

Merit Goal Payment Submittal Form

2017-2018

Franklin Lakes Public Schools
District Name

Dr. Lydia E. Furnari, Superintendent
Name/Title

Essential Elements

- (1) For payment, merit goal submissions must include:
- a completed Payment Submittal Form;
 - evidence of attainment; and
 - a certified BOE resolution that features
 - goal number, quantitative or qualitative
 - percentages and dollar values for each goal
 - statements delineating each goal and attesting to each goal's completion
- (2) Upon receipt of payment approval by ECS, the BOE shall execute a resolution authorizing payment for goal completion. A certified copy of same, or a certified copy of the district bills list, is to be forwarded to the County Office for inclusion in the employee's contract file.

Goal #1

Quantitative Qualitative

%	Dollar Value
3.33%	\$4,828.25

APPROVED GOAL STATEMENT: The Superintendent will enhance and expand upon opportunities for two-way communication and parent education through the provision of a series of at least three (3) events such as workshops, family nights and instructional opportunities on topics concerning digital citizenship, the safe use of social media, and student health and wellness, as well as holding four (4) coffee chats, one at each school, and two (2) community forums, one in the fall and one in the spring. Survey data will provide potential topics for these chats and forums. All of these events will be held by May 31, 2018.

Goal #2

Quantitative Qualitative

%	Dollar Value
3.33%	\$4,828.25

APPROVED GOAL STATEMENT: The Superintendent will engage a team of teachers and administrators in the review of current District practices and in researching innovative practices that support the District's Strategic Plan. The Superintendent will further engage this group in visits to at least three (3) school districts, as well as meeting with educators outside of the Franklin Lakes Public Schools in order to gain insight about the implementation of several identified innovative practices. This may include visits that are part of the Tri-State Consortium process. From this work, a list of innovative strategies will be created. On or before June 30, 2018, at least three (3) of the identified strategies will be presented to the Board of Education for implementation in the 2018-2019 school year.

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Goal #3

Quantitative Qualitative

	Dollar Value	APPROVED GOAL STATEMENT: The Superintendent will ensure that 100% of the Administrative Team receive training on the implementation of effective leadership practices a outlined by Douglas Reeves in his book <u>From Leading to Succeeding: The Seven Elements of Effective Leadership in Education</u> ; purpose, trust, focus, leverage, feedback, change and sustainability, and will ensure the application of those principles to the teacher evaluation process, as evidenced by more connection and clarity of information included in the use of the McREL Teacher Evaluation tool and other District evaluation rubrics, by April 2018.
3.33%	\$4,828.25	

Goal #4

Quantitative Qualitative

%	Dollar Value	APPROVED GOAL STATEMENT: The Superintendent will ensure the District's purposeful transition to newly revised Crisis Management procedures including "live" implementation o Share 911 at all District schools, through training provided by the District's Security Coordinator in collaboration with the Franklin Lakes Police Department and the District's Administrative Team. Procedures include best practices identified among suggestions made by the NJDOE Office of School Preparedness and Emergency Planning as a result of site visits conducted in the District. Transition to these revised procedures will be gradually implemented from September 2017 through May 2018.
2.5%	\$3,625.00	



Signature of Chief School Administrator

June 27, 2018

Date



Signature of Executive County Superintendent

6/29/18

Date