



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION
BERGEN COUNTY OFFICE
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CHRIS CHRISTIE GOVERNOR
KIM GUADAGNO LT GOVERNOR

KIMBERLEY HARRINGTON, ACTING COMMISSIONER

October 13, 2017

**Dr. Lydia Furnari
Superintendent
Franklin Lakes School District
490 Pulis Avenue
Franklin Lakes, NJ 07417**

Dear Dr. Furnari:

This communication is to acknowledge the receipt of your proposed Merit Bonus Goals for 2017-2018.

After review, I find that the action plans for goal achievement are in compliance with N.J.A.C. 6A:23A-3.1(e)(10)(ii) and therefore I am pleased to approve your selection of quantitative merit criteria and qualitative merit criteria for the 2017-2018 school year.

Upon timely completion of the above referenced criteria, the Board of Education shall submit a resolution to my office certifying the attainment of these goals. The resolution shall include a statement delineating each goal and attesting to each goal's completion, percentages and dollar values.

If you have any questions, please feel free to contact me.

Very truly yours,

A handwritten signature in blue ink, appearing to read "Norah E. Peck".

**Norah E. Peck
Interim Executive County Superintendent**

NEP/ia

Enclosure

C: Business Administrator

SCHOOL DISTRICT: FRANKLIN LAKES PUBLIC SCHOOLS

MERIT GOAL SUBMISSION FORM SCHOOL YEAR 2017-2018

NAME OF INDIVIDUAL	<u>Dr. Lydia E. Furnari</u>	TITLE	<u>Superintendent</u>
QUANTITATIVE GOALS	<input checked="" type="checkbox"/> PERCENTAGE <u>3.33%</u> DOLLAR VALUE <u>\$4,828.25</u>	QUALITATIVE GOAL	<input type="checkbox"/> PERCENTAGE DOLLAR VALUE

DESCRIPTION OF GOAL:

Quantitative 1 - \$4,828.25
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.

EVIDENCE OF COMPLETION:

Flyers and Record of other methods of notification
Sign-In Sheets for each of 9 events

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Dr. Lydia E. Furnari, Superintendent

TIMELINE (2) TO COMPLETE THE GOAL FOR THE 2017-2018 SCHOOL YEAR:

Workshops & Coffee Chats – Between November 2017 and May 2018
Forums November 2017 and April 2018

*ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT

DATE SENT TO ECS	<u>9/27/17</u>	SIGNATURE AND DATE APPROVED BY ECS	<u><i>Yvonne B. Oude</i></u> <u>10-13-17</u>
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SCHOOL DISTRICT: FRANKLIN LAKES PUBLIC SCHOOLS

MERIT GOAL SUBMISSION FORM SCHOOL YEAR 2017-2018

NAME OF INDIVIDUAL	<u>Dr. Lydia E. Furnari</u>	TITLE	<u>Superintendent</u>
QUANTITATIVE GOALS	<input checked="" type="checkbox"/> PERCENTAGE	QUALITATIVE GOAL	<input type="checkbox"/> PERCENTAGE
	<u>3.33%</u>		
	DOLLAR VALUE		DOLLAR VALUE
	<u>\$4,828.25</u>		

DESCRIPTION OF GOAL:

Quantitative 2 - \$4,828.25
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 meetings 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.

EVIDENCE OF COMPLETION:

Meeting agendas
List of Innovative Strategies
Presentation slides
Board Agenda noting date of Presentation

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Dr. Lydia E. Furnari, Superintendent

TIMELINE (2) TO COMPLETE THE GOAL FOR THE 2017-2018 SCHOOL YEAR:

Goal activities – Between October 2017 and May 2018
BOE Presentation – May 2018

*ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT

DATE SENT TO
ECS 9/27/17

SIGNATURE AND DATE
APPROVED BY ECS *Yorab Queda*
10-13-17

SCHOOL DISTRICT: FRANKLIN LAKES PUBLIC SCHOOLS

**MERIT GOAL SUBMISSION FORM
SCHOOL YEAR 2017-2018**

NAME OF INDIVIDUAL	<u>Dr. Lydia E. Furnari</u>	TITLE	<u>Superintendent</u>
QUANTITATIVE GOALS	<input checked="" type="checkbox"/> PERCENTAGE	QUALITATIVE GOAL	<input type="checkbox"/> PERCENTAGE
	<u>3.33%</u>		
	DOLLAR VALUE		DOLLAR VALUE
	<u>\$4,828.25</u>		

DESCRIPTION OF GOAL:
Quantitative 3 - \$4,828.25
The Superintendent will ensure that 100% of the Administrative Team receive training on the implementation of effective leadership practices as outlined by Douglas Reeves in his book From Leading To Succeeding: The Seven Elements of Effective Leadership in Education; *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.

EVIDENCE OF COMPLETION:
DAT meeting agendas
Observation and Evaluation documents

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:
Dr. Lydia E. Furnari, Superintendent

TIMELINE (2) TO COMPLETE THE GOAL FOR THE 2017-2018 SCHOOL YEAR:
Goal activities – Between October 2017 and March 2018
Observation and Evaluation documents – April 2018

***ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT**

DATE SENT TO	<u>9/27/17</u>	SIGNATURE AND DATE	<u></u>
ECS		APPROVED BY ECS	<u>10-13-17</u>

SCHOOL DISTRICT: FRANKLIN LAKES PUBLIC SCHOOLS

MERIT GOAL SUBMISSION FORM SCHOOL YEAR 2017-2018

NAME OF INDIVIDUAL	<u>Dr. Lydia E. Furnari</u>	TITLE	<u>Superintendent</u>
QUANTITATIVE GOALS	<input type="checkbox"/>	PERCENTAGE	QUALITATIVE GOAL
			<input checked="" type="checkbox"/>
			PERCENTAGE
			<u>2.5%</u>
		DOLLAR VALUE	DOLLAR VALUE
			<u>\$3,625</u>

DESCRIPTION OF GOAL:

Qualitative 1 - \$3,625.00
 The Superintendent will ensure the District's purposeful transition to newly revised Crisis Management procedures including "live" implementation of 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 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 District. Transition to these revised procedures will be gradually implemented from September 2017 through May 2018.

EVIDENCE OF COMPLETION:

Agendas
Implementation Schedule / Dates of completion of transition activities
Confirmation of Live – Share 911

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Dr. Lydia E. Furnari, Superintendent

TIMELINE (2) TO COMPLETE THE GOAL FOR THE 2017-2018 SCHOOL YEAR:

Goal activities – Between August 2017 and May 2018
Completed transition – May 2018

***ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT**

DATE SENT TO ECS 9/27/17

SIGNATURE AND DATE APPROVED BY ECS

10-13-17