY (TIMELINE)	FINANCIAL IMPLICATIONS
Superintendent, Assistant Superintendent	Introduction of Goal at Administrative Retreat (August 2018)	NONE
Assistant Superintendent and Data Analyst	Provide Overview and Training for Implementation to Administrators (Fall 2018)	NONE
Assistant Superintendent, Data Analyst, Principals, Teachers, Assistant Director of Student Support Services (Federal Programs)	Form data teams at each school and provide LinkIt! training (Fall 2018 September/October)	NONE
Assistant Superintendent, Directors, Assistant Director of Student Support Services (Federal Programs) Data Analyst, Principals, Teachers (DATA Teams)	Analyze school level data, develop target groups and skills, and create action plans. (October/November)	Minimal (cost of substitutes)
Superintendent, Assistant Superintendent, Directors, Assistant Director of Student Support Services (Federal Programs), Principals, Data Teams	Develop specific Title I performance goals and allocate funds accordingly (November)	Significant (No impact on local taxpayers-federal program funding to be used)
Superintendent, Assistant Superintendent, Directors, Principals,, Data Analyst, Assistant Director of Student Support Services (Federal Programs) Data Teams	(Title I Schools) Monitor and Use LinkIt! as a foundation for federal program evaluation. (Non Title I Schools)-Monitor and use LinkIt! to support data team goals for target groups and skills (Spring 2019)	None

GOAL 4: SAFETY AND SECURITY

Narrative: On March 10, 2015, the district sought voter approval to move forward with a number of important projects to enhance safety and to protect employees and students. The total cost of the projects amounted to \$4.8M with \$1.9M to be paid with debt service aid (40% state share) leaving a cost to the community of \$2.9M. For the average assessed home in Wayne, it would have resulted in a tax increase of \$10.80 per year. In a close vote with low voter turnout, the special question failed. Although the district made progress in some areas, there are still important steps that could be taken to improve safety and security.

Rationale: Although the district made progress in some critical areas despite the outcome of the special question, there are still important steps that could be taken to improve safety and security. In addition, many residents have been speaking up regarding their desire to see additional safety and security measures in each of the schools.

The goal is to develop and propose another special question for voters to be decided upon by voters and to successfully gain enough voter support to move ahead with the projects.

Election Day of the Week	Targeted Date of Election	DOE Receives Application
Fourth Tuesday of January	January 22, 2019	July 26, 2018
Second Tuesday of March	March 12, 2019	September 13, 2018
Fourth Tuesday of September	September 24, 2019	March 26, 2019
First Tuesday of November	November 5, 2019	May 9, 2019
Second Tuesday of December	December 10, 2019	June 13, 2019

STAFF RESPONSIBLE	SUPPORTING ACTIVITY (TIMELINE)	FINANCIAL IMPLICATIONS
Superintendent, Assistant Superintendent, Business Administrator, Assistant Business Administrator, Director of Facilities, Assistant Director of Facilities, Architect of Record, Board of Education	Establish a timeline (Summer 2018)	NONE
Superintendent, Assistant Superintendent, Business Administrator, Assistant Business Administrator, Director of Facilities, Assistant Director of Facilities, Architect of Record, Board of Education	Develop a list of projects for NJDOE Approval after review of the 2013 StoneGate Associates Safety and Security Assessment and list of completed projects completed since the March 2015 special question (Summer 2018) Deadline for submittal- March 13, 2018 (Architect recommended March election)	Architect Fees
Superintendent, Assistant Superintendent, Business Administrator, Assistant Business Administrator, Director of Facilities, Assistant Director of Facilities, Architect of Record	Based on BOE consensus, submit agreed upon projects by NJDOE deadline required to meet established timeline.	Architect Fees
Superintendent, Assistant Superintendent, Business Administrator, Assistant Business Administrator, Director of Facilities, Board of Education	Review of district publications and communications regarding the March 2015 special question as well as requirements for special question wording (Fall 2018)	

GOAL 5: Strings Program Development

Narrative: The primary focus of the district over the past few years was making sure that students and teachers have current instructional materials to support the statewide transition to the Common Core (now the New Jersey Student Learning Standards) and the PARCC. While the district maintained an investment in the performing and creative arts, no new programs were developed. However, there is community interest in developing a strings program at the elementary level to round out our musical offerings.

Rationale: The development of a strings program at the elementary and middle level would bolster the entire music department and would allow for a seamless continuation of musical instructional from students from elementary through high school.

The goal is to develop a new strings program at the elementary level and to then continue the program through the middle school level.

STAFF RESPONSIBLE	SUPPORTING ACTIVITY (TIMELINE)	FINANCIAL IMPLICATIONS
Superintendent, Assistant Superintendent	Introduction of Goal at Administrative Retreat (August 20, 2018)	NONE
Superintendent, Assistant Superintendent, Director of Secondary Education, Director of Elementary Education, Principals providing oversight to Instrumental Music Staff	Fall planning meeting to review parents requests for a strings program from the 2017-18 school year, review pilot plan established for the 2018-19 school year and establish a proposal for the development of an elementary strings program implementation for the 2019-20 school year. (October 2018)	NONE

<p>Assistant Superintendent, Director of Elementary Education, Principals providing oversight to Instrumental Music Staff</p>	<p>Develop a survey to send out to K-5 elementary school parents to gather data on:</p> <ol style="list-style-type: none"> 1. Student interest in playing a strings instruments beginning in grades 4 or 5 and continuing in Middle School 2. Students currently taking strings instrument lessons privately <p>(Winter 2019)</p>	<p>NONE</p>
<p>Assistant Superintendent, Director of Elementary Education, Principals providing oversight to Instrumental Music Staff</p>	<p>Evaluate survey results and success of strings pilot program to plan for a program implementation and required staffing needs for the 2019-20 school year.</p>	<p>1 Strings teacher \$60K</p>