

# BENJAMIN FRANKLIN MIDDLE SCHOOL

2019-2020 Community Townhall Meeting

August 20, 2019

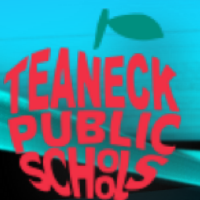
Terrence Williams

**Principal**

David Deubel & Marina Williams

**Assistant Principals**

The Teaneck Advantage: Educational Excellence for All



# TEANECK PUBLIC SCHOOLS MISSION AND VISION

## **MISSION STATEMENT:**

THE TEANECK PUBLIC SCHOOL DISTRICT EDUCATES AND EMPOWERS STUDENTS BY PROVIDING A HIGH - QUALITY, RIGOROUS EDUCATIONAL EXPERIENCE WHICH PREPARES STUDENTS FOR SUCCESS WITHIN A DIVERSE, GLOBAL SOCIETY.

## **VISION STATEMENT:**

THE TEANECK ADVANTAGE: EDUCATIONAL EXCELLENCE FOR ALL



# BENJAMIN FRANKLIN MIDDLE SCHOOL

## District Leadership

**Dr. Christopher Irving**  
Superintendent of Schools

**Mrs. Angela Davis**  
Assistant Superintendent of Educational  
Service

**Mrs. Christine Jimenez Johnson**  
Assistant Superintendent of Curriculum &  
Instruction

## Building Leadership

**Terrence Williams**  
Principal

**David Deubel** –Assistant Principal  
**Marina Williams** –Assistant Principal

**Mrs. C. Hollis** –Principal's Secretary  
**Mrs. J. Pena** –Assistant Principal Secretary

# A LOOK INTO THE FUTURE... WHERE WE'RE HEADED

- **Academic Programming** -Further elevate academic programs by creating varied learning pathways and improving student supports
- **Facilities and Infrastructure** -Continue to improve facilities and technology in support of 21st Century learning opportunities
- **Communication and Community Partnerships** -Execute effective communications and solidify quality relationships with educational partners within and throughout the community
- **Equity and Inclusion** - Create equitable and inclusive learning opportunities for all students
- **Talent Acquisition and Retention** -Ensure operational excellence in hiring, developing and retaining staff



TEANECK PUBLIC SCHOOLS

Five-Year Strategic Plan



**Dr. Christopher Irving**  
*Superintendent of Schools*

# MY LEADERSHIP STORY

A core value that drives my work is an unyielding belief that I am responsible for **providing all students with an exceptional and competitive education that will prepare each of them for their tomorrow, TODAY!** This idea was born from a reflection of my work at Harvard University where I was challenged to embrace questions related to how students, teachers, leaders, and organizations **learn best**. I concluded that all these groups learn best by **teaching**. Students learn best *teaching* (Student-Centered Instruction; Peer Assessment); Teachers learn best by *teaching* (PLCs, GLMs, ILTs, CPT, etc.); Leaders learn best by *teaching* or building capacity to teach, coach, support, and affirm. Aligned with this core value, my goals are to challenge these stakeholders as they unlock their potential and define the attributes that give meaning to their work in real time.

This is how I believe school organizations learn best. ...by *building a legacy of great leadership that is sustainable.*

# BACKGROUND

- Born/Raised in Northern New Jersey
- Attended Passaic Public Schools
- A Three Time Graduate -Rutgers University
- Completed Certificate in Advanced Educational Leadership (2018) at Harvard University -GSE
- Current University of Pennsylvania GSE Doctoral Student -Cohort 18
- Married w/ Children
  - Wife -Teacher/Coach in Central Jersey
  - Daughters 8, 15, and 24
- Enjoy Filmmaking, Cycling, Golf, Photography, Genealogy, Reading, Music, and Tennis, Walking, Gardening, and anything Technological.

# EXPERIENCE

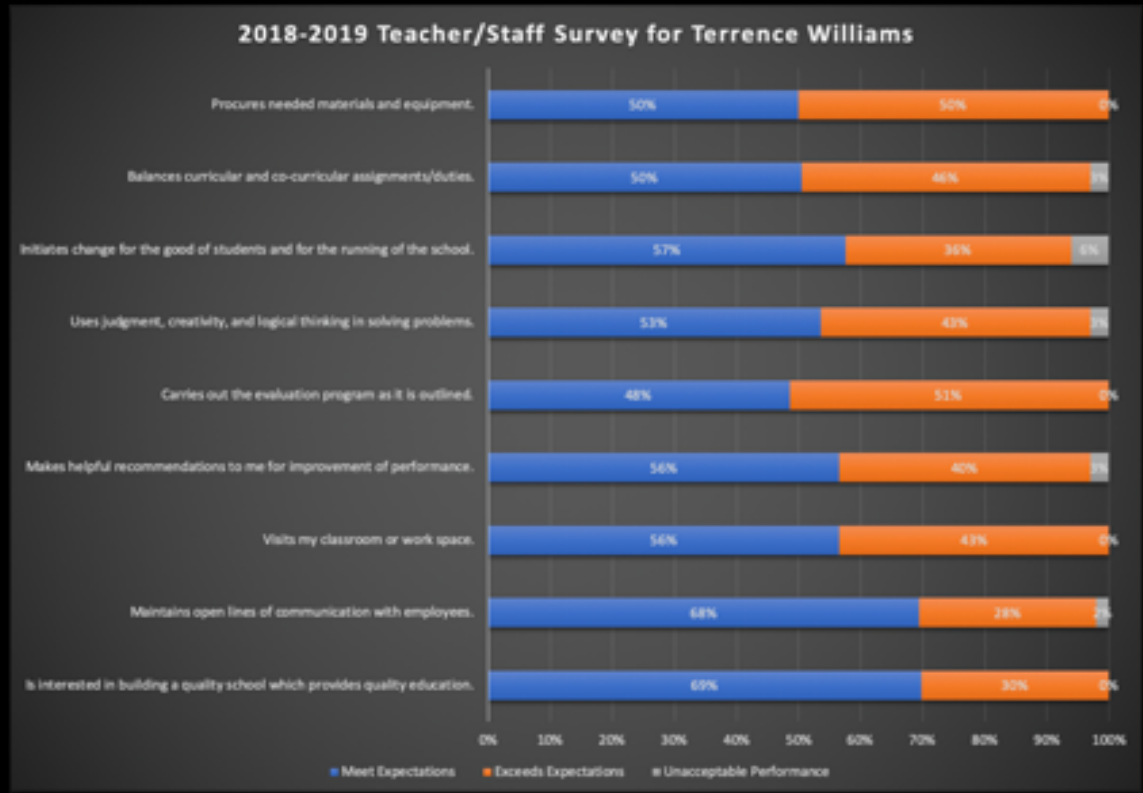
- **Over 15 years of teaching experience**

- Geography, US History, African American History, Financial Literacy, Advanced Placement US History, Geometry, Technology, Film and Photography, World History, and Sociology, Student Government Advisor, Close Up Advisor, Yearbook Advisor, and Pre-College Consortium. Worked as a Technology Coordinator.

- **Over 9 years of Instructional Leader/Administrative Experience**

- School Management: Scheduling, Budgeting, AVID, Clubs & Organizations, Safety & Evacuation Plan, HIB Management
- Supervision of Instruction: Social Studies, Math, SPED, Electives, PE/Health
- Staff Development: AVID, Instructional Rounds, Developing Leaders, PD Database
- Program Management: 21st CCLC, Kid's Café, Dinner Program, HERO K12, ROADS, Hibster
- **Systems Builder: Autocrat Systems: Lesson Plan Review, Walkthrough, Discipline Protocol**
- **District Management: School Board Member, Plainfield, Union County**
- **Mentoring: Future Leaders, Administrators, New Teachers, Students**

# WHAT ~~WOULD~~ DID MY TEACHERS AND STAFF SAY ABOUT MY LEADERSHIP PERFORMANCE IN 2018-19?

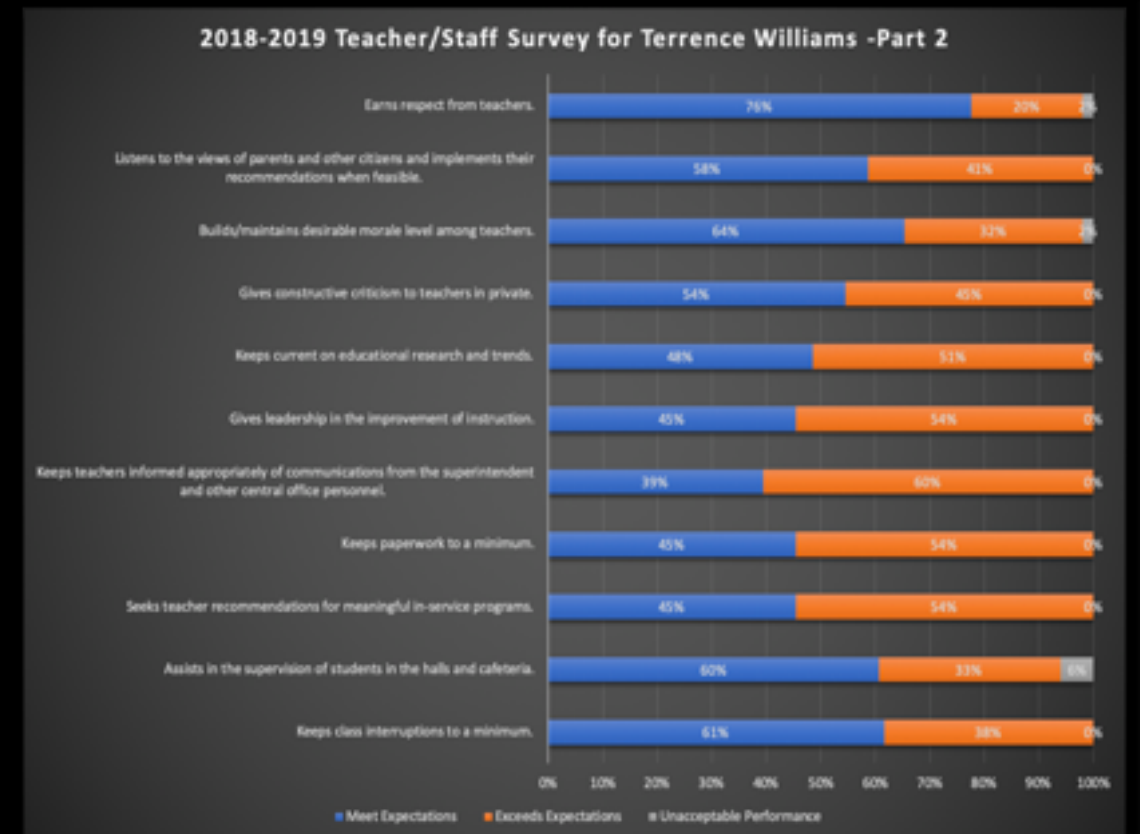


- 100% M/E Providing Tools for Learning/Teaching
- 96% M/E Balance bet. Instructional/Non-Instructional Program
- 96% M/E Maintaining an Open Line of Communication
- 96% M/E Making Meaningful Recommendations to Improve Teaching/Learning
- 99% M/E Visiting Class or Work Space



# WHAT ~~WOULD~~ DID MY TEACHERS AND STAFF SAY ABOUT MY LEADERSHIP PERFORMANCE IN 2018-19?

- 96% M/E Listening the Views of Parents/Others
- 99% M/E Giving Constructive Feedback, in Private
- 99% M/E Keeps Current on Educational Research
- 96% M/E Assists in the Supervision of Students...
- 99% M/E Seeks Teachers' Recommendations...



# THE PRINCIPAL ENTRY PLAN

Teaneck Public Schools -Principal Entry Plan  
Terrence Williams

July 1, 2019

## Teaneck Public Schools



Providing students with an exceptional and competitive education that will prepare each of them for their tomorrow... **TODAY!**

### Benjamin Franklin Middle School

Principal Entry Plan  
2019-2020 School Year

Submitted by:

Terrence Williams Principal  
Benjamin Franklin Middle School  
1315 Taft Road, Teaneck, New Jersey 07666

Teaneck Public Schools -Principal Entry Plan  
Terrence Williams

July 1, 2019

#### My Educational Core Values

Responsibility
Deference
Service/Support/Security
Community
Commitment to Diversity

#### Entry Plan Goals

Sustain a collective level of responsibility between all stakeholders (staff, instructional and support staff, parents, students and community) that support a climate and culture of teaching, learning, and leadership.

Identify school's strengths and areas of improvement by completing a self-study in the areas of instruction, professional learning, curriculum and assessment.

Develop communication methods and establish systems for distributing information to all stakeholders.

Communicate expectations to staff, students and parents regarding academic achievement, school safety and security; importance of community engagement and establishing and maintaining a commitment to excellence.

- Highlight Core Values
- Set four (4) foundational goals
- Aligned goals with objectives
- Aligned objectives with actions
- Set a timeline
- Shared this information with the building leadership
- Shared this information with district leadership

# THE PRINCIPAL ENTRY PLAN

Teaneck Public Schools –Principal Entry Plan  
Terrence Williams

Goal 1: Build and sustain a collective level of trust among stakeholders (administration, instructional and support staff, parents, students and community) that support a climate and culture of teaching and learning.

**Objective A: Build and sustain a collective level of trust among stakeholders.**

**ACTIONS**

Schedule and meet with available administration, instructional and support staff, parents, students and community to review institutional practices and procedures.

Draft and forward welcome/introductory letters to students.

Organize and implement professional development around collective responsibility.

Select and distribute literature (Lee Cockerill) to provide context for the school community (administration and support staff).

Conduct informal walkthroughs in all areas of the school to provide timely, specific, and constructive feedback that focus on strengths, improvement areas, and wonderings.

Establish a committee to publish and update the school's newsletter to staff with updates, events, and the school's calendar.

Teaneck Public Schools –Principal Entry Plan  
Terrence Williams

**Objective B: Develop and foster positive relationships with the student body.**

**ACTIONS**

Conduct two (2) student assemblies during my first month. The first assembly will be used to get to know the student body and to share what I hope we can accomplish during the 2020 school year.

Interact with and supervise students during entry and dismissal, in classrooms, during passing, lunch time, etc. Be visible for students and staff.

Plan Student – Principal Lunch dates in Principal's Office. Discuss concerns, listen to suggestions and answer questions.

**Objective C: Develop and foster positive and productive relationships with the parent community.**

**ACTIONS**

Invite parents to an informal, then formal "Family Meet and Greet" during my first month at the school (Evening/Day).

Meet with the technology department/coordinator to provide accurate and up to date information for the school's web site. Review Twitter account to share information with the school community.

Post introductory letter on the school website.

Reach out to parents on a weekly basis through personal phone calls, social media, school website, and school e-mails to inform parents of the great things that are going on in our school and to encourage parents to become more involved in the school community.

Establish weekly/monthly home school communication procedures.

Goal 2: Inventory the school's strengths and areas of improvement by completing a needs assessment in the areas of instruction, professional learning, curriculum, parent/community relations, school safety and facility.

**Objective A: Identify strengths and targeted areas for improvement for growth in the areas of instruction, school climate & culture, creating systems and practices for sustainable and continuous improvement.**

**ACTIONS**

Collect and analyze school data to look for trends and focus areas in:

- Student achievement: school and district
- Student engagement: attendance, extra curricular participation, tardiness, students in advanced classes.
- Demographics: SPED, ELL, FRL, etc.

Establish a School Improvement Panel (SIP) and Instructional Leadership Team (ILT). We will meet monthly throughout the school year.

Discuss school safety procedures with staff to determine if there are any procedures that need to be implemented differently to the benefit of students.

**TIMELINE**

August 2019 – Ongoing

Sept 2019 – Ongoing

Oct 2019 – Nov 2019

## The BFMS Principal Entry Plan since July 1, 2019

**Objective B: Identify strengths and targeted areas for improvement for growth in the areas of parent and community relations and create systems and practices for sustainable and continuous improvement.**

**ACTIONS**

**TIMELINE**

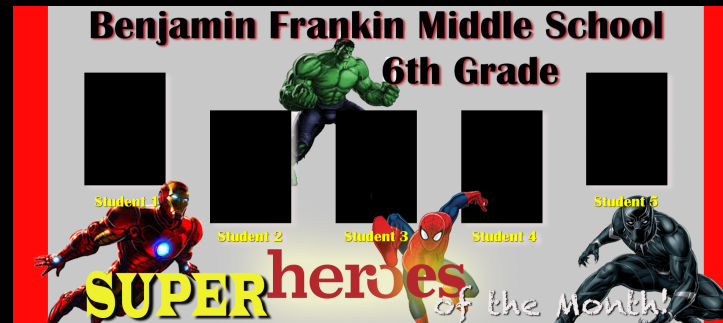
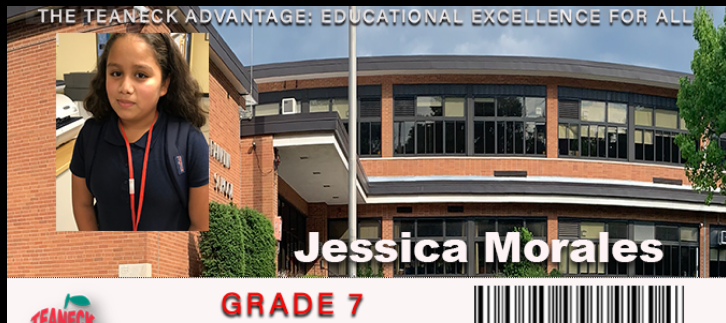
Meet with PTA and Parent Representatives

Sept 2019

Add parent representatives and students to the School Leadership Team. Ensure that meeting times are suitable for parents to attend.

Sept 2019

# CHANGES AT BFMS FOR 2019-2020



## New Student IDs

- -Build responsibility and accountability
- Reduce lost of instructional time
- Recognize students monthly (HERO-K12)

## BFMS SuperHeroes

- Monthly recognition for exemplary work/behavior
- Based on HERO K12 point system
- Parent notifications

## 3D Printing Lab

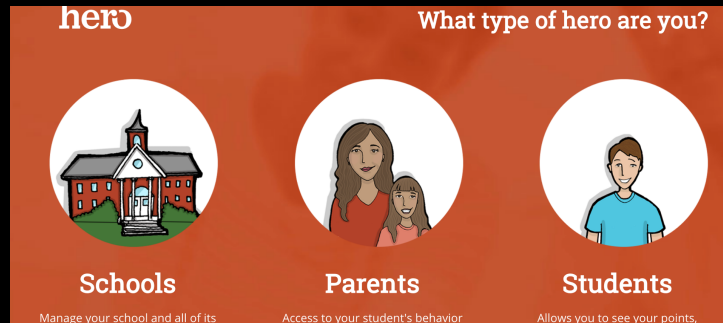
- STEM-based curriculum
- Design Thinking support
- Build early interest in science, math, engineering, and technology for BF students

# CHANGES AT BFMS FOR 2019-2020



## Botany Program at BF

- Partnership w/ Teaneck Creek Conservancy
- Onsite and Offsite Learning
- Reopen BF Greenhouse
- Garden at BFMS 2019-2020



## HERO K12

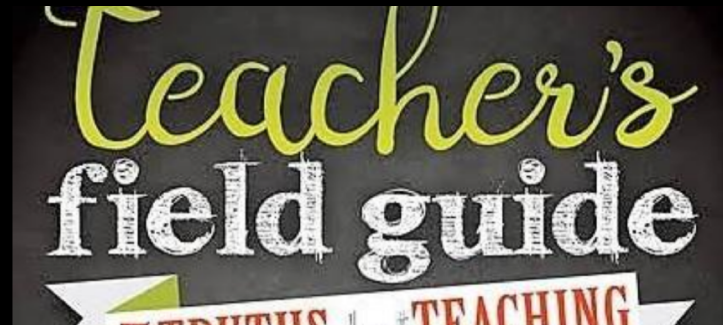
- Behavior Management Program to redirect students
- Provide real time incentives for students
- Reduce tardiness and suspension
- Support Restorative Practices



## Renovated Counseling/CST Suites

- Support SEL Services
- Early Conversations about college/careers
- Support all sub-groups and provide optimal learning

# CHANGES AT BFMS FOR 2019-2020



## Mindfulness at BFMS

- Daily am exercises to promote activities to help students focus
- Teach breathing techniques to students
- Promote technology free space

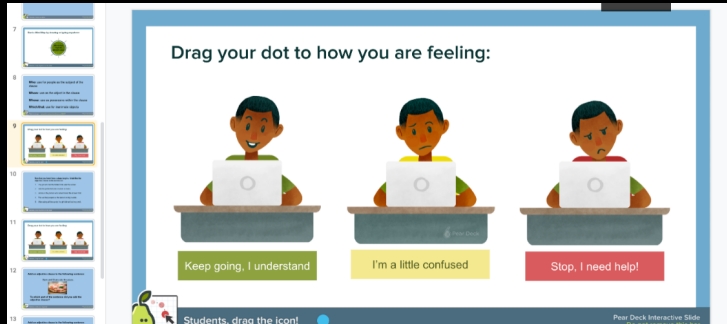
## Welcome New Staff

- 7 new staff members will be welcomed next week at BFMS
- Year-round support to reduce new staff

## Halls That Inspire

- Ongoing beatification project at BFMS
- Student, staff, admin, and parent participation welcome
- Messaging to support student growth and development

# CHANGES AT BFMS FOR 2019-2020



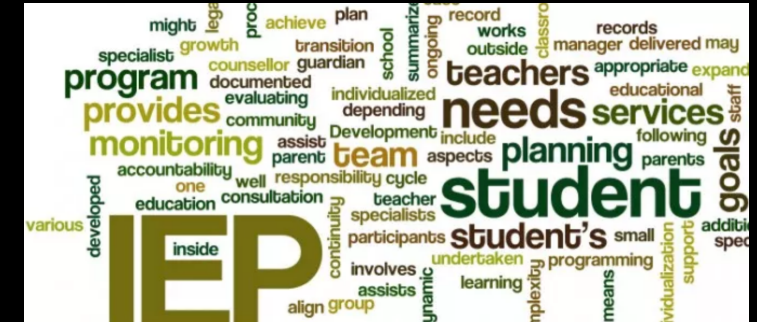
## Pear Deck Support

- All BFMS teacher will have access to Pear Deck
- Increase student engagement
- Real time assessment data for teachers and students



## FT Security Officer

- Assist with implementing the School Safety and Security Plan
- Proactive approach to dealing with discipline and reducing conflict between students
- Experienced



## FT CST & Behaviorist

- Timely support for students
- Provide teachers, students, and parents FT support and guidance
- I&RS process becomes more streamlined

# USING DATA TO DRIVE INSTRUCTION

## 2019 NJSLA Performance Data

- Currently conducting data review
- Identifying best practices
- Planning PD to support strategies that teach **thru** the test, not to the test
- Begin to introduce AVID Strategies to support student achievement
- Build overlap in other contents to support Math/ELA Instruction

Benjamin Franklin Middle School  
2019 NJSLA Performance Data

	Students Tested	Exceed	Met	M/E	Approaching	Partially	DNY Met
Algebra	18	39%	61%	100%			

	Students Tested	Exceed	Met	M/E	Approaching	Partially	DNY Met
Grade 5 ELA/Literacy	108	8%	43%	51%	27%	15%	7%

Grade 5 Math	111	7%	32%	40%	32%	24%	4%
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	Students Tested	Exceed	Met	M/E	Approaching	Partially	DNY Met
Grade 6 ELA/Literacy	128	13%	32%	45%	32%	12%	12%

Grade 6 Math	127	5%	20%	25%	31%	35%	9%
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	Students Tested	Exceed	Met	M/E	Approaching	Partially	DNY Met
Grade 7 ELA/Literacy	123	32%	38%	70%	14%	6%	11%

Grade 7 Math	123	8%	26%	34%	35%	25%	6%
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	Students Tested	Exceed	Met	M/E	Approaching	Partially	DNY Met
Grade 8 ELA/Literacy	138	18%	50%	68%	17%	9%	7%

Grade 8 Math	120	3%	38%	40%	21%	21%	18%
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ELA Testers	497
Math Testers	499



# THE NEXT FEW WEEKS AT BFMS

## Countdown to Opening Day

- Building is currently being prepped for instruction
- Delivery of instructional materials
- Leadership PD
- New Teacher Orientation
- 5<sup>th</sup> Grade/New Families Welcome Cookout
- ID Cards
- HERO K12 integration in BFMS
- Reviewing and revising Code of Conduct
- Garden Renovation with Teaneck Creek Conservancy
- Summer Mailing w/ HR Teachers
- Sept. 5<sup>th</sup> “BFMS Student Clap In”



# QUESTIONS & COMMENTS