



From Roots to Results: Superintendent Mid-Year Goals Report

Opportunities, Challenges, and Growth

Prepared by:
Superintendent of Schools, Dr. Kari McGann

Superintendent Goals

1. Develop an action plan, including a budget with steps to recover learning loss in mathematics and language arts.
2. Analyze growth that continues in special populations, including preschool students, English as a Second Language Learners (ELLs), and special education students.
3. Develop a continuum of multi-tiered system of support within the district to address the mental health needs of all students.

Superintendent Goals

4. Develop and publish a renewed Flemington-Raritan Regional School District Strategic Plan in collaboration with the Board of Education and the school community that focuses on the vision and mission of the Flemington-Raritan Regional School District.
5. Provide a wide range of activities to recruit and retain educators in the Flemington-Raritan Regional School District.

District Goals

1. Maximize resources available for instruction to achieve academic excellence for all students to recover students' learning loss in language arts and mathematics.
2. Provide personnel, programs, facilities, and the time to meet the diverse needs of all students so that they may acquire the knowledge and confidence necessary to achieve their dreams.
3. Support efforts to educate the whole child by investing in student mental health supports and expanding social-emotional learning.

District Goals

4. Engage the community, including parents, families, teachers, students, etc., towards common goals and objectives developed for the five-year strategic plan to benefit the Flemington Raritan Regional School District.
5. Support the District's teacher recruitment and retention efforts by focusing on bringing and retaining highly qualified teachers to Flemington-Raritan Regional School District.



Superintendent Goal #1: Develop an action plan, including a budget with steps to recover learning loss in mathematics and language arts.

February 13 Presentation Action Steps:
Recovering Student Learning Loss in
Language Arts & Mathematics

Project Accelerate

“Freckle”

“Moby Max”

“EdCite”



District Goal #1: Maximize resources available for instruction to achieve academic excellence for all students to recover students' learning loss in language arts and mathematics.

Academic Challenges: Scaling Upward to meet the District & Superintendent Goal #1

Steps to Recover Student Learning Loss: Language Arts

Summer Literacy Intervention Support.....	<u>\$35,739</u>
Wilson Reading Consultants for small group reading instruction for students	<u>\$71,270</u>
NWEA MAP Assessment	<u>\$77,300</u>
High Intensity Tutoring Littera.....	<u>\$ 89,775</u>
Reading Fluency Probe.....	<u>\$ 26,075</u>
Summer Literacy Program.....	<u>\$ 32,295</u>



The District has taken comprehensive steps to recover student learning loss in language arts. Items listed are current action steps and not comprehensive of action steps immediately after and during the pandemic. For example, previous summer learning during the 2022 summer.





District Goal #1: Maximize resources available for instruction to achieve academic excellence for all students to recover students' learning loss in language arts and mathematics.

Academic Challenges: Scaling Upward to meet the District & Superintendent Goal #1



Steps to Recover Student Learning Loss: Mathematics

After school and summer math tutoring clubs including Experience Math! 4.0* (2021-2024)	<u>\$132,666</u>
Moby Max.....	<u>\$18,831</u>

The District has taken comprehensive steps to recover student learning loss in mathematics. Items listed are current action steps and not comprehensive of action steps immediately after and during the pandemic. For example, the STEAM summer camps and Pitsco Take Home STEM kits camp is not included. *Three year costs





District Goal #1: Maximize resources available for instruction to achieve academic excellence for all students to recover students' learning loss in language arts and mathematics.

Academic Challenges: Scaling Upward to meet the District & Superintendent Goal #1

Steps to Recover Student Learning Loss: Professional Development

Book clubs for teachers
Teacher's Assistants professional development
Comprehensive Literacy Coaching for teachers
Summer professional development for teachers
Sheltered Instruction Training for teachers
Universal Design for Learning
Preschool training for teachers

Total: **\$106,208**





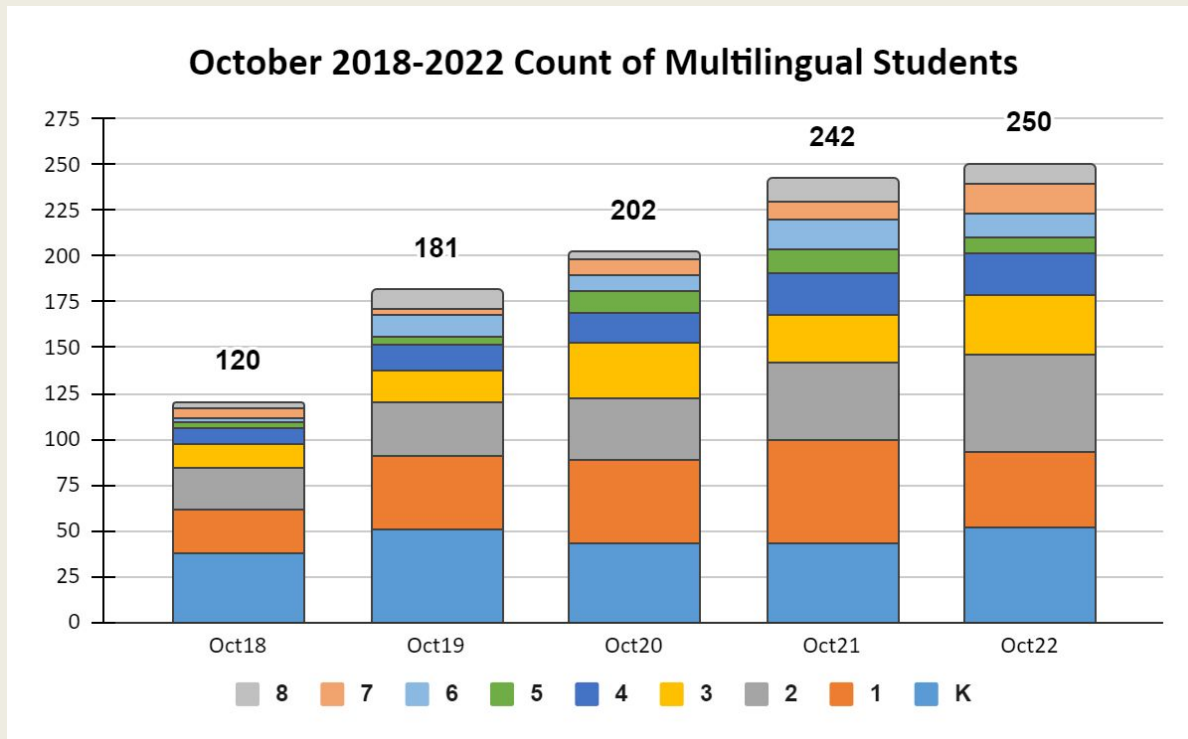
STEM, Robotics & Coding

Direct instruction with focus on robotics and coding to build foundational knowledge & early computer science literacy



District Goal #2: Provide personnel, programs, facilities, and the time to meet the diverse needs of all students so that they may acquire the knowledge and confidence necessary to achieve their dreams.

Superintendent Goal #2: Analyze growth that continues in special populations, including preschool students, English as a Second Language Learners (ELLs), and special education students.





District Goal #2: Provide personnel, programs, facilities, and the time to meet the diverse needs of all students so that they may acquire the knowledge and confidence necessary to achieve their dreams.

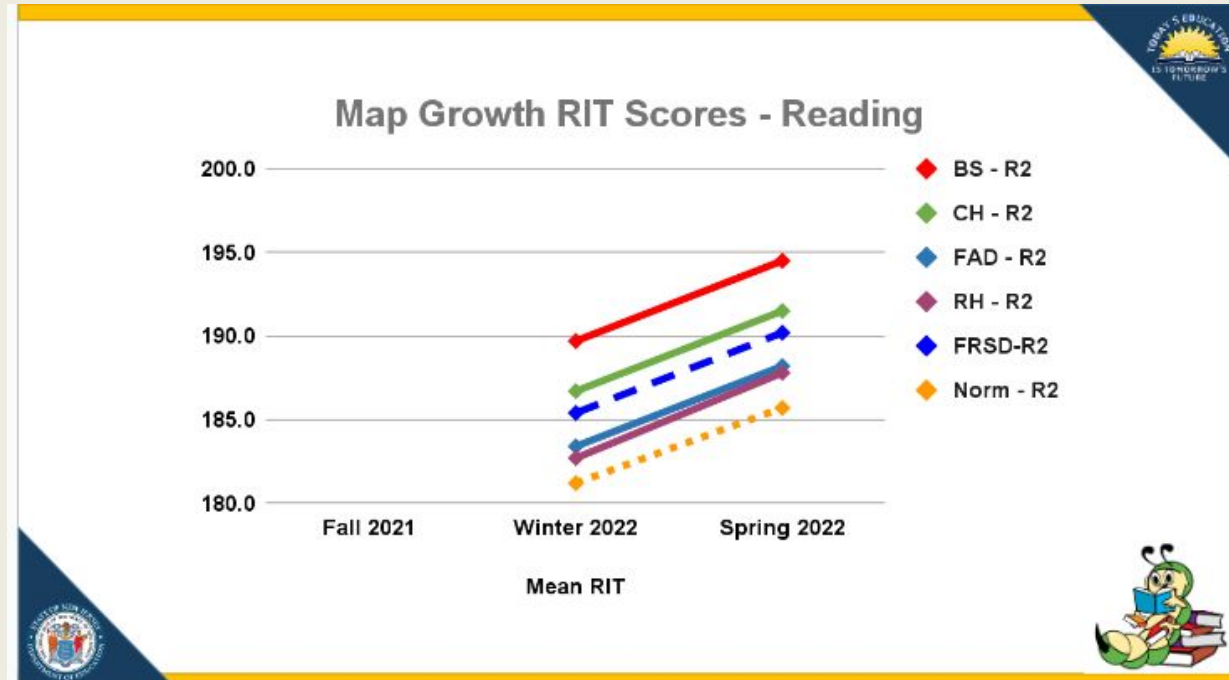
Superintendent Goal #2: Analyze growth that continues in special populations, including preschool students, English as a Second Language Learners (ELLs), and special education students.

March 2, 2023	Total Population	Free & Reduced	Total Special Education	Special Ed. w/o Speech-only	English Learners
Barley Sheaf	404	13.9%	20.5%	14.4%	6.2%
Copper Hill	547	16.3%	30.3%	24.3%	4.4%
Francis. A. Desmares	416	40.1%	11.8%	7.0%	24.5%
Robert Hunter	413	18.9%	17.2%	28.1%	10.9%
Reading-Fleming	716	16.5%	20.9%	18.0%	2.7%
J.P. Case	679	16.3%	18.3%	7.8%	3.8%
Totals	3175	19.5%	20.3%	16.3%	7.6%



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District Goal #3: Support efforts to educate the whole child by investing in student mental health supports and expanding social-emotional learning.

Superintendent Goal #3: Develop a continuum of multi-tiered system of support within the district to address the mental health needs of all students.

- Effective Schools Solutions maintained at three schools; JP Case, Robert Hunter, and RFIS.
- Additional nurse hired in the 2021-2022 school year, maintained for the 2022-2023 school year.
- Additional guidance counselor hired for the 2022-2023 school year.



Superintendent Goal #3: Develop a continuum of multi-tiered system of support within the district to address the mental health needs of all students.

- Working with the State of New Jersey and New Jersey Statewide Student Support Services network to help countless more students focus on mental health wellness.
- Partnering with the Department of Children and Families and the Children's System of Care to more fully support the needs of our young people
- Ensuring that families know about New Jersey Perform Care support.
- Partnering with local law enforcement to receive "Handle with Care Notices"

[CDC Adolescent Behaviors and Experiences Survey](#)

[The CDC's Adolescent Behaviors and Experiences Survey – Using Intersectionality and School Connectedness to Understand Health Disparities During the COVID-19 Pandemic](#)



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Steps to Recover Student Learning Loss: Social Emotional Learning & Mental Health Wellness

Effective Schools Solutions

Hire of Social workers, school psychologists, counselors.....	<u>\$595,500</u>
Wellness Activities & Building Initiatives.....	<u>\$29,580</u>
Additional District Hired Guidance Counselors.....	<u>\$300,310</u>

Total: **\$925,390**





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Steps to Recover Student Learning Loss: Targets for Specific Subgroups

Speech services for special education.....	<u>\$26,646</u>
Supplemental Services Programming Student Supervision.....	<u>\$6,769</u>





District Goal #4: Engage the community, including parents, families, teachers, students, etc., towards common goals and objectives developed for the five-year strategic plan to benefit the Flemington Raritan Regional School District.

Superintendent Goal #4: Develop and publish a renewed Flemington-Raritan Regional School District Strategic Plan in collaboration with the Board of Education and the school community that focuses on the vision and mission of the Flemington-Raritan Regional School District.

The Strategic Planning Committee is scheduled to meet again on February 22, 2023 to review objectives and strategies to reach objectives.



FLEMINGTON – RARITAN REGIONAL SCHOOL DISTRICT STRATEGIC PLAN 2023-2028 AT A GLANCE

GOAL 1: The District will provide a comprehensive and rigorous educational experience that connects and expands students' knowledge while engaging and empowering all learners to synthesize and apply their skills and understandings in meaningful ways.

Objective 1: Communicate a clear definition of rigorous educational experiences, including the phrase "highly cognitively engaged" to promote a common understanding.

Objective 2: Research and evaluate rigorous learning practices that meet the needs of all learners.

Objective 3: Implement authentic student-centered experiences that activate rigorous learning.

Objective 4: Provide the professional learning necessary to support this strategic goal.

GOAL 2: Develop a continuation of a multi-tiered system of support within the district to target the social, emotional, and mental health needs of students.

Objective 1: Utilize school and district data such as climate surveys to inform whole school and program-wide approaches to address the way children receive and engage with their environment, peers, and instructional materials

Objective 2: Establish a district-level multi-tiered system of support team inclusive of members with various expertise including counselors, child study team members, nurses, and administration to develop a universal screener and tiers of intervention.

Objective 3: Employ community support to establish an asset-based community resource to provide parent programs and portals of support

Objective 4: Plan professional development on signs and awareness that encourages prevention and intervention practices to address the mental health of children





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The Strategic Plan

At-a-Glance is the overview of the final document.

A final document will be published with the support of New Jersey School Boards.



FLEMINGTON – RARITAN REGIONAL SCHOOL DISTRICT

STRATEGIC PLAN

2023-2028

AT A GLANCE

Objective 5: Identify a systemic approach for instructional practices in the classroom setting for teachers and support personnel with consideration to the triage needs of students throughout the day.

GOAL 3: The district will create opportunities to foster unity between the community and the school district in order to strengthen partnerships and develop a shared responsibility for student success.

Objective 1: Purposefully work to create a culturally unified district.

Objective 2: Cultivate family involvement.

Objective 3: Plan unified community engagement and outreach experiences.

GOAL 4: Create an enticing and competitive work environment to attract and retain high-quality candidates representative of students' diverse backgrounds in the Flemington Raritan Regional School District community.

Objective 1: Increase the applicant pool and fill vacant positions.

Objective 2: Retain high-quality staff and faculty members.

GOAL 5: Ensure the finance and facilities needs are budgeted to upkeep and meet the needs of the growing district.

Objective 1: Prepare the District budget that targets short and long-term objectives of the district

Objective 2: Consider all stakeholders in the budgeting process to increase fiscal responsibility and awareness through communication and continued transparency.



District Goal #5: Support the District's teacher recruitment and retention efforts by focusing on bringing and retaining highly qualified teachers to Flemington-Raritan Regional School District.

Superintendent Goal #5: Support the District's teacher recruitment and retention efforts by focusing on bringing and retaining highly qualified teachers to Flemington-Raritan Regional School District.

- Enhanced focus on educator wellness and mental health.
- Retaining new educators through robust professional development, mentoring, training, and a teacher's contract that is competitive with starting salaries.
- Offering longevity pay in teachers contract.



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- Partnering with higher-education institutions to build teacher pipeline.
- Investigating how to take advantage of the 15 million NJDOE student teacher stipends.
- Attending Job Fairs at The College of New Jersey, attending Rider University job fair and a virtual job fair later this month.



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Superintendent Goal #5: Support the District's teacher recruitment and retention efforts by focusing on bringing and retaining highly qualified teachers to Flemington-Raritan Regional School District.

- Participated in the NJDOE State Limited CE/CEAS Pilot Program to increase access to candidates.
- Settled a labor contract with the Flemington Teacher and Administrator Association that is competitive to surrounding districts.



References:

1. [NJ DOE State Report Card 2020-2021](#)
2. [NJDOE School Finance 2022-2023](#)
3. [CDC Adolescent Behaviors and Experiences Survey](#)
4. [The CDC's Adolescent Behaviors and Experiences Survey – Using Intersectionality and School Connectedness to Understand Health Disparities During the COVID-19 Pandemic](#)
5. [NJASA Educator and Recruitment and Retention Committee Report](#)
6. [Governor Murphy's 2024 Fiscal Year Budget Address](#)
7. [The Foundation of our Economy Pennsylvania education Workforce Strategy 2022-2025](#)
8. [U.S. News and World Report 2023](#)
9. [What Reflects a Great School](#)

Thank you

I welcome your questions.

