



FOR IMMEDIATE RELEASE  
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## **District Releases Results From Stakeholder Survey**

Paterson Public Schools revealed an internal stakeholder insight report that was developed by Hazard, Young, Attea, & Associates (HYA) at the June 6, 2024 board of education meeting which shed light on the perceptions internal staff have about the (1) vision and values of the district (2) teaching and learning within the district (3) community engagement within the district and (4) management of the district. The report was in response to the board of education's charge to Paterson Public Schools superintendent Dr. Laurie Newell to conduct a comprehensive review of the district to make recommendations to accelerate learning in a new strategic plan. The internal stakeholder survey is the first step in a five phase process to identify short-term and long-term recommendations for improvement in the areas of Student Achievement, Human Resources, Family and Community Engagement, and Operations. Planning for the survey began in January and was initially distributed to personnel on May 6, 2024.

A total of 1,724 stakeholders participated in the survey. Board President Manuel Martinez, Jr. shared, "This was a tremendous effort by our staff to take time to participate in this process. It speaks volumes to the dedication of our staff." Other board members praised the efforts of Dr. Newell and her team for working with a sense of urgency and transparently collaborating with stakeholders, including the board of education, to improve outcomes for students in Paterson Public Schools. Board members committed their support to accelerate improvement efforts. President Martinez continued, "This is where we are going to need to roll up our sleeves and dive deep into this work." In reviewing the report, Dr. Newell shared, "We must face the brutal facts of our reality. This survey provides us feedback from our internal stakeholders on what is working from their perspectives and areas where we need to focus. I am committed to working with internal and external stakeholders to improve outcomes for students. I look forward to the feedback we will receive from future focus groups and future feedback from students, parents, and the community. We must listen to everyone's perspective and ensure that our plans address the needs of all of our stakeholders."

The report, among other things, identifies four future priority areas for the district from the perspective of internal stakeholders:

- *Hiring and retaining quality teachers and administrators*
- *Preparing students to be ready for the next grade and ultimately college and career ready*
- *Addressing achievement and opportunity gaps*
- *Providing a safe environment for students and employees*

Plans for improvement started with an assessment of the current organizational structure of the school district and school administrators' performance. Next, the structure for how principals were being supervised by assistant superintendents was changed. High schools were grouped under a new assistant superintendent and schools were taken from the assistant superintendents in charge of academics, human resources, and special education so they could focus on improving their divisions. The district also prioritized addressing classrooms that have not had certified teachers for up to two years.

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Regarding the timetable for noticeable improvements, Dr. Newell reflected, “There are noticeable improvements already on the operations side of the school district. We will begin improving academics once we execute on our plan to improve professional development, better monitor student progress, and ensure we are effectively teaching to our rigorous standards. The work will take time, but we should expect to see measurable growth for our students each year based upon where they started at the beginning of the year and where students end in the Spring of each year.”

You can find a copy of the survey here: <https://hyasurvey.com/Paterson>

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