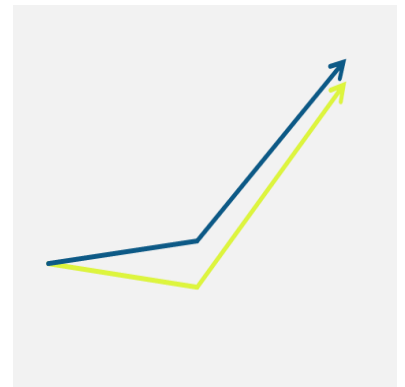


RETURN OF LOCAL CONTROL: TRANSITION PLAN



TRANSITION PLAN PRESENTATION AGENDA

1. BACKGROUND
2. CORE ELEMENTS OF PLAN
3. KEY NEXT STEPS

OVERVIEW



- The State Board of Education voted on September 13th to “return operational control to Newark Public Schools following the creation and completion of a transition plan.”
- The State Department of Education has sent a Transition Plan to govern the return of local control, effective February 1, 2018.
- This process represents a historic set of steps and is a tribute to the many years of hard work by the School Board, district employees, the Mayor, and all Newark community members.

PREPARING FOR LOCAL CONTROL



January 2007 –
August 2016

September 2015
– August 2016

September 2016

- State Board of Education votes to return control to Newark of QSAC three areas: Operations, Fiscal Management, and Personnel.
- The Newark Education Success Board (NESB) develops and publishes a report, *Pathways to Local Control*, to guide the transition to local control.
- Newark district and school board leaders finalize a strategic plan titled *The Next Three Years* with significant public input.

EARNING LOCAL CONTROL



September 2016
– August 2017

- A transition plan for Personnel is developed and, in August, approved by the Commissioner.
 - The District begins implementing local oversight over Personnel actions, giving the Board voting authority over all personnel decisions taken by the District.

September 2017

- State Board votes to return local control
 - In the remaining QSAC domains, Governance and Instruction & Program, and
 - To begin the process of returning full control to the local Newark Board.

September 2017
– Winter 2017/18:

- NJDOE developed a full return transition plan with collaboration from NPS, the local School Board, and Mayor's Office.

COMMUNITY INPUT



- On November 1, 2017 Newark Public Schools, the City of Newark, and the Newark Trust for Education, hosted forums in each of Newark's five wards to gather community input for the transition plan.
 - Approximately 350 staff and community members attended these sessions
 - Each session was led by an Assistant Superintendent.
 - Facilitators collected feedback from community members for the District and the Board on three questions related to transition.
- All notes were compiled by the Newark Trust for Education and shared directly with NPS, the board, and the Mayor's Office to inform their feedback on transition plan. Notes were also provided directly to the NJDOE.

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OVERVIEW OF PLAN

- The core elements of the plan include:
 - Fundamental Considerations
 - Governance
 - Instruction and Program
 - Other Areas: Fiscal Management, Operations, Personnel
- The plan focuses more deeply on governance and instruction and program because these are the areas being newly transitioned back to the Newark school board.

FUNDAMENTAL CONSIDERATIONS

Section	Key Points
Constitution of the Advisory Board as the Board of Education	<ul style="list-style-type: none"> Effective date: February 1, 2018
Length of the Transition Plan	<ul style="list-style-type: none"> Two Years, expires Jan 31, 2020
Classification of the District (Mayoral Appointed v. Elected)	<ul style="list-style-type: none"> City votes November 6, 2018
State Engagement with the District during the Transition	<ul style="list-style-type: none"> Appointment of Highly Skilled Professional (HSP)
Comprehensive Accountability Office	<ul style="list-style-type: none"> Creation of CAO, Scorecard
Consequences for Not Meeting the Expectations of the Full Transition Plan	<ul style="list-style-type: none"> Continuum of possible interventions Critical areas triggering intervention

GOVERNANCE (1 OF 2)

Section	Key Points
Ethics Training for BOE and Senior Administrators	<ul style="list-style-type: none">Training covers ethical practices, conflicts of interest, financial disclosure, confidentiality, and other topics
Professional Development for BOE and Senior Staff regarding Governance Best Practices	<ul style="list-style-type: none">Topics include effective decision-making, communicating with various stakeholders, developing expertise, and other topics
Structuring the Board Decision-Making Process	<ul style="list-style-type: none">Agendas and use of various meeting structures
Board Understanding of the Importance of Relevant and Updated District Policy	<ul style="list-style-type: none">Establish process of policy review
Status of the State-Operated Superintendent	<ul style="list-style-type: none">Term expires June 30, 2018Includes provision for interim succession plan if the current superintendent resigns
Search for Successor Superintendent	<ul style="list-style-type: none">Provides requirements for search and search firmProvides 7 dedicated seats on search committeeSelect by May 31, 2018 to take office July 1, 2018

GOVERNANCE (2 OF 2)

Section	Key Points
Expectations for a Working Relationship between the Board, Superintendent and Senior Staff	<ul style="list-style-type: none"> ■ Mutual expectations developed May 2017 and updated July 2017 ■ Defines roles and responsibilities for each party
Evaluation of the Superintendent	<ul style="list-style-type: none"> ■ Conduct annually, including against strategic plan goals and student outcomes
Strategic Planning Expectations	<ul style="list-style-type: none"> ■ Complete current plan ■ Create new plan during new superintendent's first year
Guiding Principles of Budget Development	<ul style="list-style-type: none"> ■ DOE will review for continued school-based budgeting, transparency of decisions, and shifting dollars to schools and classrooms
Facilities	<ul style="list-style-type: none"> ■ Discontinuance of Capital Projects Control Board
Expectations Regarding Additional Initiatives	<ul style="list-style-type: none"> ■ Collaboration with other Newark LEAs ■ Complete current enrollment cycle

INSTRUCTION & PROGRAM

Section	Key Points
Student Performance Data	<ul style="list-style-type: none">Continue to use approved QSAC I&P Equivalency through 2018-19 and apply for extension or revert to new State QSAC indicators
Expectations for Continued Focus on Academics	<ul style="list-style-type: none">Expectations for curriculum, data, interventions, special learners, and other topics
Professional Development for the BOE, Superintendent and Senior Staff Regarding I&P Best Practices	<ul style="list-style-type: none">Topics include NJ Learning Standards and assessments (PARCC) and data
Establishing Expectations for a Working Relationship between the Board, Superintendent and Senior Staff	<ul style="list-style-type: none">Defines roles and responsibilities with respect to I&P
Curriculum Decisions	<ul style="list-style-type: none">Continue practices with respect to curriculum review

OTHER AREAS

The plan also reaffirms responsibilities in QSAC areas that have already been returned

Part	Sections
Fiscal Management and Operations	<ul style="list-style-type: none"> ■ Purpose and Overview ■ Basic Fiscal Obligations: Budget Requirements and Best Practices ■ Professional Development for the BOE, Superintendent and Senior Staff Regarding Fiscal Management Best Practices ■ Establishing Expectations for a Working Relationship between the Board, Superintendent and Senior Staff ■ Planning for Long-Term Financial Stability ■ Financial Reporting ■ Expectations Regarding Additional Fiscal Management and Operations Initiatives
Personnel	<ul style="list-style-type: none"> ■ Purpose and Overview ■ Establishing Expectations for a Working Relationship between the Board, Superintendent and Senior Staff ■ Monitoring of Personnel Functions Recently Returned ■ Expectations Regarding Additional Personnel Initiatives

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CONTINUING THE TRANSITION PROCESS

- This is not a one time event – but a process that will proceed over the next several months and years.
- In the coming months, there are a few key actions that will be taken:
 - Now through May 31: Engaging in a **superintendent search** and hiring a superintendent (for a start date of July 1)
 - Search committee will consist of 3 board members, 3 Newark leaders jointly selected by Mayor and Commissioner, and 1 member appointed by commissioner.
 - February 1: Changing from an Advisory Board to the **Board of Education** on the Transition Plan's effective date
 - November 6: Holding a **public referendum** to determine if school board members will be elected (Type I) or be appointed by the Mayor (Type II)
 - Ongoing: Further training for board members and district leaders

CONTINUED COMMUNITY ENGAGEMENT AND INPUT



- Given the many decisions to be made in the coming months, the district intends to engage the community throughout this process.
- Newark Public Schools will aim to hold another round of meetings in January to share details about the plan with public.
- The details of this will be shared when the district returns in January from winter break.
- The transition plan is now available to the public online.

THANK YOU