

<b>District:</b>	Atlantic City Public Schools		<b>Submission Date:</b>	September 15, 2020	
<b>Submitted by (name and title):</b>	Sherry Yahn, Assistant Superintendent of Curriculum and Instruction				
<b>Board Resolution Date:</b>					
Step 1: DPR area and Indicator	Step 2: Goal	Step 3: Strategy(ies)	Step 4: Person/Position Responsible	Step 5: Timeline	Step 6: Evidence of Completion
<p>I&amp;P 1-1, 1-4. The school district's ELA achievement score. The score is comprised of the following:</p> <ul style="list-style-type: none"> <li>Overall performance: The proficiency rate of all students in a school district;</li> <li>Subgroup performance: The proficiency rate of all student subgroups;</li> </ul> <p>(Assessment data provided by NJDOE)</p> <p>4. The school district's ELA academic progress.</p> <ul style="list-style-type: none"> <li>Academic progress is calculated to include subgroup performance by averaging the mSGP of all students with the average of all subgroups' mSGPs.</li> </ul> <p>(Assessment data provided by NJDOE)</p>	<p>In 18-19 we were at 32.7% ELA performance district wide. In 19-20 the target was 41.4% . Our goal is to improve ELA scores for all district students for the 21-22 SY by 10% which would bring us to 36% performance. This target has been set as a result of the instructional interruptions that occurred, the cancellation of the NJDOE state assessments in the 19-20 SY, and the proposed cancellation of the NJDOE state assessments for the 20-21 SY.</p> <p>In 18-19, the district met the growth standards in all subgroups, districtwide, with the exception of students with disabilities. The median growth was 36%. The target growth was 40%-59%.</p>	<p>K-12 District and school leadership teams, as well as grade level PLCs will use district approved assessments to study student achievement data of identified Essential Standards in English Language Arts. General and Federal Funds</p>	<p>Directors of Elementary and Secondary Education, District Teacher Coordinators, District Literacy Coaches, School and District Leadership Teams</p>	<p>September 01, 2020 - June 30, 2021</p>	<p><a href="#">2020-2021 District PD Calendar</a> Agendas Sign-In Sheets Evidence of assessment data District and School SMART Goals and EOC</p>
		<p>Analyze data by grade level to identify specific issues and provide targeted professional development. General and Federal Funds</p>	<p>Directors of Elementary and Secondary Education, District Teacher Coordinators, District Literacy Coaches, School and District Leadership Teams</p>	<p>End of Cycle Data as established by the NJDOE  November 13, 2020 February 5, 2021 April 16, 2021 June 4, 2021</p>	<p>Agendas posted in the district PLC Google Classrooms.</p>
		<p>Coaches support teacher understanding of instructional strategies through professional development, PLCs, coaching sessions, and modeling to raise student achievement. General and Federal Funds</p>	<p>Directors of Elementary and Secondary Education, District Teacher Coordinators, Building Administrators</p>	<p>September 01, 2020 - June 30, 2021</p>	<p><a href="#">The district professional development calendar provides established days for professional development, PLCs, and coaching sessions.</a> <a href="#">2020-2021 District PD Calendar</a> <a href="#">2020-2021 Remote Learning Professional Development Calendar</a></p>
		<p>Building administrators meet with coaches and teachers at grade level meetings to identify specific trends in buildings, link data to instruction, and identify needs for specific professional development. General and Federal Funds</p>	<p>Directors of Elementary and Secondary Education, District Teacher Coordinators, District Literacy Coaches, School and District Leadership Teams</p>	<p>September 01, 2020 - June 30, 2021</p>	<p>Beginning September 1, 2020: building grade level meetings, staff meetings, and district leadership meetings. Meetings are scheduled on building calendars and district level calendars. Meetings will continue throughout the year until June 30, 2021.</p>
		<p>Maintain and build capacity with English Language Arts through "Initial Training in Literacy Instruction" by training newly hired and transferred teachers. General and Federal Funds</p>	<p>Directors of Elementary and Secondary Education, District Teacher Coordinators, District Literacy Coaches, School and District Leadership Teams</p>	<p>Beginning September 01, 2020 and ending June 30, 2021.</p>	<p><a href="#">Initial training in literacy instruction is evidenced in the professional development calendar, syllabus, attendance records.</a> <a href="#">2020-2021 District PD Calendar</a></p>
		<p>Increased benchmarking at grade levels. General and Federal Funds</p>	<p>Directors of Elementary and Secondary Education, District Teacher Coordinators, District Literacy Coaches, School and District Leadership Teams</p>	<p>September 01, 2020 - June 30, 2021</p>	<p>District grade level benchmarking is demonstrated by the use of multiple assessment tools, in grades K-8: Fountas and Pinnell, i-Ready, and edConnect assessments. In grades 9-12, district and content level benchmarking is demonstrated through edConnect assessments, PSATs and MAP growth assessments.</p>
		<p>Develop surveys to identify needs per building. General and Federal Funds</p>	<p>Directors of Elementary and Secondary Education, District Teacher Coordinators, District Literacy Coaches, School and District Leadership Teams</p>	<p>September 01, 2020 - June 30, 2021</p>	<p>The district has annual surveys to collect data on: School Climate Inventory, AC Satisfaction Survey (measure of instructional practices), Behavioral Characteristics of Students and Loti Survey (levels of technology integration).</p>
		<p>Train more teachers in Reading Recovery - maintain in position for 3 years then return to classroom. IP3 Grant Funds</p>	<p>Directors of Elementary Education and Special Projects, District Teacher Coordinators, Reading Recovery Teacher Leader</p>	<p>New training will begin September 01, 2021 and end June 30, 2022. Field years will be years 2-3 and will begin September 01, 2021 and end June 30, 2024.</p>	<p>Approved Board resolution Syllabus from affiliated university training agendas, schedules and sign in sheets Tracking of student data through National Reading Recovery site and Powerschool Teacher schedules</p>
		<p>Review fidelity of all Tier 2 and Tier 3 interventions: READ180, System 44, Reading Recovery, Leveled Literacy Interventions, Basic Skills Intervention and Phonics First. Retrain teacher facilitators where needed. General and Federal Funds</p>	<p>Directors of Elementary Education, Secondary Education, Special Education and Special Projects, District Teacher Coordinators, Reading Recovery Teacher Leader</p>	<p>September 01, 2020 - June 30, 2021</p>	<p>Students are scheduled based on entrance and exit criteria, i-Ready reports, and district assessment data.</p>
		<p>Schoolwide and district competitions strengthen and enhance speaking, listening, reading and writing standards (Battle of the Books and the District Oratorical Contest). General and Federal Funds</p>	<p>Directors of Elementary and Secondary Education, District Teacher Coordinators, District Literacy Coaches, Media Specialists, and Teachers</p>	<p>September 01, 2020 - June 30, 2021  District Oratorical: Friday, January 29, 2021 Battle of the Books: Thursday, June 10, 2021</p>	<p>Events scheduled on school calendars. List of competition winners in each school.</p>
		<p>Continue to review utilization reports for English Language Arts software programs: i-Ready, Smarty Ants, Achieve 3000, Finish Line, Read180, System 44, Plato and Unique Curriculum.</p>	<p>Directors of Elementary Education, Secondary Education, Special Education and Special Projects, and District Teacher Coordinators</p>	<p>September 01, 2020 - June 30, 2021</p>	<p>Based on program recommended usage/minutes per week</p>
		<p>Review walkthrough data for feedback to teachers and to inform professional development. General Funds/Title Ila Funds</p>	<p>District directors, building administrators and LoTi staff</p>	<p>September 01, 2020 - June 30, 2021</p>	<p>September 1, 2020 - June 30, 2021 Building walkthroughs may be scheduled or unscheduled by building administration. LoTi walkthroughs are scheduled through the Technology Department and building administration.</p>

		<p>After school program focusing on ELA and English language development. Title I &amp; Title III Funds</p> <p><b>Elementary</b> - i-Ready will be used and monitored as the primary intervention program with a focus on Priority Standards.</p> <p><b>Secondary</b> - ELA instruction will focus on data acquired from MAP and district created benchmarks in all content areas. B.E.S.T. tutoring will be available in all courses for students identified as needing extra support. In addition, Structured Study Hall is available for tutoring, social-emotional learning, conflict resolution and college and career readiness.</p> <p><b>Secondary ESL</b>: Theme-based and project-based learning to enhance critical thinking skills, language acquisition, and linguistic and social confidence.</p>	<p>Building Administrators, District Directors</p>	<p><b>Elementary</b> - beginning October 13, 2020 to May 28, 2021 After school program will be offered 4 days per week from 3:00 to 4:30</p> <p><b>Secondary</b> - beginning October 13, 2020 to June 11, 2021 After school program will be offered 3 days per week from 2:40 to 3:40</p>	<p>Afterschool Program, curriculum, and professional development Student participation counts After school program data</p>
		<p>SEI (Sheltered English Instruction), training project initiated for classrooms and support interventions for teachers who work with ELL, focusing on the integration of language and content to facilitate language acquisition and academic achievement. Title III Funds</p>	<p>Directors of Elementary and Secondary Education, and Teacher Coordinators</p>	<p>September 01, 2020 - June 30, 2021</p>	<p>2020-2021 school year: 5th grade and grades 9-12 teacher cohorts</p>
		<p>Special education (MD, LLD &amp; LRC) teachers, in grades 5-8, will be trained in the Structures program, using Title I and Title II funds.</p>	<p>Director of Special Education and Special Services/Director of Special Projects and Assessments</p>	<p>Beginning September 01, 2020 and ending June 30, 2021</p>	<p><a href="#">2020-2021 District PD Calendar</a></p>
		<p>Train special education (ICR) teachers in the Phonics First Orton-Gillingham, grades K-4, using Title I and Title II funds.</p>	<p>Director of Special Education and Special Services/Director of Special Projects and Assessments</p>	<p>Beginning September 01, 2020 and ending June 30, 2021</p>	<p><a href="#">2020-2021 District PD Calendar</a></p>
<p>I&amp;P 1 - 2,1-5. The school district's mathematics achievement score. The score is comprised of the following:</p> <ul style="list-style-type: none"> <li>Overall performance: The proficiency rate of all students in a school district;</li> <li>Subgroup performance: The proficiency rate of all student subgroups.</li> </ul> <p>(Assessment data provided by NJDOE)</p> <p>5. The school district's mathematics academic progress.</p> <ul style="list-style-type: none"> <li>Academic progress is calculated to include subgroup performance by averaging the mSGP of all students with the average of all subgroups' mSGPs.</li> </ul> <p>(Assessment data provided by NJDOE)</p>	<p>In 18-19 we were at 21.8% Math performance district wide. In 19-20 the target was 34.7% . Our goal is to improve Math scores for all district students for the 21-22 SY by 10% which would bring us to 24% performance. This target is set due to related instructional interruptions that occurred, the cancellation of the NJDOE state assessments in the 19-20 SY, and the proposed cancellation of the NJDOE state assessments for the 20-21 SY.</p> <p>In 18-19, the district met the growth standards in all subgroups, districtwide, with the exception of students with disabilities. The median growth was 36%. The target growth was 40%-59%.</p>	<p>District and school leadership teams, as well as grade level PLCs will use district approved assessments to study student achievement data of identified Essential and Priority Standards in Math. General and Federal Funds</p>	<p>Directors of Elementary and Secondary Education, District Teacher Coordinators, District Math Coaches, School and District Leadership Teams</p>	<p>September 01, 2020 - June 30, 2021</p>	
		<p>Analyze Diagnostic Assessments (benchmarks) as well as BM Cycle Standards including priority and essentials standards by grade level to identify specific issues and provide targeted professional development. General and Federal Funds</p>	<p>Directors of Elementary and Secondary Education, District Teacher Coordinators, District Math Coaches, School and District Leadership Teams</p>	<p>End of Cycle Data as established by the NJDOE</p> <p>November 13, 2020 February 5, 2021 April 16, 2021 June 4, 2021</p>	<p>Agendas posted in the district PLC Google Classrooms.</p>
		<p>Coaches support teacher understanding of instructional strategies through professional development, PLCs, coaching sessions, and modeling to raise student achievement. General and Federal Funds</p>	<p>Directors of Elementary and Secondary Education, District Teacher Coordinators, Building Administrators</p>	<p>September 01, 2020 - June 30, 2021</p>	<p><a href="#">The district professional development calendar provides established days for professional development, PLCs, and coaching sessions.</a> <a href="#">2020-2021 District PD Calendar</a> <a href="#">2020-2021 Remote Learning Professional Development Calendar</a></p>
		<p>Building administrators meet with coaches and teachers at grade level meetings to identify specific trends in mathematics, link data to instruction, and identify needs for specific professional development. General and Federal Funds</p>	<p>Directors of Elementary and Secondary Education, District Teacher Coordinators, District Math Coaches, School and District Leadership Teams</p>	<p>September 01, 2020 - June 30, 2021</p>	<p>Beginning September 01, 2020: building grade level meetings, staff meetings, and district leadership meetings. Meetings are scheduled on building calendars and district level calendars. Meetings will continue throughout the year until June 30, 2021.</p>
		<p>Update grade level district mathematics assessments (benchmarking). General and Federal Funds</p>	<p>Directors of Elementary and Secondary Education, District Teacher Coordinators, District Literacy Coaches, School and District Leadership Teams, Summer Curriculum Task Force, Saturday Curriculum Writing PLC</p>	<p>August 2020 - June 2021</p>	<p>District grade level assessments (benchmarking) is demonstrated by the use of multiple assessment tools, in grades K-8: i-Ready Diagnostic Assessment, Fluency, and BM end of Cycle edConnect assessments. In grades 9-12, district and content level benchmarking is demonstrated through edConnect assessments, PSATs and MAP growth assessments.</p>
		<p>Use surveys to identify mathematics needs per building. General and Federal Funds</p>	<p>Directors of Elementary Education, Secondary Education, and Special Projects, District Teacher Coordinators, District Math Coaches, School and District Leadership Teams</p>	<p>September 01, 2020 - June 30, 2021</p>	<p>The district uses annual surveys to collect data on: School Climate Inventory, AC Satisfaction Survey (measure of instructional practices), Behavioral Characteristics of Students, and Loti Survey (levels of technology integration)</p>
		<p><b>Elementary</b> - Review fidelity of all elementary Tier 2 and 3 mathematics interventions: i-Ready, Dreambox, iXL and Basic Skills Intervention will be used with a focus on Essential Standards. General and Federal Funds</p> <p><b>Secondary</b> - Semester based courses utilizing small groups and targeted instruction using Edmentum / Plato. iXL is used to assist with Tier 1 and 2 interventions. Small group tutoring during the after school program.</p>	<p>Directors of Elementary Education, Secondary Education, Special Education and Special Projects, District Teacher Coordinators</p>	<p>September 01, 2020 - June 30, 2021</p>	<p>Students are scheduled and monitored using entrance and exit criteria, i-Ready reports, and district assessment data.</p> <p>Student and program data (iXL / Plato report /grade distributions, MAP assessment (benchmarking), NJSLA)</p>



		Schoolwide competitions strengthen and enhance mathematics fluency and problem solving skills (Math Fluency Contest). General and Federal Funds	Directors of Elementary and Secondary Education, District Teacher Coordinators, District Literacy Coaches, Media Specialists, and	September 01, 2020 - June 30, 2021	Events scheduled on school calendars. List of competition winners in each school.
		Continue to review utilization reports for Math software programs to ensure proper implementation: i-Ready, Dreambox, iXL, Plato and Unique Curriculum. General and Federal Funds	Directors of Elementary Education, Secondary Education, Special Education and Special Projects, and District Teacher Coordinators	September 01, 2020 - June 30, 2021 Based on program recommended usage/minutes per week	Reports for i-Ready, Dreambox, iXL, Plato and Unique Curriculum
		Review walkthrough data for feedback to teachers and to inform professional development. General Funds/Title IIa Funds	District Directors, Building Administrators and LoTi Staff	September 01, 2020 - June 30, 2021	LOTI Walkthrough reports PD designed to address areas of need as identified through the walkthrough data
		After school program focusing on Math development. Title I & Title III Funds  <b>Elementary</b> - i-Ready will be used and monitored as the primary intervention program with a focus on Priority Standards.  <b>Secondary</b> - Math instruction will focus on data acquired from NWEA MAP and district created benchmarks in all content areas. Math tutoring and structured study hall will be available for students identified as needing extra support.  <b>Secondary ESL</b> : Theme-based and project-based learning to enhance critical thinking skills, language acquisition, and linguistic and social confidence.	Building Administrators, District Directors, District Teacher Coordinators, Coaches, Teaching Staff	<b>Elementary</b> - beginning October 13, 2020 to May 28, 2021 After school program will be offered 4 days per week from 3:00 to 4:30  <b>Secondary</b> - beginning October 13, 2020 to June 11, 2021 After school program will be offered 3 days per week from 2:40 to 3:40	Afterschool Program, curriculum and professional development Student participation counts After school program data
		SEI (Sheltered English Instruction), training project initiated for classrooms and support interventions for teachers who work with ELL, focusing on the integration of language and content to facilitate language acquisition and academic achievement. Title III Funds	Directors of Elementary and Secondary Education, and District Teacher Coordinators	September 01, 2020 - June 30, 2021	<a href="#">2020-2021 District PD Calendar</a> Agendas Sign-In Sheets
		Special education students (MD, LLD, LRC, ICR), in grades K-8, will utilize i-Ready as a mathematics resource/intervention.  The Autistic Program students will utilize the ABLES curriculum to meet their specific needs.  The Cognitively Impaired program students, in grades K-12, will utilize the Unique Curriculum.  Special education high schools staff will utilize PLCs, IEP goals/objectives and special education tutorials to modify the math curriculum and provide individualized instruction.	Director of Special Education and Special Services/Director of Special Projects and Assessments	Beginning September 1, 2020 and ending June 30, 2021	<a href="#">2020-2021 District PD Calendar</a> Agendas Sign-In sheets ABLES: Discrete trials individual student binders (Autistic Program) Unique Curriculum: Online portfolios (MCI Program)
		<b>Grades K-8</b> District and school leadership teams, as well as grade level PLCs, will use district approved assessments to study student achievement data of identified Essential and Priority Standards in Math. Use of outside vendors (M&E, Solution Tree) to provide analysis of the data to determine instructional need, and provide model lessons, coaching, and professional development for K-8 mathematics teachers.  <b>Grades 9-12</b> school leadership teams and Math PLCs will use NWEA MAP and district approved benchmark assessments to study achievement data of identified Essential and Priority Standards in Math. Use of outside vendors (Solution Tree, NWEA MAP) to provide analysis of the data to determine instructional need, and provide model lessons, coaching, and professional development for 9-12 mathematics teachers. General and Federal Funds.	Directors of Elementary and Secondary Education, District Teacher Coordinators, District Math Coaches, School and District Leadership Teams	September 01, 2020 - June 30, 2021	Agendas and Sign in sheets posted in the district PLC Google Classrooms. Assessment Data District and school SMART goals - EOC reporting
I&P 1-3. The school district's science achievement score is comprised of the following: • Overall performance: The proficiency rate of all students in a school district; • Subgroup performance: The proficiency rate of all student subgroups. (Assessment data provided by NJDOE)	In 18-19 the district 5th grade proficiency rate was 7.8%, and 8th grade was 4.4%. The combined score was 6.2%. In 18-19 the 11th grade proficiency rate was 18.7%. Our goal is to improve Science scores for all district students for the 21-22 SY by 10% which would bring us to 7% proficiency for grades 5 and 8 and 20.6% for grade 11. This target is set due to related instructional interruptions that occurred, the cancellation of the NJDOE state assessments in the 19-20 SY, and the proposed cancellation of the NJDOE state assessments for the 20-21 SY.	Strengthen instructional delivery of Science content in grades K-5. Continue to revise and update the district's curriculum to align with the Next Generation Science Standards Monitor use of Mystery Science in grades K-5 General and Federal Funds	Directors of Elementary Education, Special Projects, and District Teacher Coordinators	September 01, 2020 - June 30, 2021	District grade level assessments (benchmarking) is demonstrated by the use of multiple assessment tools, in grades K-8: i-Ready Diagnostic Assessment, and BM end of Cycle edConnect assessments.
		Align new SAVVAS (Pearson) materials in grades 6-8 to the curriculum and provide professional development to support teachers' delivery of instruction. General and Federal Funds	Directors of Elementary Education, Special Projects, and District Teacher Coordinators	September 01, 2020 - June 30, 2021	District grade level assessments (benchmarking) is demonstrated through assessments housed and monitored in edConnect.
		Continue to administer and monitor district science assessments in edConnect for grades 3-12 General and Federal Funds	Directors of Elementary and Secondary Education, Special Projects, and District Teacher Coordinators	September 01, 2020 - June 30, 2021	In grade 3-8, district grade level assessments (benchmarking) is demonstrated through assessments housed and monitored in edConnect. In grades 9-12, district and content level benchmarking is demonstrated through edConnect assessments, PSATs and MAP growth assessments.
		Continue to increase student participation in school based Science Competitions in grades 3-8	Directors of Elementary Education, Special Projects, and District Teacher Coordinators	September 01, 2020 - June 30, 2021	Science Competition season; January 15, 2020 to February 28, 2021

		Supplemental programs will continue to focus on STEM pathways in computer science (coding, drones) General and Federal Funds	Directors of Elementary Education, Special Projects, and District Teacher Coordinators	October 2020 - June 2021	Supplemental Saturday STEM Programs
		Provide professional development for teachers implementing the new science materials in grades 6-8. Training is provided by Atlantic City teachers using the train the trainer model. General and Federal Funds	Directors of Elementary Education, Special Projects, and District Teacher Coordinators, 6-8 Science teacher leaders.	September 01, 2020 - June 30, 2021	<a href="#">2020-2021 District PD Calendar</a>
I&P 1-6. The school district's graduation rate (average of four-year and five-year adjusted cohort graduation rates). • Graduation rate is calculated to include subgroup performance by averaging the combined graduation rate (i.e. the average of the four-year and five-year graduation rates) of all students with the average of all subgroups' combined graduation rates. (Assessment data provided by NJDOE)	The school district's graduation rate (average of four-year and five-year adjusted cohort graduation rates). 2019 graduation rate rates are as follows: 4 year graduation rate is 80.7% while the target was 78.0% 5 year cohort is 87.1% (class of 2018) while the target was 79.8% for SY2018 The district's goal for graduation rate for 2021 SY (4 year cohort) is 80.5% The district's goal for graduation rate for 2021 SY (5 year cohort) is 83.6%  <b>Subgroup Goals:</b> 5 year ELL subgroup did not meet their target of 80.1% they were 78.3% 5 year ELL subgroup <b>goal for the 2020-2021 SY is 83.9%</b>  4 year Black and African American subgroup did not meet their target of 73.6% they were at 71.4% 4 year Black and African American subgroup <b>goal for the 2020-2021 SY is 76.8%</b>	Provide PSAT testing for all freshman - junior year students  Utilize Kaplan SAT Prep  Graduation Rate Improvement Team (GRIT) - transcripts of all students are reviewed with options on how to best complete all graduation requirements. Also, social workers identify all at-risk students who are in danger of not graduating with their cohort. As a result, the school leadership team and guidance department develop action plans for these students.  Credit Recovery  Portfolio Appeals Process  BEST tutoring for all students  Structured Study Hall  Alternative School for students academically and	Director of Secondary Education and Building Administrators, Teachers and Guidance Department	July 01, 2020 - June 30, 2021	Standardized test scores Test scores on other pathways to graduation Report card grade distribution Student transcripts Quarterly graduation rate reports
I&P 1-7. The school district's measure(s) for school quality and student success is calculated to account for subgroup performance by averaging the rates for all students with the average of all subgroups' rates. (Assessment data provided by NJDOE)	The district average chronic absenteeism was 28.4% and the state target is to be at or below 10.6%. Four elementary schools (Richmond, Texas, Brighton and Chelsea) were at or below the state average.  The 2020-2021 school year goal is to bring 2-3 additional schools at or below state average.	The district will continue with monitoring chronic absenteeism following the district protocol for reducing chronic absenteeism.	District Directors, Building Administrators and District Leadership Teams	September 01, 2020 - June 30, 2021	Annual daily attendance rate (ADA) Attendance recognition assemblies and incentives Chronic Absenteeism Committee agendas and sign in sheets End of year perfect attendance field trips
		The schools will develop a target goal towards reducing chronic absenteeism as part of their annual school plans.	District Directors, Building Administrators and District Leadership Teams	September 01, 2020 - June 30, 2021	Annual daily attendance rate (ADA) Attendance recognition assemblies and incentives Chronic Absenteeism Committee agendas and sign in sheets
<b>Personnel-1.</b> The school districts' personnel records demonstrated that evaluations and staff development processes did not occur. <b>(1c, 1d); 2.</b> The School District's personnel files did not indicate that the required Professional Development Plans (PDP) or Corrective Action Plans (CAP) were completed for administrators and teachers and aligned with professional standards for school leaders or teachers linked to school district, school team and individual goals <b>(2a); 6.</b> The School District supervision processes did not occur according to NJAC 6A:10 <b>(6a, 6b).</b>	<b>Goal:</b> At least 95% of the district's certificated staff members' observation/evaluation reports, Professional Development Plans (PDPs) and Correction Action Plans (CAP) will occur in a timely manner, with feedback targeted align with professional standards and linked with district school, team and/or individual goals, including other certified staff, evaluation trainings and conferences according to New Jersey Administrative Codes.	Building and District Administrators conduct their beginning of the school year annual conference reviews of Professional Development Plans with all of their certificated staff, ensuring all PDPs are completed and comply with the NJ Administrative Codes.	Assistant Superintendent, District Directors, Principals, Vice Principals	September 2020 - October 1, 2020	Conference Agenda and Sign-in sheet designating the administrator(s) who conducted the conference, alphabetize certified staff roster with tenure status, position and signature
		District Email Broadcast to notify staff of District Evaluation/Observation Policy and school faculty meetings informing staff of policy	Director of Human Resources, Principals	Month of September 2020	Copy of Broadcast and school level faculty meeting agendas and sign-in sheets denoting the Observation/Evaluation Policy
		Human Resources distributes to district and school administrators the <i>District 2020-2021 Observation/Evaluation Schedule Form for certified staff</i> which denotes school/dept.'s certified staff rosters, assignment, tenure status, dates of evaluations, pre and post conferences, and PDPs/CAPs. Also, Human Resources distributes to district and school level administrators the <i>District's 2020-2021 Calendar Schedule for Orientation and Evaluation Trainings and Evaluation</i>	Director of Human Resources	Month of September 2020	Copy of the district's graphic framework for the 2020-2021 District/School Level Observations/Evaluation Schedule for Certified Staff. Copy of the 2020-2021 <i>District Calendar Schedule for Orientation and Evaluation Training and Evaluation Processes</i>
		Building and District Administrators establish their 20-21 Observation and Evaluation Schedules for certified staff and submit to Human Resources. For the monitoring process by H.R. the administrators will submit to Human Resources completion of their partial evaluation schedules according to these time lines--Dec. 18th, March 15th and completion by June 2021.	Assistant Superintendent, District Directors and Principals	September 2020 - June 2021	-Completion of the beginning of the school year <i>2020-2021 District/School Level Observation/Evaluation Schedules</i> denoting dates of evaluations, pre and post conferences, and PDP/CAP conferences per district and school administrator -Completion of Evaluation schedule by June 2021.
		District Leadership meetings and seminars focusing on evaluation trainings	Assistant Superintendent and Director of Human Resources	September 2020 - January 25, 2021	Leadership meeting agendas, sign-in sheets and Leadership training seminars presented by consultant Chris Moersch-LoTi Connection through Title 1 funds
School Level meetings and seminars focusing on evaluation trainings	Principals and Director of Human Resources	September 2020 - May 5, 2021	School Level meeting agendas and sign-in sheets; and agendas, sign-sheets and Board resolutions for Orientation Training Seminars for newly hired certificated staff presented by Director of Human Resources, School Level Principals and Chris Moersch -LoTi Connection Consultant through Title 1 funds		

		<p>District utilizes the "LoTi Observer Digital Processing System" to input evaluations of teachers, other certified staff, Principals and Vice Principals, Professional Development Plans (PDP), and annual summative ratings of teachers, other certified staff, Principals and Vice Principals</p>	<p>Assistant Superintendent, District Directors, Principals and Vice Principals</p>	<p>October 01, 2020 - June 2021</p>	<p>LoTi Purchase order. LoTi Print-out Reports for verification of observation/evaluations, PDPs and Summative Rating Status</p>
		<p>District utilizes "LoTi Walkthroughs" to conduct informal observations and feedback to certificated staff</p>	<p>Principals and Vice Principals</p>	<p>October 01, 2020 - March 30, 2021 Building walkthroughs may be scheduled or unscheduled by building administration. LoTi walkthroughs are scheduled through the Technology Department and building administration.</p>	<p>Copies of LoTi Walkthrough reports</p>
		<p>District utilizes "LoTi" to monitor and track the completion of all Observation/Evaluation Reports and PDPs for teaching and other certified staff members, Principals and Vice Principals.</p>	<p>Director of Human Resources, HR staff and Technology Department</p>	<p>Human Resources Evaluation Monitoring and Tracking Schedule done at the end of the following months: November 2020; January 2021, February 2021, March 31, 2021 and June 2021 *Warning Notice and Non-Compliance letter to those exceedingly far behind schedule with the evaluation/observation report, PDPs, and/or summative status rating reports.</p>	<p>*Memorandum "Receipt of Observation and Evaluation reports" to district and school level administrators denoting: the school/department; number of evaluations due; number of evaluations submitted; number of outstanding evaluation reports; number of PDPs/CAPs due; number of outstanding PDPs/CAPs; number of summative status reports due; number of outstanding status reports. *Copies of completed 2020-2021 District Observation and Evaluations scheduled for certified staff, district and school administration.</p>
		<p>District/School Administrators will complete CAPs according to NJ Administrative Code. CAPs will be placed in the personnel files.</p>	<p>District Directors, Building Administrators and Technology Department</p>	<p>Human Resources Evaluation Monitoring Schedule for the end of the following months: November 2020, January 2021, February 2021 and May 2021</p>	<p>Copy of Human Resources checklist that confirms all 2020-2021 CAPS were completed and filed in personnel files.</p>











