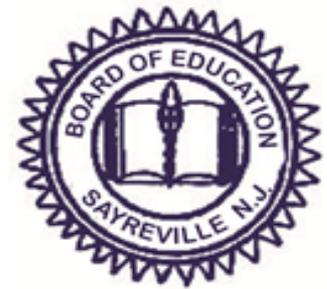




# Sayreville Public Schools Vision 2030

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**Dr. Richard R. Labbe, Superintendent of Schools**

**Dr. Marilyn J. Shediack, Assistant Superintendent**

**Ms. Erin Hill, Business Administrator/Board Secretary**

# Sayreville Public Schools State of the Schools Address

Presented by: Dr. R. Labbe, Dr. M. Shediack,  
Ms. E. Hill, Mr. Glock-Molloy, & Dr. Aguiles



# OVERVIEW

- ▶ Purpose – To provide the school community with the current level of thoroughness and efficiency of our educational programs, services, and business operation.

# 2018 State of the Schools Address

- ▶ Overview – Dr. Labbe
  - ▶ 2017–18 Goal Achievement & 2018–19 Goals – Dr. Labbe
  - ▶ Finance and Infrastructure Accomplishments and Goals – Ms. Hill
  - ▶ Technology Accomplishments and Goals – Mr. Glock–Molloy
  - ▶ Human Resources Accomplishments and Goals – Dr. Aguiles
  - ▶ Student Achievement Accomplishments and Goals – Dr. Shediack
- 

# 2017-18 Goals

## ▶ FINANCE:

- Increase catering revenue in food services by 4%.
  - **We increased this by about 21%.**
- Add funds to the maintenance reserve account annually by generating advertising revenue through the district website and other mediums.
  - **We sold website and bus advertisements**
- Increase the amount of money in capital reserve by June 30, 2018 in order to fund the following capital improvement projects: Refurbishing of Boys and Girls Locker Rooms at the Sayreville Middle School and the completion of the Truman School Partition C-7.
  - **We transferred up to \$1,000,000 in the Capital Reserve Fund and \$1,000,000 in the Maintenance Reserve Fund in June.**

## ▶ FACILITIES:

- Complete Phase 2 of the Arleth Window Project.
  - Is scheduled to be finished prior to the end of the school year.
- Resurface the high school turf athletic field by August 1, 2018.
  - **Completed in August**
- Investigate solutions to renovate the multi-sport area (baseball and field hockey field) adjacent to the War Memorial High School Stadium and adopt a recommendation by June 2018.
  - On May 15th, we met with CME to develop a multi-tiered plan to assess the SWMHS Baseball Field drainage. We recently received the findings and recommendations.

## ▶ TECHNOLOGY:

- Increase the number of instructional classroom devices in order to implement them on 1:1 ratio in grades 1–3 by end of 2018–2019 budget cycle.
  - **We achieved a 1:1 ratio in grades K–5 at the beginning of October.**
- Implement a stakeholder driven annual evaluation, review, and approval process of software systems used in the district by the end of the 2017–2018 school year.
  - **Has been developed and is being employed.**
- Continue to make upgrades to Virtual Server infrastructure so that it will be complete by the end of the 2018–2019 school year.
  - **We purchased and are in the process of installing a new virtual server, switches, and Wifi access points.**
- Increase targeted technology training programs aligned to district initiatives within Sayreville University starting in the 2017–2018 school year.
  - **Provided a number of targeted trainings, particular introductory training for the new Oncourse student information system.**
- Purchase and implement a new district student information software, which includes the successful migration of student data and the development and coordination of effective.
  - **Purchased and installed Oncourse and successfully migrated all student information data from Power School to it.**

## ▶ STUDENT ACHIEVEMENT:

- Students in Pre–K through tenth grade will show improvement in their overall literacy skills as evidenced by **62% of the students in grade three** meeting or exceeding expectations as measured on the ELA PARCC assessment. (2016–2017 baseline is 54%).
  - **Did not accomplish. Only 54% met or exceeded expectations. However, this is one percent better than last year.**
- Students in Pre–K through ninth grade will show improvement in their overall mathematic skills as evidenced by **56% of the students in grade five** meeting or exceeding expectations on the Math PARCC assessment. (2016–2017 baseline is 51%).
  - **Did not accomplish. Only 49% met or exceeded expectations.**

## ▶ STUDENT ACHIEVEMENT:

- Increase academic achievement of English language learners (ELL) as evidenced by the percentage of ELL students meeting or exceeding standards on the WIDA Access 2.0 as measured by the overall composite score.
  - **Accomplished. The percentage of students “Expanding, Bridging, and/or Reaching” English proficiency increased by 3.91%.**
- Increase the academic achievement of all students through effective instruction, a challenging rigorous curriculum, and multiple pathways for students to meet their individual needs by:
  - Developing curriculum maps to enhance the district math and science (STEM) curriculum guides to ensure vertical and horizontal alignment.
    - **Ongoing**
  - Improving the college and career readiness of students by establishing career academies at the high school for implementation in September 2018.
    - **Accomplished. We will implement Fact and the SBA Academies this September.**

## ▶ CULTURE AND CLIMATE:

- Increase student engagement in the “whole school program” district-wide by creating additional clubs and activities related to student interests in preschool through 12<sup>th</sup> grade and by implementing Career Academies in grades 10–12.
  - **Accomplished. We implemented the FACT and SBA Academies in September**
  - **Ongoing. Hackathon, AFJROTC program, Unified Sports, academic and related arts co-curricular activities after school activities.**
- Increase the percentage of parents and community members that participate in school functions through the creation of Family Nights and Unified Sports designed to engage community members and students in collaborative activities.
  - **Ongoing. PTO meetings and functions, curriculum and related arts oriented activities, PROUD meetings and workshops, POAC workshops, Sayreville "Parent University" workshops, Standards-Based Report Card and School Security workshops were offered. Unfortunately, parent turn-out for some of these activities continued to be low.**

- Increase staff retention by conducting exit interviews for all employees who resign from the district in order to determine reasons for their departure and to develop strategies to address them.
    - **While slightly more staff members have resigned compared to last year, Dr. Aguiles conducts regular exit interviews when such have been granted.**
  - Increase career advancement opportunities for staff by implementing Cohort 1 of the Leadership Academy and by providing other building and district-wide opportunities for certificated and non-certificated staff to expand their leadership skills, as measured by interest demonstrated in formal and informal internal leadership positions and promotions.
    - **Accomplished. 12 members of Leadership Academy Cohort 1 successfully completed the program. Cohort 2 will begin in October.**
- 

- Promote student-led school climate changes that result in the cultivation of more inclusive, safe, and connected school communities; and the potential decrease in incidences of harassment, intimidation, and bullying by exploring and eventually implementing a variety of new preventative resources, school activities, and projects.
  - **Accomplished.** To develop the social and emotional skills of our students and to prevent HIB, we implemented the Responsive Classroom character education program and the Playworks recess program in all elementary schools, including Samsel. We continued to professionally develop and train our staff via Sayreville University and actually began doing the same for teachers in other district, which provided the district with revenue. A popular addition this year was "Drop In" workshops during teacher lunches and preps.
- 

# 2018-19 Goals

## ▶ FINANCE:

1. Increase the catering revenue in food services by 9% from \$29,200 in 2017-18 to \$32,000 by the end of the 2018-19 school year.
2. Secure funding in the 2019-20 Budget to purchase enough technology devices (iPads, Chromebooks, etc.) to ensure a 1:1 student to device ratio in grades 6-12.
3. Secure funding in the 2019-20 Budget to purchase 3 additional busses for the purpose of reducing out-of-district contractor costs and eliminating all remaining single bussing routes in the district.
4. Increase the amount of money in Capital and Maintenance Reserve accounts by January 1, 2019 in order to fund all existing building renovation projects, including but not limited to the refurbishing of the Boys and Girls Locker Rooms at the SMS, the purchase and installation of new hot water heaters at SWMHS and SUES, reparations to the SUES roof, and the installation of the Truman School Partition in Room C-7.

## ▶ FACILITIES:

1. Complete the renovation of the SWMHS athletic complex by replacing the track and repairing the multisport field used for baseball, field hockey, and marching band practice by the end of August 2019.
  2. Construct the remaining secure retention vestibules at the Eisenhower, Wilson, Arleth, and Truman Elementary Schools by the end of August 2019.
  3. Develop an approved BOE plan to install solar panels across the district.
  4. Utilizing the data from the Master District Facility Assessment Report, develop a plan for the continued use of the Selover School.
- 

▶ TECHNOLOGY:

1. Increase the number of instructional classroom devices in order to implement them on 1:1 ratio in grades 4–5 by end of the 2018–2019 school year.
2. Continue to upgrade the virtual server infrastructure, wireless access point infrastructure, and the network switch infrastructure by the end of the 18–19 school year.
3. Deploy a single sign-on solution to all compatible software packages by the end of the 18–19 school year.
4. Increase unified security camera coverage to all exterior walls and doors by the end of the 18–19 school year.
5. Budget for funding to provide district staff with access to a staffed technology district helpdesk for the purpose of providing immediate support or routing of support by the start of the 2019–20 school year.
6. Budget for funding to hire an additional Technology Engineer, and to increase the number of dedicated technology coach positions to one per building using certificated teaching staff by the start of the 2019–20 school year.
7. Form a unified technology, professional development, curriculum, operations and facilities technology training committee by the end of the 18–19 school year.

▶ STUDENT ACHIEVEMENT:

1. Students in Pre-K – 12<sup>th</sup> Grade will show improvement in their overall literacy skills as evidenced by 63% of the general education students in grade 10 meeting or exceeding expectations as measured on the New Jersey Student Learning Assessment – ELA. (2017–2018 baseline is 57.5%)
2. Students in Pre-K – 12<sup>th</sup> Grade will show improvement in their overall mathematic skills as as evidenced by 43.2% of the students enrolled in Algebra I meeting or exceeding expectations as measured on the New Jersey Student Learning Assessment – Algebra I. (2017–2018 baseline is 33.2%)
3. Students in Pre-K – 12<sup>th</sup> Grade will show growth in their overall literacy and mathematical skills as evidenced by a 2% increase in the number of students who meet the multiple criteria to exit the Elementary Academic Support program by June 2019. (Baseline for 2017–2018 school year was an exit rate of 27%)

## ▶ CULTURE AND CLIMATE:

1. Increase employer retention rate by developing hiring pipelines through *Frontline Central* to recruit and hire the most credentialed, proficient, and principled candidates with tangible and intangible qualities and characteristics that are in alignment with a Sayreville Bomber, and to improve and expedite the hiring process for all new personnel, including substitutes.
2. Increase the proficiency, competency, and efficacy of staff by offering more choices in selecting training options for professional development in-services, in addition to stress reduction offerings, and by providing building specific professional development as requested by building SCIP committees and/or administrators/supervisors.
3. Increase career advancement opportunities for staff by implementing Cohort 2 of the Aspiring Administrator branch of the Leadership Academy and by creating and implementing a Teacher Leader branch by the end of the 2018–19 school year.
4. Promote student-led school climate changes that result in the cultivation of more inclusive, safe, and connected school communities; and the potential decrease in incidences of harassment, intimidation, and bullying by expanding the SWMHS Career Academy, and by implementing the Responsive Classroom character education program at SUES, the Medal of Honor character education program at SMS, and the Playworks structured recess character education program in grades K–5.



*Sayreville Public Schools*  
*Vision 2030*

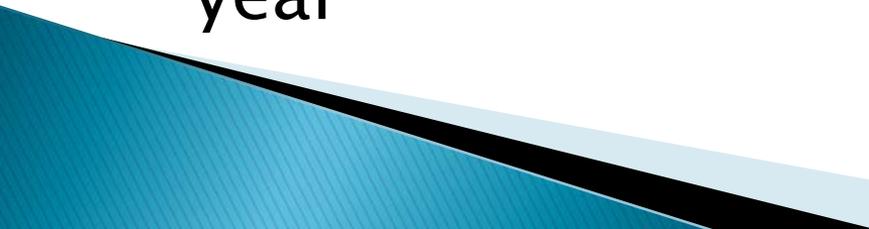


# State of the Schools Finance & Infrastructure



# 2017-18 Accomplishments

## Facilities/Finance

- ▶ Arleth – Phase 1 of Window Replacements
  - ▶ Truman Partitions – A Cluster and B Cluster permanent partitions were installed
  - ▶ Wilson – Student Bathrooms renovated
  - ▶ SMS – sidewalks repaired and doors replaced
  - ▶ SWMHS – replaced water heater
  - ▶ District Wide – Classroom Painting, Blind replacement, Gymnasium Floor Refinishing
  - ▶ New Maintenance Vehicles purchased
  - ▶ Catering Revenue increased 20% from prior year
- 

# 2018-19 Goals/Plans

## Facilities/Finance

- ▶ Wilson – finished student bathroom renovations and renovated two faculty bathrooms
- ▶ Arleth – Phase 2 of the Windows will be done, under budget!
- ▶ Eisenhower – Replaced door frame
- ▶ Truman – plan for the C7 cluster (last remaining partition) to become permanent partition
- ▶ SUES – repaired sidewalk for handicap accessibility, added handicap accessibility to playground, repaired dumpster pad, Bus Parking Area, Security Vestibule
- ▶ SMS – repaired sidewalks, replaced courtyard doors, Security Vestibule
- ▶ SWMHS – Turf Field replacement, Baseball Field Improvements, Water Heater Replacement, Security Vestibule
- ▶ Payroll/Personnel/Accounting Software Conversion

# 2019–20 Budget Development Calendar

- October 16, 2018 – State of the Schools Address
- December 7, 2018 – All Budget Data Due in Systems 3000
- December 18, 2018 – Food Services Presentation and Submission of Preliminary Budget to BOE
- January 2, 2019 – BOE Reorganization
- January 8, 2019 – Balanced Preliminary Budget Submitted to BOE
- January 22, 2019 - Schools, Curriculum & Instruction, and Athletics Presentations
- February 5, 2019 – Special Education, Technology, and Transportation,
- February 19, 2019 – Buildings and Grounds, Capital Projects, and Personnel Presentations
- March 5, 2019 – BOE Approval of Preliminary Budget
- March 19, 2019 – **Let the Children Lead**
- March 26, 2019 – Submission of Preliminary Budget to DOE
- April 23, 2019 – County DOE Approval of Preliminary Budget
- May 7, 2019– Public Hearing and BOE Adoption of Final Budget
- May 13, 2019 – Submission of BOE Adopted Budget to the DOE
- May 17, 2019 – Submission Tax Certificate to County Board of Taxation

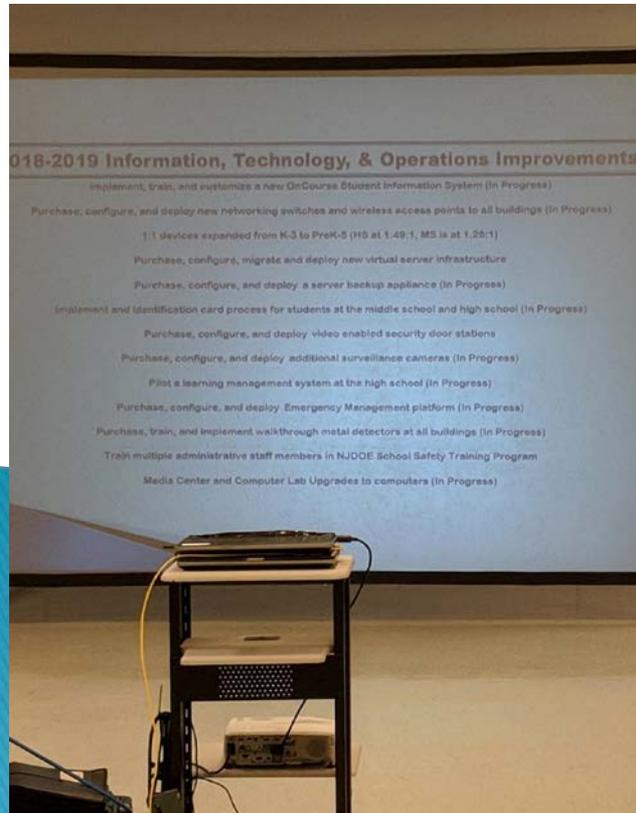
Dates subject to change based on Board Meeting Schedule Approved at January 3<sup>rd</sup> Reorganization Meeting



# *Sayreville Public Schools* *Vision 2030*



## State of the Schools Technology Department



# **2017-2018 Information, Technology, & Operations Accomplishments**

**HIB Management System**  
**Analytics module for Evaluation, SGO, and Lesson Plan System**  
**Visitor Management System**  
**New Firewall and Security Application Suite**  
**Secondary Internet and WAN connections**  
**New Copiers**  
**Expansion of Achieve 3000**  
**Media Center Upgrades**  
**Computer Lab upgrades**  
**16 Interactive Flat Panels**  
**1200 additional student devices**  
**Grades 1-3 1:1 classroom devices**  
**Implementation of standards based grading grades 3-5**  
**Paperless forms**  
**New Student Information System Purchased**  
**Increased Security Camera coverage and upgrades to security camera system**  
**Emergency Public Address Speakers for Selover**

# **2018-2019 Information, Technology, & Operations Improvements**

**Implement, train, and customize a new OnCourse Student Information System (In Progress)**

**Purchase, configure, and deploy new networking switches and wireless access points to all buildings (In Progress)**

**1:1 devices expanded from K-3 to PreK-5 (HS at 1.49:1, MS is at 1.26:1)**

**Purchase, configure, migrate and deploy new virtual server infrastructure**

**Purchase, configure, and deploy a server backup appliance (In Progress)**

**Implement and identification card process for students at the middle school and high school (In Progress)**

**Purchase, configure, and deploy video enabled security door stations**

**Purchase, configure, and deploy additional surveillance cameras (In Progress)**

**Pilot a learning management system at the high school (In Progress)**

**Purchase, configure, and deploy Emergency Management platform (In Progress)**

**Purchase, train, and implement walkthrough metal detectors at all buildings (In Progress)**

**Train multiple administrative staff members in NJDOE School Safety Training Program**

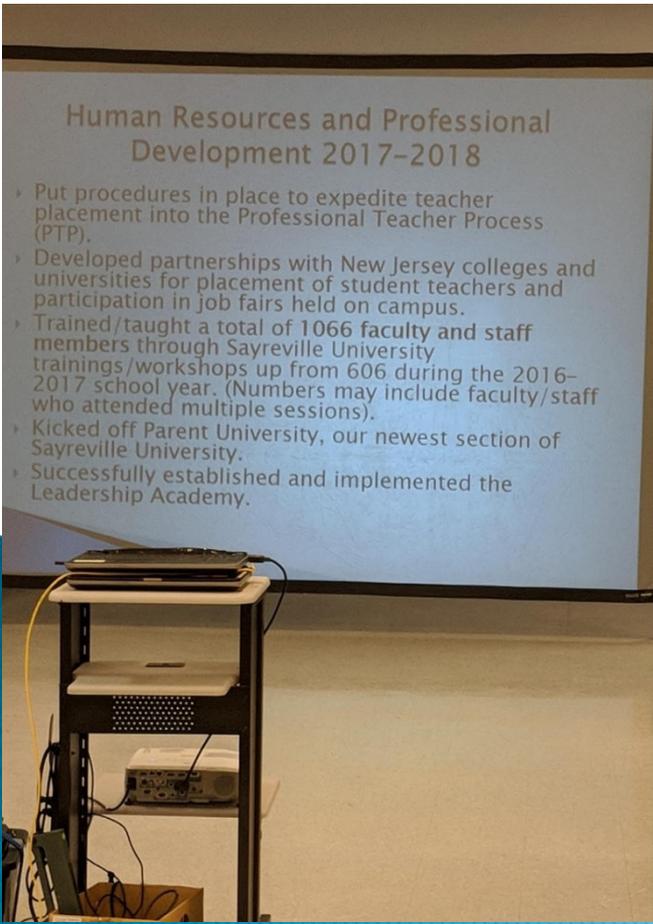
**Media Center and Computer Lab Upgrades to computers (In Progress)**

# Anticipated Future Needs

- ▶ **Replacement Door Access Control System**
- ▶ **Increased and Replacement Surveillance Cameras**
- ▶ **Additional/Replacement Interactive Flat Panels**
- ▶ **Additional Student Devices for 1 to 1 classroom devices**
  - (HS at 1.49:1, MS is at 1.26:1)
  - Anticipated need 1100 device
- ▶ **Expansion of Learning Management Pilot to additional Grade Levels**
- ▶ **School Safety Specialist**
- ▶ **Samsung Chromebooks**
  - Implemented: 2013
  - End of Support: March 2018 (qty. 2600)
- ▶ **iPad 2s**
  - Implemented: 2011
  - End of Support: Fall 2016 (650)
- ▶ **Printer upgrades**
  - Implemented: 2001 (HP 4100)
  - End of Support: 2018
- ▶ **Additional Technology Support Staff**
- ▶ **Additional Technology Instructional Staff**

# State of the Schools Human Resources

Presented by Dr. Aguiles



# Human Resources and Professional Development 2017–2018

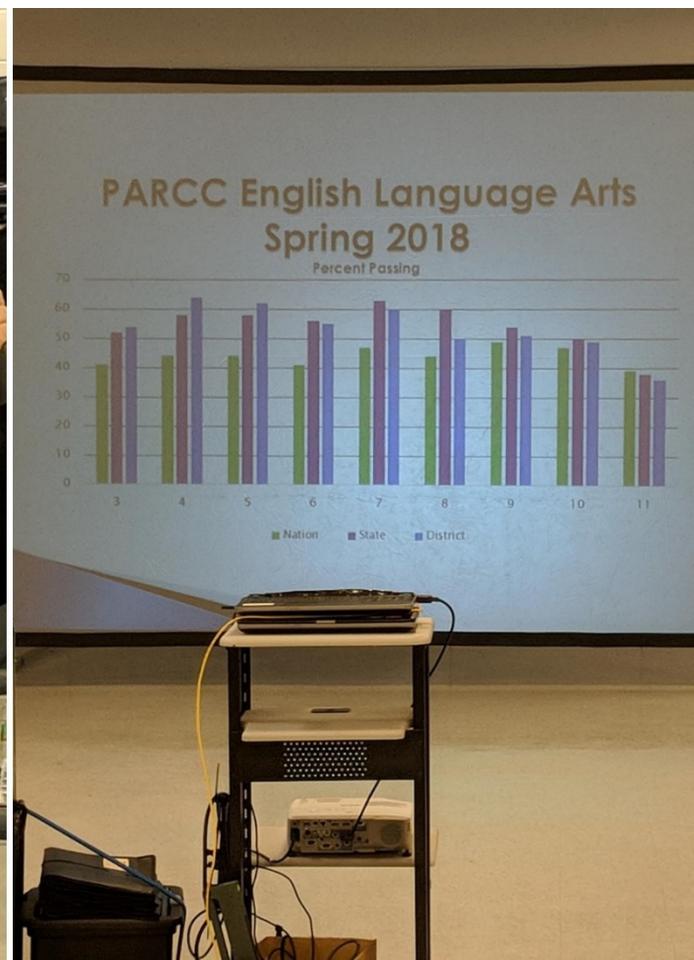
- ▶ Put procedures in place to expedite teacher placement into the Professional Teacher Process (PTP).
  - ▶ Developed partnerships with New Jersey colleges and universities for placement of student teachers and participation in job fairs held on campus.
  - ▶ Trained/taught a total of **1066 faculty and staff members** through Sayreville University trainings/workshops up from 606 during the 2016–2017 school year. (Numbers may include faculty/staff who attended multiple sessions).
  - ▶ Kicked off Parent University, our newest section of Sayreville University.
  - ▶ Successfully established and implemented the Leadership Academy.
- 

# Human Resources and Professional Development 2018–2019

- ▶ Developing Hiring Pipelines through *Frontline Central* to improve and expedite hiring process for substitutes, certificated & non-certificated staff.
- ▶ 2<sup>nd</sup> Leadership Academy will begin October 2018
- ▶ Establishing a pathway for student teacher to substitute in district after they have completed their student teaching hours.
- ▶ Provide building specific professional development as requested by building SCIP committees and/or administrators/supervisors.

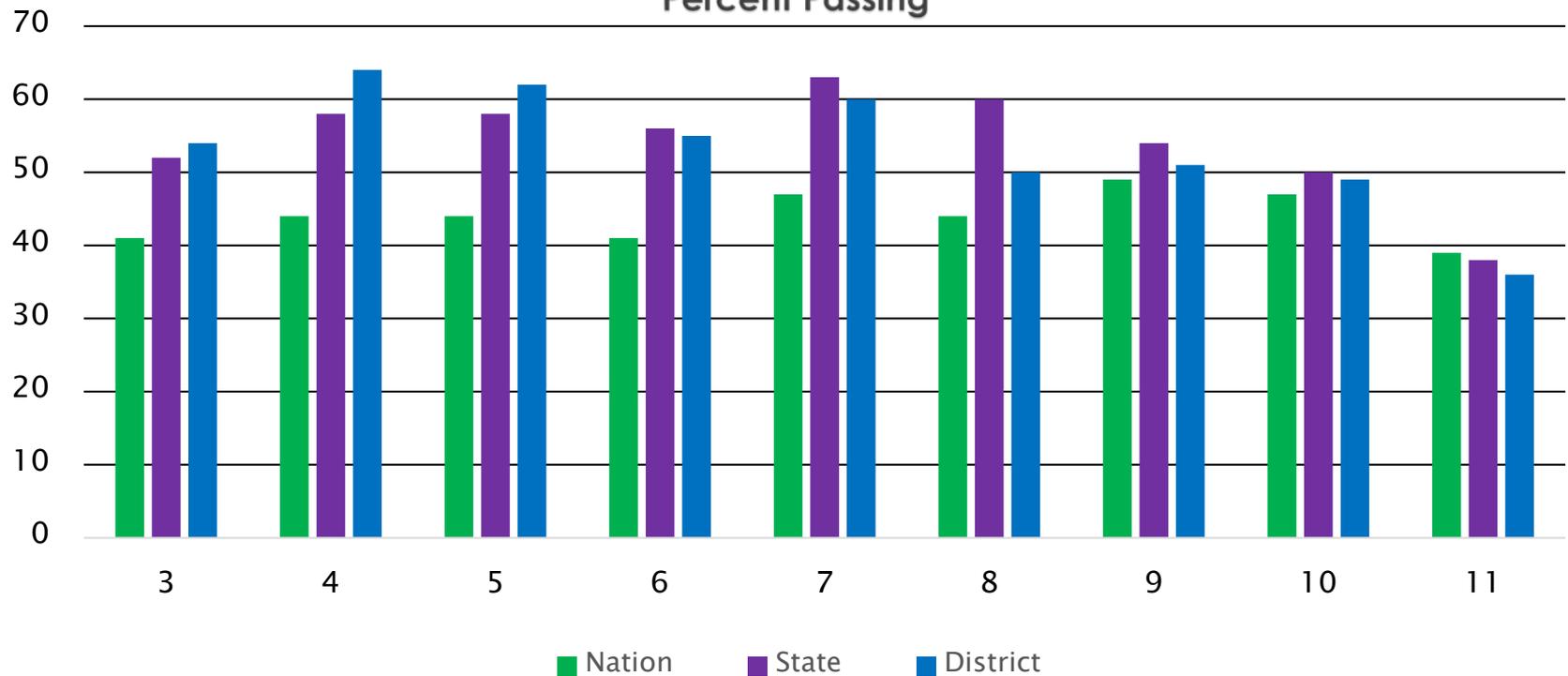
# State of the Schools Student Achievement

Presented by Dr. Marilyn Shediack

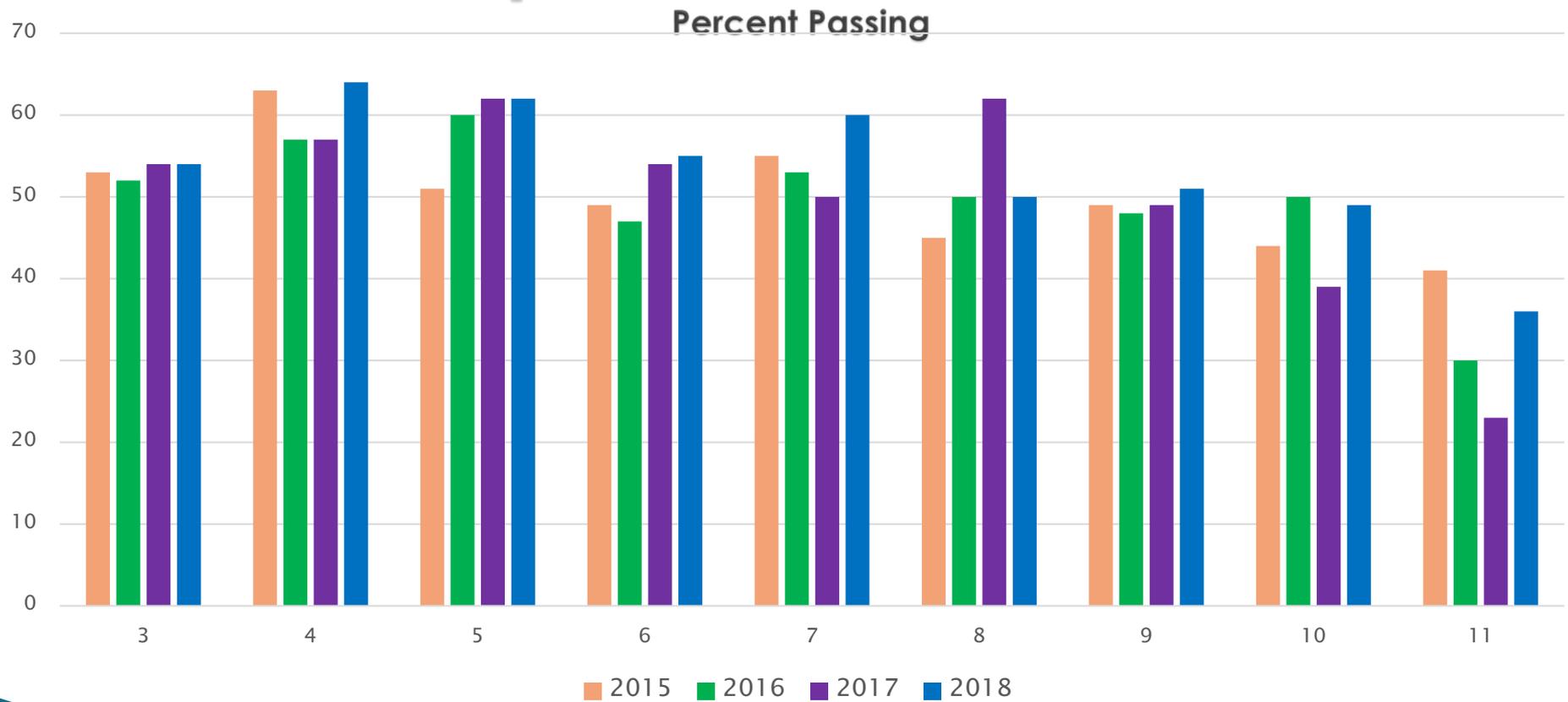


# PARCC English Language Arts Spring 2018

Percent Passing

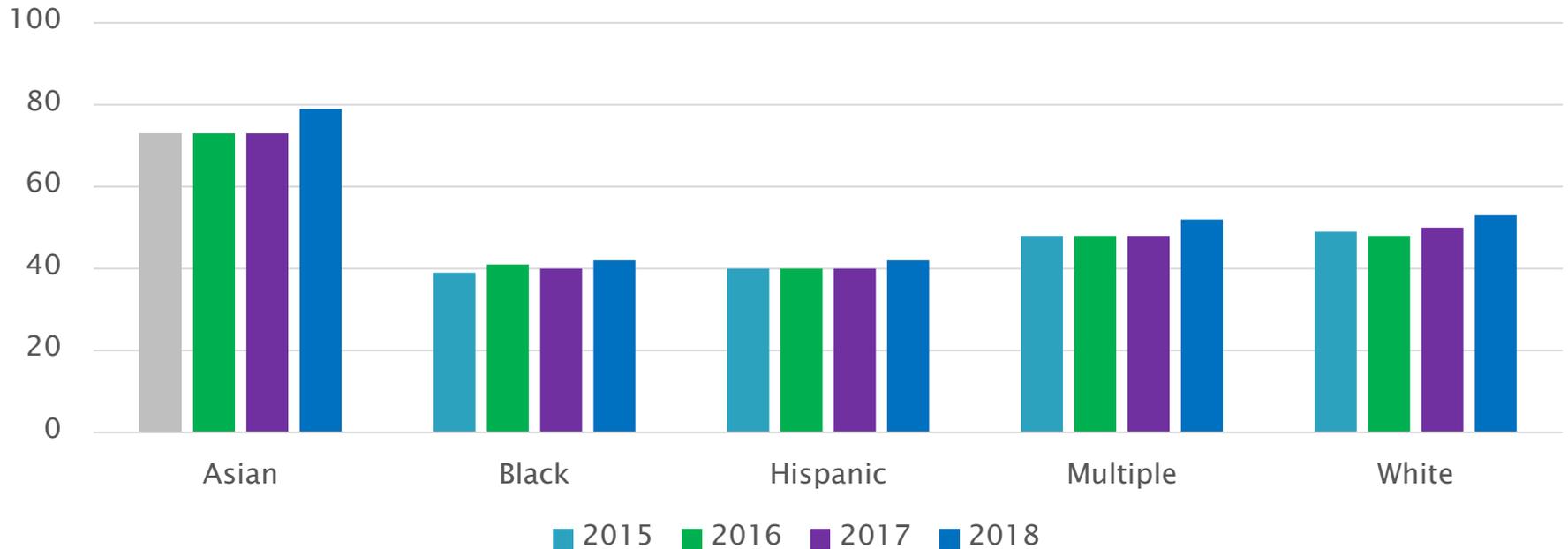


# PARCC English Language Arts Comparison 2015 – 2018



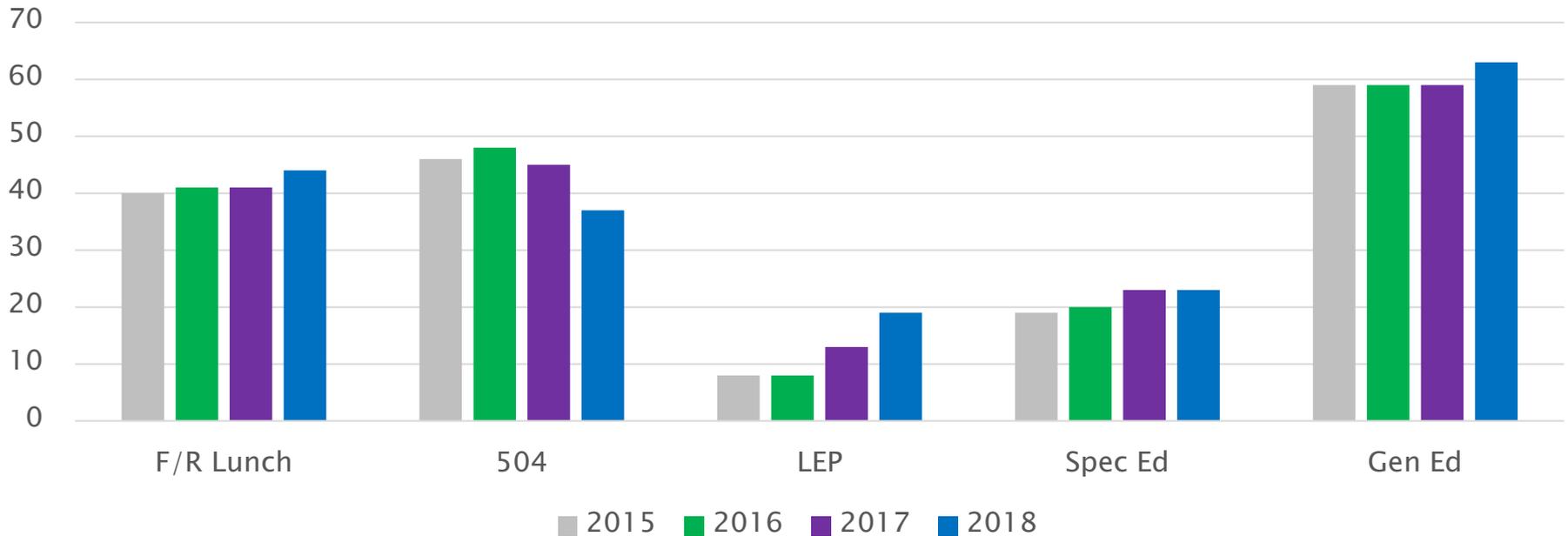
# PARCC English Language Arts Proficiency by Race

Percent Passing



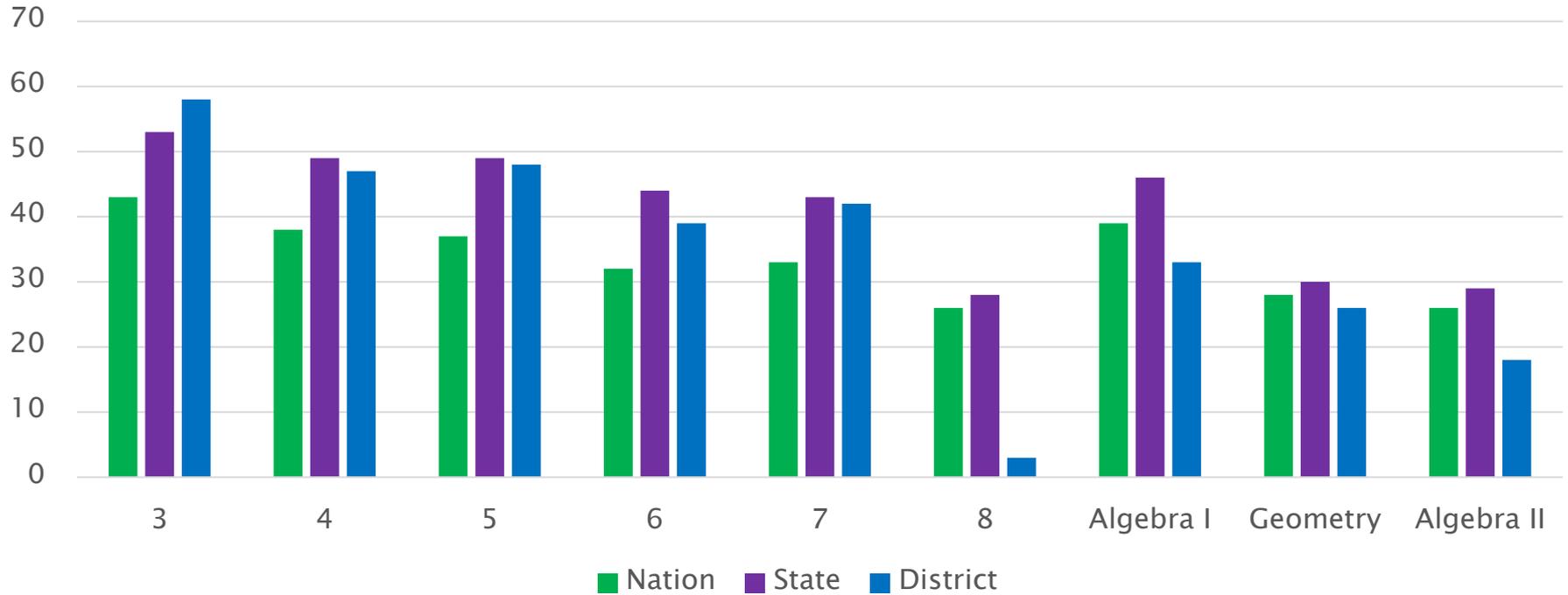
# English Language Arts Proficiency by Program

Passing Percent



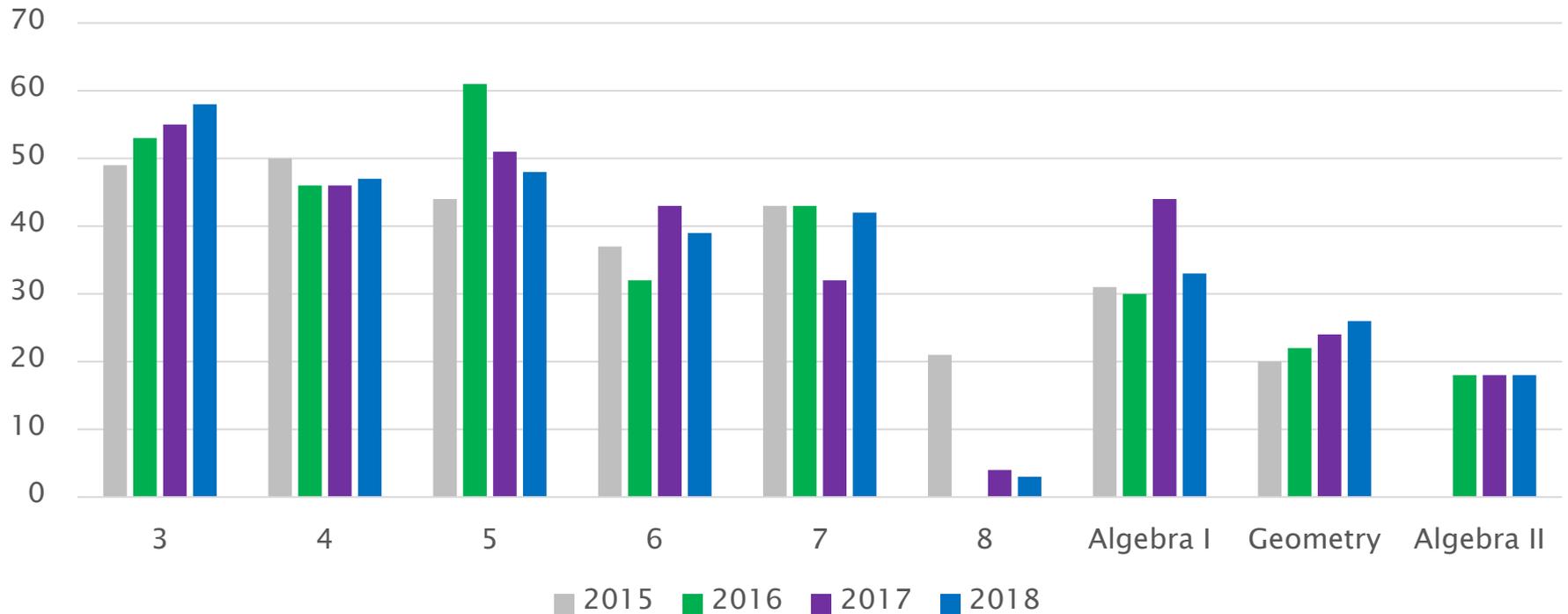
# PARCC Mathematics Spring 2018

Percent Passing



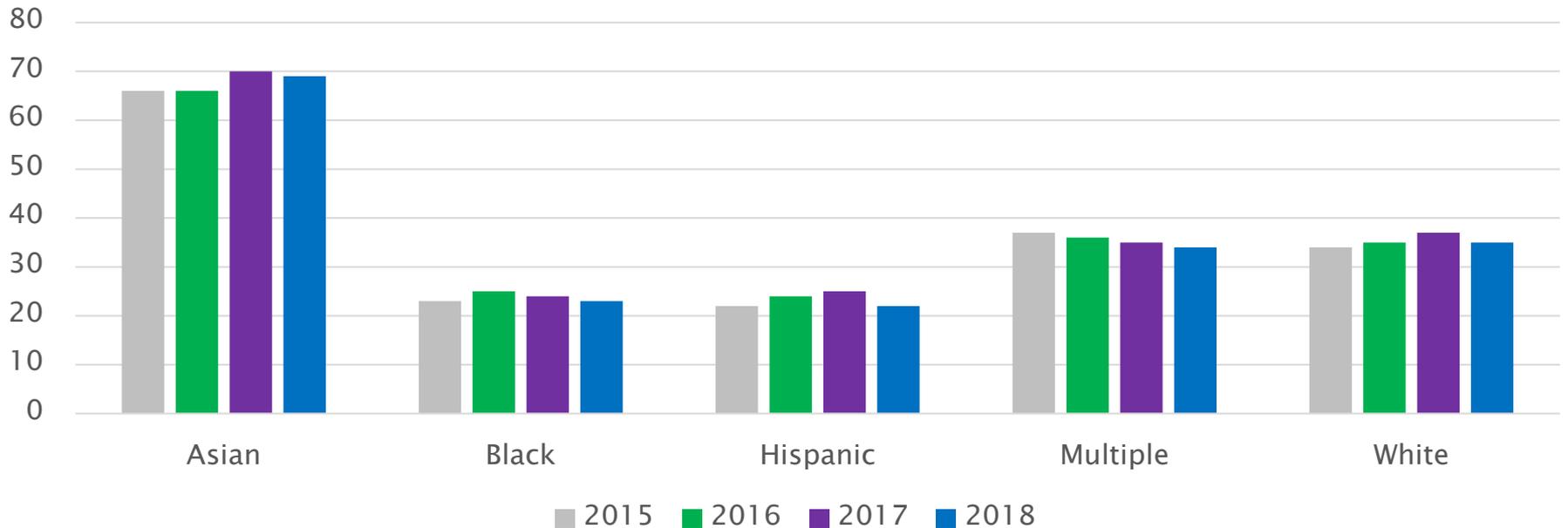
# PARCC Mathematics Comparison 2015 – 2018

Percent Passing



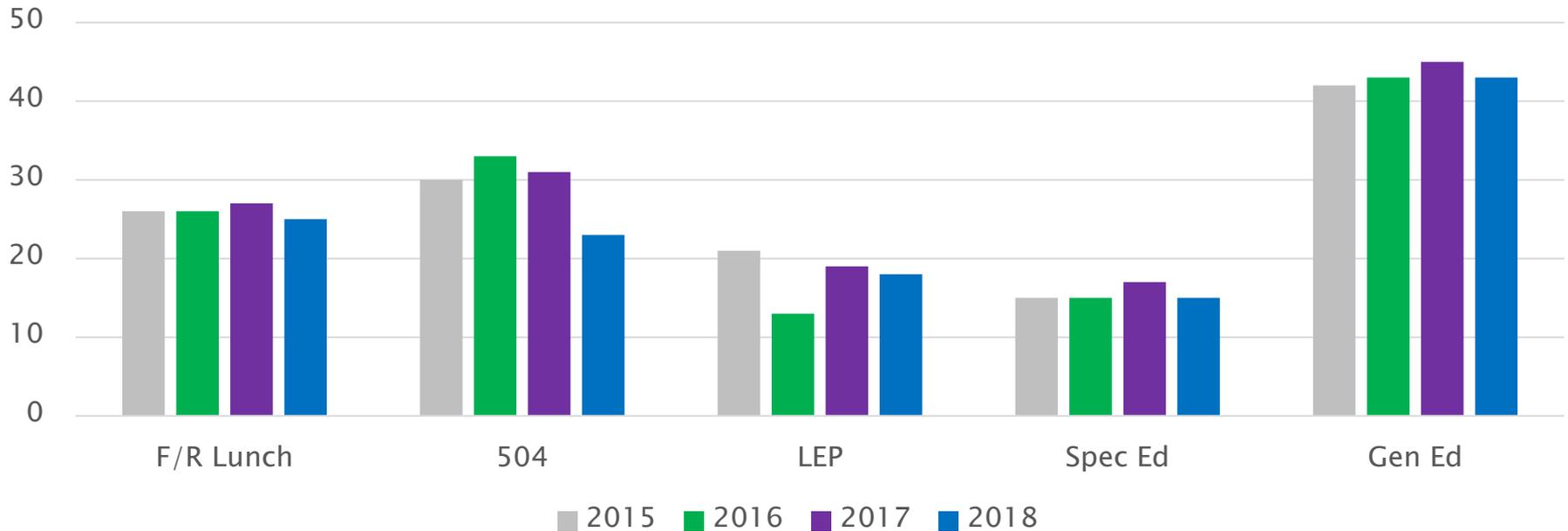
# PARCC Mathematics All Grades Proficiency by Race

Percent Passing



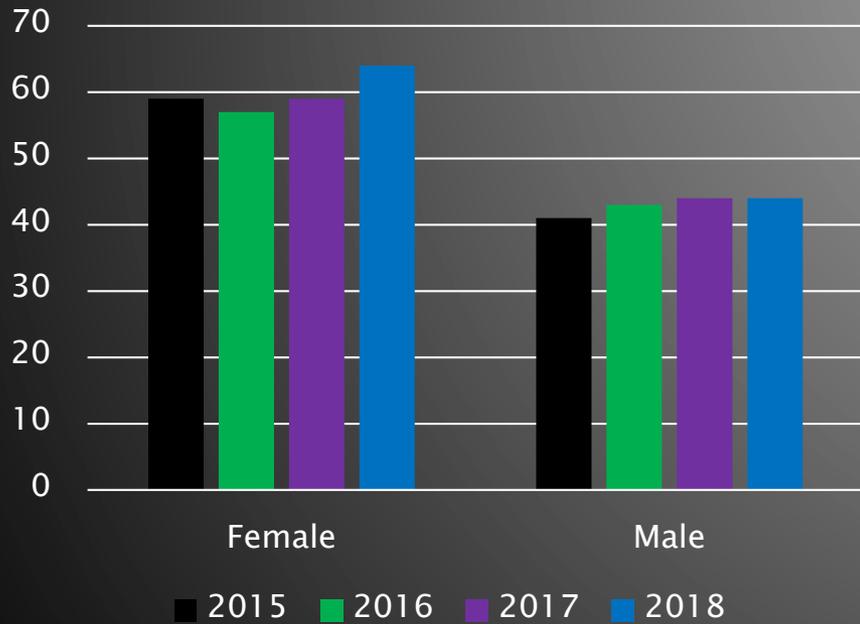
# Mathematics Proficiency by Program

Percent Passing

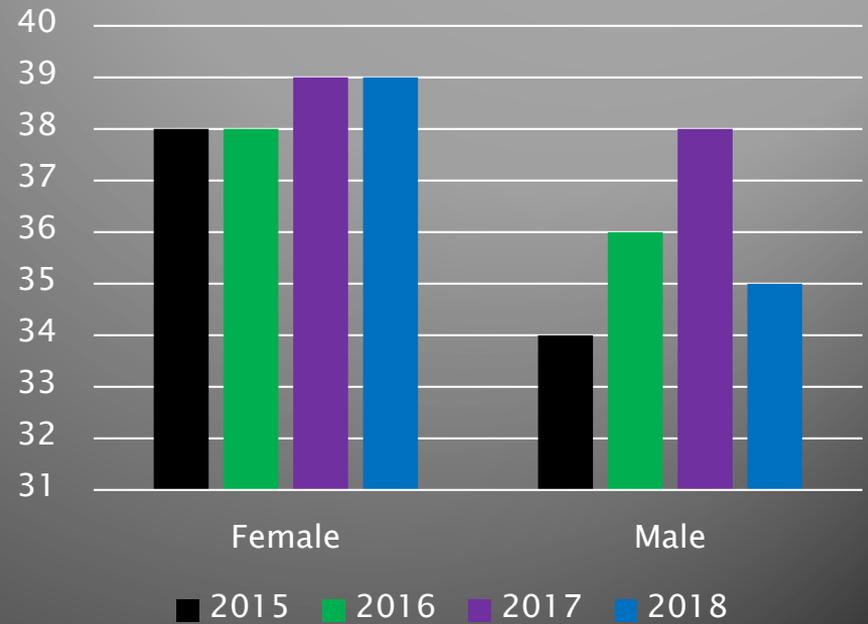


# Proficiency by Gender

## English Language Arts



## Mathematics



# AP Comparisons

	2012	2013	2014	2015	2016	2017	2018
Total Enrollment	364	377	367	322	387	359	393
Total # of Exams	194	240	215	189	336	356	358
# of Scores 3+	161	189	163	140	207	218	246
% of Scores 3+	83%	79%	76%	74%	62%	61%	69%

# Mean SAT Scores Class of 2018

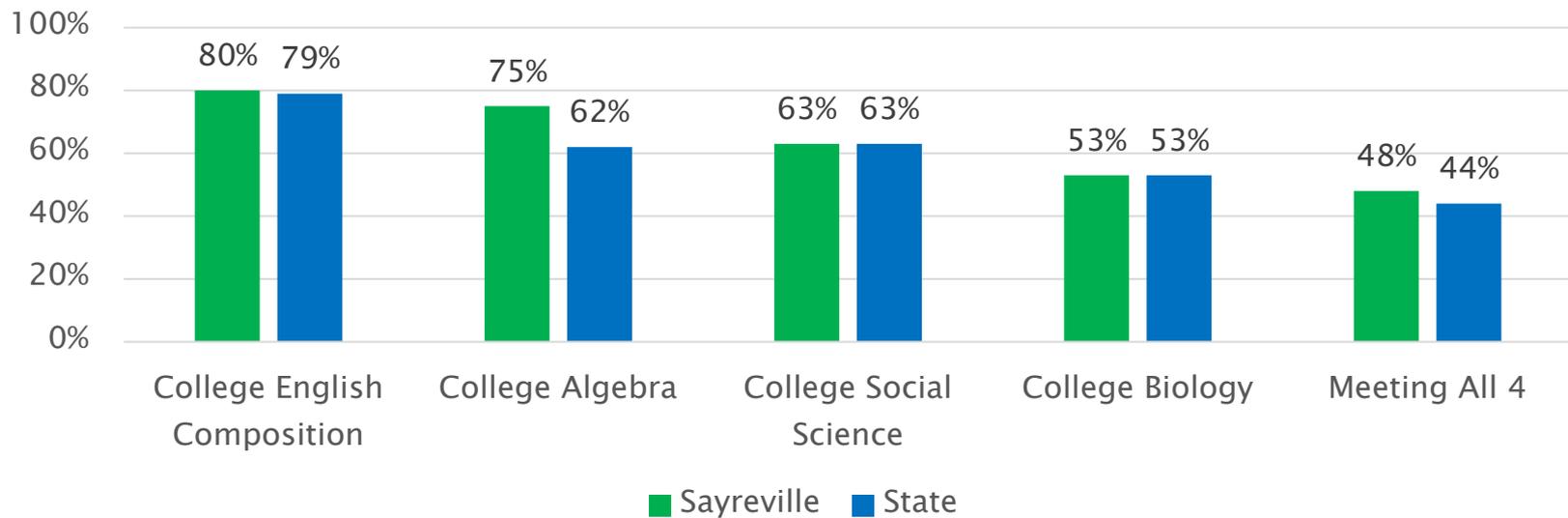
	Critical Reading		Math		Writing		NEW SAT 2017		SAT 2018	
	2015	2016	2015	2016	2015	2016	EBRW (Verbal)	Math	EBRW (Verbal)	Math
4-Year College Bound	521	522	559	553	522	520	553	562	566	575
2-Year College Bound	440	422	471	450	431	414	483	502	482	493
Total Students	491	481	526	511	488	477	532	539	543	552
State	500	495	511	514	499	492	539	537	530	526

# Five Year Trends Average ACT Scores

Grad Year	Total Tested		English		Mathematics		Reading		Science		Composite	
	District	State	District	State	District	State	District	State	District	State	District	State
2014	30	26,182	21.4	22.8	23.4	23.7	21.2	23.1	21.6	22.4	22.0	23.1
2015	46	30,263	19.2	22.9	21.8	23.7	20.6	23.3	20.4	22.6	20.6	23.2
2016	41	33,646	20.7	22.7	22.9	23.3	22.0	23.5	21.7	22.5	22.0	23.1
2017	62	35,257	22.8	23.8	24.1	23.8	23.7	24.1	22.9	23.2	23.5	23.9
2018	64	32,590	24.0	23.8	24.9	23.6	24.5	24.0	23.8	23.0	24.4	23.7

# Are Our Students Ready for College?

Percent of ACT-Tested Students Ready for College



# Looking Back: 2017 -2018 Initiatives

- ▶ Standards–Based Grading K – 5
  - ▶ Fountas & Pinnell Classroom K – 2
  - ▶ ELL Tutorial Program 6 – 12
  - ▶ Twenty five new and revised curriculum guides
  - ▶ Science materials to support NGSS K – 5
  - ▶ Sheltered Instruction Observation Protocol (SIOP) to support English Language Learners
  - ▶ New sequence of HS Science courses – Physics grade 9
  - ▶ High School Academies – Foundations of Academic and Community Training in Education (FACT) and Sayreville Business Academy (SBA)
  - ▶ Playworks
- 

# Looking Ahead: 2018 - 2019 Initiatives

- ▶ Leveled Literacy Intervention for Academic Support Program
- ▶ Achieve 3000 grades 3 – 5
- ▶ Academic Support Mathematics teacher at Samsel
- ▶ Online Algebra I modules
- ▶ Career and Technical Education (CTE)
- ▶ New ELL materials in grades 6 – 8
- ▶ Responsive Classroom in all K – 5 schools
- ▶ NJ Teacher to Teacher coaching K – 5
- ▶ BASF Science Education Grant
- ▶ Rutgers University Behavioral Healthcare at Samsel and Middle School