



Committee Report

Committee Name: Instruction & Program

Location	Date	Time
Virtual	11/15/2022	5:00 PM
Board Members		
A'Dorian Murray-Thomas	Asia Norton	
District Liaison & Superintendent Representative		
Dr. Mary Ann Reilly		
Other District Staff		
Deputy Superintendent Nicole T. Johnson	Chief of Staff Javier Nazario	
Assistant Superintendent Samantha Lott-Velez	Rochanda Jackson	
Tracey Cooper-Singleton	Paula Perrone	
Stacy Greenleaf		
Kishanda Montes		
Guests		
Meeting Summary		
<p>Comments:</p> <p>Chair Murray-Thomas called the meeting to order at 5:00 PM.</p> <p>At 5:01, Dr. Reilly reviewed the I and P agenda.</p> <p>At 5:03pm, Chief of Staff Nazario provided an update on the aeronautical program.</p> <ul style="list-style-type: none"> • The Superintendent and Chief of Staff were invited to visit Teterboro airport and specifically, the company Signature. They also met with AIM Aviation as well, which is an aviation school that provides instructional programming that results in certification. The students who attend AIM participate in FAA-approved courses that result in basic certification for maintenance of aircrafts. • The district's partnership with AIM will provide students in the district who are close to completing their high school graduation requirements the opportunity to report to AIM during the day and begin working on airframe or powerplant certification. After graduating from Newark Public Schools (NPS), they can complete courses and secure their certification. • The partnership will have a cohort of students every year that will funnel to AIM and some will intern with Signature after graduation. Other students will be able to go to other airlines at Newark airport. They can also go to aviation school or the armed forces and leverage these certifications. • The district is asking for the Board to approve this partnership with AIM that will provide our students with an opportunity to earn the airframe certification or powerplant certification. • The district will identify seniors who will be able to begin the program in spring 2023. • Moving forward, the district will develop a fast track way to have students as early as freshmen year satisfy their High School (HS) graduation requirements by taking additional courses during 9th, 10th, and 11th grades that will include courses in fall, spring, and summer, so that when they become seniors in HS, they would have completed most of their requirements and report to AIM full time as students. 		

In regards to the aeronautical program, questions were asked by Chair Murray-Thomas.

- Will the program be in person or virtual? If it is in person, what does accessibility look like?
 - Chief Nazario: No, AIM is in person. The district will provide transportation to the students and work closely with the Office of Pupil Transportation.
- Are the students coming from a diverse number of schools, or is the focus on a group of seniors from a particular school that may already have a focus on engineering?
 - Chief Nazario: During the month of December, the district will canvas seniors and conduct a transcript audit to see which students can get started with this program, those who have most if not all of their graduation requirements. The district is looking for students who can attend AIM part-time so the Office of Policy, Planning, Evaluation, and Testing will conduct a query to look for seniors who have the majority of the courses to graduate completed.

In regards to the aeronautical program, questions were asked by Vice-Chair Norton:

- In regards to the current seniors, an audit will be conducted. After this year, will the current sophomores, juniors, and seniors have an opportunity to participate?
 - Chief Nazario: For the current senior class, the district will conduct the audit, and this will be done with juniors when they become seniors, and same thing with sophomores when they become seniors. The district will analyze their transcripts to see which students can be involved. For the class of 2027, they are in a different position to attend AIM as full-time students when they are seniors. During freshman through junior years, students will attend field trips to Teterboro, attend guest lectures, and hear from the professors and others in the industry to get them ready for when they become seniors.
- What are the hours? What does part-time look like?
 - Chief Nazario: There will be a special cohort for students in the spring and AIM is willing to work with the district and create a special schedule for the special cohort of seniors in the spring that works for the students based on the courses they still need to take.
- This committee looks forward to the inaugural class for this program and it will continue to be updated on the students who are selected for the spring.

Chief Nazario confirmed that the committee will continue to be updated on the aeronautical program and also shared that the district is working on a partnership with the automotive industry and electric vehicles. This partnership is in the forecast. The district is always looking for opportunities that do not exist in the district, and either the district launches it or creates partnerships for programs.

Vice-Chair Norton and Chair Murray-Thomas thanked Chief Nazario and motioned to move it to the full board.

At 5:25pm, Assistant Superintendent Lott-Velez and the South/West (S/W) Leadership Team presented updates on the efforts and effects happening in the South/West schools.

- The S/W Leadership Team, including special assistants and principals, was introduced.
- There was a focus on progress towards *The Next Decade* (TND) milestones and alignment.
- In regards to academic strategies, S/W increased from 6 schools to 9 schools enrolled in Gifted & Talented - Project Lead the Way, and 22% of 8th grade students enrolled in Algebra I.
- In regards to SY21-22 student behavior strategies aligned to TND, student safety patrol has increased from 41 students to 140 students. This is an opportunity for student leadership, in partnership with the Office of Safety and AAA. Also, 10 out of 13 schools have active student councils, and 2 more will have it by January. S/W increases student leadership by participating in Young Men's Meeting with Mayor Baraka. The suspension rate is 1.39% (101 out of 7,258).
- Increased early education seats by 124 seats in Pre-K and 147 seats in Kindergarten.

- Shared ELA Data, Spelling Inventory and Letter Identification for K-2. Teachers are focusing on students that are approaching proficiency. It is a non-negotiable to ensure that students are mastering grade level content before leaving for the next grade level. It is the importance of accelerating learning.
- Shared MAP data and NJSLA data. In regards to MAP achievement levels, looked at students who maintained (stayed on the same level), gained (grew 1 or more levels), or slid (went down). In S/W, students were more likely to maintain.
- Shared the positive trajectory in elementary schools: ELA in 2022, positive movements within the quadrants (achievement - growth). Schools are moving out of low growth, low achievement and into low achievement high growth - 9 schools in ELA (Avon Avenue, Belmont Runyon, George Washington Carver, Chancellor Avenue, Hawthorne Avenue, Peshine Avenue, South Seventeenth Street, Louise A. Spencer, and Thirteenth Avenue) and 12 schools in Math (Avon Avenue, Belmont Runyon, George Washington Carver, Chancellor Avenue, Hawthorne Avenue, Ivy Hill, Lincoln, Peshine Avenue, South Seventeenth Street, Speedway Avenue, Louise A. Spencer, and Thirteenth Avenue).
- Discussed curriculum implementation: intentionality of teaching matters, guided reading, teacher coaches who focus on curriculum, academic interventionists who focus on tier 2 interventions. The S/W Leadership Team is providing coaching to do this work.
- Reviewed the At-Promise Initiative: 84% of students moved to the correct grade with interventions and being provided opportunities to be successful.
- In regards to student behavior data, the goal is to decrease the number of incidents.
- Looked at the correlation between SEL, student leadership, and suspensions and polled students who were suspended: only 27% were enrolled in some sort of leadership program; 25.5% enrolled in co-curricular activities; 1-2 logins onto ReThink. There is a need to leverage resources for students, as students who participate in leadership activities and co-curricular activities are less likely to get suspended.
- Operational data: enrollment has increased by 44 students; staffing: S/W continue to lead in having the least number of vacancies.
- S/W focus is on changing the narrative. In the SLT meeting, principals discussed how they will do this work as a collective unit.
- Shared the SY22-23 academic plan and highlights: academic intervention protocol and how structure influences behavior; SLT is pooling money together (school-based budgets and central office) and providing collective, intentional training; Utilizing school-based academic intervention tracker and program plans; Intentional parent-teacher conferences; Brought in professional developers - T&L, teacher coaches and academic interventionists, Teaching Matters, Bank Street, Inspired Instruction, Montclair State University; Utilizing pupil assistance plans; Providing professional development and technical assistance partnerships - training teachers, coaches, VPs, teacher coaches, academic interventionists; Analyzing research reports - Scholastic group; Implemented Learning Labs - at every month's SLT meeting, the principal from the host school shares instructional focus, then all principals observe instructional focus in classrooms, then they provide feedback and debrief, then the host principal creates a plan of action, then there is reflection; Engaging in Leadership Challenge with principals; Providing principals' norming sessions.
- Discussed the importance of culture in our schools and academic programs that support, including gifted and talented, went from medical detectives to green architecture, and 3 more schools now have Project Lead the Way.
- Reviewed Algebra I teachers in S/W, and highlighted that one comes from Data Science and Information Technology to teach at Ivy Hill.
- In regards to student behavior, discussed how this year, there is no Uniquely You Summit - would love for Chair Murray-Thomas to create an opportunity for young girls this year.
- Discussed systemic opportunities for mentorship.

- In regards to student behavior, discussed Safety Patrol and all schools are participating; the importance of Student Councils.
- Highlighted 13th Avenue and Sustainable Jersey for receiving Silver Status; all schools in S/W received a status as well.
- In regards to Operations, reviewed enrollment and Recruitment and the importance of school-based marketing and recruitment plans.
- Highlighted Principal Rufai and the impact she is making as the new principal at Peshine Avenue.
- Discussed the importance of collective efficacy in the SLT; the core focus is on academics and how students approach learning.

Chair Murray-Thomas thanked and commended Assistant Superintendent Lott-Velez and her team for the thoroughness and depth of the presentation. She asked a question:

- Love the emphasis on sharing what is learning, collective efficacy, and grounding this work in the brilliance of teachers and principals. When you think about the gains we saw across the SLT, what were those levers that were contributing to those gains? What have been your SLT strategies to scale and amplify that growth across the SLT and the district?
 - Assistant Superintendent Lott-Velez: asked this question to the principals and during Learning Labs, they focus on solving problems, best practices already in place, and learning from each other. Also, the norming piece is very important; it guides what we are looking for as best practices.

Vice-Chair Norton thanked and commended Assistant Superintendent Lott-Velez and her team for an excellent presentation that provided clarity. She provided comments and questions.

Chair Murray-Thomas asked the SLT to jot down questions and get back to Board Members with answers.

Board Members asked if future SLT presentations will be the same?

- Deputy Johnson shared that the components are the same, but it is up to the Assistant Superintendents to create the format. There will be a conversation with the Assistant Superintendents about the alignment to the strategic plan and the milestones to ensure this is added in their presentations.
- Deputy Johnson addressed the budget question: there will be a presentation for principals in December to ensure schools have efficient school budgets. Last year, the district added another layer that paid off - Assistant Superintendents completed a Google document ahead of the meetings that captured the asks from the principals. This addressed what makes sense and what they are agreeing to. In regards to principals who need support, will ensure that they are looking at the account analysis. What the local budget cannot cover, looking at grants, Teaching and Learning; this year, central office took over the cost of tutoring and field trips so it is important for principals to capture what they want to do as the leader of the school.

Vice-Chair Norton noted that the district has come far with support for principals when it comes to budget. The implementation trickles down to the success of principals and down to the success of our students. She asked a follow-up question:

- How can we start connecting students who have needs and how are we utilizing the budget? How are we connecting the budget to student achievement in a very direct way? We are in a great place, let's take it to the next level.

At 7:20, Deputy Superintendent Johnson presented *The Next Decade* Year 3 Quarter 1 (July - September) Highlights/Deliverables.

- Under Priority 1, in regards to NJQSAC, submitted yesterday and the deadline is today.
- Under Priority 2, a highlight was the CTE carpentry program at Barringer.
- Under Priority 3, a highlight was the Anti-Bullying March that Abington, Chancellor, Harriet Tubman, Oliver, and Speedway participated in.
- Under Priority 4, a highlight was the work with the Wallace Foundation and summer programming.
- Under Priority 5, a highlight was the partnership with Leaders of the 21st Century.
- Under Priority 6, a highlight was the partnership with the United Way and the University of Chicago to bring My Very Own Library to all elementary schools this year.

At 7:28, Dr. Reilly shared an update on NJQSAC.

- The 3 requested documents were submitted on Monday, November 14, by Deputy Superintendent Johnson. The deadline was November 15.
- For I and P, the district can earn up to 40 points based on submissions, and the other 60 points are assigned by the County Office.

At 7:30, Dr. Reilly reviewed the resolutions and field trips for the month of November.

- 15.2 Approval of a Partnership Agreement between Ironbound Community Corporation Family Success Center and the Newark Board of Education
- 15.3 Approval of a Memorandum of Understanding between ASPIRA and the Newark Board of Education
- 15.4 Approval of an Amendment to a Memorandum of Understanding between the Girl Scouts Heart of NJ and the Newark Board of Education
- 15.5 Approval of a Memorandum of Understanding between Beat the Streets and the Newark Board of Education
- 15.6 Memorandum of Understanding between Family Connections, Inc's Strengthening Family Bonds Program and the Newark Board of Education
- 15.7 Preschool Education Aid (PEA) Annual Preschool Operational Plan Update SY 2023-24
- 15.8 Approval of a Memorandum of Understanding between Young Audiences and the Newark Board of Education
- 15.9 Approval of an Amendment between Lang Lang International Music Foundation and the Newark Board of Education
- 15.10 Approval of a Research and Data Sharing Agreement between Montclair State University and the Newark Board of Education
- 15.11 Approval of a Research and Data Sharing Agreement between the US Soccer Foundation and the Newark Board of Education
- 15.12 Approval of High School Visual Art and Dance Curriculum by the Newark Board of Education
- 15.13 Authorization of District Field Trips- Extended Classroom Experiences
- 15.14 Approval of Grade 9 ELA Unit: Visibility and Invisibility by the Newark Board of Education
- 15.15 Approval of Saturday School ELA and Mathematics Curricula for Grade 11 by the Newark Board of Education
- 15.16 Authorization of District Field Trips
- 15.17 Approval of a Memorandum of Understanding between Yung Feng High School, Taiwan and the Newark Board of Education

In regards to the resolutions and field trips, the following comments and questions were shared:

- Vice-Chair Norton: In regards to the Girl Scouts, the S/W region may see potential in expanding throughout the schools. Dr. Reilly shared that she will send Assistant Superintendent Lott-Velez the resolution.
- Deputy Johnson recommended that all follow the school pages on Instagram to view beautiful photos of the field trips they are going to. She thanked Dr. Reilly and her team for the Herculean task of doing this work at the district level 3 times a year for every student. She highlighted the intentionality of field trips and planning of the trips, and how principals are emailing Dr. Reilly thanking her for this work.
- Dr. Reilly thanked her whole team, and stated that she added all the schools on Instagram - so joyful to see. She will create a slideshow at holiday time and will share the link.
- Vice-Chair Norton highlighted the connection between field trips and what is happening in the classroom. She saw students at the firehouse from East Ward Elementary, and loved seeing students in the city. She highlighted the representation of the community and would love for all the students to go to the firehouses in all the wards.
- Dr. Reilly discussed the unit on community in Kindergarten and being civic-minded, and how students read a book on this that connected to the field trip.
- Chair Murray-Thomas commented on the Taiwan MOU and what a gem it was to close out with that. She stated that there are so many things to celebrate. In regards to field trips, celebrated how this extends to all students, including high schools. She stated that this is what matters, exposing students to the possibilities in and out of the classroom, and all the treasures are in our own backyard. She loves that we are exposing young people to the beauty and brilliance that is right here in our city.

At 7:45, Chair Murray-Thomas and Vice-Chair Asia Norton motioned to move resolutions to the full board.

Chair Murray-Thomas adjourned the meeting at 7:45.