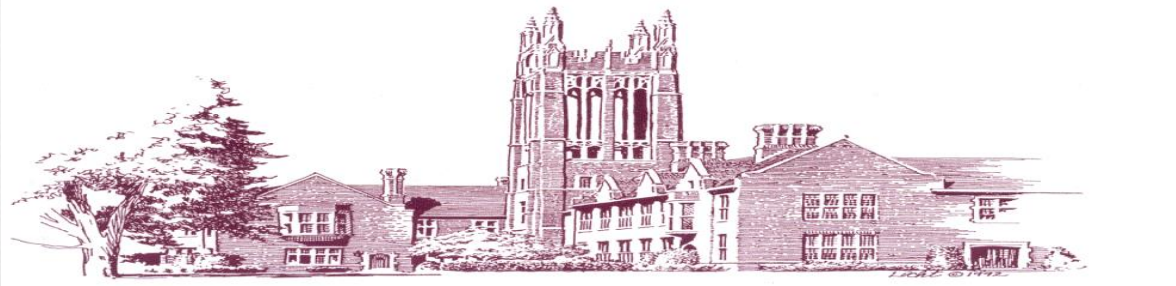


2015-2016

State of the Englewood

Public Schools



Robert Kravitz, Superintendent

Welcome
&
Introductions

QSAC

Quality Single Accountability Continuum

DPR Areas	2014	2015
Instruction and Program	39%	18%
Fiscal Management	86%	86%
Governance	72%	42%
Operations	90%	90%
Personnel	60%	40%



Finances



Academics



Facilities



Personnel

Finance

- Budget Process – 2% cap (*what does it mean*)
- Budget Timelines – December – April
- Financial Status of district
- Annual Audit
- Audit recommendations

Audit Recommendation Examples

- Payroll was not approved by the Superintendent
- Outstanding purchase orders
- Capital projects were underestimated, therefore over budget
- Athletic Scholarship account not reconciled
- Extraordinary aid application did not match IEP for students
- Formal cash receipts and cash disbursements were not maintained

Recommendations continued

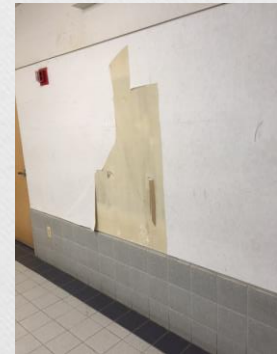
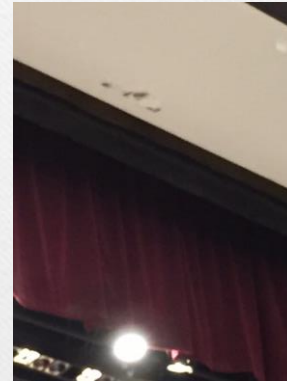
Failure to go through a bidding process

Failure to use state contract vendors

** Some of these recommendations have been happening for several years.

Facilities

➤ What we have done.....



Personnel

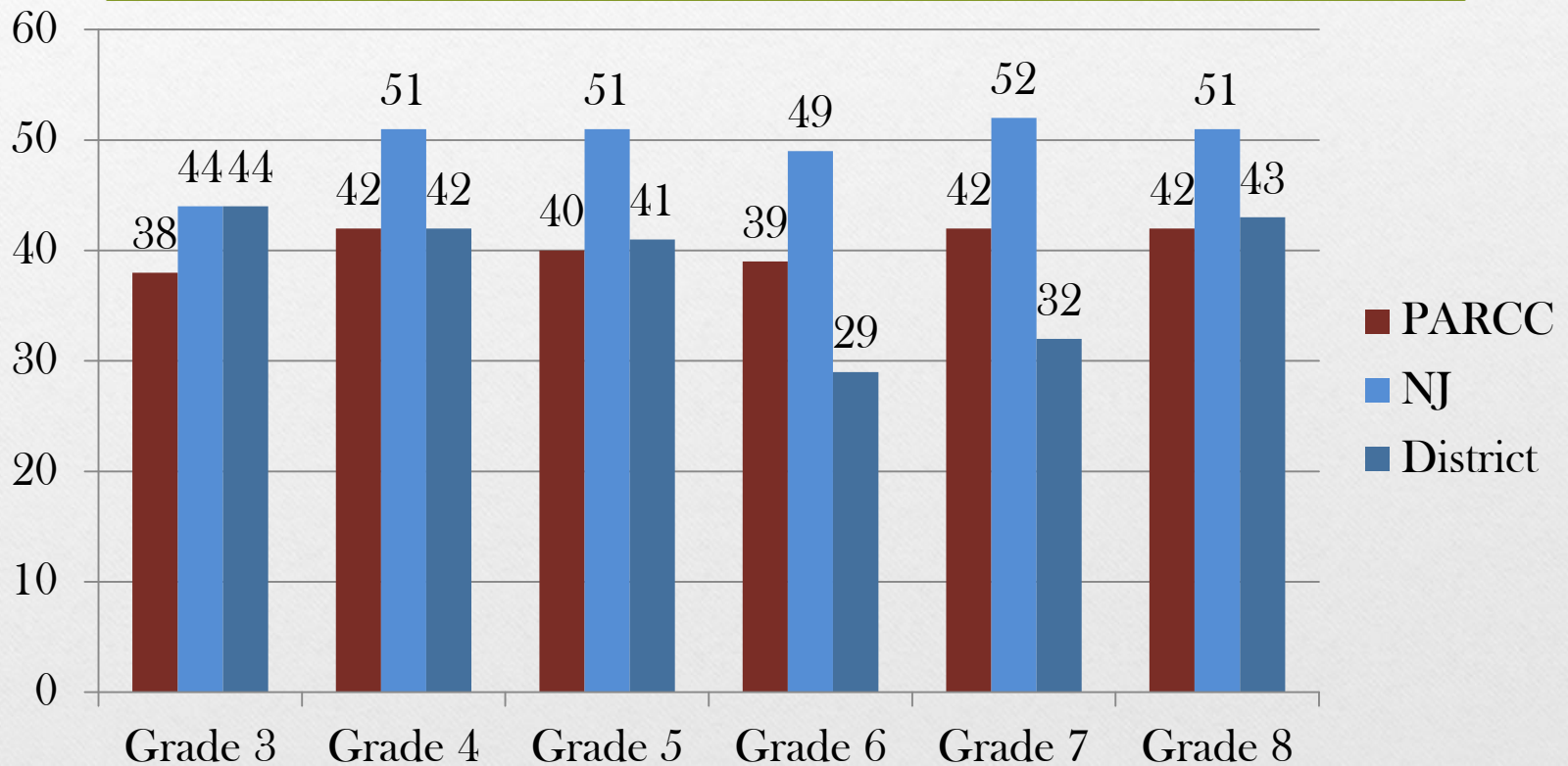
- Evaluations have been completed (2014-2015).
However, we were cited as not on correct timelines.
In some cases we were evaluating multiple times per week, without feedback.
- Readjusting UPC (unique position codes) to align with programs and State
- Hiring practices need changing

Academics

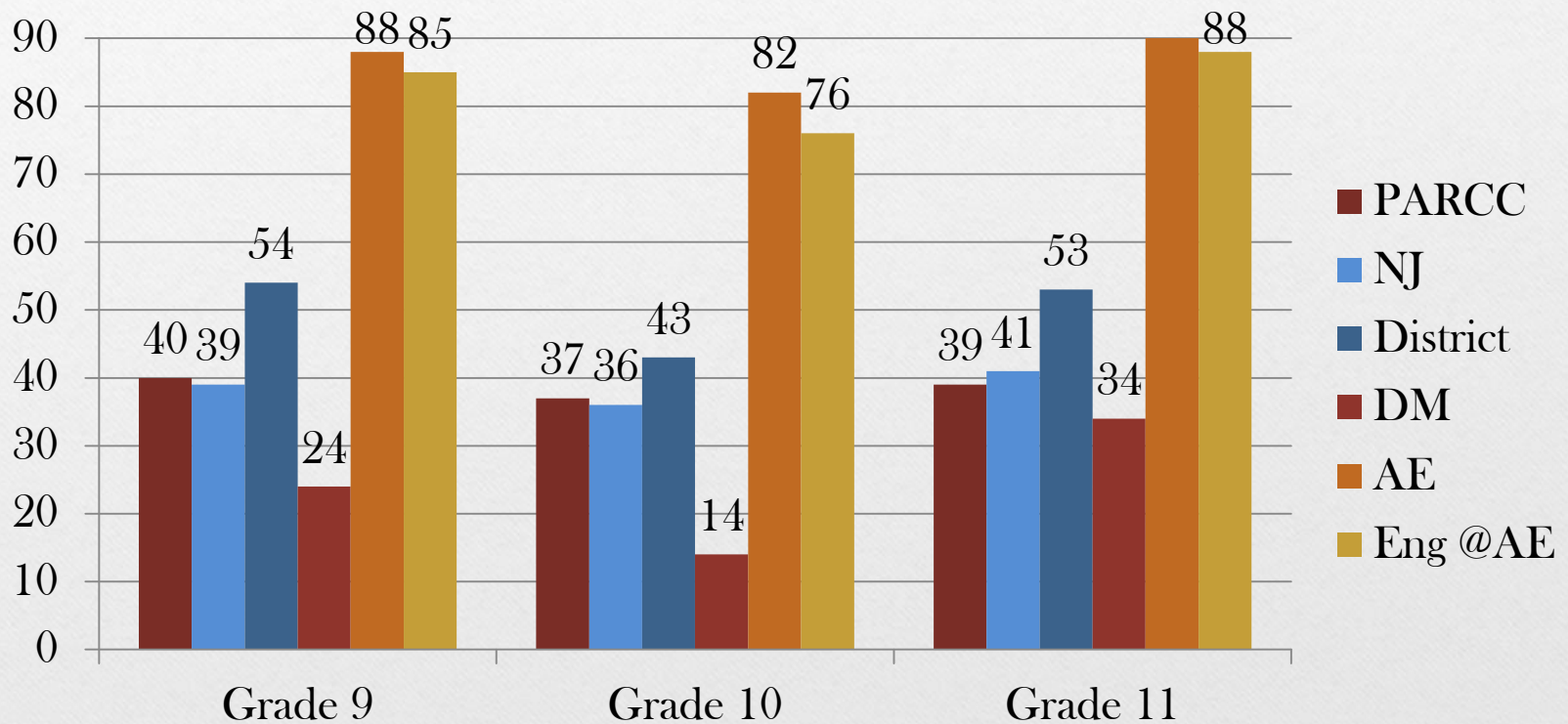
➤ Biggest concerns I have heard...

- Test Scores
- Guidance
- Programming
- Scheduling
- Curriculum

Percent of Students that Met or Exceeded Expectations ELA Grades 3 Through 8

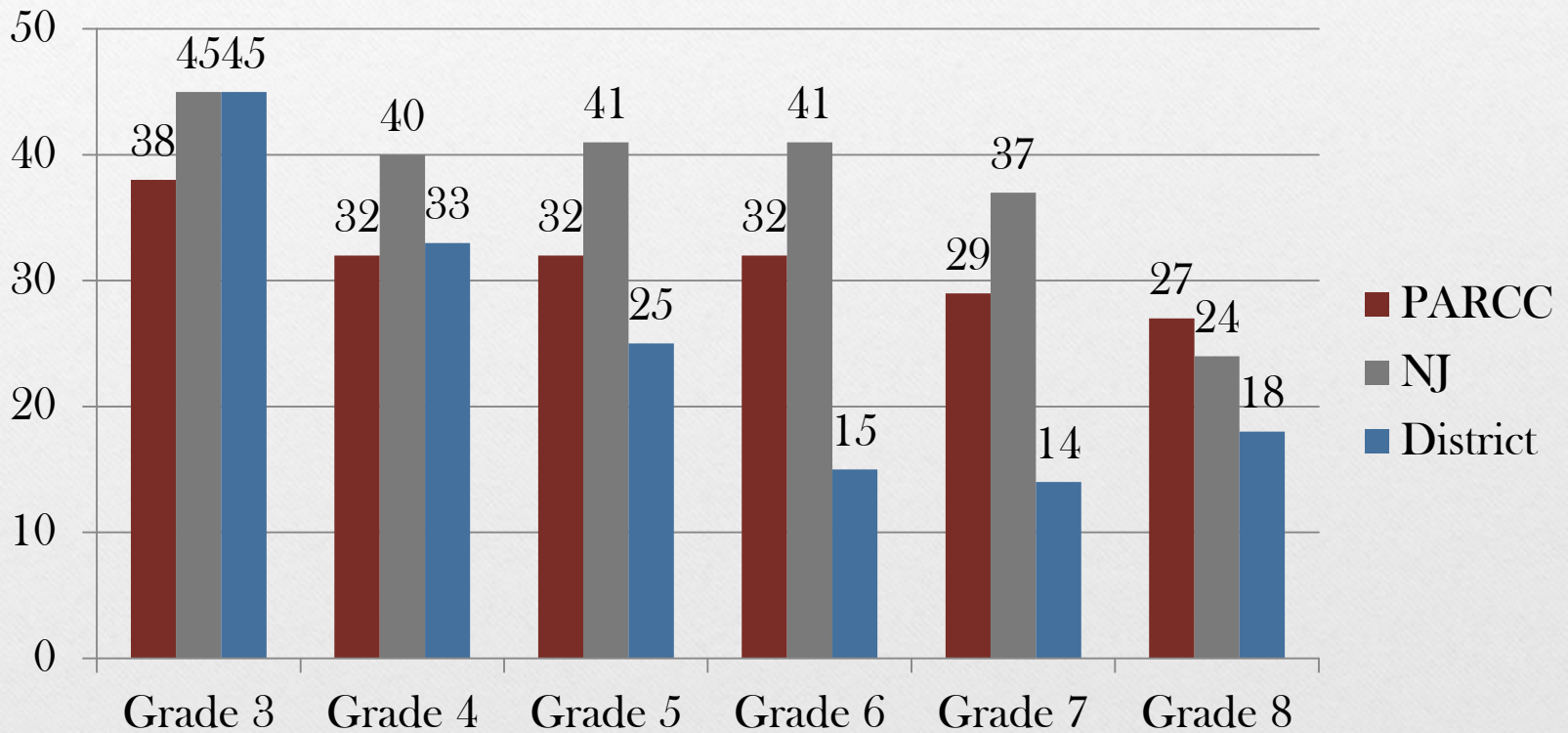


Percent of Students that Met or Exceeded Expectations ELA Grades 9 Through 11

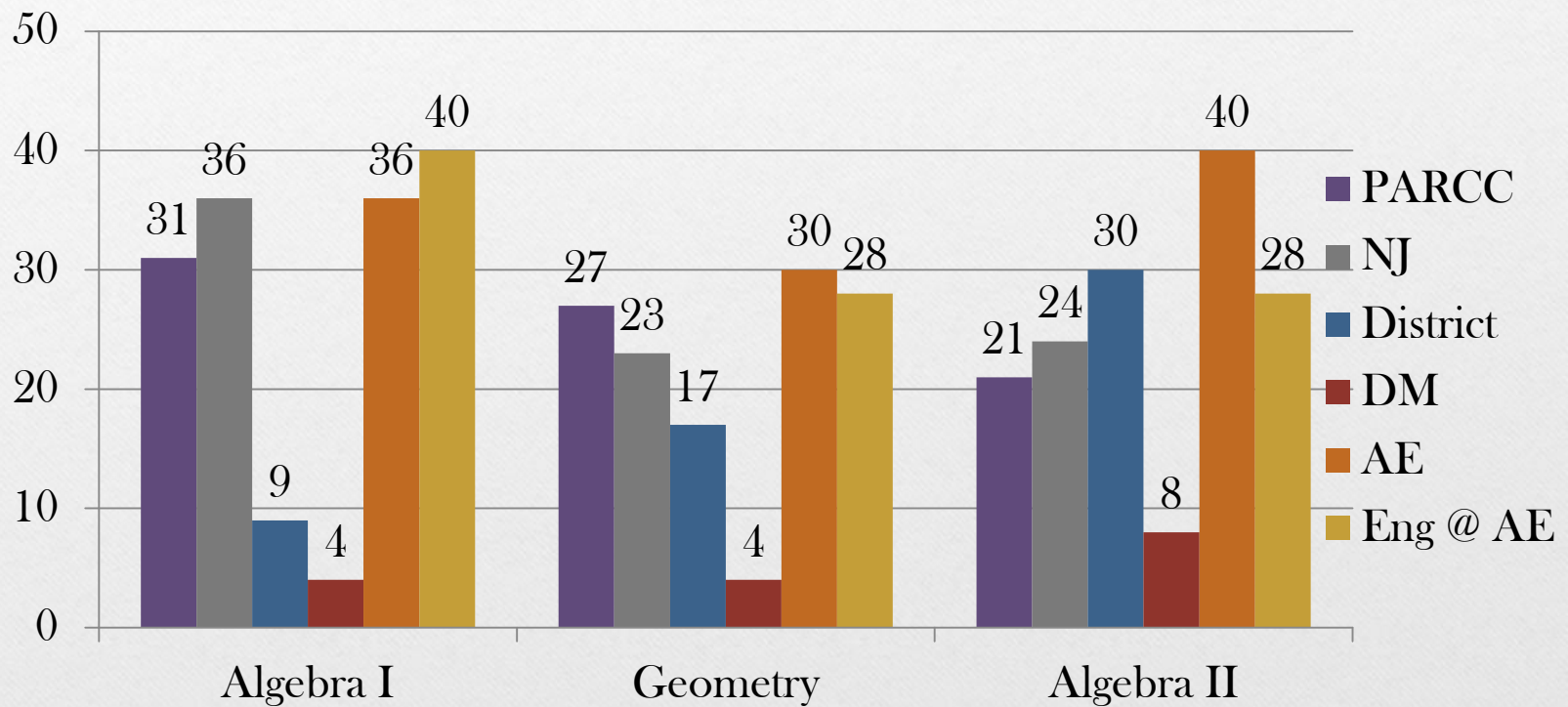


Percent of Students that Met or Exceeded Expectations

Mathematics Grades 3 Through 8



Percent of Students that Met or Exceeded Expectations End of Course Mathematics



Academics

Dwight Morrow High School-Graduation Rate (53%)
who qualify as of right now without alternative assessments

Academies @ Englewood-Graduation Rate (100%)

Englewood Graduation Rate (73%)

QSAC Curriculum & Instruction (18%)

Comparison

Paterson-Graduation Rate (78%)

QSAC Curriculum & Instruction (36%)

Curriculum

- As identified by the QSAC evaluation:
 - Our curriculum is not aligned properly.
 - During site visit, wrong dates on lesson plans and non-existent standards
 - Inconsistent programming among the buildings
 - System of Schools approach
 - Math Curriculum is not aligned
 - Algebra for all

Scheduling

- Poor Planning and implementation
- No timelines established
- Catalogs in Spanish

Where do we go
from here?

Short-term Goals

- Create tutoring program for McCloud and Janis Dismus
- Evaluate programs we use for remediation
- Immediately change the process of hiring
- Create relationships with Higher Education institutions
- Work on new systems for communications

Short-term Goals

- Develop financial systems to reduce audit recommendations
- Conduct ROI analysis on programs
- Train Guidance Department in Naviance
- SAT Tutoring for HS students

Medium-term Goals

- Develop Implementation timeline for High School pathways programs
 - Environmental
 - Social Services (Police, Fire, EMT, Nursing)
 - Vocational (Culinary, Automotive)
 - Athletics (Sports Management, Athletic training)
 - Education
 - Liberal Arts
 - Fine and Performing Arts

Higher Education Relationships



Saint Peter's
UNIVERSITY

The Jesuit University of New Jersey

Long-term Goals

- Implement the pathways programs
- Develop better relationships within the city
(Pause)
- Raise test scores by 25%
- Increase graduation rate
- Maintain budget restrictions
- Reduce audit recommendations
- Higher scores on QSAC
- Increase enrollment of Englewood Students
- Opportunity to obtain 15-30 college credits before graduation

“If you can’t fly then run, if you can’t run then walk, if you can’t walk then crawl, but whatever you do you have to keep moving forward.”

Dr. Martin Luther King Jr.

Spelman College, April 1960

Questions please email to:

questions@epsd.org

or

preguntas@epsd.org

Index cards are available to write down your questions. Please leave your contact information.

Thank you!

