

NJ Single Accountability Continuum (NJQSAC)

District Performance Review

School Year : 2025-2026

District Information and Score Summary

District Name and CDS #:	Elizabeth Public Schools 1320	
County Name:	Union	
District Superintendent Name:	Dr. Olga Hugelmeyer	
District Mailing Address:	500 North Broad Street, Elizabeth, NJ 07208	
Superintendent Email Address:	Hugelmol@epsnj.org	
DPR Area	District Score	County Score
Instruction and Program	83%	83%
Fiscal Management	100%	100%
Governance	100%	100%
Operations	100%	97%
Personnel	100%	100%

Instruction and Program		Elizabeth Public Schools 1320			
School Year: 2025-2026					
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
1. The school district’s ELA achievement score. The score is comprised of the following: • Overall performance: The proficiency rate of all students in a school district; • Student group performance: The proficiency rate of all student groups; (Assessment data provided by NJDOE)	K - 8	10.00			
	K - 12	7.00	4.0	4.0	
	9 - 12	10.00			
2. The school district’s mathematics achievement score. The score is comprised of the following: • Overall performance: The proficiency rate of all students in a school district; • Student group performance: The proficiency rate of all student groups. (Assessment data provided by NJDOE)	K - 8	10.00			
	K - 12	7.00	2.5	2.5	
	9 - 12	10.00			
3. The school district’s science achievement score: The score is comprised of the following: • Overall performance: The proficiency rate of all students in a school district; • Student group performance: The proficiency rate of all student groups. (Assessment data provided by NJDOE)	K - 8	5.00			
	K - 12	3.50	0.6	0.6	
	9 - 12	5.00			
4. The school district’s ELA academic progress. • Academic progress is calculated to include student group performance by averaging the mSGP of all students with the average of all student groups’ mSGPs. (Assessment data provided by NJDOE)	K - 8	12.50			
	K - 12	8.75	7.5	7.5	
	9 - 12	0.00			

Instruction and Program		Elizabeth Public Schools 1320			
School Year: 2025-2026					
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
5. The school district's mathematics academic progress. • Academic progress is calculated to include student group performance by averaging the mSGP of all students with the average of all student groups' mSGPs. (Assessment data provided by NJDOE)	K - 8	12.50			
	K - 12	8.75	7.0	7.0	
	9 - 12	0.00			
6. The school district's graduation rate (average of four-year and five-year adjusted cohort graduation rates). • Graduation rate is calculated to include student group performance by averaging the combined graduation rate (i.e. the average of the four-year and five-year graduation rates) of all students with the average of all student groups' combined graduation rates. (Assessment data provided by NJDOE)	K - 8	0.00			
	K - 12	15.00	13.3	13.3	
	9 - 12	25.00			
7. The school district's measure(s) for school quality and student success is calculated to account for student group performance by averaging the rates for all students with the average of all subgroups' rates. (Assessment data provided by NJDOE)	K - 8	10.00			
	K - 12	10.00	8.5	8.5	
	9 - 12	10.00			
Summary of Achievement Score Indicators	K - 8	60	0.0	0.0	
	K - 12	60	43.4	43.4	
	9 - 12	60	0.0	0.0	

Instruction and Program		Elizabeth Public Schools 1320			
School Year: 2025-2026					
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
Indicator		Point Value	District Score Yes <u>OR</u> N/A <u>OR</u> No	County Score Yes <u>OR</u> N/A <u>OR</u> No	Comments (If the comment box turns color pink, please provide reasoning why the District and County Scores are not the same)
8. The chief school administrator (CSA) reports participation and performance results of annual Statewide assessments to the district board of education within 60 days of receipt of the finalized information from the Department. The reports include aggregated and disaggregated student group data, as well as trend and comparative analyses and appropriate intervention strategies. (N.J.A.C. 6A:8-4.3)		5	Yes	Yes	
9. ELA curriculum and instruction are aligned to the New Jersey Student Learning Standards (NJSL) in accordance with the Department's curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					
a. Curriculum designed and implemented to meet grade, grade-band, or grade-level expectations and graduation requirements; b. Integrated accommodations and modifications for students with disabilities, multilingual learners, students at risk of school failure, gifted and talented students, and students with 504 plans; c. Assessments, including, formative, summative, benchmark, and alternative assessments; d. List of core instructional and supplemental materials, including grade-level appropriate texts and decodable texts for emergent readers; e. Pacing guide; and f. Interdisciplinary connections.		3	Yes	Yes	

Instruction and Program		Elizabeth Public Schools 1320			
School Year: 2025-2026					
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
10. Mathematics curriculum and instruction are aligned to the NJSLS in accordance with the Department's curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					
a. Curriculum designed and implemented to meet grade, grade-band, or grade-level expectations and graduation requirements; b. Integrated accommodations and modifications for students with disabilities, multilingual learners, students at risk of school failure, gifted and talented students, and students with 504 plans; c. Assessments, including, formative, summative, benchmark, and alternative assessments; d. List of core instructional and supplemental materials, including grade-level appropriate texts and decodable texts for emergent readers; e. Pacing guide; and f. Interdisciplinary connections.		3	Yes	Yes	
11. Science curriculum and instruction are aligned to the NJSLS in accordance with the Department's curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					
a. Curriculum designed and implemented to meet grade, grade-band, or grade-level expectations and graduation requirements; b. Integrated accommodations and modifications for students with disabilities, multilingual learners, students at risk of school failure, gifted and talented students, and students with 504 plans; c. Assessments, including, formative, summative, benchmark, and alternative assessments; d. List of core instructional and supplemental materials, including grade-level appropriate texts and decodable texts for emergent readers; e. Pacing guide; and f. Interdisciplinary connections.		3	Yes	Yes	

Instruction and Program		Elizabeth Public Schools 1320			
School Year: 2025-2026					
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
12. Social studies curriculum and instruction are aligned to the NJSLs in accordance with the Department's curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					
a. Curriculum designed and implemented to meet grade, grade-band, or grade-level expectations and graduation requirements; b. Integrated accommodations and modifications for students with disabilities, multilingual learners, students at risk of school failure, gifted and talented students, and students with 504 plans; c. Assessments, including, formative, summative, benchmark, and alternative assessments; d. List of core instructional and supplemental materials, including grade-level appropriate texts and decodable texts for emergent readers; e. Pacing guide; and f. Interdisciplinary connections. g. Amistad Commission mandates* that curricula in K-12 include the teaching of the African slave trade, slavery in America, the vestiges of slavery in this country, and the contributions of African Americans to this country; h. Holocaust Commission mandates* that curricula in K-12 address issues of bias, prejudice, and bigotry, including bullying, through the teaching of the Holocaust and genocide; and i. The Commission on Asian American Heritage mandates that curricula in K-12 address the contributions, history, and heritage of Asian Americans and Pacific Islanders (AAPI) in accordance with N.J.S.A. 18A:35-4.44. * Mandates can be met in content areas other than social studies. Being out of compliance with either mandate results in the loss of all points for this indicator.		3	Yes	Yes	
13. World languages curricula and instruction are aligned to the NJSLs in accordance with the Department's curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					
a. Curriculum designed and implemented to meet grade, grade-band, or grade-level expectations and graduation requirements; b. Integrated accommodations and modifications for students with disabilities, multilingual learners, students at risk of school failure, gifted and talented students, and students with 504 plans; c. Assessments, including, formative, summative, benchmark, and alternative assessments; d. List of core instructional and supplemental materials, including grade-level appropriate texts and decodable texts for emergent readers; e. Pacing guide; and f. Interdisciplinary connections.		3	Yes	Yes	

Instruction and Program		Elizabeth Public Schools 1320			
School Year: 2025-2026					
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
14. Comprehensive health and physical education curricula and instruction are aligned to the NJSLs in accordance with the Department's curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					
a. Curriculum designed and implemented to meet grade, grade-band, or grade-level expectations and graduation requirements; b. Integrated accommodations and modifications for students with disabilities, multilingual learners, students at risk of school failure, gifted and talented students, and students with 504 plans; c. Assessments, including, formative, summative, benchmark, and alternative assessments; d. List of core instructional and supplemental materials, including grade-level appropriate texts and decodable texts for emergent readers; e. Pacing guide; and f. Interdisciplinary connections.		3	Yes	Yes	
15. Visual and performing arts curricula and instruction are aligned to the NJSLs in accordance with the Department's curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					
a. Curriculum designed and implemented to meet grade, grade-band, or grade-level expectations and graduation requirements; b. Integrated accommodations and modifications for students with disabilities, multilingual learners, students at risk of school failure, gifted and talented students, and students with 504 plans; c. Assessments, including, formative, summative, benchmark, and alternative assessments; d. List of core instructional and supplemental materials, including grade-level appropriate texts and decodable texts for emergent readers; e. Pacing guide; and f. Interdisciplinary connections.		3	Yes	Yes	
16. Career readiness, life literacies, and key skills curricula and instruction are aligned to the NJSLs in accordance with the Department's curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					
a. Curriculum designed and implemented to meet grade, grade-band, or grade-level expectations and graduation requirements; b. Performance expectations may be integrated within and across other content areas or presented as an independent course; c. Integrated accommodations and modifications for students with disabilities, multilingual learners, students at risk of school failure, gifted and talented students, and students with 504 plans; d. Assessments, including, formative, summative, benchmark, and alternative assessments; e. List of core instructional and supplemental materials, including grade-level appropriate texts and decodable texts for emergent readers; f. Pacing guide; and g. Interdisciplinary connections.		3	Yes	Yes	
17. Computer science and design thinking curricula and instruction are aligned to the NJSLs in accordance with the Department's curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					

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a. Curriculum designed and implemented to meet grade, grade-band, or grade-level expectations and graduation requirements; b. Performance expectations may be integrated within and across other content areas or presented as an independent course; c. Integrated accommodations and modifications for students with disabilities, multilingual learners, students at risk of school failure, gifted and talented students, and students with 504 plans; d. Assessments, including, formative, summative, benchmark, and alternative assessments; e. List of core instructional and supplemental materials, including grade-level appropriate texts and decodable texts for emergent readers; f. Pacing guide; and g. Interdisciplinary connections.		3	Yes	Yes	
18. All statutory curricular requirements are incorporated within the school district curriculum as indicated within the statute. This includes, but is not limited to:					
a. Diversity, equity, and inclusion in accordance with N.J.S.A. 18A:35-4.36a; and b. The history of persons with disabilities and lesbian, gay, bisexual, and transgender people in middle and high school curriculum in accordance with N.J.S.A. 18A:35-4.35.		3	Yes	Yes	
19. Policies and procedures exist to ensure a coordinated system for planning, delivering, measurement, and modification of intervention and referral services is implemented in each school by a multidisciplinary team to address the learning, behavioral, and health needs of all students. (N.J.A.C. 6A:16-8) This requirement may be fulfilled through implementation of the New Jersey Tiered System of Support (NJTSS) or other models such as Response to Intervention (RTI) and Multi-Tiered Systems of Support (MTSS). The system includes:					
a. A continuum of supports and interventions available in each school to support learning, behavior, and health needs; b. Action plans for interventions based on student data and desired outcomes; c. Professional development for multidisciplinary teams and staff who provide interventions; and d. Review and assessment of effectiveness of interventions (e.g., progress monitoring).		5	Yes	Yes	
Achievement Score Total		60	43	43	
Curriculum and Policy Total		40	40	40	
Instruction and Program Total		100	83.4	83.4	

Fiscal Management		Elizabeth Public Schools 1320		
School Year: 2025-2026				
Indicator	Point Value	District Score Yes <u>OR</u> N/A <u>OR</u> No	County Score Yes <u>OR</u> N/A <u>OR</u> No	Comments (If the comment box turns color pink, please provide reasoning why the District and County Scores are not the same)
1. Monthly district board of education secretary's reports are completed and reconciled without exceptions and submitted to the district board of education within 60 days of the month's end for approval, pursuant to N.J.S.A. 18A:17-9 and N.J.A.C. 6A:23A-16.10.	8	Yes	Yes	
2. A standard operating procedures (SOP) manual for business functions is maintained, updated and implemented pursuant to N.J.A.C. 6A:23A-6.6. The SOP manual includes a system of internal controls in accordance with N.J.A.C. 6A:23A-6.4 to prevent the over-expenditure of line item accounts and to safeguard assets from theft and fraud and includes a section that details purchasing procedures.	8	Yes	Yes	
3. The annual audit of its Annual Comprehensive Financial Report (ACFR) and other supporting forms and collections (Auditor's Management Report (AMR), Federal Data Collection Form, and Audit Summary) and other supporting forms and collections have been filed by the due date set forth at N.J.S.A. 18A:23-1.	6	Yes	Yes	

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4. The school district:				
a. Implements a corrective action plan (CAP) that addresses all audit recommendations and is acceptable to the Department (if required);	4	Yes	N/A	County Comment: The district had no recommendations therefore the score is changed to N/A.
b. Reports no repeat audit findings of a substantive nature in the ACFR or AMR.	4	Yes	Yes	
c. Reports no material weaknesses or significant deficiencies in the ACFR or AMR.	4	Yes	Yes	
d. Ends the year with no deficit balances and no line item over-expenditures in the general fund, (on the budgetary basis of accounting) special revenue fund, capital projects fund, or debt service fund (other than permitted under State law andgenerally accepted accounting principles (GAAP).	4	Yes	Yes	

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5. Entitlement and discretionary grants are managed and overseen as required. Specifically, the school district:				
a. Submits initial applications, revisions, and final reports for all entitlement and discretionary grants by published due dates and expends Federal funds consistent with the approved indirect cost rate and grant application.	2	Yes	Yes	
b. Budgets grant funds according to the approved application and spends grant funds as budgeted. Amendments and budget modifications are completed for charges that exceed the applicable threshold of 10 percent or for modifications that require opening new budget lines.	2	Yes	Yes	
c. Shows evidence of required consultations with nonpublic schools for each required State- and federally funded program and expends nonpublic school allocations as required. If funds are not expended for nonpublic school services, the school district specifies the reason the funds were not spent and provides evidence of consulting with nonpublic schools regarding the use of unexpended funds.	2	Yes	Yes	
d. Approves salaries funded by Federal grants as documented in district board of education minutes and maintains the required time and activity reports.	2	Yes	Yes	
e. Reimbursement requests for Federal grant awards are submitted in a timely manner for the actual amount of incurred expenditures.	4	Yes	Yes	

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6. Proper oversight and accounting of capital projects accounted for in Fund 30 are provided. Specifically, the school district:				
a. Maintains separate accounting by project.	2	N/A	N/A	
b. Monitors the detailed accounts regularly and oversees change orders to ensure/certify funds are available.	3	N/A	N/A	
c. Spends within the authorized amount, unless proper approvals have been received to raise additional funds to augment the authorized amount.	6	N/A	N/A	
d. Conducts the proper fiscal close-out of completed projects, including proper transfer of interest earned annually to the debt service and/or general fund.	3	N/A	N/A	
7. Projects consistent with the approved long-range facilities plan are implemented, reviewed, and revised, pursuant to N.J.A.C. 6A:26-2.	2	Yes	Yes	
8. County office approval has been granted for emergent projects, pursuant to N.J.A.C. 6A:26-3.14.	2	N/A	N/A	

Fiscal Management		Elizabeth Public Schools 1320		
School Year: 2025-2026				
Indicator	Point Value	District Score Yes <u>OR</u> N/A <u>OR</u> No	County Score Yes <u>OR</u> N/A <u>OR</u> No	Comments (If the comment box turns color pink, please provide reasoning why the District and County Scores are not the same)
9. Annual health and safety reviews:				
a. Have been conducted once per year in each building using the Annual Facilities Checklist -- Health and Safety Evaluation of School Buildings. (N.J.A.C. 6A:26-6.1, 6.2, 6.3, and 12 and 6A:19-6)	5	Yes	Yes	
b. Meet the "100% item" section in the Annual Facilities Checklist -- Health and Safety Evaluation of School Buildings, which means all items are in compliance in all buildings.	5	Yes	Yes	
c. Meet the "80% item" section Annual Facilities Checklist -- Health and Safety Evaluation of School Buildings, which means at least 80 percent of items are in compliance in all buildings.	2	Yes	Yes	
10. An annual budget calendar that is developed and shared with the district board of education and that reflects all applicable legal and management requirements, pursuant to N.J.S.A. 18A:22-7, is followed. This development timeline includes input from all relevant programmatic staff for requirements and materials needed for teaching and student learning.	4	Yes	Yes	

Fiscal Management		Elizabeth Public Schools 1320		
School Year: 2025-2026				
Indicator	Point Value	District Score Yes <u>OR</u> N/A <u>OR</u> No	County Score Yes <u>OR</u> N/A <u>OR</u> No	Comments (If the comment box turns color pink, please provide reasoning why the District and County Scores are not the same)
11. All persons employed as a buildings and grounds supervisor, as defined in N.J.S.A. 18A:17-49, possess a valid authorization from the Department to serve as a certified educational facilities manager.	4	Yes	Yes	
12. The transfer of funds during the budget year is made in accordance with N.J.S.A. 18A:22-8.1 and 8.2 and complies with all budgetary control provisions, pursuant to N.J.A.C. 6A:23A-16.10.	4	Yes	Yes	
13. Fiscal-year cash flow management for all funds is prepared and analyzed on a regular basis to ensure payments can be made on a prompt basis.	4	Yes	Yes	
14. The district board of education approves purchase orders approved by only the purchasing agent and issued in advance of goods received or services rendered and encumbered for the full contractual amount. There are no confirming orders.	4	Yes	Yes	
Fiscal Management Total	100	100	100	

NJSAC District Performance Review

Governance		Elizabeth Public Schools 1320		
School Year: 2025-2026				
Indicator	Point Value	District Score Yes OR N/A OR No	County Score Yes OR N/A OR No	Comments (If the comment box turns color pink, please provide reasoning why the District and County Scores are not the same)
1. At least annually, and more frequently if required by changes in case law, regulation, or statute, the district board of education or the advisory board, reviews, updates, and adopts, by resolution, policies, procedures, and by-laws reflective of current statutory and regulatory authority. (N.J.S.A. 18A:11)	8	Yes	Yes	
2. The district board of education:				
a. Establishes a policy and a contract with the CSA to annually evaluate him or her based on the adoption of goals and performance measurements that reflect the highest priority is given to student achievement and attention is given to student group achievement and each new member has received training on CSA evaluation. N.J.S.A. 18A:17-20.3.	7	Yes	Yes	
b. Completes the CSA evaluation by July 1 in accordance with N.J.A.C. 6A:10-8.1(g).	6	Yes	Yes	
3. All new, renegotiated, amended, altered, or extended contracts for CSAs, deputy superintendents, assistant superintendents, and school business administrators are submitted to the executive county superintendent (ECS) for review and approval. The district board of education takes no formal action to approve or implement such contracts prior to ECS review and approval. (N.J.S.A. 18A:7-8 and N.J.A.C. 6A:23A-3.1)	6	Yes	Yes	

NJQSAC District Performance Review

Governance		Elizabeth Public Schools 1320		
School Year: 2025-2026				
Indicator	Point Value	District Score Yes OR N/A OR No	County Score Yes OR N/A OR No	Comments (If the comment box turns color pink, please provide reasoning why the District and County Scores are not the same)
4. The district board of education approves appointments and transfers, and removes or renews certificated and non-certificated officers and employees, only by a roll call majority vote of the district board of education's full membership upon the CSA's recommendation. (N.J.S.A. 18A:27-4.1 and N.J.A.C. 6A:32-4.1 and 4.7)	6	Yes	Yes	
5. The district board of education-approved corrective action plans are submitted for any finding or recommendation for all compliance-related reports, consolidated monitoring reports, financial audits, student with disabilities reports, etc. The school district has no outstanding monitoring or complaint investigation findings that exceed the required timelines for correction. There is no evidence of the school district not implementing the plan.	7	Yes	Yes	
6. The budgeting process and allocation of resources, including grant funding, are aligned with instructional priorities and student needs to provide for a thorough and efficient education as demonstrated by: (N.J.S.A. 18A:7F-6 and 46 and N.J.A.C. 6A:23A-8.1)				
a. Adoption and implementation of written policies and procedures for the budget and financial planning process that are integrated and aligned with school district priorities and planning objectives based on Statewide assessments and applicable strategic plans.	8	Yes	Yes	
b. Annually align fiscal goals and budget objectives with curricula that comply with the NJSLS.	8	Yes	Yes	
7. The district board of education follows the budget process by: a. Conducting a public hearing on the proposed budget; within the timeframe established at N.J.S.A. 18A:22-7 and 10; b. Adopting the budget at a public meeting, within the timeframe established at N.J.S.A. 18A:22-10; c. Providing ongoing information on the budget's status and any revision(s) or emergent conditions; and d. Making the budget available for public notice and inspection. (N.J.S.A. 18A:22-7 and N.J.A.C. 6A:23A-8.1 and 8.2)	8	Yes	Yes	
8. The district board of education ensures compliance with all stakeholder engagement requirements pursuant to the Federal grant programs for which the school district receives funds, which shall include but not be limited to grant programs under the Elementary and Secondary Education Act, the Individuals with Disabilities Education Act, and the Carl D. Perkins Career and Technical Education Act.	6	Yes	Yes	
9. The district board of education has established programs and services for all multilingual learners, pursuant to N.J.A.C. 6A:15.	7	Yes	Yes	
10. The district board of education implements the Open Public Meetings Act and there have been no findings of noncompliance since the last NJQSAC monitoring. (N.J.S.A. 10:4-6 et seq.)	3	Yes	Yes	

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Indicator	Point Value	District Score Yes OR N/A OR No	County Score Yes OR N/A OR No	Comments (If the comment box turns color pink, please provide reasoning why the District and County Scores are not the same)
11. The district board of education approves the monthly district board of education secretary's and treasurer's reports within 60 days of month's end and, in its minutes, certifies that major funds (general fund, special revenue, and capital projects fund) have not been over-expended. (N.J.A.C. 6A:23A-16.10(c))	6	Yes	Yes	
12. Minutes of all meetings, including executive sessions, reflect all district board of education actions and are publicly available within two weeks or by the next district board of education meeting. (N.J.S.A.18A:17-7)	6	Yes	Yes	
13. District board of education members and school administrators annually file a timely and properly completed financial and personal/relative disclosure statement. The district board of education annually discusses the School Ethics Act and no district board of education member or administrator has been found in violation of the School Ethics Act. (N.J.S.A. 18A:12-22 and 26)	5	Yes	Yes	
14. The district board of education ensures that all students have access to library media services that are connected to classroom studies in each school building including access to computers; school district-approved instructional software; appropriate books, including novels, anthologies, and other reference materials; and supplemental materials that motivate students to read in and out of school and to conduct research. Each school district shall provide these library-media services under the direction of a certified school library media specialist. (N.J.A.C. 6A:13-2.1(h))	3	Yes	Yes	
Governance Total	100	100	100	
Comments:				

Operations		Elizabeth Public Schools 1320		
School Year:		2025-2026		
Indicator	Point Value	District Score Yes <u>OR</u> N/A <u>OR</u> No	County Score Yes <u>OR</u> N/A <u>OR</u> No	Comments (If the comment box turns color pink, please provide reasoning why the District and County Scores are not the same)
1. The school district has demonstrated that its data in the Department's Statewide longitudinal data system and the school district's educator evaluation data files:				
a. Have been certified by established deadlines and provide complete data; and	2	Yes	Yes	
b. Have an error rate of less than 1.5 percent for each file –inclusive of student sync errors.	3	Yes	Yes	
2. The school district's County District School (CDS) Information System data:				
a. Have been submitted by established deadlines and no evidence of changes not approved by the Department was reported since the last NJQSAC monitoring; and	1	Yes	Yes	
b. Have accurately maintained the required school contacts throughout the year and the school district has submitted to the Department for approval any change requiring district board of education action within five business days of the action.	3	Yes	Yes	
3. The school district has a data management process that includes:				
a. Identification of a school district data coordinator, school district contacts for all Department data submission applications, and an internal communication/information dissemination procedure; and	2	Yes	Yes	
b. Submission of data collection applications via the Department's website by the established deadlines.	3	Yes	No	County comment: State data shows not all applications were submitted by the established deadline. Therefore, points are not awarded.
4. The school district has policies and procedures that require the use of multiple sources of data to monitor student achievement and progress and to evaluate the effectiveness of programs, initiatives, and strategies.	3	Yes	Yes	

Operations		Elizabeth Public Schools 1320		
School Year:		2025-2026		
Indicator	Point Value	District Score Yes <u>OR</u> N/A <u>OR</u> No	County Score Yes <u>OR</u> N/A <u>OR</u> No	Comments (If the comment box turns color pink, please provide reasoning why the District and County Scores are not the same)
5. The district board of education adopts and annually distributes to staff, parents, and students, policies and procedures to address the equitable application of a code of student conduct that establishes expectations for academic achievement, behavior, and attendance. The policy provides comprehensive tiered behavioral supports and responses to violations that include positive disciplinary practices that minimize exclusionary practices, such as suspension and expulsion; and details students' due process rights. The district board of education provides all employees annual training on the code of student conduct and its equitable application, including training on the prevention, intervention, and remediation of student conduct that violates the district board of education's code of student conduct. (N.J.A.C. 6A:16-7.1)	5	Yes	Yes	
6. Twice per year, the CSA presents to the district board of education a summary of violence, vandalism, substance abuse, and harassment, intimidation and bullying (HIB) incidents submitted on the Department's incident reporting system. The CSA or designee submits the final data verification to the Department in accordance with the due dates annually established by the Department. N.J.A.C. 6A:16-5.3	5	Yes	Yes	
7. The school district implements a process to ensure the school safety/school climate team in each school, with support from the CSA: (1) reviews and takes action to strengthen school climate policies; (2) educates the community, including students, teachers, staff, and parents, to prevent HIB; (3) provides professional development opportunities that address effective practices of successful school climate programs or approaches; and (4) completes the HIB self-assessment. The CSA submits to the Department the statement of assurance and the district board of education approval date for the HIB self-assessment for each school in the school district in accordance with the due dates annually established by the Department. (N.J.S.A. 18A:17-46 and 18A:37-14 through 18 and N.J.A.C. 6A:16-7.7)	7	Yes	Yes	
8. The Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials (MOA) has been signed within the past year. There have been no findings of noncompliance since the last NJQSAC monitoring. (N.J.A.C. 6A:16-6.2)	3	Yes	Yes	

Operations		Elizabeth Public Schools 1320		
School Year:		2025-2026		
Indicator	Point Value	District Score Yes <u>OR</u> N/A <u>OR</u> No	County Score Yes <u>OR</u> N/A <u>OR</u> No	Comments (If the comment box turns color pink, please provide reasoning why the District and County Scores are not the same)
9. The comprehensive alcohol, tobacco, and other drug abuse program includes policies and procedures for the prevention, assessment, intervention, referral for evaluation, referral for treatment, enforcement of the code of student conduct for students using alcohol or other drugs, and continuity of care and supports. (N.J.S.A. 18A:40A and N.J.A.C. 6A:16-3 and 4)	6	Yes	Yes	
10. Policies and procedures are established to review and resolve transportation incidents and ensure the safety of students by meeting Motor Vehicle Commission requirements for inspections by bus drivers and evacuation drills. The CSA presents to the district board of education evidence of completion of emergency exit drills. (N.J.A.C. 6A:27-11.1, 11.2, and 12)	6	Yes	Yes	
11. Policies and procedures are established to report potentially missing, abused, or neglected children to law enforcement and child welfare authorities; to appoint a school district liaison to law enforcement authorities; and to provide training to school district employees, volunteers, and interns on policies and procedures. There have been no findings of noncompliance since the last NJQSAC monitoring. (N.J.A.C. 6A:16-11)	6	Yes	Yes	
12. Comprehensive record of immunizations, required physical examinations and health screenings are maintained to identify the need for medical services for public and nonpublic school students. Health records are kept separately from other student records. There have been no findings of noncompliance since the last NJQSAC monitoring. (N.J.A.C. 6A:16-2.1(a)8, 2.2, and 2.5 and 6A:32-7.4(c))	4	Yes	Yes	
13. At least one certified school nurse is employed by the school district (not through a third-party contract). For medically fragile students who require one-to-one clinical nursing services, the school district uses a provider of clinical nursing services who appears in the New Jersey Department of Human Services' New Jersey Medicaid Management Information System (NJMMIS) or is approved to provide private duty nursing under the New Jersey FamilyCare Program. The district board of education annually adopts a nursing services plan for each school that addresses sufficient nursing requirements and the needs of all students, including nonpublic school students. (N.J.A.C. 6A:16-2.1(b) and 2.5(j)6 and N.J.S.A. 18A:40-3.3)	8	Yes	Yes	

Operations		Elizabeth Public Schools 1320		
School Year:		2025-2026		
Indicator	Point Value	District Score Yes OR N/A OR No	County Score Yes OR N/A OR No	Comments (If the comment box turns color pink, please provide reasoning why the District and County Scores are not the same)
14. Students removed for disciplinary reasons (e.g., suspension or expulsion) or for chronic or temporary illness have received educational services within five days of a student's removal for disciplinary reasons or within five days after receipt of the school physician's verification of the need for home instruction due to chronic or temporary illness (e.g., home instruction/temporary hospital setting). The educational services are provided by a certified instructor who has completed the Department's criminal history record check. (N.J.S.A. 18A:6-4.13 and 7.1 and N.J.A.C. 6A:16-7.2, 7.3, and 10.1)	6	Yes	Yes	
15. The school district annually assesses plans and facilities to ensure: a. Safety and security plans, procedures, and mechanisms are annually reviewed and revised in consultation with law enforcement, health, social service, and emergency management agencies and other community members, including parents. The CSA has verified, in writing, that the process has occurred. (N.J.A.C. 6A:16-5.1) b. A school safety audit has been conducted for each school building in accordance with N.J.S.A. 18A:41-14; and c. Up-to-date critical incident mapping data for all schools and school grounds have been provided to local law enforcement authorities. (N.J.S.A. 18A:41-7.1)	4	Yes	Yes	
16. A security drill statement of assurance that accurately represents the monthly security drills were conducted is submitted no later June 30 each year to the Department. (N.J.S.A. 18A:41-7a)	4	Yes	Yes	
17. The school district has designated a school safety specialist for the school district. The school safety specialist maintains an active certificate. (N.J.S.A. 18A:17-43.2)	2	Yes	Yes	
18. The district board of education has adopted and implemented a policy to establish a threat assessment team at each school to provide administrators, teachers, and other staff with assistance in identifying, assessing, and managing students that exhibit concerning or threatening behaviors. (N.J.S.A. 18A:17-43.4)	3	Yes	Yes	

Operations		Elizabeth Public Schools 1320		
School Year:		2025-2026		
Indicator	Point Value	District Score Yes <u>OR</u> N/A <u>OR</u> No	County Score Yes <u>OR</u> N/A <u>OR</u> No	Comments (If the comment box turns color pink, please provide reasoning why the District and County Scores are not the same)
19. The school district implements a Department-approved comprehensive equity plan (CEP) that has been issued a certificate of completion by the Executive County Superintendent, designed to eliminate discrimination according to the protected categories and classes set forth at the New Jersey Law Against Discrimination (NJLAD), N.J.S.A. 10:5-1 et seq., and at N.J.A.C. 6A:7-1.1(a) and that has been issued a certificate of completion by the executive county superintendent. Additionally, the school district submits to the Department the annual CEP statement of assurance. (N.J.A.C. 6A:7-1.4)	6	Yes	Yes	
20. The district board of education has adopted policies and procedures that require regular attendance of students, expectations of timely arrival, daily attendance when school is in session, and responses to unexcused absences and lateness, and attempt to determine the cause and to provide tiered supports in maintaining regular attendance for all students. (N.J.A.C. 6A:16-7.6). Additionally, each school within the school district with 10 percent or more of its enrolled students identified as chronically absent has developed and presented to the district board of education a corrective action plan to improve absenteeism rates. (N.J.A.C. 6A:32-8.6)	8	Yes	Yes	
Operations Total	100	100	97	

NJQSAC District Performance Review

Personnel		Elizabeth Public Schools 1320				
School Year: 2025-2026						
Indicator	District Point Value	District Score Yes <u>OR</u> N/A <u>OR</u> No	County Score	County Point Value	Comments (If the comment box turns color pink, please provide reasoning why the District and County Scores are not the same)	
1. An audit of staff personnel files and other relevant school district records demonstrates that evaluation and staff development processes have occurred in accordance with N.J.A.C. 6A:9C and 6A:10 in the following categories:						
a. Teacher evaluation processes result in complete summative scores, measures of teacher practice, and measures of student growth (SGO and mSGP) (N.J.A.C. 6A:10-2.4, 4.1, 4.2, 4.3, and 4.4);	100 percent of audited files meets indicators	8	Yes	100 percent of audited files meets indicators	8	County Comment: NJDOE data showed that 2 teachers were not evaluated. However, upon review with the district, proper documentation and reasoning was shown. Therefore, points will be awarded.
b. School leader evaluation processes result in complete summative scores, measures of principal practice, and measures of student growth (SGO, mSGP, administrator goals) (N.J.A.C. 6A:10- 2.4, 5.1, 5.2, 5.3, and 5.4);	100 percent of audited files meets indicators	6	Yes	100 percent of audited files meets indicators	6	
c. Evaluations of other certificated staff are conducted in accordance with N.J.A.C. 6A:10-2.2, 2.4, 2.5, 6.1, and 6.2;	100 percent of audited files meets indicators	4	Yes	100 percent of audited files meets indicators	4	

NJQSAC District Performance Review

d. Evaluation training for all certified staff has occurred; (N.J.A.C. 6A:10-2.2(b))	2	Yes	Yes	
e. Summary conferences for all certified staff have occurred; (N.J.A.C. 6A:10-2.4(c))	2	Yes	Yes	
f. School improvement panels have been established in each school and are functioning in accordance with the TEACHNJ Act (N.J.S.A. 18A:6-120) and regulations (N.J.A.C. 6A:9C-5.3 and 6A:10-2.3, 2.5, 3.1, and 3.2); and	4	Yes	Yes	
g. Other evaluation structures and processes, including tenure charge proceedings, are conducted according to the TEACHNJ Act (N.J.S.A. 18A:6-11 and 17.3).	2	Yes	Yes	
2. The school district demonstrates supportive conditions for high-quality professional learning and development for teachers, educational services staff, and administrators, aligned to the components of professional development and the New Jersey standards for professional learning and as indicated by the following (N.J.A.C. 6A:9C and 6A:13-2):				
a. School schedules that include adequate and consistent time for teachers to work together in and across content areas and grade levels to examine student results and to collaborate on addressing student learning needs, such as through professional learning community (PLC) time. (N.J.A.C. 6A:9C-3.2 and 3-3 and 6A:13-2.1)	5	Yes	Yes	
b. The school district-level PDP: • Details districtwide and school-level professional learning for active staff holding instructional teaching, educational services, and administrative certificates; • Incorporates professional learning that is sustained and job-embedded not exclusively one-time workshops; and • Addresses the NJSLS and the professional standards for teachers and school leaders (N.J.A.C. 6A:8 and 6A:9) and is based on a variety of sources and types of student, educator, and system evidence, including educator evaluation data and school-level PDPs. (N.J.A.C. 6A:9C-4.2)	5	Yes	Yes	
c. The school district allocates resources for educator professional learning and development (e.g., people, time, technology, money) that align to the school district's professional development needs, as stated in the PDP and mentoring plan, beyond the resources designated toward completion of State-mandated professional development topics.	4	Yes	Yes	

NJQSAC District Performance Review

d. The district mentoring plan: (N.J.A.C. 6A:9C-5) • Details support for all non-tenured teachers in their first year of employment through, at minimum, an introduction to school district curricula, student assessment policies, and training on the school district's evaluation rubric; • Describes the process for selecting and assigning one-to-one mentors who meet State eligibility requirements to work with provisional teachers; • Describes how mentors are trained; and • Describes the process by which the administrative office oversees mentor payments.	3	Yes	Yes	
e. Documentation that verifies staff have completed professional development on State-mandated topics required for their assignments. (N.J.S.A. 18A and N.J.A.C. 6A)	2	Yes	Yes	
3. The district board of education has ensured the following staffing practices are followed for all staff requiring provisional certification:				
a. Any administrator or educational services staff employed under a certificate of eligibility with advanced standing (CEAS) or a certificate of eligibility (CE) has been registered in the appropriate residency program for his or her endorsement and the school district has applied to the Department's certification office for a provisional certificate before the residency period began. Any teacher with a CEAS or a CE or serving as a long-term substitute (for greater than 60 days) has been registered in the provisional teacher process within 60 days of beginning employment; (N.J.A.C. 6A:9B)	3	Yes	Yes	
b. Provisional staff are assigned a mentor, required mentor hours and/or residency hours are tracked, and evaluation is conducted; and (N.J.A.C. 6A:9B-8.4, 6A:9C-5, and 6A:10)	3	Yes	Yes	
c. Provisional staff seeking the standard license for teacher of students with disabilities and/or teacher of bilingual education submit annual transcripts from their educator preparation programs (EPPs) to allow school districts to track staff progress toward completion of required coursework. (N.J.A.C. 6A:9A and 6A:9B)	3	Yes	Yes	
d. All school district-provided information required for a professional staff member to obtain a standard certificate is submitted to the Department within 30 days of the staff member becoming eligible for a standard license. (N.J.A.C. 6A:9B)	2	Yes	Yes	to provide sufficient reasoning, evidence and explanation in response to staff members listed as late according to NJDOE

NJQSAC District Performance Review

4. The district board of education has ensured the following staffing practices are followed:				
a. New employees have a successful criminal history record check prior to employment and are not disqualified for employment; (N.J.S.A. 18A:6-7.1 and 18A:39-19.1)	2	Yes	Yes	
b. Candidates for employment and employees, when applicable, receive a physical examination and the resulting medical records are maintained in a secure location separate from personnel files; (N.J.S.A. 18A:16-2 and N.J.A.C. 6A:32-6.2 and 6.3)	2	Yes	Yes	
c. Approved job descriptions are maintained for every certificated staff member. Certificated staff are appropriately certified for their assignment (N.J.A.C. 6A:9B); and	3	Yes	Yes	
d. Accurate staff attendance records are maintained at school district and school levels. The records include the type and date of absence and an analysis of attendance patterns. Any issue(s) identified through the analysis of staff attendance has been addressed in accordance with the district board of education's staff attendance policies.	3	Yes	Yes	
e. The length of service for substitute teachers is tracked and placement of substitutes is appropriate. (N.J.A.C. 6A:9B-7)	2	N/A	N/A	
f. All school district-provided information required for a professional staff member to obtain a standard certificate is submitted to the Department within 30 days of the staff member becoming eligible for a standard certificate. (N.J.A.C. 6A:9B)	2	Yes	Yes	to provide sufficient reasoning, evidence and explanation in response to staff members listed as late according to NJDO
5. The position control roster: (N.J.A.C. 6A:23A-6.8)				
a. Contains the employee name; date of hire; a permanent position tracking number for each employee; a control number for substitute teachers; a control number for overtime; a control number for extra pay; the status of the position (filled, vacant, abolished, etc.); an indication, when available, of whether an employee is retiring in the budget year or not being renewed, including associated costs such as contractual buyouts, severance pay, paid vacation, or sick days, etc.; base salary; step; longevity; guide; stipends by type; overtime; other extra compensation; the benefits paid by the school district, net of employee reimbursements or co-pays, by type of benefit and for FICA and Medicare; the position's full-time equivalent value by location; the date the position was filled; and the date the position was originally created by the district board of education (if the date the position was originally created is not available, the date the person currently filling that position was approved by the district board of education);	6	Yes	Yes	
b. Is accurate and up to date; and	6	Yes	Yes	
c. Reconciles with the budget.	4	Yes	Yes	

NJQSAC District Performance Review

6. Documentation and evaluation of administrator practices, as well as an audit of personnel files, including observation reports, indicates that supervision processes are occurring in accordance with N.J.A.C. 6A:10 and result in: a. Professional practices aligned with goal-setting procedures (N.J.A.C. 6A:10-4.2 and 5.2); b. Supervisory feedback that is timely, targeted, and actionable (N.J.A.C. 6A:10-2.4, 2.5, 4.4, and 5.4); and c. Required individual PDPs or CAPs that are aligned to the professional standards for school leaders or teachers and have been completed for administrators and teachers and that are linked to school district, school, team, and/or individual goals, and to results from individual performance evaluations. (N.J.A.C. 6A:9C and 6A:10-2.5)	12	Yes	Yes	
Personnel Total	100	100	100	