



# HEMPSTEAD MONITOR RECOMMENDATIONS FOR 2024-2025



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**2024–2025 School Year Hempstead Union Free School District Annual Plan Updates**

<b>INTENDED RESULTS</b> Long-Term Goals/Outcomes	<b>PLANNED WORK</b> Monitor Recommendations	Evidence
	<b>ACADEMIC IMPROVEMENT PLAN</b>	
<p>AG1. Each school will have an average daily attendance rate at or above 90% for the 2024–2025 school year.</p> <p>AG2. Each school will have a chronic absenteeism rate below 30% for the 2024–2025 school year.</p>	<p>A6: The Hempstead Union Free School District (“the district”) shall continue its activities designed to reduce the percent of students chronically absent and increase Average Daily Attendance. During the first quarter of the 2024–2025 school year, the district shall evaluate the effectiveness of these activities and modify, where appropriate, activities for the remainder of the 2024–2025 school year. The results of this evaluation will be presented and discussed with the Board of Education at a meeting in October or November, 2024</p>	<p>Average daily attendance and chronically absent reports on Forecast 5 or its equivalent by grade within district and school for inclusion in the second and fourth quarterly district reports.</p> <p>Periodic logs of attendance teachers and/or other professional, medical, or clerical staff assigned to attendance follow-up.</p> <p>List of building or district meetings where student attendance is discussed with agenda items and resolutions if any for inclusion in the midyear and yearend district reports.</p>
<p>AG3. 95% of students enrolled in grades 3 thru 8 will participate in the State tests in English language arts (ELA) and math administered in spring 2025.</p>	<p>A1: (amended) During fall 2024, the district shall evaluate its strategies to achieve a 95% participation rate on the State language arts and math exams, continue those strategies that have been effective and modify current strategies or implement new ones to further increase participation in State assessments.</p>	<p>The percent of students in each school who participated in the grades 3-8 ELA and math State assessments arranged by grade will be provided to the monitor within 30 days of the end date of administration of the State tests.</p>
<p>AG4. By August 1, 2025, the district shall have a fully functioning student data repository and retrieval system for use by central and building administrators and building instructional and counseling staff to inform and evaluate instruction while also providing various views</p>	<p>A2: The district shall continue to upload into Forecast 5, Branching Minds, or their equivalents student performance data, to include, but not be limited to, attendance, enrollment, participation and performance on all assessments, discipline actions, and support program service enrollment. To the extent possible, all data will be</p>	<p>Data from September 2024 and June 2025 administrations of NWEA, i-Ready and STAR (using both English and Spanish versions). All relevant PowerSchool information (e.g., enrollment and attendance) for the 2024-2025 school year.</p>

of student performance at the classroom, school, and district level.	<p>disaggregated by demographic and/or service eligible subgroups.</p> <p>A5: (amended) During each school year all elementary and middle school teachers shall continue to receive training on the use of reading and math test data, including but not limited to, NWEA, STAR (in both English and Spanish) and i-Ready results, to better inform instruction.</p>	<p>A list of 2024–2025 school year training sessions, topics covered, and participants (name, grade, and school).</p>
AG5. The percent of students performing at Level 1 will decline by 10% and the percent of students in levels 3 and 4 will increase by 10% on the 2025 administration of the state tests compared to the performance on the 2024 administration	<p>A3: (Amended) The district shall continue gathering comparative data using NWEA, i-Ready, STAR and State assessments to determine annual growth for K–8 students within the math and language arts programs. For the September to June administration cycle, students will show a year's growth. The district should consider reducing the number of testing protocols.</p> <p>A4 (Updated) Recommendations by the district for continuation, modification or replacement of the elementary reading and math programs shall be made for inclusion in the 2025–2026 school district budget.</p> <p>A8a: (Amended) Consistent with 100.4(d) of Commissioner's Regulations, the district shall during the 2024–2025 school year enroll 8<sup>th</sup> grade students in Regent's math and science courses. Students enrolled in these courses shall take the Regents exam in their respective course.</p> <p>A8b: (Amended) Where appropriate, math and science curriculum in 4<sup>th</sup> through 7<sup>th</sup> grades shall be rewritten to</p>	<p>Data from September 2024 and June 2025 administrations of NWEA, i-Ready and STAR (using both English and Spanish versions). Data from spring 2024 State exams. Percent of students moving to a higher performance level on year-to-year State assessments.</p> <p>Midyear data from administration of i-Ready, NWEA and STAR will be used as basis for recommendations. Recommendation to include a methodology, if change is needed, and an estimated cost for inclusion in the proposed 2025–2026 school year.</p> <p>By the end of the first quarter a list of 8<sup>th</sup> grade students and enrollment status in Regent's Algebra 1, Earth Science and/or, Living Environment.</p> <p>Subject area curriculum documents that reflect the revisions made in math and science.</p>

	<p>better prepare students for Regent’s level coursework in 8<sup>th</sup> grade.</p> <p>A8c: (Amended) Prior to and during the year of the implementation of new math and science curriculum in 4<sup>th</sup> through 7<sup>th</sup> grades, teachers shall receive appropriate training on how to incorporate new lessons into the classroom instructional program.</p> <p>A10: All students shall participate in grade and age-appropriate Social Emotional Learning (SEL) programs.</p> <p>A11: The district should continue its efforts to increase the number of eligible special education students who receive instruction in a less restrictive setting.</p> <p>A12: The district shall reexamine the performance of students on the English and Spanish version of reading and math tests disaggregated by enrollment in the various ELL programs to determine program efficacy and modify offerings and placements based on the data.</p> <p>A13: (Updated) Should the test data support it at midyear, the Superintendent of Schools (“the superintendent”) or her designee, by the middle of March 2025 shall direct the business official to include in the proposed 2025–2026 school year budget sufficient funds to support expansion of biliteracy/dual language programs.</p> <p>A16: Monthly PTA meetings at each school shall continue to be held in person and virtually.</p>	<p>List of programs and a calendar of events or schedule of activities by school and grade for inclusion in the mid and end of year district reports.</p> <p>Number of enrollees in special education programs and service levels disaggregated by school for the current and past year at the end of the first and fourth quarters.</p> <p>STAR testing results for ELL students in Spanish and English.</p> <p>A schedule of meetings by school and, where possible, a list of or the number of attendees at each meeting for the second and fourth quarterly reports.</p>
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AG6. Hempstead High School's 4-year graduation rate as of August 2025 will exceed the school's August 2024 4-year graduation rate.	A9: (Updated) The district shall provide to the monitor for inclusion in its first quarterly report modifications to its current plans that are needed to increase, compared to the 2023–2024 school year, the district's June and August 2025 4-year Regents Diploma graduation rate; the	<p>Regents diplomas issued in June and August 2024 for the high school and the district.</p> <p>The number and percent of Regents Diplomas with Advanced Designation for June and August 2024 and 2025.</p>

	<p>percent of students graduating with a Regents Diploma with Advanced Designation; and the number of students enrolled in Advanced Placement (AP) classes and taking AP exams.</p> <p>A24 (new) The district shall submit to the board a proposal to establish high school alternative education opportunities for the 15% of students not graduating with a diploma. If adopted by the board, the district shall place in the proposed 2025-2026 school year budget sufficient funds to implement the program during the 2025–2026 school year.</p> <p>A25: (new) The district shall incorporate college graduation data compiled by Nassau BOCES from two- and four-year programs into its annual report to the Board of Education (“the board”) on high school graduation.</p>	<p>A list of AP course offerings, and the number of students by grade enrolled in one, two, or three or more AP course(s) divided by the number of students in the grade level cohort for inclusion in the first and third quarterly district reports.</p>
AG7. All instructional staff observations and evaluations shall be completed by the contractual deadline.	<p>A14: Each school year teacher observations and evaluations shall be submitted to the personnel office by the contractual deadline.</p> <p>A15: At an executive session of the board held at least one week before the meeting at which the board shall consider tenure recommendations for teachers, folders for each candidate including at least one year of observations and the current evaluation shall be made available to members of the board for their review.</p>	<p>List of any teacher by building for whom an evaluation was not completed on time. For inclusion in the fourth quarterly report.</p> <p>Folders for each teacher on the docket for teachers who are being considered for tenure.</p>

## Fiscal Plan Update

<b>INTENDED RESULTS</b>	<b>PLANNED WORK</b>	
<b>Long-Term Goals/Outcomes</b>	<b>Monitor Recommendations</b>	<b>Evidence</b>
<p>FG2. Each year's fiscal plan will be balanced, such that proposed expenditures do not exceed known revenues.</p>	<p>F2: (Updated) Assuming accurate approved operating expense (AOE) data are available, the district shall use the State formula for developing the annual charter school tuition estimate for inclusion in the proposed 2025–2026 school year budget.</p> <p>F9: To better contain costs, agreements with attorneys representing the district will clearly and specifically outline services and costs covered by retainers and hourly chargers.</p> <p>F11: The district shall develop a proposed budget for the 2025–2026 school year in accordance with the budget calendar adopted by the board.</p> <p>F12: 2023–2024 school year recommendations from the external auditor will be implemented fully during the 2024–2025 school year.</p> <p>F13: All Medicaid reimbursement for which the district is eligible during the 2024–2025 school year will be applied for timely.</p> <p>F14: All STAC (System to Track and Account for Children) forms will be submitted on time.</p> <p>F16: By September 15 of each fiscal year, settlement amounts or estimates from outstanding litigation shall be submitted to the business office and the external auditors by district Counsel.</p>	<p>January 2025 estimate of AOE.</p> <p>Charter school enrollment estimates for the 2025–2026 school year from charter schools.</p> <p>Copies of retainer agreements approved by the Board for the 2024–2025 fiscal year.</p> <p>Adopted budget by the board for the 2025–2026 school year.</p> <p>Auditor's recommendations based on 2203–2024 expenditures and the district action plan shall be provided to the monitor prior to the fall 2024 board meeting at which the external auditors present their findings.</p> <p>Amount eligible and amount for which applications were submitted for inclusion in the 2025–2026 budget.</p> <p>List of eligible student numbers and date of application to be available to the monitor on or about the deadline for submission to the State for State aid estimates.</p> <p>List of outstanding litigation and amounts to be paid for each.</p> <p>Mid and end of year reports to the Superintendent identifying unresolved problems, if any.</p>

	<p>F17: Annually, by January 15 and June 30, the Director of Facilities and Operations shall submit to the superintendent a report on attendance problems of custodial and maintenance staff, including actions taken to improve attendance.</p> <p>G2: The district, by the end of November 2024, shall have a transportation feasibility study completed that shall include, but not be limited to, the numbers of students affected, estimated costs; State aid; the identification of school safety zones, if any, within the district; and the relationship, if any, of student attendance and the distance to school.</p> <p>G5: Annually, by February 1 of each school year, the district shall have Western Suffolk BOCES update its annual enrollment study of the district.</p>	<p>A proposition considered by the board for voter action.</p> <p>A written feasibility study.</p> <p>A written update from Western Suffolk BOCES shall be made available to the monitor when it arrives in January or February 2025.</p>
<p>FG3. The district shall develop and annually update by February 1 an instructional and operational technology plan for inclusion in the annual budget.</p>	<p>F3: The district shall modify where necessary and/or implement, the first of a multi-year plan for providing and/or replacing all electronic equipment, to include, but not be limited to, laptops, desktops, classroom smartboards, wi-fi nodes, servers, telephones, and any device that operates on the district's current wi-fi network.</p> <p>F4: The district shall implement successfully its 2024–2025 school year technology plan for inventorying; repairing; maintaining; and, where appropriate, insuring all district owned electronic devices.</p> <p>F6: (Amended) A Smart Bond plan for the use of remaining funds shall commence during the 2024–2025 school year.</p>	<p>The implemented technology plan using the dollar amounts included in the 2024–2025 budget for inclusion in the first quarterly district report.</p> <p>A written plan, budget, and actions taken for inventorying, repairing, maintaining, and insuring where appropriate electronic devices for inclusion in the 2025-2026 budget.</p> <p>Evidence of the 2024-2025 maintenance plan implementation shall be provided to the monitor as part of the second quarterly report.</p>

FG4. The district shall make every effort to reduce the fiscal impact of charter school costs on the total general fund expenditures.	<p>F8: The district should continue to work with legislators, the State University of New York and the Board of Regents to reduce the fiscal impact of charter school tuitions on the annual budget and limit the number of students from the district attending charter schools.</p> <p>F20 (new) The district shall work with the charter schools to ensure the charter schools provide documentation that students for whom tuition is being claimed reside in the district.</p> <p>F21 (new) Prior to payment, the district shall require charter schools serving district students to submit documentation of any special education service provided directly for which the charter school is claiming reimbursement.</p>	Written proposals to and schedule of meetings with legislators.
FG5. The district shall complete the voter approved bond issue projects by the opening of the 2026-2027 school year.	F18: The Clerk of the Works shall manage the implementation of the Energy Performance Contract (EPC) and the 2022 Bond referendum and ensure, to the extent possible, that the timelines for work scheduled are met and the work is done to the satisfaction of the district and within the specified budget.	<p>Schedule of and agenda for meetings with contractors and architects.</p> <p>Monthly reports by the Clerk of the Works that the timelines are being met.</p>
FG6. The district shall include in its budget report to the monitor a five-year balanced revenue and expenditure plan.	F19: The district shall develop for inclusion in the budget report to the monitor, a plan to reduce expenditures in future years' budgets should revenue projections in the 2024–2025 Five Year Plan for the 2025-2026 school year not come to fruition.	An updated 5-year plan reflecting 2025-2026 anticipated revenue from the local levy, State aid, and other sources.
FG7. The district will complete plans for and submit to the voters of Hempstead in May 2025 a bond proposal to pay for upgrading infrastructure, removing all remaining	G4: The district with its architects shall develop the plans and specifications for a bond referendum that will add sufficient space to the elementary buildings to replace all remaining portables used for instructional purposes.	A proposition for voters to consider at the board's annual meeting (vote) in May 2025.

portables used for instruction, and adding space where needed.		
FG8. The board shall abide by New York State laws, regulations and its own district policies in the way it conducts meetings and board business.	<p>G1: Within three months of the board's receipt of required policies, the board shall review and consider policy changes recommended by the New York State School Boards Association (NYSSBA) and/or District Counsel and shall implement such policy in accordance with a schedule established by the board.</p> <p>G3: The board shall continue to review and consider all personnel recommendations of the superintendent for new hires or promotions that have been submitted in accordance with board policy and procedures. The board shall continue not to unreasonably or arbitrarily reject the personnel recommendations of the superintendent.</p> <p>G6: The board audit committee shall meet 4 times during the 2024–2025 fiscal year.</p> <p>G7: Board members shall inform the superintendent as soon as possible of any complaints or concerns made directly to the members that involve students or staff, could affect the operation of the district, or could result in litigation.</p> <p>G8: (amended) The board and superintendent shall cease placing on the board agenda “Hand Carries” that originate with them unless accompanied by a rationale as to why the item could not have been part of the regular agenda. Hand Carries suggested by school district counsel will be acted upon as needed.</p> <p>G9: Board members shall at all times follow board policy when visiting school buildings.</p>	<p>A list of policies acted on by the board during the 2024–2025 school year to be included in the district's annual report.</p> <p>A list of recommendations by the superintendent not accepted by the board and the reason(s) for withholding approval for inclusion in the district annual report.</p> <p>A list of meeting dates and the agenda for each meeting for inclusion in the district annual report.</p> <p>Copies of emails or other means of communication, if any, sent by board members to the superintendent identifying problems or complaints communicated directly to them with updates in each quarterly district report.</p> <p>Copies of hand carries with rationale, if any, to be included in the annual district report.</p> <p>List of unannounced visits, if any, by building to be included in each quarterly district report.</p>

	<p>G10: Pursuant to Commissioner’s regulation 100.2(o)(1)(vi), the board shall annually review the performance of the superintendent according to procedures developed by the board in consultation with the superintendent. Such procedures shall be filed in the district office and available for review by any individual no later than September 10<sup>th</sup> of each year. By July 31 annually, the board shall complete the annual evaluation of the superintendent.</p> <p>G11: The district shall continue to investigate the residency of students for whom there is reasonable doubt that they live within the boundaries of the district and take appropriate action should residency in another community be confirmed.</p> <p>G12: (amended and updated) During the 2023–2024 school year, the district changed website vendors, restructured its website, and provided for better electronic communication with the community. This updated plan and timeline has helped the district improve and better use its website and a variety of electronic platforms to provide the community with current and accurate information that helps residents better understand what the district provides to their children. The plan shall be amended as needed during the 2024–2025 school year.</p> <p>G13: When a new position is needed or a position is being redefined, the superintendent shall bring a proposal to the board that includes a title, a job description, and an estimated cost and budget code for board consideration and approval. Should the position be approved by the board, the superintendent shall put in place the agreed to hiring process for the position and bring a recommendation before the board at the earliest practicable opportunity.</p>	<p>A written evaluation of the superintendent by July 31, 2023.</p> <p>A semiannual list of investigations by school and their current disposition.</p> <p>A list of new or newly defined positions posted during the 2024–2025 school year.</p>
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