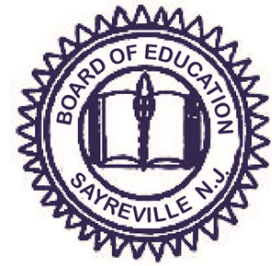




**Sayreville Public Schools**  
**Vision 2030**

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**Dr. Richard R. Labbe, Superintendent of Schools**  
**Mr. David Knaster, Assistant Superintendent**

**Mr. Eric Glock-Molloy, Assistant Superintendent**  
**Ms. Erin Hill, Business Administrator/Board Secretary**

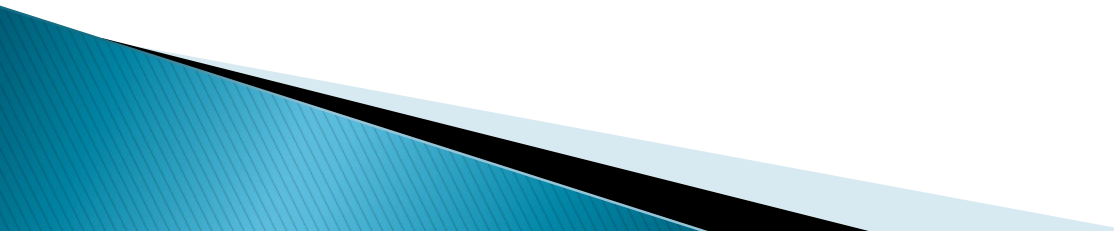
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# 2024 Sayreville Public Schools State of the Schools Address

Presented by: Dr. Labbe, Ms. Hill, & Ms. Grossman  
and Mr. Glock-Molloy  
**Tuesday, October 15, 2024**

***“Prioritize, Utilize, & Execute!”***

# 2024 State of the Schools Address

- ▶ Overview & 2023–24 Accomplishments – Dr. Labbe
  - ▶ 2023–24 Goal Achievement Review & 2024–25 Goals – Dr. Labbe
  - ▶ 2024–25 Budget Development Calendar – Ms. Hill
  - ▶ 2024 NJSLA and SAT Student Results – Ms. Grossman
  - ▶ 2023–24 HI Self-Assessment Ratings – Mr. Glock–Molloy
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# OVERVIEW

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

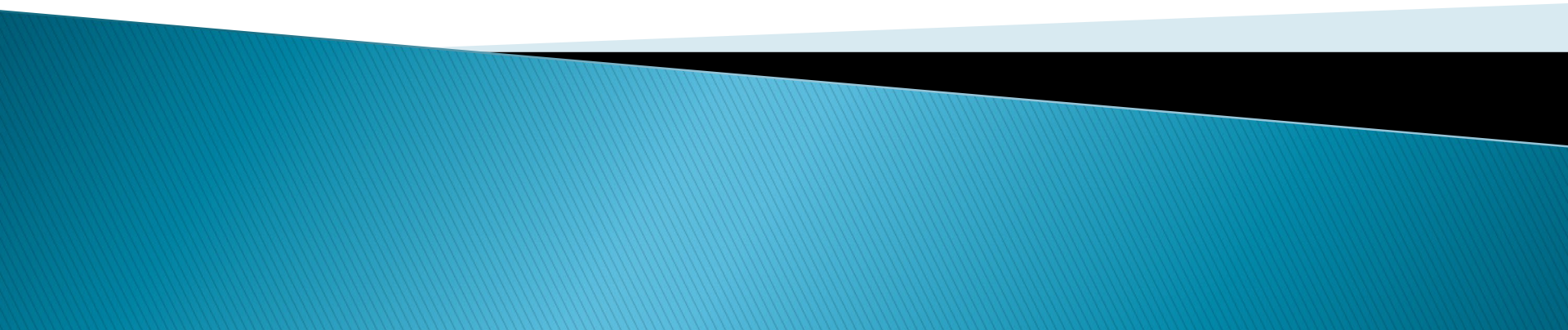
# 2023–24 Major Accomplishments

- ▶ Installed the HVAC systems for the entire Truman School and the 2<sup>nd</sup> floor at the high school.
- ▶ Installed new windows at Arleth, Selover, and the middle school.
- ▶ Refurbished student bathrooms, replaced corridor floors, and constructed a secure retention vestibule at Selover.
- ▶ The roofs at Arleth, the upper elementary school, and the high school were either replaced or resealed, while the roofs at the middle school and Wilson should be replaced by the end of this month.
- ▶ Installed electrical grids and switchgears at Samsel and the high school and are in the process of doing the same at Truman.
- ▶ Are preparing to replace the windows at Wilson, the upper elementary school, and the high school.
- ▶ Began preparing the upper elementary school and middle school for the installation of HVAC systems. Replaced the controls and dampers in the E-Wing at the middle.
- ▶ At the upper elementary school, the parking lot was repaved, the handrails for the exterior staircase leading to the central office and board of education wing were replaced, and the drainage system in front of the central receiving door was repaired.
- ▶ Student bathrooms at Arleth are being refurbished.
- ▶ Student and staff bathrooms at middle school will be renovated later in the school year.
- ▶ The parking lot at Truman will be repaved during spring recess.

# 2023–24 Major Accomplishments

- ▶ High school AP courses continued to demonstrate extraordinary results.
  - 11 courses saw an increase in average score, in which five classes had an average of over 4 points (5 is the highest point total).
  - The average score for AP Precalculus, which was offered for the first time last year at the high school, was 4.92.
- ▶ More 11<sup>th</sup> grade students than ever demonstrated graduation proficiency on the NJGPA.
  - 90% of our 11<sup>th</sup> graders passed the English language arts (ELA) portion, which is a 3% increase from last year and 8% better than the state average.
  - 62% passed the mathematics part, which was 5% better than last year and 7% higher than the state average.
- ▶ Students across the district also demonstrated progress, as evidenced by their performance on the New Jersey Student Learning Assessment.
  - Students in the grades 4,5,8, and 9 demonstrated considerable progress in ELA.
  - In mathematics, 6<sup>th</sup> and 7<sup>th</sup> grade cohorts performed better, as did 8<sup>th</sup> and 9<sup>th</sup> grade students who took the Algebra 1
    - 73% of the students in the middle school who took the Algebra 1 test demonstrated proficiency.

# Review of 2023–24 District Goals Results



# 2023-24 Goals

## FINANCE:

1. Secure funding to finish the carport and rooftop solar panel projects at the high school by January 2025. **In progress**
2. Secure funding to purchase the remaining 54 passenger seat buses and minibuses needed for the district to perform 100% of bus routes in-district by September 2024. **Achieved**
3. Secure funding to renovate the current bus garage for the purpose of transforming it into a Buildings and Grounds Complex by September 2024. **In progress**
4. Work with the District's Financial Advisors to monitor interest rates and refund the Series 2013 Bond by June 2024 if interest rates are favorable.
5. Secure local and grant funding to continue to pay for Tier 2 and 3 mental health services. **In progress**
6. Secure a payment method for parents to pay fees and fines with credit cards by September 2024. **Achieved**

# FACILITIES:

1. Complete the site development of a new transportation complex on Cheesequake Road by September 2024. **In progress**
  2. Complete Facility Improvement Referendum Bid Projects 1-3 and 6 by September 2024. **Achieved**
  3. Finish the carport and rooftop solar panel projects at the high school by January 2025. **In progress**
  4. Explore parking area deficiencies at the Eisenhower School and the Sayreville Middle School and establish a plan of action by June 2024 to address those deficiencies. **In progress**
- ▶ Explore drainage problems at the high school Athletic Fields, Arleth School, and Samsel Upper Elementary School and establish a plan of action by June 2024 to address those deficiencies. **Achieved**



# INFORMATION, TECHNOLOGY & OPERATIONS:

1. Complete the upgrade of physical server and network infrastructure by June 2024. **Achieved**
2. Upgrade the district network switching infrastructure by June 2024. **Achieved**
3. Complete the expansion and upgrade of district and interagency communication (two-way radio and public announcement) systems by June 2024. **Achieved**
4. Complete the installation of a new public address system at the Truman School by January 2024. **Achieved**
5. Complete the effective implementation of district and individual school threat assessment teams, which includes the use of a software to assist in implementing threat assessment team procedures, particularly the development and maintenance of a threat list by June 2024. **Achieved**
6. Secure funding for a new a new public address system at the Samsel upper Elementary School for installation by September 2024. **Achieved**
7. Secure funding to expand virtual and/or augmented reality instructional programming in grades 6-8 by September 2024. **Not achieved - Recalculating**
8. Secure funding to construct and install an ESport Lab in the media center at the high school by September 2025. **Achieved**
9. Secure funding to appoint appropriate staff in each school for Technology Integration Facilitator stipend positions for the 2024-25 school year. **Achieved**

# STUDENT ACHIEVEMENT:

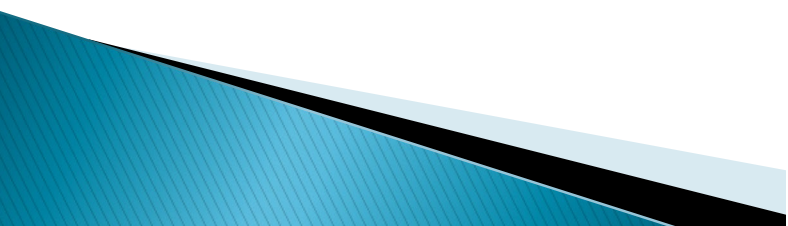
1. Students in Pre-K – 12<sup>th</sup> Grade will show improvement in their overall literacy skills as evidenced by:
  - a. 56% of the students in grade 9 meeting or exceeding expectations as measured on the 2024 New Jersey Student Learning Assessment - ELA (2022-2023 cohort baseline is 45.3%). Not Achieved – 52.4%
  - b. 54% of the students in grade 4 meeting or exceeding expectations as measured on the 2024 New Jersey Student Learning Assessment - ELA (2022-2023 cohort baseline is 43.6%). Not Achieved – 49.8
2. Students in Pre-K- 12<sup>th</sup> Grade will show improvement in their overall mathematic skills as evidenced by:
  - a. 65% of 11<sup>th</sup> grade students passing the 2024 New Jersey Graduation Performance Math Assessment (2022-23 baseline is 56.5%). Not Achieved – 61.6%
  - b. 45% of the students enrolled in grade 7 meeting or exceeding expectations as measured on the 2024 New Jersey Student Learning Assessment-Math (2022-2023 cohort baseline is 32.3%). Did not achieved – 33%

3. Increase the percentage of students with disabilities being appropriately educated in the least restrictive environment (general education setting) 80% of the day to over 45% by June 2024. **Not achieved – 43.6%**
4. Effectively implement the Heggerty Phonics Program in grades K-1 by January of 2024. **Achieved**
5. Develop and implement a district-wide science benchmark assessment for students in grades 4-11 by May 2024. **Achieved**
6. Develop and implement a district-wide writing assessment for students in grades 3-10 by September 2024. **Achieved**
7. Expand virtual and/or augmented reality instruction across the curriculum to grades 6-8 by September 2024. **Not achieved - Recalculating**
8. Select and secure funding for the implementation of a new special education alternative literacy development program by September 2024. **Achieved – Sondag Systems**
9. Select and secure funding for the implementation of a new high school English language arts program by September 2024. **Achieved – Study Synch**

## CULTURE AND CLIMATE:

1. Decrease violent and substance abuse related student behaviors that result in suspensions, particularly long-term suspensions as compared to the 2022-23 school year. **Not Achieved**
  2. Increase student attendance and decrease the number of students who are chronically absent from school as compared to the 2022-23 school year. **Achieved**
  3. Improve student learning and social and emotional development by addressing the diverse needs of students in grades 4-5 through the implementation of a diversity, equity, and inclusion youth advisory council by June 2024. **Achieved**
  4. Increase staff minority representation for the 2024-25 school year as compared to the 2023-24 school year through the creation of and action plan collaboratively developed by a diverse coalition of administrators, faculty, and support staff members. **Achieved**
- ▶ Expand leadership capacity within the next five years through the creation of a district and building leadership succession plan by June 2024. **Achieved**

# Prioritize, Utilize, & Execute

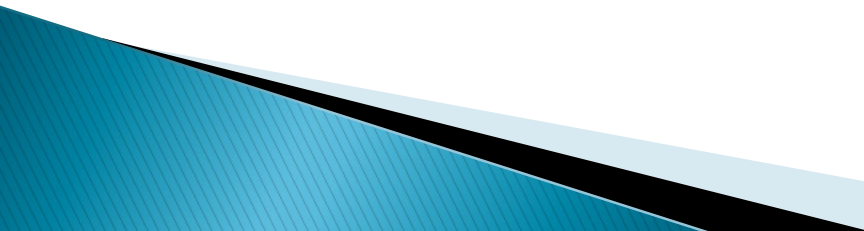
- ▶ Prioritize goals and objectives.
  - ▶ Utilize the abundant resources and training we have received in a strategically developed plan of action.
    - evaluate the highest priority problem.
    - lay out in simple, clear, and concise terms the highest priority effort for your team.
    - develop and determine a solution, seek input from key leaders and from the team where possible.
    - direct the execution of that solution, focusing all efforts and resources toward this priority task.
    - move on to the next highest priority problem. Repeat.
    - when priorities shift within the team, pass situational awareness both up and down the chain.
    - don't let the focus on one priority cause target fixation. Maintain the ability to see other problems developing and rapidly shift as needed.
  - ▶ Execute the plan.
- 

# 2024-25 Goals

## FINANCE:

1. If the lawsuit with the Borough is adjudicated, coordinate the bidding and oversee the construction of the new Transportation Complex by December 2025.
2. If the contractual matter with Greenskies is mitigated, coordinate the completion of the high school Solar PPA by September 2025.
3. Secure funding to purchase and install emergency generators for all K-12 schools by September 2025.
4. Secure funding to purchase and install a greenhouse at SWMHS by September 2025.
5. Secure funding to refurbish the Bombers Beyond Apparel Store by September 2025.
6. Secure funding to install trailers and renovate the current bus garage for the purpose of creating an extra service bay and eventually transforming it into a Buildings and Grounds Complex by December 2025.
7. Secure funding to operate both the Project Before Cheesequake and OLV Schools by September 2025.

# FACILITIES:

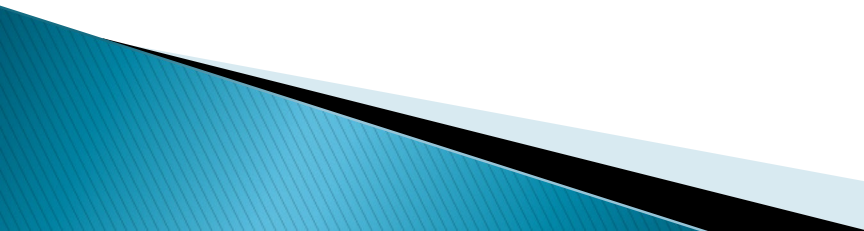
1. If the lawsuit with the Borough is adjudicated, complete the site development and parking lot of a new transportation complex on Cheesequake Road by September 2025.
  2. If the contractual matter with Greenskies is mitigated, oversee the completion of the high school Solar PPA by September 2025.
  3. Install emergency generators for all K-12 schools by September 2025.
  4. Install trailers and renovate the current bus garage for the purpose of creating an extra service bay and eventually transforming it into a Buildings and Grounds Complex by December 2025.
  5. Install a greenhouse at SWMHS by September 2025.
  6. Renovate and refurbish the OLV school by September 2025.
  7. Refurbish the Bombers Beyond Apparel Store by September 2025.
  8. Explore parking area deficiencies at the Eisenhower School and establish a plan of action by June 2025 to address those deficiencies.
- 


# INFORMATION, TECHNOLOGY & OPERATIONS:

1. Install a new public address system at the Samsel Upper Elementary by January 2025.
2. Distribute and maintain student identification cards for all students in preschool – 12<sup>th</sup> grade by December 2024.
3. Enhance the district Cyber Security Plan through the implementation of a multifactor authentication and strong password system for all staff members by December 2024.
4. Secure all network MDF/IDF locations at Eisenhower and Truman schools by June 2025.
5. Upgrade the technology and security infrastructure at the OLV School by June 2025.
6. Secure funding for one technician and two campus security monitors for the OLV School by January 2025
7. Construct and install an ESports Lab in the media center at the high school by June 2025.
8. Purchase Esports Lab equipment and resources by January 2025

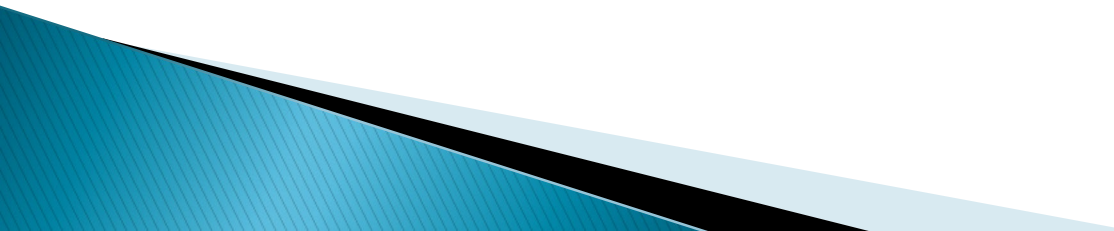


# STUDENT ACHIEVEMENT:

1. Students in Pre-K – 12<sup>th</sup> Grade will show improvement in their overall literacy skills as evidenced by:
    - a. 56% of the students in grade 3-5 meeting or exceeding expectations as measured on the 2025 New Jersey Student Learning Assessment - ELA (2023-2024 cohort baseline is 49.7%).
    - b. 57% of the students in grades 6-9 meeting or exceeding expectations as measured on the 2025 New Jersey Student Learning Assessment - ELA (2023-2024 cohort baseline is 51.5%).
  2. Students in Pre-K- 12<sup>th</sup> Grade will show improvement in their overall mathematic skills as evidenced by:
    - a. 67% of 11<sup>th</sup> grade students passing the 2025 New Jersey Graduation Performance Math Assessment (2023-26 baseline is 61.6%).
    - b. 45% of the students enrolled in grades 5-7 meeting or exceeding expectations as measured on the 2025 New Jersey Student Learning Assessment-Math (2023-2024 cohort baseline is 38.3%).
- 

3. Students in Pre-K will show improvement in their overall readiness for kindergarten as evidenced by 51% of 4–5-year-olds demonstrating readiness on the Tools of the Mind Skills Pre-K Academic Checklist (2023-2024 cohort baseline is 46%).
  4. Effectively implement My Reading and My Math Academy in grade 3 by December 2024.
  5. Effectively implement the StudySync English language arts program and resources in grades 9-12 by December 2024.
  6. Explore and pilot the StudySync English language arts program and resources in grades 6-8 by January 2025.
  7. Administer the first district-wide writing assessment for students in grades 4-10 by June 2025.
  8. Explore, pilot, and potentially purchase a new math textbook and electronic resources for grades 6-7 by June 2025.
  9. Increase the percentage of students with disabilities being appropriately educated in the least restrictive environment (general education setting) 80% of the day to over 45% by June 2025.
  10. Open the new Bombers Unified Apparel Store and Community Hub by June 2025.
  11. Effectively implement the Sondag System alternative literacy development program in resource centers in grades K-5 by December 2024.
  12. Purchase and professional lydevelop teachers for the expansion of the Sondag System alternative literacy develop program in grades 6-8 resource centers by June 2025.
  13. Explore, pilot, and potentially purchase a new research-based alternative math program for resource centers in grade 4-8 by June 2025.
- 

## CULTURE AND CLIMATE:

1. Decrease violent student behaviors that result in suspensions, particularly long-term suspensions as compared to the 2023-24 school year.
    - ▶ Increase student attendance and decrease the number of students who are chronically absent from school as compared to the 2023-24 school year.
- 

# 2025–26 Budget Development Calendar

- **October 15, 2024 – State of the Schools Address**
- **December 6, 2024 – All Budget Data Due in CSI**
- **January 7, 2025 – BOE Reorganization and Food Services State of Operations**
- **January 17, 2025 – Balanced Preliminary Budget Submitted to BOE**
- **January 21, 2025 – Schools and Curriculum & Instruction Presentations**
- **February 4, 2025 – Special Education and Athletics Presentations**
- **February 18, 2025 – Buildings & Grounds, Capital Projects, and Transportation Presentations**
- **March 4, 2025 – Technology and Personnel Presentations**
- **March 18, 2025 – BOE Approval of Preliminary Budget**
- **April 1, 2025 – Let the Children Lead**
- **April 29, 2025 – Public Hearing and BOE Adoption of Final Budget**

Dates subject to change based on Board Meeting Schedule Approved at January 2<sup>nd</sup> Reorganization Meeting

# 2023-24 HIB Self- Assessment Ratings

Mr. Glock-Molloy



# 2024 NJSLA and SAT Results

Ms. Grossman

