

**FAIR LAWN PUBLIC
SCHOOLS**

**SUPERINTENDENT'S
GOALS**

2017-2018

FAIR LAWN PUBLIC SCHOOLS

DISTRICT: Fair Lawn
SUPERINTENDENT: Dr. Ernest Palestis
DATE: October 2017
FINAL: Board and Superintendent's District Goals and Objectives/STATUS
SCHOOL YEAR: 2017-2018

Program/Instruction Goals	Achieved	Satisfactory Progress	Little/No Progress
<p><u>Superintendent's New Goal</u></p> <p><u>Goal #1: Increasing Achievement in Mathematics Grades K-5</u></p> <p><u>Rationale:</u></p> <p>The district has identified a need to increase mathematics achievement in grades K – 5 based upon an analysis of Connect Ed data.</p> <p><u>Goal:</u></p> <p>Each year, the district reviews student performance on each math standard in each grade level K through 5. We identify the five standards in each grade on which the students score the lowest. Utilizing the Fair Lawn Everyday Math and Connect Ed program, students in grades K-5 will increase their performance on each of these identified standards by 5% as measured on the Everyday Math End-of-Year Assessment.</p> <p><u>Evidence of Completion:</u></p> <p>Base Line Data Teacher Lesson Plans Formative Assessment Data Summative Assessment Data</p> <p><u>To advance this goal the superintendent will:</u></p> <p>-Establish and personally supervise a math achievement committee K-5;</p> <p>-Personally supervise the creation of a written action plan that includes major activities; staff involvement; resources; constraints; timelines; and "Indicators of Success;"</p>			

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<p>-Personally conduct needs assessment; -Supervise the Assistant Superintendent of Schools for Curriculum; -Supervise the Assistant Superintendent of Schools for Student Services; -Supervise all K-5 Principals; -Supervise Supervisor of Mathematics.</p> <p><u>Timeline:</u></p> <p>September 2017 – documentation of base line Monthly thereafter – assessment through Connect Ed May 2018 – Summative Assessment</p> <p><u>Superintendent’s New Goal</u></p> <p><u>Goal #2: Achieving New Jersey Standards Grades K-12</u></p> <p><u>Rationale:</u></p> <p>Develop a Fair Lawn district-wide Unpacking New Jersey Standards program.</p> <p><u>Goal:</u></p> <p>To increase teacher and administrator familiarity with the standards so that standards based practices can be implemented in the classrooms.</p> <p><u>Superintendent’s New Goal</u></p> <p><u>Goal #3: Introducing Digital Literacy Grades 6-12</u></p> <p><u>Rationale:</u></p> <p>The school district does not currently have a specific digital literacy program.</p> <p><u>Goal:</u></p> <p>This initiative would introduce Digital Literacy to students in grades 6-12. Student use of Digital literacy would increase 5 percent as compared to baseline data.</p>			

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<p><u>Superintendent's New Goal</u></p> <p><u>Goal #4: Special Education Leadership K-12</u></p> <p><u>Rationale:</u></p> <p>The district has identified a need to support and monitor the progress of our new Special Education Leadership Team.</p> <p><u>Goal:</u></p> <p>The Fair Lawn School District will implement a new model for leadership of our special education program. The new model will include an Assistant Superintendent of Schools and two Supervisors who will be monitored and supported.</p> <p><u>Evidence of Completion:</u></p> <p>Central Office agendas Administrative Team agendas New Administrator Support Group agendas Review of Special Education Leadership Goals for 2017 – 2018 Stronge Evaluation System compliance</p> <p><u>To advance this goal the superintendent will:</u></p> <ul style="list-style-type: none"> -Establish and personally supervise a “New Special Education Administrator” committee; -Personally supervise the creation of a written action plan that includes: major activities, staff involvement, resources, constraints, timelines, and “Indicators of Success;” -Personally conduct needs assessment and implement recommendations; <ul style="list-style-type: none"> +Supervise and observe the Assistant Superintendent of Schools for Student Services in compliance with the “Stronge” evaluation process; -Supervise and observe the two “new” special education supervisors. <p><u>Timeline:</u></p> <p>September 2017 – Development of Goals Monthly – Central Office, Administrative Team, new Administrator Support Group May 2018 – Summative Assessment</p>			

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<p><u>Superintendent's New Goal</u></p> <p><u>Goal #5: Plan for New Grade Level Configuration/Construction</u></p> <p><u>Rationale:</u></p> <p>The Fair Lawn School District is experiencing significant enrollment growth.</p> <p><u>Goal:</u></p> <p>Monitor the growth and develop options for the Board of Education to consider, including construction and grade level reconfiguration in the middle schools.</p> <p><u>Superintendent's New Goal</u></p> <p><u>Goal #6: Mental Health</u></p> <p><u>Rationale:</u></p> <p>The Fair Lawn School District has identified a need to support the mental health of our middle school students.</p> <p><u>Goal:</u></p> <p>As the number of students, in our middle schools, who experience anxiety and other mental health issues increases the Fair Lawn School District will develop an in-house action plan that will reduce the number of referrals to outside agencies, due to anxiety and injurious behavior by five percent as compared to baseline data.</p> <p><u>Evidence of Completion:</u></p> <p>Base Line Data Documentation of In-House Program Monthly Data Summative Data</p> <p><u>To advance this goal the superintendent will:</u></p> <p>-Establish and personally supervise a student mental health committee K-8;</p> <p>-Personally supervise the creation of a written action plan that includes: major activities, staff involvement, resources, constraints; timelines, and "Indicators of Success."</p>			

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<p>-Personally conduct “Student Mental Health” needs assessment;</p> <p>-Supervise and observe the Assistant Superintendent of Schools for Curriculum;</p> <p>-Supervise and observe the Assistant Superintendent of Schools for Student Services;</p> <p>-Supervise and observe all K-8 Principals;</p> <p>-Personally provide the Fair Lawn Board of Education with a presentation about “Student Mental Health Issues.”</p> <p><u>Timeline:</u></p> <p>September 2017 – documentation of base line Monthly Data Summary May 2018 – Summative Assessment</p> <p><u>Superintendent’s New Goal</u></p> <p><u>Goal #7: Kindergarten and Grade 1 Articulation</u></p> <p><u>Rationale:</u></p> <p>To ensure that the curriculum and achievement gains of the cohort continue as the students move into grade one.</p> <p><u>Goal:</u></p> <p>The district will measure the achievement gains in kindergarten so that grade 1 teachers can build upon the data in a way that impacts the grade 1 curriculum. As a result, increased reading proficiency in grade one by 5 percent, as compared to the base line year.</p> <p><u>Evidence of Completion:</u></p> <p>Central Office agendas Administrative Team agendas New Articulation Group agendas Relevant data</p>			

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<p><u>To advance this goal the superintendent will:</u></p> <ul style="list-style-type: none"> -Establish and personally supervise an articulation committee for grades K-1; -Personally supervise the creation of a written action plan that includes major activities, staff involvement, resources, constraints, timelines, and Indicators of Success; -Personally conduct needs assessment; -Supervise and observe the Assistant Superintendent of Schools for Curriculum; -Supervise and observe the Assistant Superintendent of Schools for Student Services; -Supervise and observe all K-5 Principals; -Supervise and observe the district Language Arts Supervisor. <p><u>Timeline:</u></p> <p>September 2017 – Development of Goals Monthly – Central Office, Administrative Team, Articulation Team May 2018 – Summative Assessment</p> <p><u>Superintendent’s New Goal</u></p> <p><u>Goal #8: Strategic Plan</u></p> <p><u>Rationale:</u></p> <p>The district does not have a Strategic Plan.</p> <p><u>Goal:</u></p> <p>The Administration will work with NJSBA in order to move the district through the strategic plan process.</p> <p>Evidence of Completion:</p> <p>Central Office agendas Administrative Team agendas Strategic Plan Meeting agendas Final Strategic Plan</p> <p><u>To advance this goal the superintendent will:</u></p> <ul style="list-style-type: none"> -Establish and personally supervise a Strategic Plan committee for grades K-12; -Personally supervise the creation of a written action plan that includes: major activities, staff involvement; resources; constraints; 			

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<p>timelines, and Indicators of Success;</p> <ul style="list-style-type: none"> -Personally serve as liaison to NJSBA; -Supervise and observe the Assistant Superintendent of Schools for Curriculum to determine curriculum needs; -Supervise and observe the Assistant Superintendent of Schools for Student Services to determine special education needs; -Supervise and observe the Business Administrator to determine financial needs; -Supervise and observe all K-5 Principals to determine building needs. <p><u>Timeline:</u></p> <p>September 2017 – Development of Goals Monthly – Central Office, Administrative Team, Strategic Plan agendas May 2018 – Presentation of Strategic Plan to the Fair Lawn Board of Education</p>			