



**VOORHEES
TOWNSHIP**

PUBLIC SCHOOLS

**Community Forum
Meet the Superintendent
90-Day Plan**

*Dr. Neely Hackett
May 2022 (updated July 1, 2022)*

EDUCATIONAL JOURNEY-28 YEARS

- Middle School Teacher-Irvington Public Schools
- Elementary Teacher-Teaneck Public Schools
- K-8 Assistant Principal-Irvington Public Schools
- Middle School Principal-Irvington Public Schools
- High School Principal-Irvington Public Schools
- High School Principal-Franklin Township Public Schools
- Assistant Superintendent for Curriculum and Instruction-Irvington Public Schools
- Superintendent-Irvington Public Schools
- Superintendent-Willingboro Public Schools

MISSION

The Voorhees Public School community values the varied and **unique contributions**, needs and experiences of its members. While promoting **an environment of respect** among all people, it provides instructional delivery systems that nurture the **potential of all students**, giving them the ability to become successful adults. The Board of Education strongly upholds the expectation that **all students will achieve** the New Jersey Core Curriculum Content Standards (NJCCCS) at all grade levels.

EXCERPTS OF MY PHILOSOPHY

In addition, a robust system of support and accountability, grounded in collaboration with district staff, provides the necessary guideposts to move toward excellence.

I am thankful and most appreciative for the opportunity to work with parents and community members and I am committed to continuing to build strong supportive partnerships with them. Parental involvement plays an integral role in improving academic achievement.

EXCERPTS OF MY PHILOSOPHY

We must be deliberate in staging the arena in which we expect our students to excel. Such an arena must be one that exudes a structured and safe environment conducive to learning

As the district's educational leader, I look forward to strengthening partnerships with all stakeholders in our education community as we improve student achievement as well as the overall educational experiences for our students.

EXCERPTS OF MY PHILOSOPHY

I firmly believe that all students have the ability to achieve at the highest levels of learning, if afforded the opportunity.

The curriculum must be designed to meet the individual needs of all students through authentic assessment, research-based instruction, and responsive differentiation that encourages students to think critically and to connect all learning to life beyond the classroom.

EXCERPTS OF MY PHILOSOPHY

I am committed to laser-like focus on academic success through a rigorous and relevant curriculum that empowers students to become productive, responsible, and self-directed learners and citizens. beyond the classroom.

We must capitalize on our students' various learning styles and integrate technology to promote 21st Century thinking and learning. We must conduct assessments that best measure student achievement and effectively analyze data to enable us to make decisions that will drive future instruction.

STAKEHOLDER EXPECTATIONS

The Superintendent

1. Listens
2. Is Visible
3. Is Transparent
4. Is Passionate
5. Motivates
6. Collaborates
7. Uses Data to Make Decisions
8. Communicates the "Why"
9. Sets and Monitors Goals

DATA REVIEW FOR INTERVIEW

- State Assessment Data 2017-2018 and 2018-2019 School Years
- Enrollment
- Chronic Absenteeism

Note: The data review was based on information from the NJDOE website and the District website.

Tentative Top Five Priorities

1. Curriculum Audit

- a. Differentiation of Instruction (remediation and acceleration)
- b. Alignment to the New Jersey Student Learning Standards (NJSLSA)
- c. Pacing Charts (Sequence of Major, Supporting, and Additional Standards)
- d. Progress Monitoring
- e. Benchmark Assessments
- f. Coordinated System of Intervention

Tentative Top Five Priorities

2. Develop a marketing plan to keep all stakeholders informed about the district (relationships, transparency, visibility, data)

3. Review special education referral and placement procedures

- ▶ 18.2% of students classified as Special Education

- ▶ Chronic Absenteeism exceeded the state average by 2.3% (11.3% rate)

Tentative Top Five Priorities

4. Listen and Learn, Listen and Collaborate, and Listen and Action Plan Meetings

5. Prepare the District for the opening of the 2022-2023 School Year

90-Day Entry Plan-12 Weeks

Week One

- ▶ Listen and Learn meetings with Central Office administrators and principals
- ▶ Principal meetings will be held at each school followed by a walkthrough of the schools (Director of Buildings and Grounds)
- ▶ Provide parents with an introductory letter
- ▶ Update Board Members of Glows and Grows

90-Day Entry Plan-12 Weeks

Week 2

- ▶ Listen and Learn meetings with Union Association Presidents and Assistant Principals
- ▶ Curriculum Audit with the Assistant Superintendent of Curriculum and Instruction (part 1). Review 20-21 and 21-22 assessment data
- ▶ Review the design of the district website
- ▶ Review 20-21 and 21-22 budgets
- ▶ Review 20-21 and 21-22 staff evaluations
- ▶ Update Board Members of Glows and Grows

90-Day Entry Plan-12 Weeks

Week 3

- ▶ Curriculum Audit with the Assistant Superintendent of C and I (part 2)
- ▶ Review special education referral and placement procedures
- ▶ Review attendance procedures
- ▶ Meet with the Supervisor of Special Projects to discuss the website

90-Day Entry Plan-12 Weeks

Week 3-Continued

- ▶ Meet with the food service vendor (Nutri-Serve)
- ▶ Discuss/Review the 2022-2023 Professional Development Plan with the Assistant Superintendent of C and I (2 full days in September)
- ▶ Update Board Members of Glows/Grows

90-Day Entry Plan-12 Weeks

Week 4

- ▶ Curriculum Audit with the Assistant Superintendent of C and I (part 3).
- ▶ Complete website initial updates
- ▶ Make an appointment to meet with the Mayor
- ▶ Prepare draft of the Opening Day Convocation

90-Day Entry Plan-12 Weeks

Week 4-Continued

- ▶ Begin to schedule weekly Cabinet meetings and monthly principal meetings
- ▶ Meet with principals to review data and set their 2022-2023 goals
- ▶ Review key district policies
- ▶ Make an appointment to meet with the Police Chief

90-Day Entry Plan-12 Weeks

Week 4-Continued

- ▶ Community Forum-Update on 90-Day Entry Plan (1 of 3)
- ▶ Survey parents regarding desired topics for monthly parent workshops
- ▶ Update Board Members of Glows and Grows

90-Day Entry Plan-12 Weeks

Week 5

- ▶ Curriculum Audit with the Assistant Superintendent of C and I (part 4)
- ▶ Draft an action plan with any mandatory steps to revise/update the curriculum
- ▶ Meet with Central Office administrators to review data and set their 2022-2023 goals
- ▶ Update Board Members of Glows/Grows

90-Day Entry Plan-12 Weeks

Week 6

- ▶ Continue to draft an action plan with any mandatory steps to revise/update the curriculum
- ▶ Complete final preparations for the Convocation
- ▶ Meet with the Transportation Coordinator to discuss the finalized Transportation Action Plan for the 2022-2023 school year
- ▶ Update Board Members of Glows and Grows

90-Day Entry Plan-12 Weeks

Week 7

- ▶ Finalize the District website updates
- ▶ Schedule a meeting with the Superintendent for the regional high school
- ▶ Schedule a meeting with the Fire Chief
- ▶ Provide parents with a 45-Day Progress Report
- ▶ Update Board Members of Glows and Grows

90-Day Entry Plan-12 Weeks

Week 8

- ▶ Review course offerings for the middle school with a focus on honors, remediation, and college and career readiness
- ▶ Schedule a meeting with representatives from local colleges
- ▶ Building walkthroughs with principals

90-Day Entry Plan-12 Weeks

Week 8-Continued

- ▶ Review 2021-2022 attendance data
- ▶ Community Forum-Update on 90-Day Entry Plan (2 of 3)
- ▶ Discuss/Review the 2022-2023 Professional Development Plan with the Assistant Superintendent of C and I (3 in-service days)
- ▶ Update Board Members of Glows and Grows

90-Day Entry Plan-12 Weeks

Week 9

- ▶ School visits (first week of school)
- ▶ Review 2021-2022 Board of Education agendas
- ▶ Conduct Listen and Collaborate meetings with Central Office administrators
- ▶ Update Board Members of Glows and Grows

90-Day Entry Plan-12 Weeks

Week 10

- ▶ School visits to conduct walkthroughs with principals
- ▶ Conduct Listen and Collaborate meetings with Principals
- ▶ Update Board Members of Glows and Grows

90-Day Entry Plan-12 Weeks

Week 11

- ▶ Listen and Learn meeting with secretaries
- ▶ Listen and Learn meeting with staff responsible for building security
- ▶ Listen and Learn meeting with custodians
- ▶ Listen and Learn meeting with teachers (grades K to 5)
- ▶ Listen and Learn meeting with teachers (grades 6 to 8)

90-Day Entry Plan-12 Weeks

Week 11 Continued

- ▶ Listen and Learn meeting with non-instructional staff
- ▶ Update Board Members of Glows and Grows

90-Day Entry Plan-12 Weeks

Week 12

- ▶ Survey teachers on their desired professional development needs
- ▶ Listen and Action Plan meetings with Central Office administrators
- ▶ Community Forum-Update on 90-Day Entry Plan (3 of 3)
- ▶ Send letter to parents (90-Day Progress Report)

90-Day Entry Plan-12 Weeks

Week 12 Continued

- ▶ Provide Board Members with priority focus areas that were developed in collaboration with all stakeholders during the 90-day period.

Star Fish Story

A young girl was walking along a beach upon which thousands of starfish had been washed up during a terrible storm. When she came to each starfish, she would pick it up, and throw it back into the ocean. People watched her with amusement.

Star Fish Story

She had been doing this for some time when a man approached her and said, "Little girl, why are you doing this? Look at this beach! You can't save all these starfish. You can't begin to make a difference!"

Star Fish Story

The girl seemed crushed, suddenly deflated. But after a few moments, she bent down, picked up another starfish, and hurled it as far as she could into the ocean. Then she looked up at the man and replied, "Well, I made a difference to that one!"

Star Fish Story

The man looked at the girl inquisitively and thought about what she had said and done. Inspired, he joined the little girl in throwing starfish back into the sea. Soon others joined, and everyone made a difference.

Adapted from 'The Star Thrower' by Loren C. Eiseley

Our Students need a Village of
people who will never stop
throwing star fish back into the
ocean

Board Members

District Staff

Parents

Community

