

Franklin Lakes Public Schools

Dr. Lydia E. Furnari, Superintendent of Schools

District Name

Name/Title

Essential Elements

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

Goal #1

Quantitative Qualitative

%	Dollar Value	APPROVED GOAL STATEMENT: Goal 1
3.33%	\$4,828.25	In order to support systemic growth and improvement of school and district instructional practices, the superintendent will engage 100% of the administrative team in implementation of Instructional Rounds, as outlined in Instructional Rounds In Education, by City, Elmore, Fiarman and Teitel. At least 2 district schools will host an instructional rounds visit, focused on a self-identified "problem of practice" by June 2016

Goal #2

Quantitative Qualitative

%	Dollar Value	APPROVED GOAL STATEMENT: Goal 2
3.33%	\$4,828.25	In order to provide opportunities for our district to confer with and benchmark ourselves against other high performing school districts both in and outside of the State of New Jersey, the superintendent will apply on the district's behalf for membership in the Tri-State Consortium, (a "critical friends" group of high performing school districts from NY, CT, and NJ), and work to engage 100% of the administrative team and at least 4 appropriate teacher leaders (one from each school) in consortium activities by June 2016.

Goal #3

Quantitative Qualitative

%	Dollar Value	APPROVED GOAL STATEMENT: Goal 3
3.33%	\$4,828.25	Based on information gathered from the spring 2015 District Satisfaction Survey, the Superintendent will initiate a Parent Enrichment program. At least 4 evening events will be offered to parents to learn about school curricular initiatives, technology, and/or current school issues and trends in education, and will be posted as webcasts on the district website. At least 2 Book Talks will be held, one appropriate for adults and one for children, and curricular content of the district website will be updated. All activities will be completed by June 2016.

Goal #4

Quantitative Qualitative

%	Dollar Value	APPROVED GOAL STATEMENT: Goal 4
2.50%	\$3,625.00	In order to ensure the rigor and effectiveness of the District's writing program, the Superintendent will establish a committee and facilitate a program evaluation of the writing program K-8. The results of the program evaluation will inform necessary revisions to the writing program, which will be utilized to inform the curriculum revision process. The program evaluation will be completed by June 2016.

Goal #5

Quantitative Qualitative

%	Dollar Value	APPROVED GOAL STATEMENT: Goal 5
2.50%	\$3,625.00	The Superintendent will engage the district in the creation and implementation of a Strategic Plan. The process to create the plan will be facilitated by NJSBA, who will work closely with the Superintendent and members of the Board of Education. Components of the process include 3 Strategic Planning meetings held between October and December 2015, a Strategic Plan document presentation February 2016, and the creation of an action plan by the Superintendent and the District Administrative Team that will be submitted for Board approval by May 2016. The roll out of the Strategic Plan will be initiated by June 2016.

Merit Goal Payment Submittal Form | 2015-2016

Signature of Chief School Administrator

Date

Signature of Executive County Superintendent

Date