

2013-14 Administrative Reorganization Overview

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Presented by:

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Wayne

Township Public Schools

Why change?

The educational landscape has changed:

- Increasing changes related to educational expectations, state / federal mandates, and accountability for student outcomes to make sure all our students are college and career ready
- Fiscal challenges related to budget caps, increased fixed costs, healthcare, etc.

Wayne Township Public Schools must adapt which requires the redeployment of resources in new ways to meet our needs

Background

- 14 schools
- 14 grades (PreK – 12)
- 9 content areas (7 NJCCCS / 2 CCSS) with approximately 106 course options at the high school and 39 at the middle school
- 4 state/federally mandated programs
- 8400+ students
- 1000+ school-level certificated and support staff

District Goals

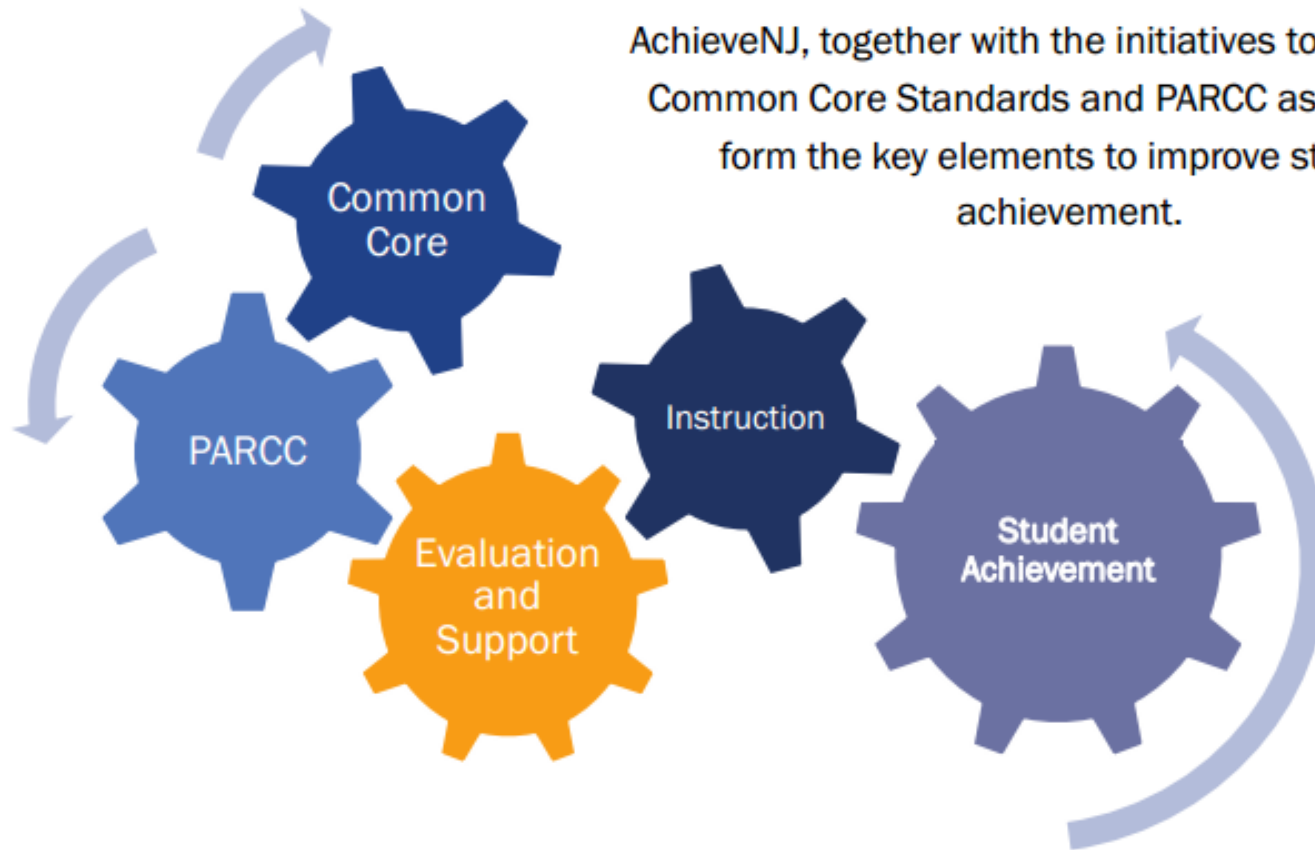
- **GOAL 1:** Student Performance – Improve student performance for ALL students through an intense focus on enhancing the teaching and instructional experience throughout the District
- **GOAL 3:** Operations – To effectively and efficiently use district resources to provide safe and healthy environments that support educational initiatives and provide accountability for outcomes.

Context

- Administrative organization has varied over the years in response to district needs and available resources.
- NJDOE mandates have resulted in increased academic, performance, evaluation, and accountability expectations like nothing we have experienced in recent history
 - Common Core State Standards
 - PARCC Assessment
 - TeachNJ (tenure reform)
 - AchieveNJ (evaluation reform)
 - School Performance Reports

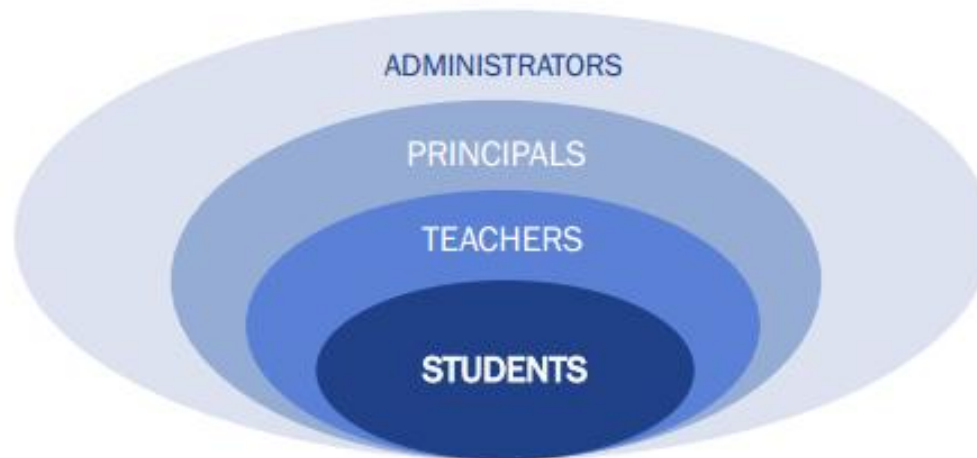
AchieveNJ is Part of Broader Reforms

AchieveNJ, together with the initiatives to implement Common Core Standards and PARCC assessment, form the key elements to improve student achievement.

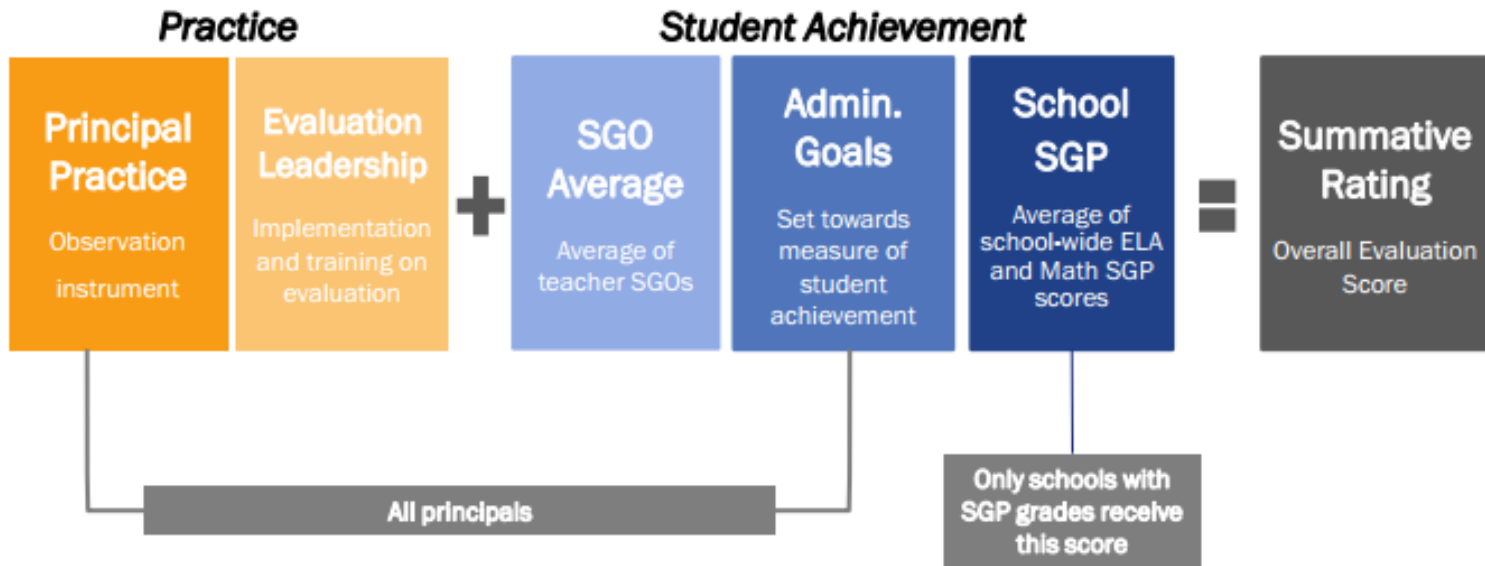


Our Goal: Improved Student Achievement

- Parents are a child's first teachers, but **teachers and principals have the biggest in-school impact** on student learning.
- Research shows **effective teaching can be measured**.
- Better educator evaluations will **improve teaching and learning** so that all teachers — and students — perform at high levels.



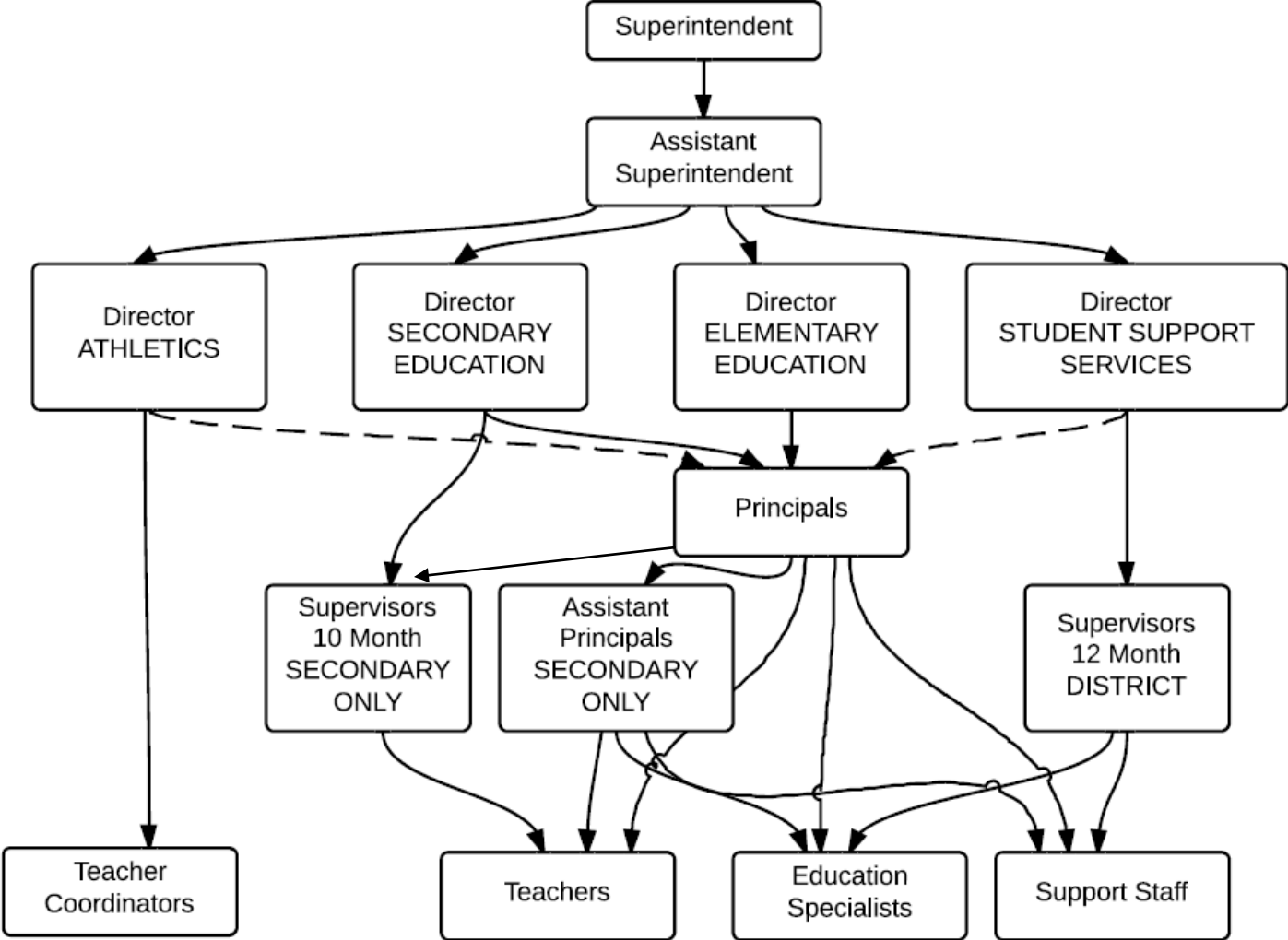
Multiple Measures for Principals



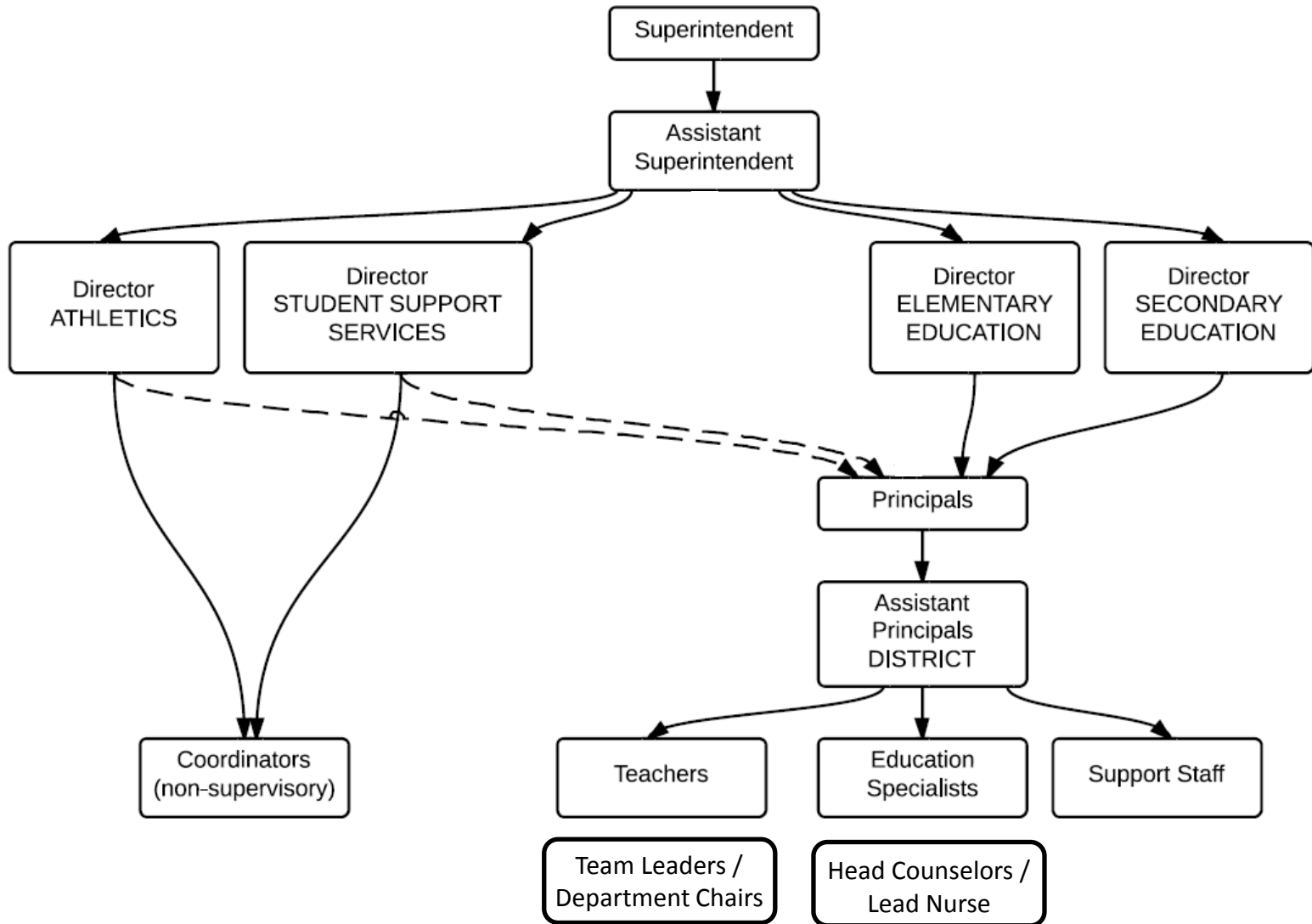
How TEACHNJ Applies to Various Positions

		Components of TEACHNJ								
		EVALUATION SYSTEMS		OTHER GROWTH & DEVELOPMENT SYSTEMS			TENURE DECISIONS			
		More Robust Eval. Including Rubric w/ 4 Rating Categories**	ScIP Conducts Evals. & Supports Growth	Mentoring Program Req. by Law	Ongoing PD / Individual PD Plan	Corrective Action Plan (CAP)	4-yr Timeline for Tenure Acquisition*	Tenure Acquisition Linked to Eval. Rating*	Tenure Revocation Triggered by Eval. Rating***	Streamlined Arbitration Process
Types of Positions	All Teaching Staff Members*	Teacher (holding and working under instructional certificate)	✓	✓	✓	✓	✓	✓	✓	✓
		Principal, VP/AP (holding position & has administrative certificate)	✓			✓	✓	✓	✓	✓
		Supervisor	✓			✓	✓	✓		✓
		School Nurse, Athletic Trainer	✓			✓	✓	✓		✓
		Counselors, Therapists	✓			✓	✓	✓		✓
	Other Staff	Secretarial & Custodial Staff								✓
		Teacher at State Institution/ Katzenbach								✓

Current Organizational Structure for Curriculum & Instruction



Proposed Organizational Structure for Curriculum & Instruction



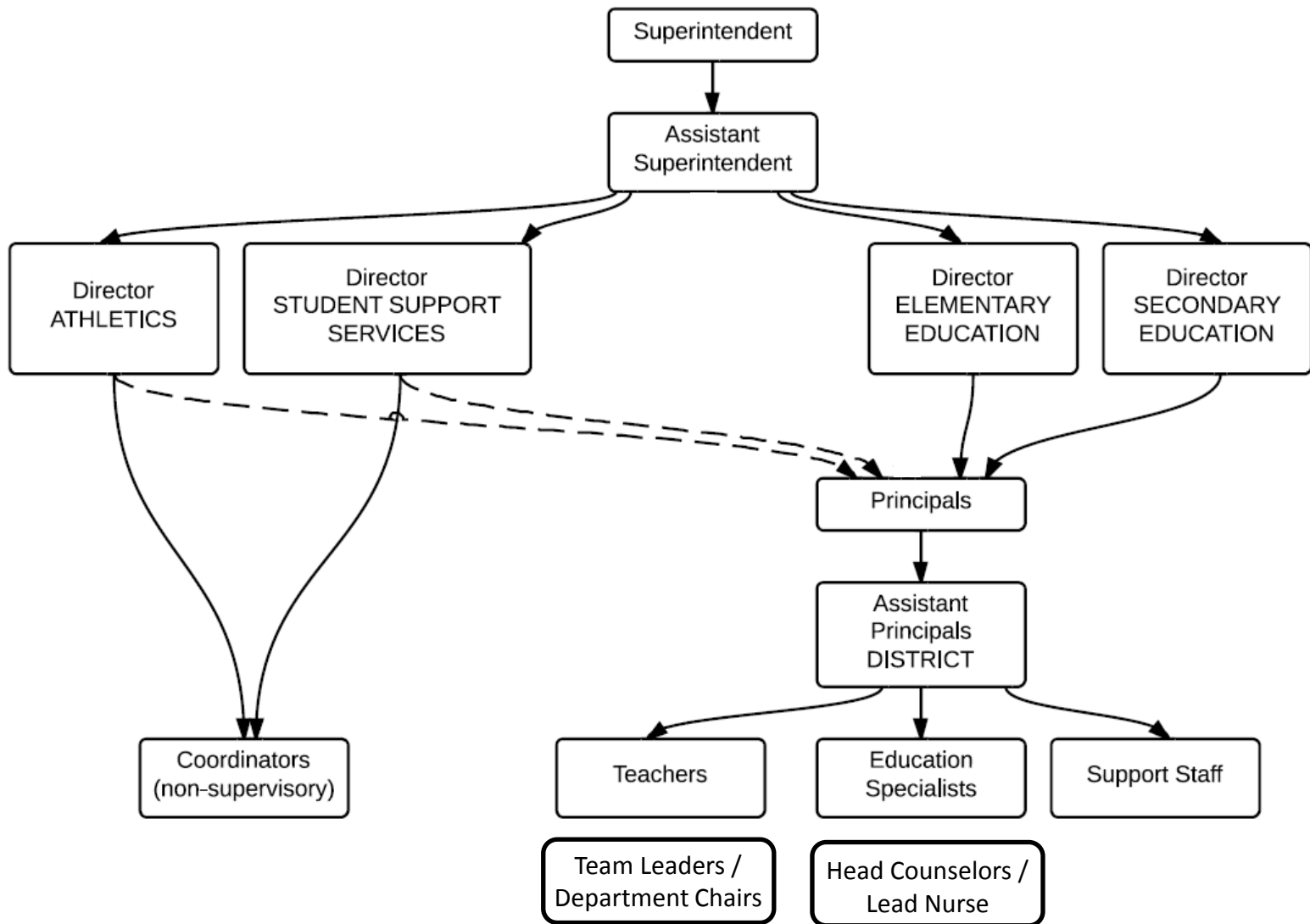
Current / New Reorganization

	Current	New
Elementary	<ul style="list-style-type: none"> • 9 principals (12 month) 	<ul style="list-style-type: none"> • 9 principals (12 month) • 3 shared assistant principals (12 month)*
Middle School	<ul style="list-style-type: none"> • 3 principals (12 month) • 3 assistant principals (12 month) • 2 supervisors (10 month) • 3 head counselor stipends • 18 team leader stipends 	<ul style="list-style-type: none"> • 3 principals (12 month) • 3 assistant principals (12 month) • 2 shared assistant principals (12 month)* • 3 head counselor stipends • 18 team leader stipends
High School	<ul style="list-style-type: none"> • 2 principals (12 month) • 4 assistant principals (12 month) • 6 supervisors (10 month) • 2 head counselor stipends • 2 teacher coordinators of athletics and activities (10 month) 	<ul style="list-style-type: none"> • 2 principals (12 month) • 4 assistant principals (12 month) • 4 assistant principals (12 month)* • 2 head counselor stipends • 2 teacher coordinators of athletics and activities (10 month) • 12 non-supervisory department chair stipends at each HS to provide additional content/program expertise*

Current / New Reorganization

	Current	New
DISTRICT	<ul style="list-style-type: none"> • 1 Assistant Superintendent • 4 Directors (12 month) • 5 Supervisors (12 month) 	<ul style="list-style-type: none"> • 1 Assistant Superintendent • 4 Directors (12 month) • 2 coordinators of student support services (11 month)* • 1 lead nurse (11 month)*
TOTAL	<p>POSITIONS</p> <ul style="list-style-type: none"> • 1 Assistant Superintendent • 4 Directors (12 month) • 14 Principals (12 month) • 7 Assistant Principals (12 month) • 5 Supervisors (12 month) • 8 Supervisors (10 month) • 2 coordinators (10 month) <p>STIPENDS</p> <ul style="list-style-type: none"> • 5 head counselors • 18 team leaders 	<p>POSITIONS</p> <ul style="list-style-type: none"> • 1 Assistant Superintendent • 4 Directors (12 month) • 14 Principals (12 month) • 16 Assistant Principals (12 month) <ul style="list-style-type: none"> • 9 new * • 4 coordinators (10/11 month) <ul style="list-style-type: none"> • 2 new* • 1 lead nurse (11 month)* <p>STIPENDS</p> <ul style="list-style-type: none"> • 5 head counselors • 18 team leaders • 12 non-supervisory department chairs*

Proposed Organizational Structure for Curriculum & Instruction



Frequently Asked Question

- Who is going to coordinate health services?
 - Lead nurse will provide coordination of health related services throughout the district
 - Principals/Assistant Principals will provide evaluation and administrative support
 - State mandated compliance and reporting tasks will continue to be shared among existing administrative staff, school nurses, SACs, clerical support & new student support coordinators and lead nurse

Frequently Asked Questions

- Relative to content areas and special education: Who hires teachers? Who installs curriculum? Who observes teachers? How can someone who has never taught something be qualified to run/evaluate it?
 - Principals and Assistant Principals will continue to attend to all of the above. Furthermore, all administrators will have specific content area/program responsibilities. At the secondary level they will benefit from the support, expertise, and experience of teacher leaders to help inform their work.

Step by Step Process

- Board action to approve Reduction in Force
- Refine and/or create job descriptions for all positions depicted in reorganization and incorporating feedback
- Negotiate with appropriate bargaining units as needed
- Post, interview, select candidate for existing positions
- Train all staff involved
- Implement, evaluate, and refine in 2013-14

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