

# 2013-14 Administrative Reorganization Update

September 19, 2013

Presented by:

Raymond A. Gonzalez

*Superintendent of Schools*

**Wayne**

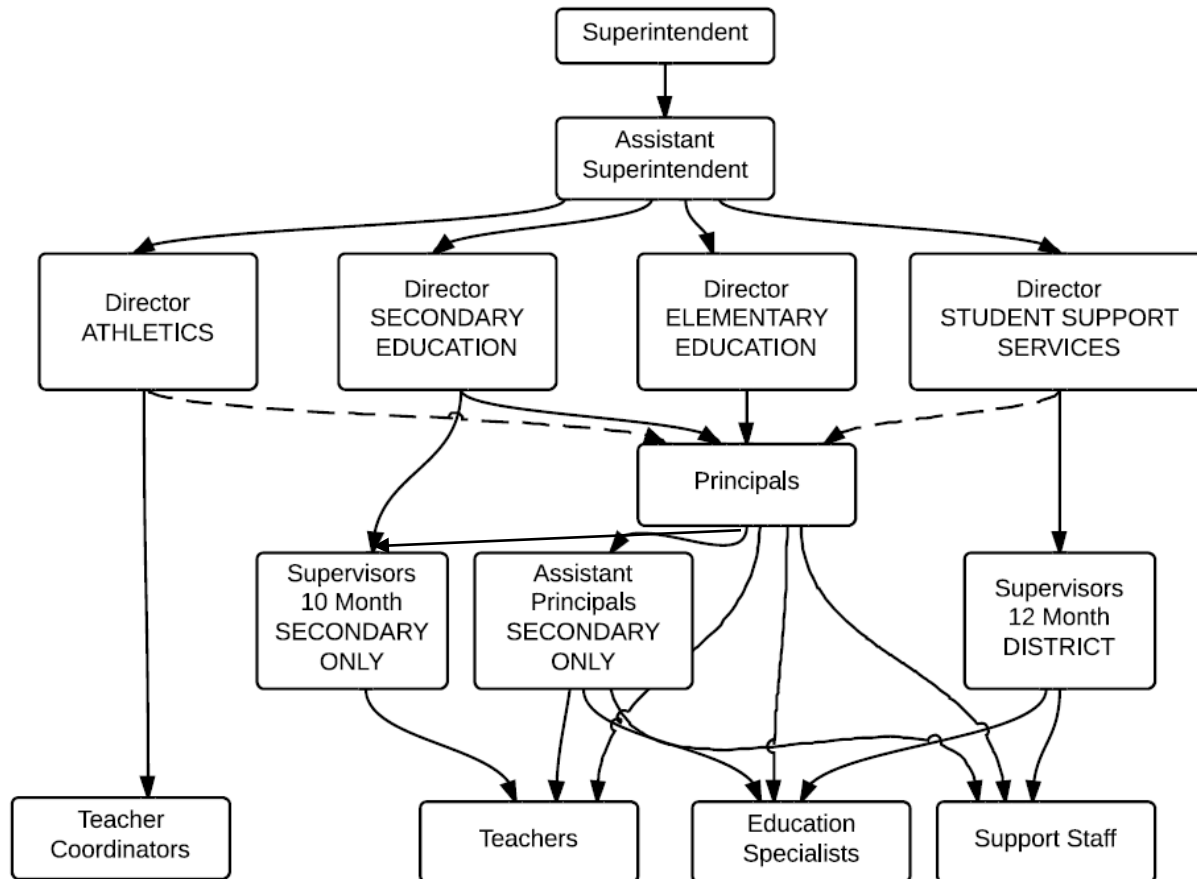
Township Public Schools

# Looking back in order to move ahead

- April 2013: presentation given at public Board of Education meeting regarding an administrative reorganization
  - Purpose: redeploy human and fiscal resources in ways to meet our educational and budgetary needs
  - Focus: create a system that builds the capacity of the staff and emphasizes instructional leadership
- May – September 2013: job descriptions were developed, positions were posted, candidates were interviewed, and positions were filled

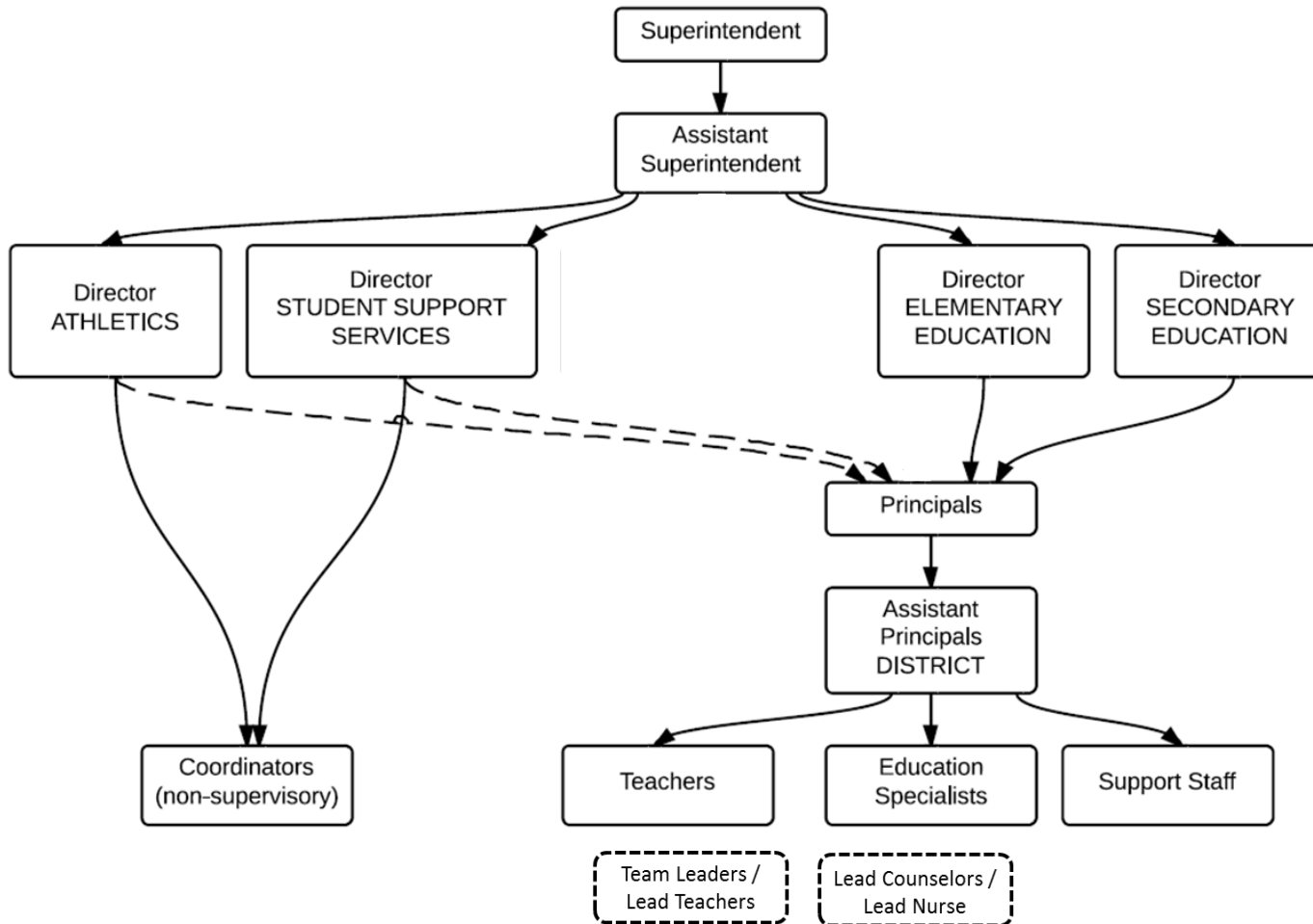
# Looking back in order to move ahead

## Before



# Looking back in order to move ahead

After



# Roles and Responsibilities

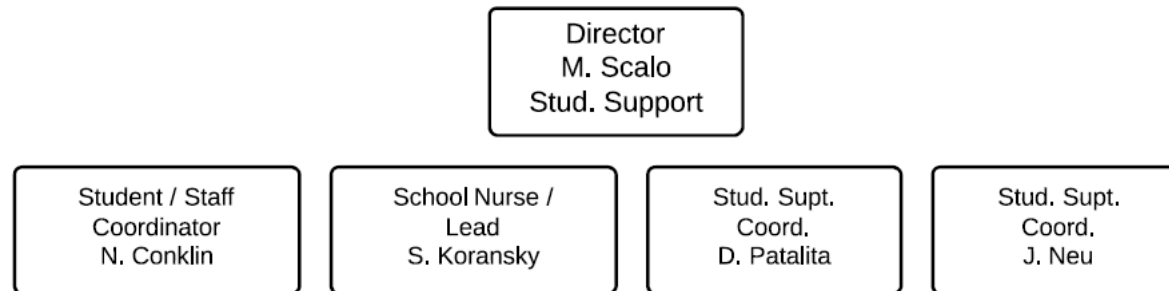
- District: Program guidance, support, and coordination to maintain continuity across 14 schools
  - Assistant Superintendent: Ensure continuity across schools and programs and provide technical assistance and support
  - Directors: Provide direction, technical assistance, and oversee implementation relative to program responsibilities
  - Coordinators / Lead: Provide technical assistance and support to schools

# Roles and Responsibilities

- School: Program implementation and support consistent with district initiatives and direction
  - Principals: Oversee implementation, support, and evaluation of all aspects of the school's instructional program
  - Assistant Principals: Support principal in the oversight of the implementation, support, and evaluation of all aspects of the school's instructional program
  - Lead Teachers/Counselors: Work in conjunction with school administration to utilize content/program expertise to coordinate the needs and activities relative to the respective departments

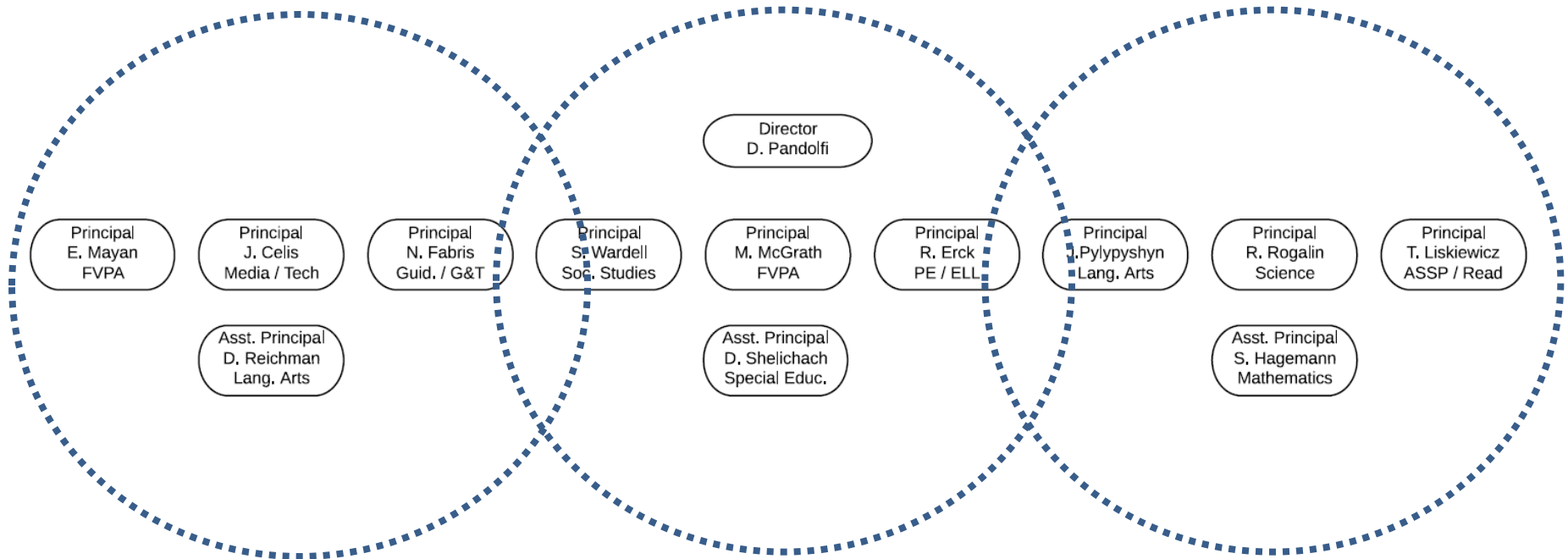
# Student Support Leadership

## District-wide



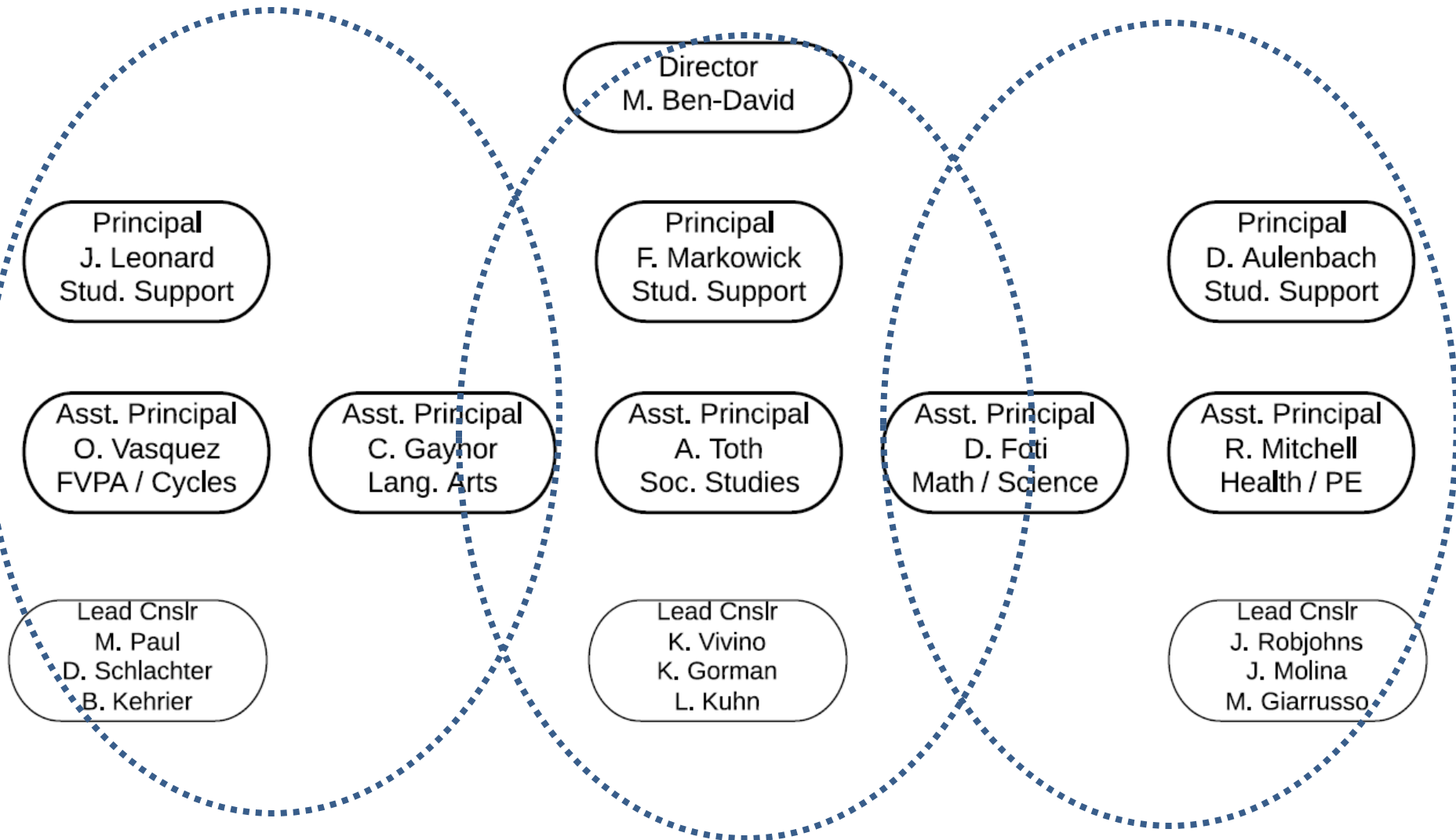
- Areas of support include, but not limited to:
  - Special Education (IDEIA)
  - ADA section 504
  - English Language Learners (Title III)
  - Guidance and Counseling
  - Health Services
  - Bullying prevention
  - ASSP (Title I)
  - Homeless Liaison
  - DCPD Liaison

# Elementary School Leadership

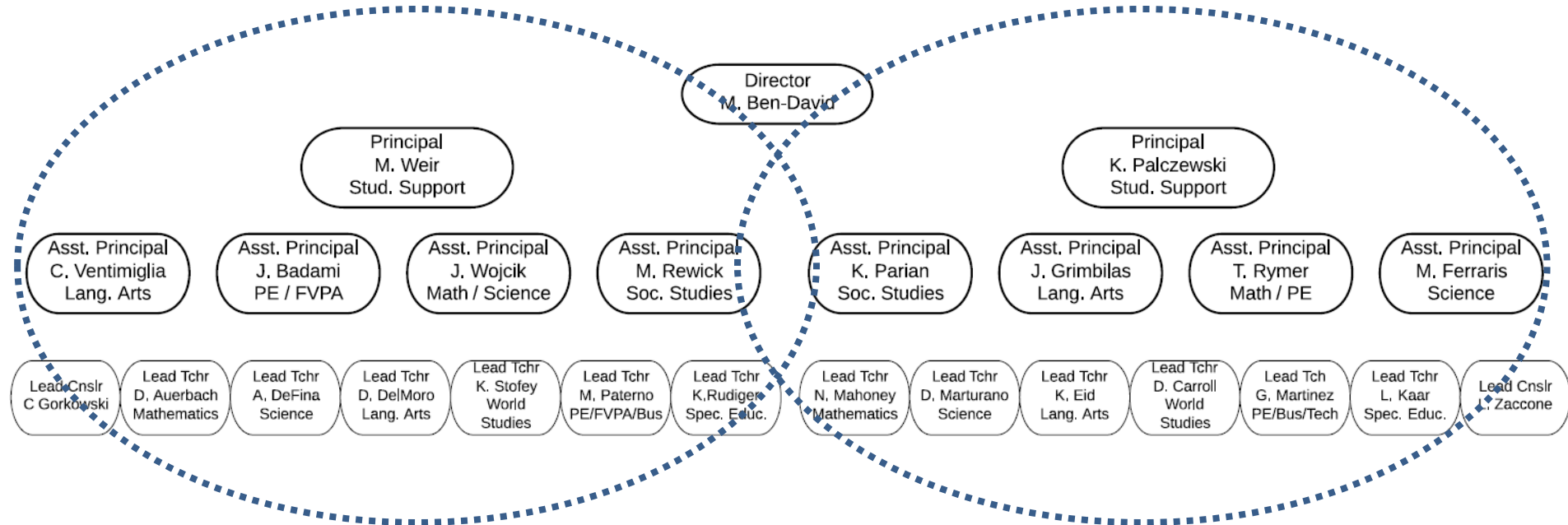




# Middle School Leadership



# High School Leadership



# What's next?

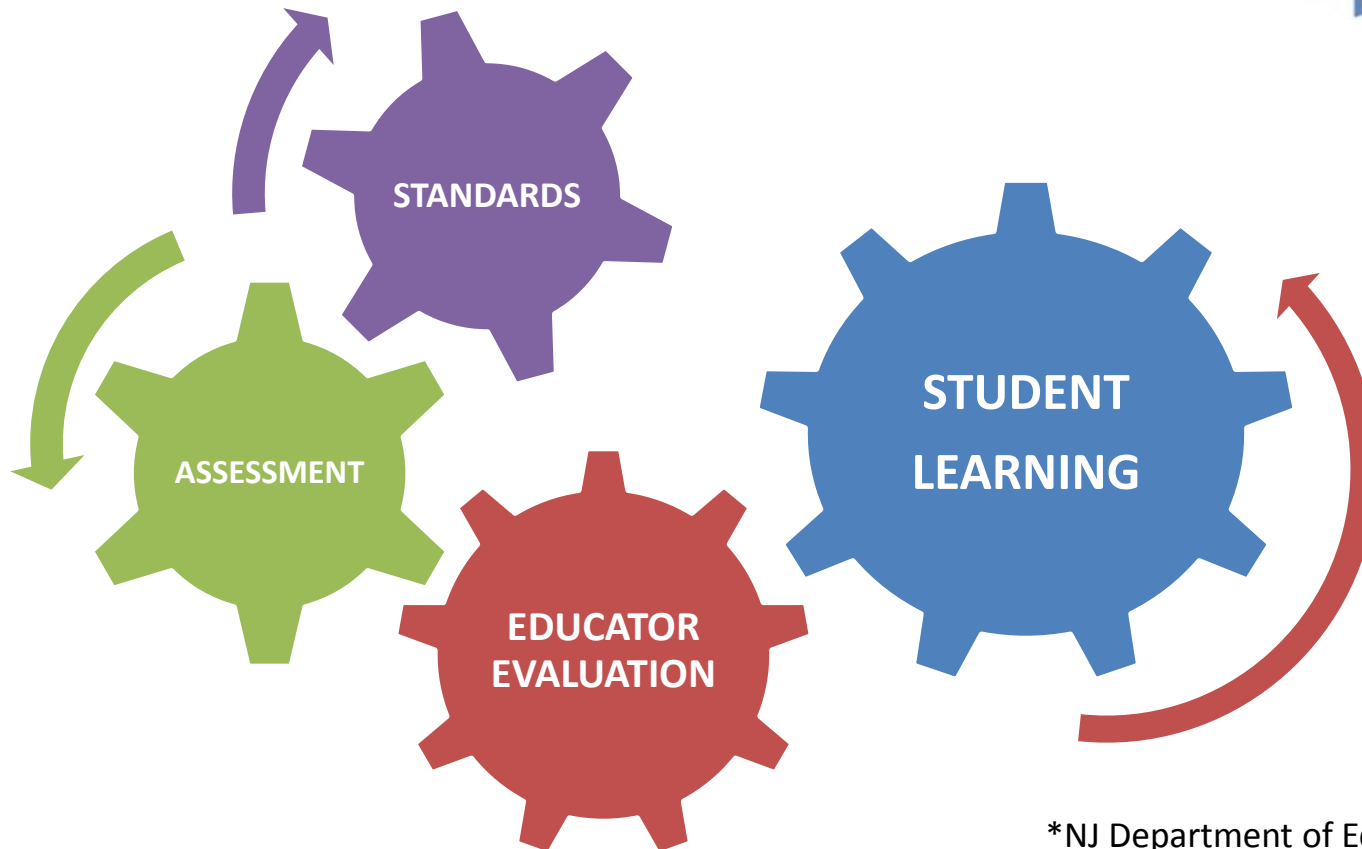
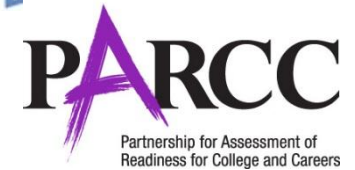
- Implementation and refinement
- Evaluation: Collect and review data relative to
  - Qualitative indicators:
    - Support for staff, students, and programs
    - Articulation across schools and programs
    - Continuity across schools and programs
    - Increased capacity to support schools and programs
  - Quantitative indicators:
    - Staff Evaluations
    - Student Performance

# Why?



# Shifting Gears\*

*Working together to support student learning!*



\*NJ Department of Education

<http://www.state.nj.us/education/sca/>