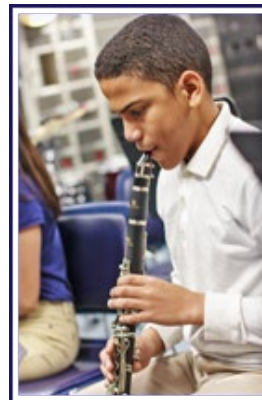


Paterson Public Schools

Preparing all Children for College and Career. Together we can.

Eileen F. Shafer, Superintendent

Please note that this Powerpoint Presentation has been modified to be more accessible.



Introduction

Paterson is New Jersey's third largest city.

Originally established for its proximity to the Passaic Great Falls, Paterson became one of the first industrial centers in the United States.

Paterson became known as the "Silk City" because of its dominant role in silk production in the nineteenth and twentieth centuries.

Today, the most recent U.S. Census population estimate of this historic and diverse city is nearly 148,000 people.



Presentation Agenda

- Mission & Vision
- 2019 Board of Education & Superintendent's Cabinet
- District Data
- Student Demographics
- College Acceptances & Post Graduation Plans
- 2018 District Graduation Rate
- Restoring Local Control
- 2017-2018 District Priorities
- Improvements in Instruction & Program
- Improvements in Personnel
- Improvements in Fiscal Responsibility
- Improvements in Operations
- Improvements in Governance



Mission and Vision Statement

Our Mission:

To prepare each student for success
in the college/university of their
choosing and in their chosen career

Our Vision:

To be the leader in educating
New Jersey's urban youth



2019 Board of Education

Ms. Oshin Castillo, President

Ms. Nakima Redmon, Vice President

Mr. Emanuel Capers

Dr. Jonathan Hodges

Mr. Manuel Martinez

Mr. Eddy Olivares

Mr. Joel Ramirez

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Mr. Kenneth Simmons

Ms. Eileen F. Shafer, Superintendent

Ms. Susana Peron, Deputy Superintendent



Superintendent's cabinet

- Eileen F. Shafer, Superintendent
- Susana Peron, Deputy Superintendent
- Cheryl Coy, Chief Special Education Officer
- David Cozart, Jr., Assistant Superintendent for School Administration
- Eric Crespo, Assistant Superintendent for Academic Services and Special Programs
- Sandra Diodonet, Assistant Superintendent for School Administration
- Richard Matthews, Business Administrator
- Pamela M. Powell, Chief of Staff
- Luis Rojas, Assistant Superintendent for Human Capital/Labor Relations and Affirmative Action
- Cicely Warren, Assistant Superintendent for School Administration

District data

- District enrollment: 28,038 (including all early childhood centers)
- Students enrolled in charters and vocational schools: 5,788
- 2017-2018 Graduation Rate: 84.8 percent
- 2017-2018 Attendance Rate: 92.1 percent
- In 2017-2018, teachers' attendance rate was 97 percent



Chronic Absenteeism Initiative

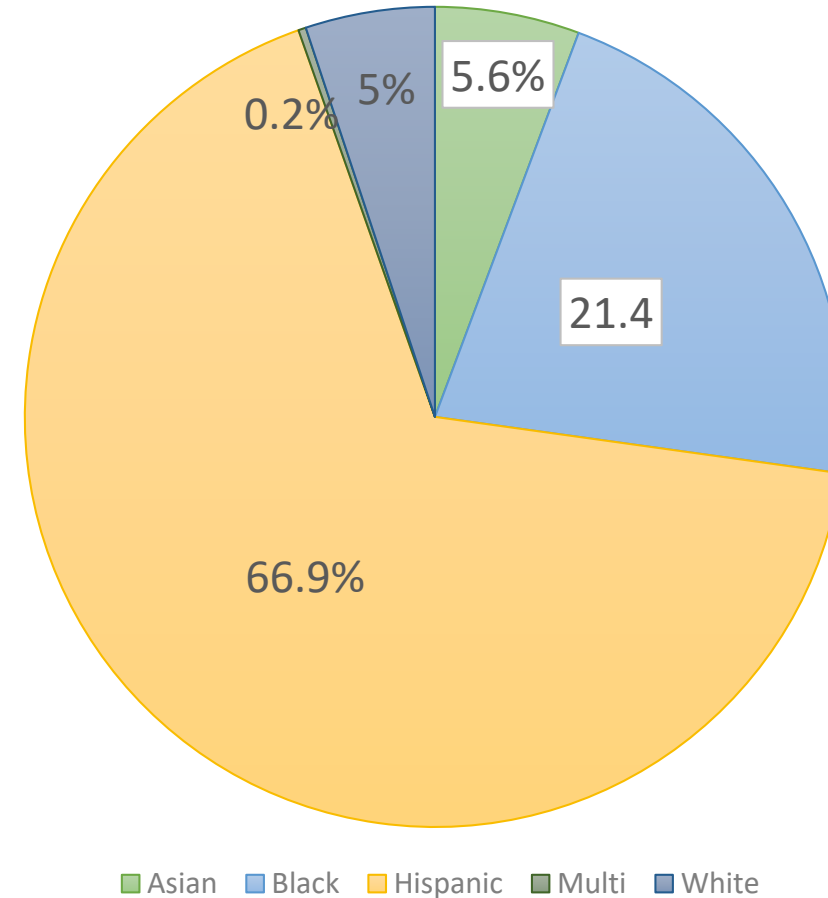
- Part-time Chronic Absentee Specialists
- The district continues to promote its attendance campaign, “Attendance Matters”, through its Attendance Task Force
- A majority of district schools have adopted the goal of decreasing chronic absenteeism as part of their annual plans
- The district administration and schools are continuously reviewing and monitoring attendance data in order to provide interventions
- School level campaigns continue to show progress, purpose and promise
- Students and parents continue to take ownership of their attendance because they realize that attendance really matters

Student Demographics

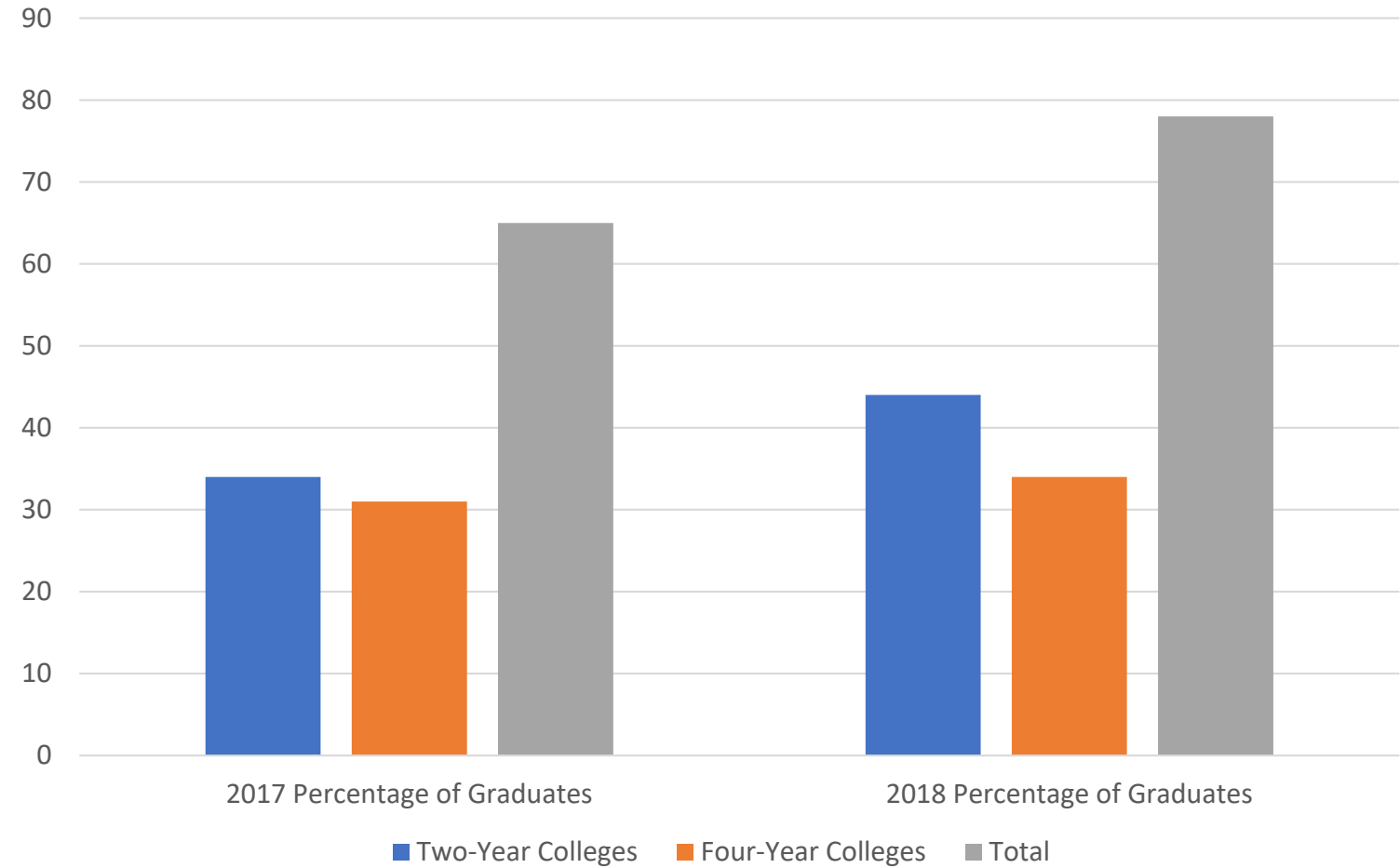
- 51 percent of the students are male, 49 percent are female
- All Paterson students are eligible to receive breakfast, lunch, dinner and snack at no cost through the Community Eligibility Provision
- 20 schools serve dinner to students and families
- 3,483 students receive special education services
- More than 5,161 students are English Language Learners (ELL) and receive bilingual/ESL services

Student Demographics Chart

Asian	1,403 (5.6%)
Black	5,349 (21.4%)
Hispanic	16,714 (66.9%)
Multi	58 (0.2%)
White	1,258 (5%)



College Acceptances



Post Graduation Plans

Type of Diploma	2018 Numbers	2018 Percentage
Total Received Diploma	1284	84.86
Four-Year College	464	36.13
Two-Year College	560	43.61
Trade/Technical/Certified Program	118	9.19
Military	12	.93
Employment	130	10.12

Educational Program Guidance

- Each high school student receives guidance to develop their educational program with the help of a Guidance Counselor, a staff member designated by the Principal, or a member of the Child Study Team (if necessary)
- Each eighth-grader meets with a Counselor to identify potential high school placements. After a student is placed, the student attends the high school's summer orientation to review its program and graduation requirements
- High school Counselors regularly hold Transcript Review Conferences (TRCs) with each student to discuss their academic progress
- All students are encouraged to set high educational priorities and participate in honors, Advanced Placement (AP), and Dual Enrollment programs. SAT prep courses are available to sophomores and juniors

Restoring Local Control 1

- The district has been under state control since 1991
- On May 2, 2018, the N.J. Board of Education adopted a resolution to begin the process of restoring local control
- On September 5, 2018, the Paterson Board of Education received the approved NJDOE Two-year Transition Plan to implement

Restoring Local Control 2

The Two-year Transition Plan calls for improvements in:

- Instruction & Program
- Personnel
- Fiscal Responsibility
- Operations
- Governance



2017-2018 District priorities

Instruction & Program	Special Education	Operations	Personnel	Fiscal	Governance
Strategies PARCC Deficiencies NJSL 5,8,11	Special Education Manual	Eastside Athletic Corrective Action Plan	Hiring & Recruitment	School Facilities	Promotion Policy with Multiple Criteria
K-5 Reading Program	Compensatory Services Action Plan	Chronic Absenteeism	Vacancies	Budget Calendar	Standard-Based Grading System by Grade Span
Financial literacy curriculum	IEP Compliance	Loop HS Guidance Counselors			Local Control Transition
Handwriting curriculum		SGA Training			
Curriculum Implementation		Data Integrity			
Standard-Based Report Card (K-2)		Communications			
Passing Rate From 60 to 63		Infinite Campus			
SAT Prep Plans		Accountability & Responsibility			

Improvements in instruction & Program 1

- Of the nine grades that took the PARCC exam in the 2017-2018 school year, **six showed higher scores in math** and **eight showed higher scores in ELA**
- International High School (IHS) became the first International Baccalaureate (IB) World School in Passaic County and **one of only 15 high schools in New Jersey** to offer the IB Diploma
- 98 graduating seniors from various high schools attained the state's Seal of Biliteracy, certifying that they are highly proficient in two languages
- More high school students had the opportunity to earn college credits by enrolling in Advanced Placement (AP) and Dual Enrollment classes



Improvements in instruction & Program 2



- In October 2018, Public School No. 28 became the **district's first school to receive the USDOE's Blue Ribbon Award**
- With the help of a \$300,000 state grant and collaboration with **IBM Corporation** and **Passaic County Community College (PCCC)**, P-TECH at PANTHER Academy is set to launch in September with 60 enrolled students
- The IB Program at International High School earned a **College Board** award for female diversity in AP Computer Science
- **Arts Ed NJ** named PPS a "Renaissance District" for revitalizing elementary school arts education
- **The NAMM Foundation** recognized Rosa L. Parks School of the Fine and Performing Arts and Public School No. 24/Fine & Performing Arts Academy for outstanding music education with national awards

Improvements in instruction & Program 3

- Two students earned perfect scores on the PARCC exams
- A PANTHER Academy junior received first place honors in the 42nd annual Association of Mathematics Teachers of New Jersey (AMTNJ) math contest while the PANTHER team won second place for their division
- Students from six high schools competed in the district's first ever mock trial competition
- Students from four high schools earned places in the National History Day state competition
- Five high school students will compete in DECA's International Career Development Conference
- A delegation of Paterson students and staff presented at the American Geophysical Union Conference in Stockholm, Sweden

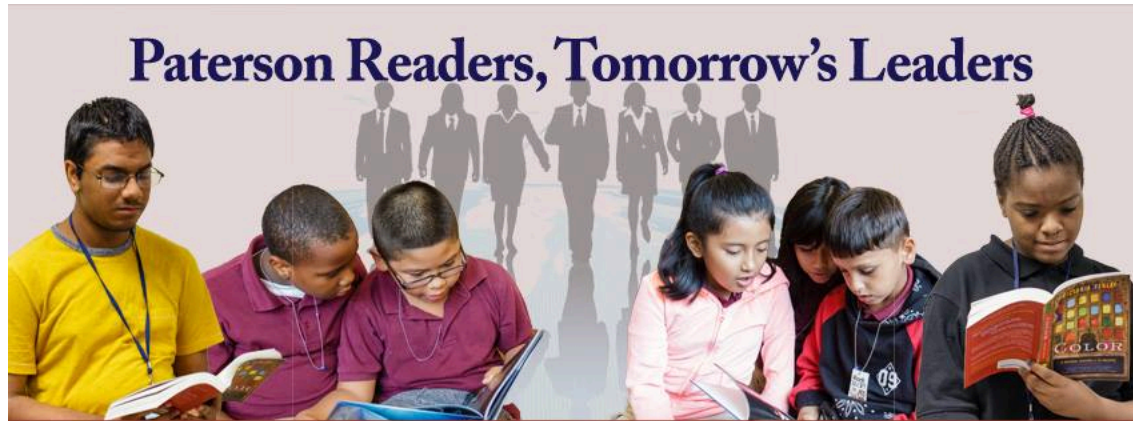
Improvements in Instruction & Program Math Initiatives

- Adoption of new textbook resources for high school courses
- Implementation of an intervention program (Aleks) for high school mathematics
- Implementation of the Balanced Instructional Model
- Building math fluency and critical pre-algebra foundations from Kindergarten

Improvements in Instruction & Program Science Initiatives

- Participation in Students 2 Science for elementary and high school students that encourages students to pursue careers in STEM fields by participating in hands-on laboratory experiences
- Teachers in K-8 received training in implementing the curriculum aligned to the New Jersey Student Learning Standards for Science and Full Option Science System (FOSS)
- A High School Science Symposium on May 31st at Ramapo College will allow students to interact with higher education partners and Paterson Public Schools alumni currently working in STEM fields

Improvements in Instruction & Program a districtwide literacy campaign



- Schools have held a variety of activities as part of the campaign including:
 - Reading campaign poster competitions
 - Novel reading contests
 - Read-A-Thons (Who can read the most pages in an hour?)
 - Home reading log competitions
 - Paterson Education Fund (PEF) 50 Book Club (Who can read 50 books for pleasure during the school year?)

Improvements In Instruction & Program Advanced Placement

- In 2017-2018, 309 high school students were enrolled in Advanced Placement (AP) courses
- AP students increased qualifying scores by 46 percent in 2017-2018
- Twelve high schools will offer the **Advanced Placement Capstone Diploma** program in the 2019-2020 school year

Improvements In Instruction & Program Dual Enrollment

- Dual Enrollment courses are offered to students in grades 10-12
- In 2017-2018, there was a 40 percent increase in student participation in the district's 15 Dual Enrollment courses
- In 2018-2019, there was an increase in Dual Enrollment student participation by 96 percent and 20 courses at partnering colleges and universities
- In the 2019-2020 school year, 10 students will experience their senior year at PCCC through the Students Taking an Early Pathway to Success (STEPS) program. Students in this program will graduate high school with 24-36 college credits



Improvements in Instruction & Program Career Technical Education 1

- In 2017-2018, the district was awarded \$308,933 federal funding for five high schools with Career Technical Education (CTE) programs.
- The CTE programs supported by the grant are:
 - **Marketing and Marketing Management**
 - **Banking and Financial Support Services**
 - **Dental Assisting/Assistant**
 - **Nursing Assistant/Aide and Patient Care Assistant/Aide***
 - **Food Preparation/Professional Cooking/Kitchen Assistant**
 - **Army JROTC/ROTC**
 - **Computer and Information Systems Security/Information Assurance**

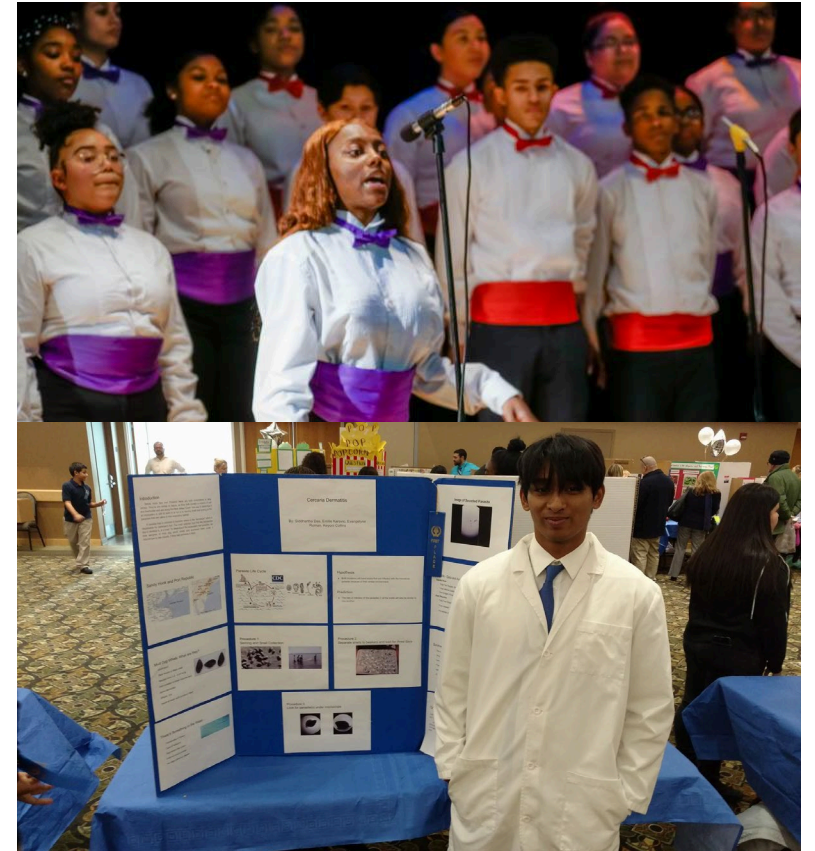
*This is a state designated program of study, which offers college credit.



Improvements in Instruction & Program Career Technical Education 2

- In March 2019, the district received state approval to launch five additional CTE programs in September, which will be:
 - **Engineering Technology**
 - **Drama and Dramatics/Theatre Arts**
 - **Logistics, Materials and Supply Chain Management***
 - **Marketing and Marketing Management**
 - **Education**

*This is a state designated program of study, which offers college credit.



Improvements In Instruction & Program Bilingual Education

- An additional K-8 Bilingual Magnet Program was created at Public School No. 16
- The World Language Department expanded its curriculum guides to include an AP Spanish curriculum
- A Mandarin curriculum was also developed for grades 6-8 at the Academy for the Gifted and Talented as well as the International Baccalaureate Program at International High School
- The Dual Language Program at Edward W. Kilpatrick Elementary School (grades pre-K to 3) is expanding to the Senator Frank Lautenberg School's 4th grade

Improvements In Instruction & Program Special education 1

- Special Education programs have expanded throughout the district
- The percentage of districtwide IEP compliance has improved
- Resources have increased for students with:
 - Autism
 - Multiple Disabilities
 - Severe Language Learning Disabilities
 - Intellectual Disabilities
 - Cognitive Impairment
- McKinney Vento training has been provided to district staff



Improvements In Instruction & Program Special education 2

- The Saturday Speech Academy will continue to support compensatory speech services
- The Easy-IEP database has been enhanced to include immediate translation of a student's Individual Education Plan (IEP) from English to Spanish
- Implementation of the Direct Instruction program to support teaching of students with autism

Improvements In Instruction & Program Full Service Community Schools

- The Full Service Community Schools (FSCS) initiative began in 2011
- In September 2018, the district was awarded a \$2.5 million federal grant, bringing the total number of FSCS to seven
- Each FSCS offers academic intervention, enrichment, positive youth development and recreational opportunities
- Parent engagement is enhanced through FSCS workshops, family nights, and parent education programs
- Each FSCS has a health clinic providing services including pediatric care, dentistry, optical health, audiology screenings, nutrition education and behavioral health services
- A free-standing Full Service Community Center is scheduled to open in May with a student drop-in center



Improvements In Instruction & Program Food Services



- Several programs aimed at providing student meals include Breakfast After The Bell, dinner/snack and vending programs at selected schools
- A new Halal menu pilot program launched at JFK Educational Complex and Public School No. 5
- A partnership with Rutgers University to reduce food waste while encouraging students to make healthier food choices

Improvements in Personnel 1

- After years of having vacancies that numbered in the hundreds, the district is currently at an all-time low. In September 2018, the school year began with vacancies in the single digits
- 53 administrators received year-long professional development on providing effective feedback to teachers through a partnership with William Paterson University



Improvements in Personnel 2

- Traditional recruitment efforts have been enhanced by out-of-the-box efforts like using highway billboards
- Chronic Absenteeism Specialists have been hired to assist with increasing student attendance rates
- Professional development was offered for all levels of instructional staff through:
 - New Teacher Orientation
 - Leadership Institute for Administrators
 - Summer Professional Development Institute for teaching staff

Improvement in Personnel Special Education Professional Development

- Administrators, Guidance Counselors and Child Study Teams received professional development on pre-referral, referral and evaluation of culturally diverse students
- Twelve staff members were trained in the *Character Counts* framework to enhance the district's Positive Behavior Support in Schools (PBSIS) programs
- Staff working with students exhibiting challenging behaviors received professional development from The Crisis Prevention Institute (CPI)
- The Master Teacher Professional Development training and assessment modules were shared districtwide to support district staff with multiple facets of special education

Improvements in Personnel Partnership with William Paterson University

- William Paterson University (WPU) currently has two federal grants partnering with the district:
 - **Leaders as Learners (LAL) grant**, which builds capacity and best practices among current administrators, while developing a pipeline of aspiring leaders
 - **The TAP-NJ grant**, which provides scholarships to aspiring educational leaders, and allows Leaders in Residence (LIRs) and Professors in Residence (PIRs) to work at the district's schools



Improvements in Fiscal Responsibility

School Facilities

- With many district school facilities averaging 85 years old, ongoing repair work, preventative maintenance and safety upgrades are made regularly across the district as funding availability allows
- More than 30 facilities projects are currently underway
- The Energy Savings Improvement Program (ESIP) is underway; upgrades in climate control, electrical and plumbing systems at 26 schools will result in significant energy cost savings over 20 years
- Working with the N.J. School Development Authority on the design and build stages of the replacement middle school on Union Avenue, is expected to open in September 2021 to serve 1,100 students

Improvements in Fiscal Responsibility

Grant Funding 1

Grant	Amount
Full Service Community Schools Grant	\$3,497,956
School Improvement Grants (SIG): Senator Frank Lautenberg School and New Roberto Clemente Middle School	\$2,922,437
Turnaround School Leaders (3-year federal grant)	\$1,500,000
Workforce Learning Link/PCWDC Grant – Workforce Basic Skills	\$1,252,300
21 st Century Community Learning Centers Grant	\$535,000
NJ Youth Corps/NJDOL – High School, Equivalency Diploma & Work Experience	\$465,000
USDA/NJDA Fresh Fruit and Vegetable Grant for 11 elementary schools	\$390,775
P-TECH Grant from N.J. Department of Education	\$300,000
Work First New Jersey/PCWDC Grant – Various assistance toward self-sufficiency/career	\$291,000
NJ Youth Corps/PCWDC- High School, Equivalency Diploma & Work Experience	\$150,000

Improvements in Fiscal Responsibility

Grant Funding 2

Grant	Amount
River Story Project (PEF & Taub)	\$90,000
VH1 Save The Music Grant	\$83,000
Great Falls Summer STEAM (Paterson Education Fund, Victor Cruz Foundation & Hamilton Partnership for Paterson)	\$35,000
BASF NJ Audubon Water Quality Program	\$10,000
Paterson Ambassadors (Ramapo NJDOE MSP)	\$10,000
Students 2 Science Laboratory Field Trips	\$2,500
Target Field Trip Grant	\$2,100
Total	\$11,537,068

Improvements in Operations Data Initiatives In Schools

- The district is improving the accuracy and alignment of data in its systems, focusing on the following areas:
 - Collecting data for the fall Application for State School Aid (ASSA)
 - Updating the district human resources system (EDU-MET)
 - Improving the accuracy of the student information system (Infinite Campus)

Improvements in operations

Communications 1

- The Communications Department has been more proactive and consistent in promoting the good work of the district
 - The number of district **press releases** issued to date in 2018-2019 is double the number of those issued last year, three times as many as the year before
 - District's **videos** get more viewers. The district released 18 videos in 2018-2019 with 1,800 average views. In 2017-2018, 19 videos were released with an average of 400 views
 - The district regularly engages with a **wider diversity of media** including national outlets (*The New York Times*), statewide publications (*New Jersey Monthly*), and Spanish-speaking media (*Univision, Telemundo*)

Improvements in operations

Communications 2

- Social media engagement is increasing with more people following the district's Facebook, Twitter and Instagram accounts
- Two publications highlight the accomplishments of district students, faculty and administrators: *The Paterson Post*, a biweekly newsletter to the district, and *Pathways*, a monthly newsletter to the Paterson clergy
- Free mobile app conveniently brings to a user's smartphone the district's website, parent portal, all school websites and district notifications (i.e. inclement weather)
- The robocall system was cited by parents as a district strength in a recent strategic planning public forum
- The *Infinite Campus* parent portal provides parents easier access to students' grades, attendance and other information on a daily basis

Improvements in Operations

Family & Community Outreach

- The **Parent University Program** focuses on parent education in areas of instruction including emotional support, reading readiness, best parenting practices, college planning, financial literacy, job training and mental health
- The **Parent Coach Program** works in partnership with the local faith-based community organizations to provide parents with additional guidance and mentorship towards successful child-raising
- A new **Full Service Community Center** will hold various activities focused on family development and college readiness, as well as student support services
- JFK Educational Complex Robotics Team is ranked eighth in the North Jersey region after competing in its first competition, an achievement reached with coaching from the department staff
- Family and Community Engagement helped four students get accepted to Ivy League universities in the past five years:
 - Two were accepted at Columbia University
 - One was accepted at Dartmouth College
 - One was accepted at Cornell University

Improvements In governance

Transition from Passing Grade of 60 to 63



- Passing grade was raised from 60 to 63
- Raising the bar on student achievement will help reduce failure rates, raise standardized test scores, and better prepare students for college and careers

Improvements In governance Strategic Plan



- The district is currently in the process of developing its next five-year strategic plan with the helpful guidance of the N.J. School Boards Association
- Two public forums have been held in March and April to engage parents, staff and community stakeholders in the development of the new plan
- A third and final public forum is scheduled to be held in May
- It is the district's goal to have the new strategic plan written, board-approved and ready for implementation by July