

# SUPERINTENDENT STANDARDS ASSESSMENT

A

## STANDARD 1 Mission, Vision, and Core Values

Effective educational leaders advocate, enact, and communicate a shared mission, vision and core values of high quality education that promotes each student's academic success and well-being.

<b>Exemplary</b>	The superintendent consistently advocates, enacts, communicates and sustains a shared mission, vision and core values in a manner that includes all district stakeholders and has a strong positive impact on student success.
<b>Proficient</b>	The superintendent advocates, enacts and communicates a shared mission, vision and core values in a manner that promotes student success.
<b>Area for Growth</b>	The superintendent has some success in advocating, enacting and communicating a shared mission, vision and core values. Improvement is needed in some aspects of this standard. Continued progress is anticipated in this standard.
<b>Unsatisfactory</b>	The superintendent does not advocate, enact or communicate a shared mission, vision and core values in a manner that promotes student success.
<b>Not Observed</b>	Insufficient personal experience to evaluate – neither positive nor negative.

Sample Resources for Standard 1 may include: Communication regarding Mission Statement, Vision Statement and connections to district initiatives; Agendas/minutes from meetings where statements were developed, reviewed and/or updated; connections between allocation of resources in budget for Mission and Vision statement; agendas where data was used to review attainment toward district goals.

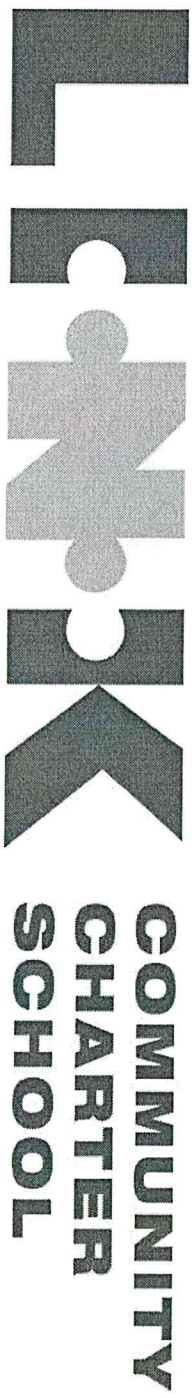
### Superintendent Selected Evidence for Standard 1

(Documents provided by Superintendent)

STANDARD 1 INDICATORS	PERFORMANCE LEVEL				
Effective educational leaders advocate, enact, and communicate a shared mission, vision and core values of high quality education that promotes each student's academic success and well-being.	Exemplary	Proficient	Area for Growth	Unsatisfactory	Not Observed
1. Has strong shared beliefs and values and a vision of high expectations about what is possible for students and their ability to learn.					
2. In collaboration with the board, creates processes to ensure that the district's vision, mission and goals establish priorities, drives decisions and allocation of resources, and reflects student achievement expectations.					
3. Leads in the ongoing development and review of the district's vision, mission, and both long- and short-term goals; and engages stakeholders in the process.					
4. Collects, uses, and shares data to identify goals; assess organizational effectiveness; and promote organizational learning.					
5. Creates, shares and implements plans to achieve district goals.					
6. Commits to continuous and sustainable improvement through a systemic evaluation process that regularly monitors progress toward achieving district goals.					
7. Ensures that the vision, mission and goals are clearly articulated and known to all stakeholders in the community.					

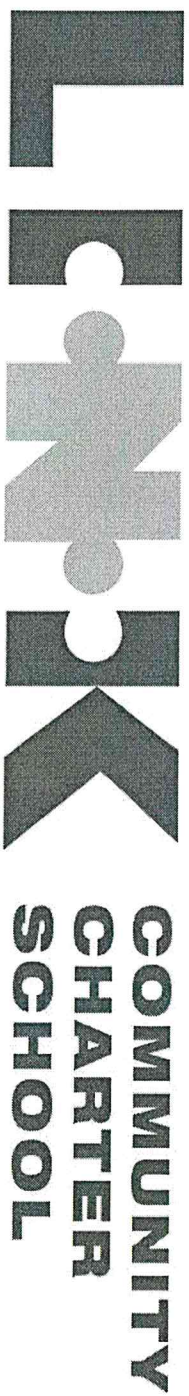
### BOARD MEMBER ASSESSMENT OF STANDARD 1

EXEMPLARY	PROFICIENT	AREA FOR GROWTH	UNSATISFACTORY	NOT OBSERVED
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Board member comments supporting rating:				



# Welcome!!!

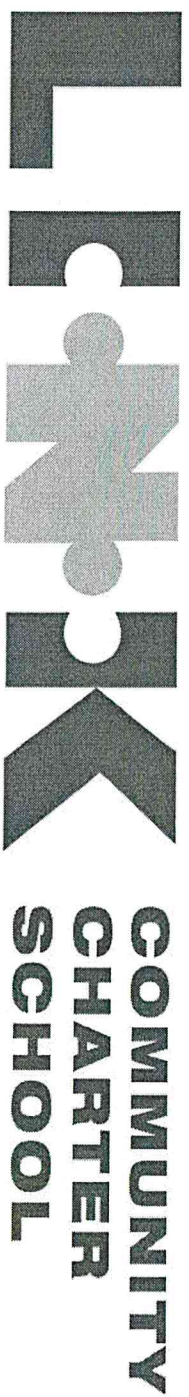




# **Introductions**

**Name & Role**

**What did you do this summer to  
rejuvenate?**

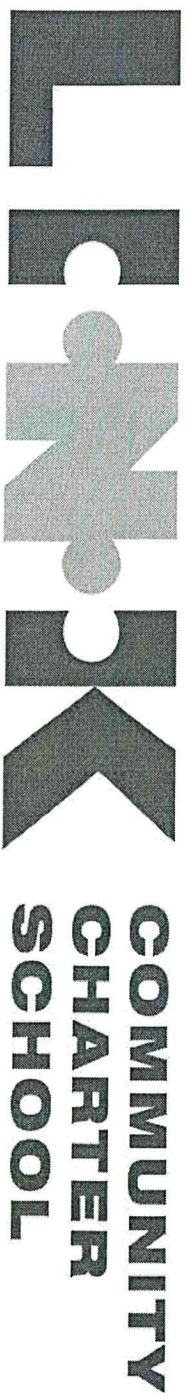


*"I believe that education is the civil rights issue of our generation. And if you care about promoting opportunity and reducing inequality, the classroom is the place to start. Great teaching is about so much more than education; it is a daily fight for social justice."*

*~ Secretary Arne Duncan, October 9, 2009*

**Arnie Duncan, 2010**





## **Opening Meetings**

**Thursday, August 22 through**

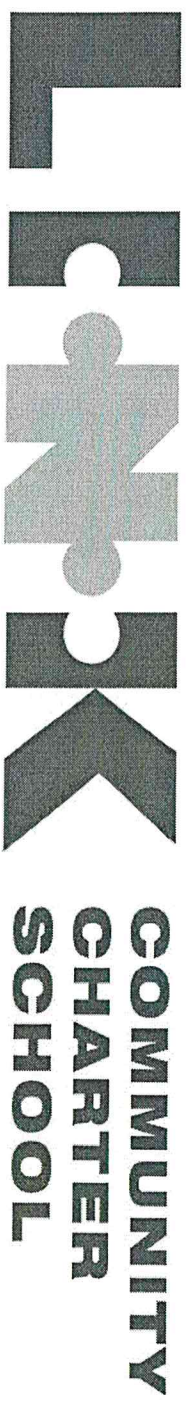
**Friday, August 30, 2019**

### **Expectations:**

**Start on Time and Prepared**

**Positive, Committed and Engaged**

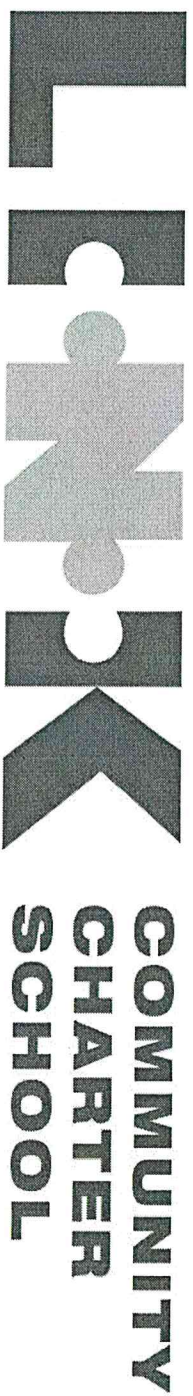
**Unplugged Unless Connected to Activity**



## Opening Meetings Goals

1. Build our Link Team
2. Share Goals and Orient Staff
3. Deliver workshops and trainings on topics that support strong instruction and effective operations
4. Provide time for classroom set-up & planning

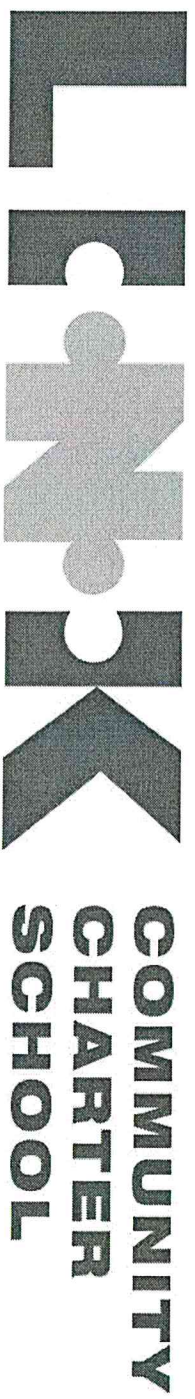




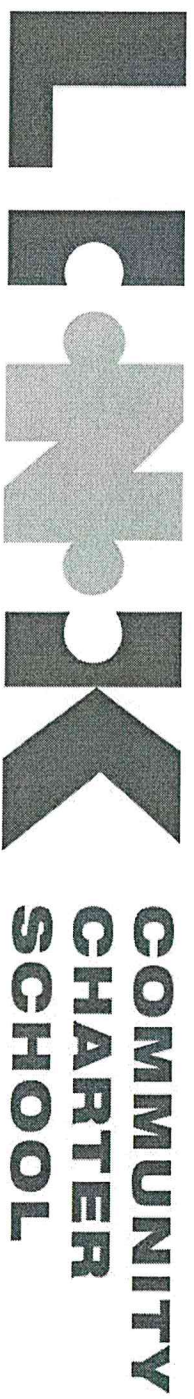
# **Curious About What Happened to Lead up to Opening Meetings and the 2018-19 School Year?**

- Hannah Kennedy, Summer Director, Rey Correa, Summer Dean, and 5<sup>th</sup> Grade Teachers: Boyle, Brodi, Burke, Locklear, Voorhees provided a strong summer learning program for our incoming 5<sup>th</sup> graders.
- Link hosted a summer coding class, that a few of our students participated in.
- Detra and Da'Cheray have thoroughly reviewed policies and procedures for discipline and will share out updates and plans during opening meetings.
- Lui and Vidal have been cleaning and polishing and creating beautiful spaces for us.
- Leslie and Joven have been planning and sourcing so we have the tools we need in and out of the classroom.
- Jennifer, Natalia and Sharon have continued to spread the word about Link and in the process raised over \$180,000 at our annual Link Golf Outing. And, we are in our 50<sup>th</sup> year and excited to celebrate with programming!
- Kathy, Chris, and Danielle worked on instruction and coaching
- Danielle ran our 2<sup>nd</sup> Annual Boot Camp and we ran our Annual New Staff Orientation
- Asha, Detra, Kathy and Chris worked on professional development, with a focus on new teacher development and planned out a yearlong program.
- Kelly Start worked on social studies curriculum.





# 2018-19 School Goals and Progress Made



## 2018-19 Goals

Continue Implementation of Math Initiative

Examine Best Practices and Develop Comprehensive

Teacher/Staff Recruitment Plan

Strengthen school culture through improved leadership staffing, communication, student discipline and support

for classified students

Secure Outdoor Space and Safe Parking for Staff



# Progress Highlights from 2018-19

## Math Initiative:

Math Boot Camp, enhanced curriculum with additions such as Math Minute, Mathletes/Competitions, Family Math Night, Eureka Affirm assessment system

## Teacher/Staff Recruitment Plan:

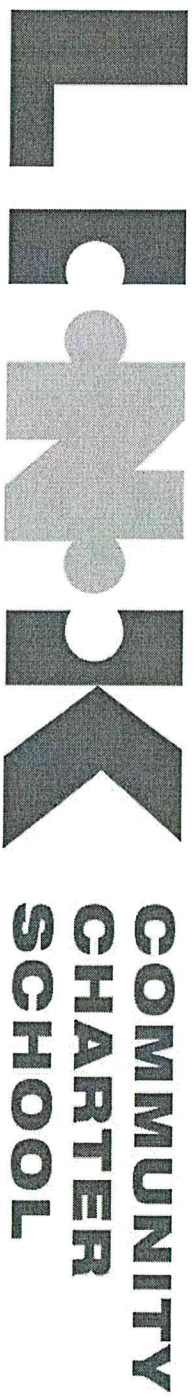
Hiring Advisory Committee; job fairs & online recruitment; Link swag

## School Culture:

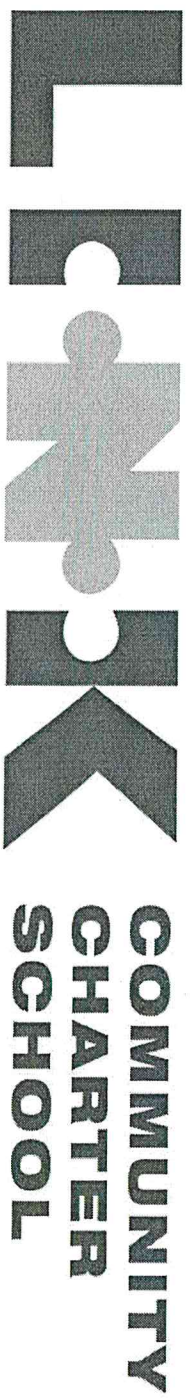
Increased staff participation in leadership (grade level leaders, Relay Advisor, Coaches/Mentors

## Outdoor Space/Parking Space:

Purchased Peace Park; working on parking lot



# **Looking Ahead: Institutional Goals for 2019-20**



## **Core Areas for Growth**

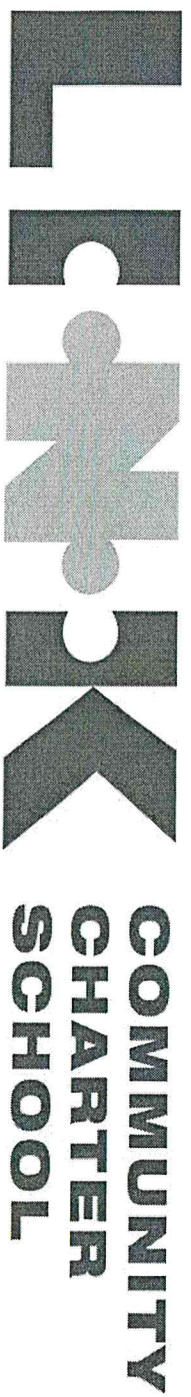
Academic achievement

Hiring & Professional Development

School Culture

Facilities

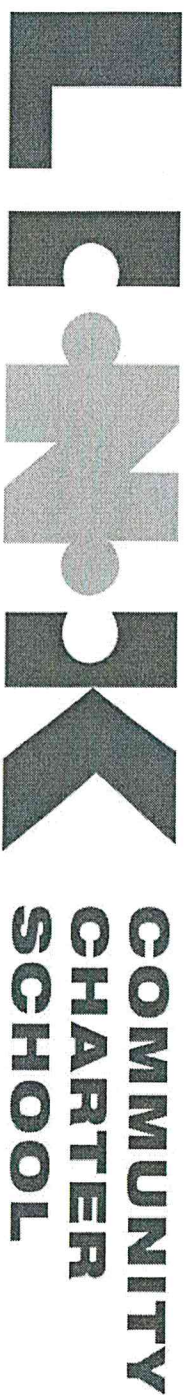
Institutional Sustainability



## ***Academic Achievement***

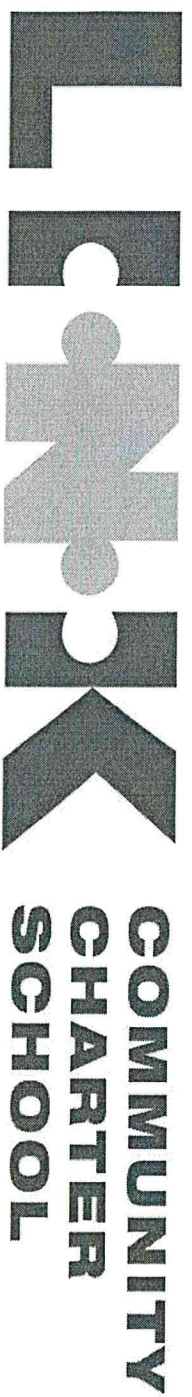
1. Implement Year III of Math Initiative
2. Enhance Social Studies/History Curriculum to Better  
Align with State Standards
3. Enhance Science Curriculum to better support New  
Standards and NJSLA Performance
4. Expand ELA Success to Continue Increasing Student  
Performance





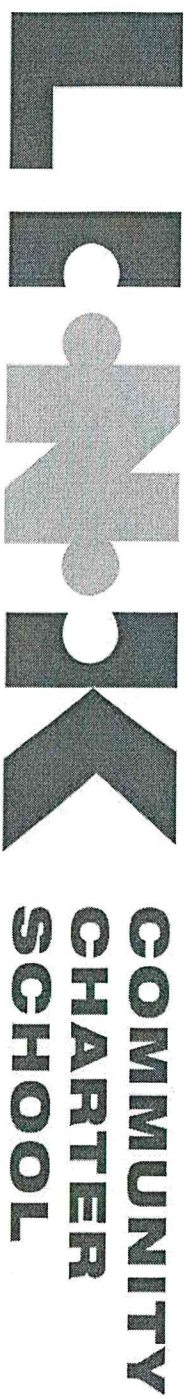
## **Hiring & Professional Development**

1. Develop and implement a yearlong New Teacher
2. Orientation Program
3. Differentiate Friday PD when Appropriate



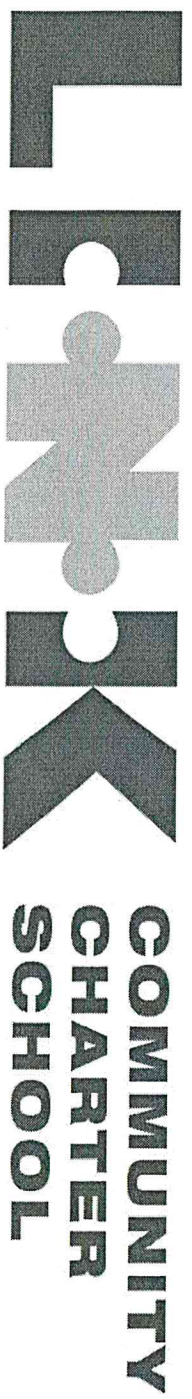
## **School Culture**

1. Increase cultural consciousness among staff and students through development of annual program of culturally relevant topics and experiences
2. Support more positive behaviors, thereby decreasing need for consequences



## **Facilities**

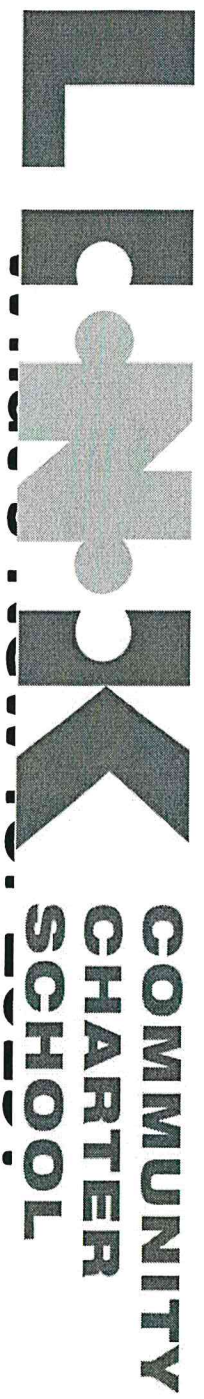
1. Continue to explore opportunities for parking lot
2. Develop plan for acquired space
3. Identify physical space opportunities for school growth



## **Institutional Sustainability**

1. Develop a plan for school growth and Apply for Amendment to Link's charter





**5<sup>th</sup> Grade**

**Science**

**Main Office**

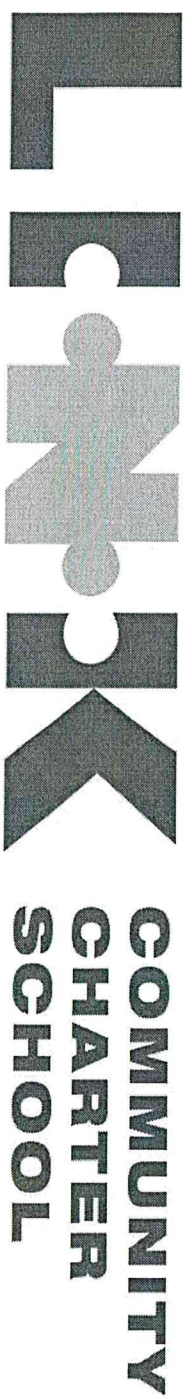
**Breakfast After the Bell**

**Bus for East Orange**

**Foreign Language Program**

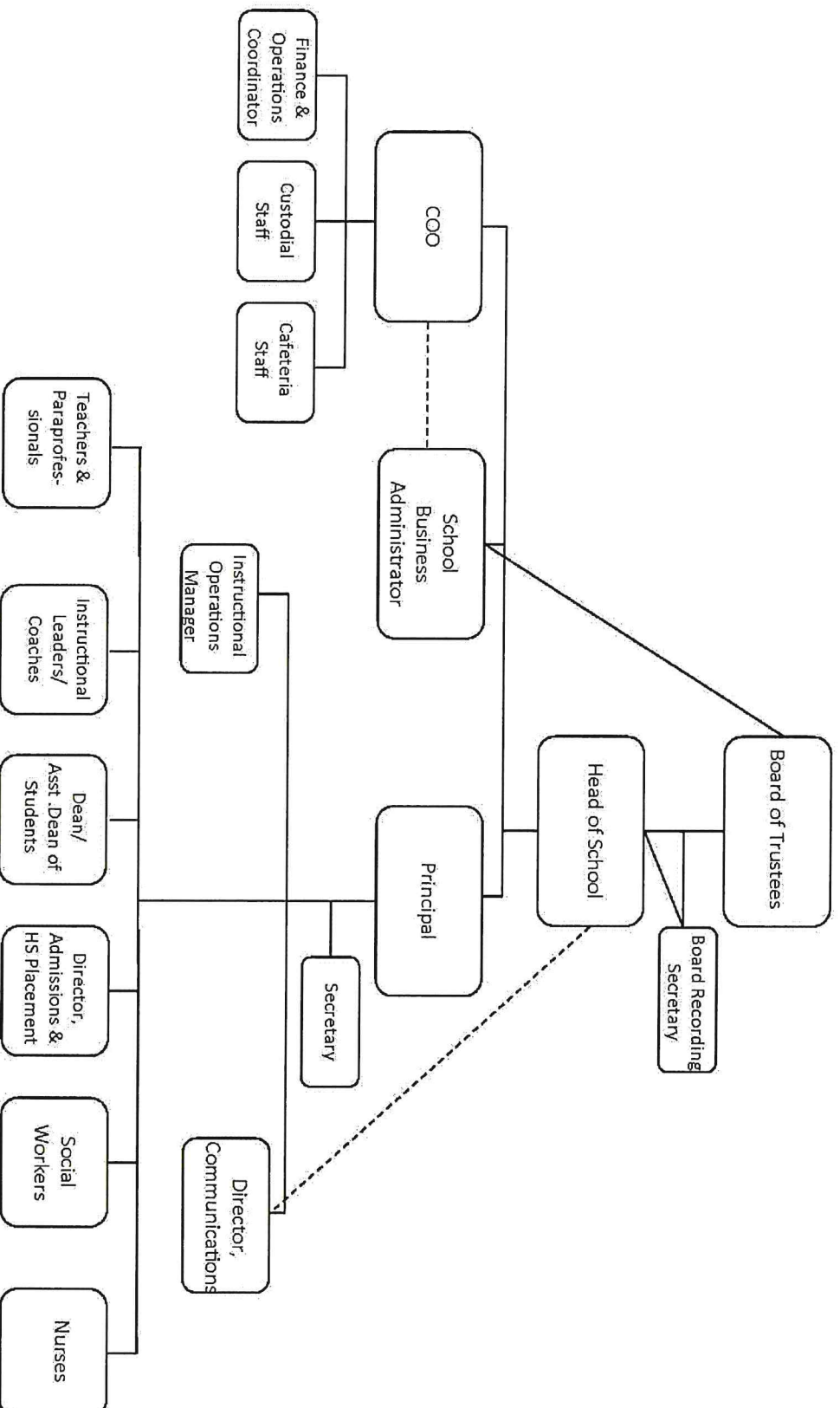
**Dean's Office**

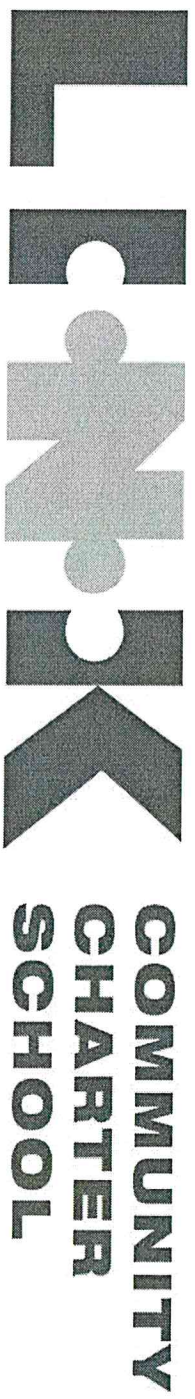
**End of Day**



# Who is the Link Team?

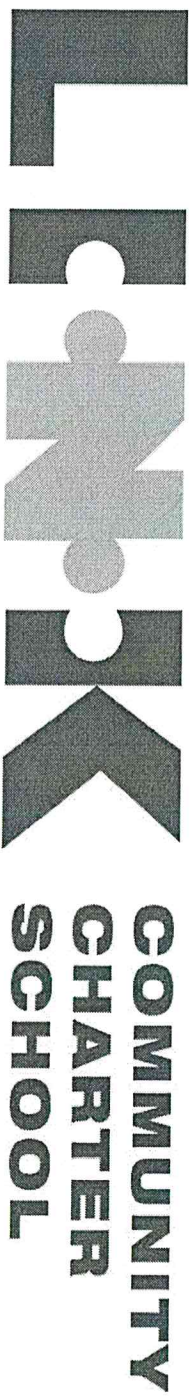
# LINK COMMUNITY CHARTER SCHOOL Organization 2019-2020





# Leadership Introductions





**LET'S GET STARTED!**

**ALL HAIL LCCS!**

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## Survey Results

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Maria Paradiso <mparadiso@linkschool.org>

Sun, Mar 29, 2020 at 11:30 PM

To: Kathleen Hester <khester@linkschool.org>

Hi. I hope you had a good weekend and were able to relax a bit. I attached the survey results. I thought they were very positive. My takeaways were:

1. Overall, the staff is feeling good about our response, their work and student engagement.
2. Some staff do not feel well informed so I think we need to communicate our plan and the actions we have taken more concretely.
3. Some staff continue to feel overwhelmed. What can we do to ease that?

So, I thought of sending an email tomorrow with the results page and the following update:

Good morning, Link. I hope everyone had an opportunity to relax, recharge and plan. I appreciate your participation in Friday's survey as we assess our work in the first 2 weeks of remote learning and plan for the coming weeks. I am so grateful for the work you are doing to support our scholars and to implement our mission. As we enter into our third week of remote learning, I thought it might be helpful to review where we are:

- Our social workers and nurse are using their school phones to connect with our students, each will be calling 1/3 of the students each week.
- Greg is working closely with our 7th graders on the beginning of the journey for high school placement and with our 8th graders as they finalize their placement
- Over 80 laptops have been given to Link scholars since Monday, March 16th, with some families receiving multiple laptops so that siblings can each work on their own device.
- We ordered new chromebooks and mobile hotspots before making the decision to close school and await those devices as there is considerable backorder on technology.
- Lunches and breakfast have been handed out since Wednesday, March 18th to any Link family who wishes to receive them
- We have created a remote main office reception area with all calls on the main line being rerouted to Ms. Brook's school phone.
- Weekly Messages is continuing to be sent to families, this time via email.
- After distributing teacher created packets, workbooks, and independent reading material, teachers began posting assignments and videos immediately on Tuesday, March 17th. And, instruction has continued to develop with increasing levels of engagement and rigor.
- Special Education teachers have provided strong individualized support.
- We provided the full day PD on March 27th as a time to catch up and plan.
- The Child Study Team is continuing to meet with parents who are willing to do virtual meetings.
- The deans, grade level leaders, high school placement director, and instructional coaches have been providing strong support to teachers and meeting regularly with the principal to strengthen communication and responsiveness.
- The principal is meeting with her administrators on a daily basis

As I reflected on the survey results this weekend, I was reminded how our past, our mission, and our structure all help us be nimble, thoughtful and student centered. I am very proud of what we have accomplished these first few weeks. Being a small, independent charter school enables us to adapt and respond. And, our fiscal health is allowing us to weather this storm.

Peace,  
mpp

Maria Pilar Paradiso  
Head of School, Link Community Charter School  
23 Pennsylvania Avenue  
Newark, NJ 07114  
Office 973.642.0529 | Mobile 908.768.0322 | Fax 973.642.1978

Email [mparadiso@linkschool.org](mailto:mparadiso@linkschool.org)

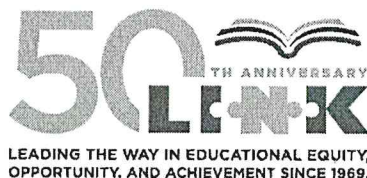
**Follow us on Facebook and visit us at [www.linkschool.org](http://www.linkschool.org) to see quality urban education at work.**

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**Staff Survey Results-March 2020.docx**

51K



## **Staff Survey, administered 3/27/20**

### **Results**

97% agree or strongly agree "I feel supported by Link in my current role during the COVID-19 school closure;" 3% partially agree

82% agree or strongly agree "I feel informed by Link on its plans and operations during the COVID-19 closure;" 14% partially agree and 2% do not agree

86% agree or strongly agree "I feel positive about Link's overall approach to COVID-19 remote instruction and student support services program;" 14% partially agree

88% agree or strongly agree as "teachers , I have the resources to deliver remote instruction to my Link scholars;" 12% partially agree

94% agree or strongly agree as "student support staff, I have the resources to deliver remote support services to my Link scholars;" 6% partially agree.

94% agree or strongly agree "Link has been responsive to my needs (resources and other support) during the COVID-19 school closure;" 6% partially agree

83% agree or strongly agree "Link students are engaged in learning through remote instruction. Select the response that best reflects the percentage of your students engaged in learning;" 17% partially agree

83% agree or strongly agree "Link has been deploying resources to support students' social-emotional needs;" 17% partially agree

66% agree or strongly agree "I am able to balance my Link responsibilities with my personal/family responsibilities;" 34% partially agree or do not agree.

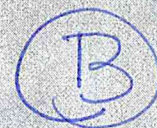
91% agree or strongly agree "I feel positive about the first two weeks of Link's remote instruction/operations;" 9% somewhat agree.

89% agree or strongly agree "I feel positive about Link's plan for remote instruction/operations;" 11% somewhat agree.

Please share highlights from the past two weeks of Link's remote instruction and student support services.



# SUPERINTENDENT STANDARDS ASSESSMENT



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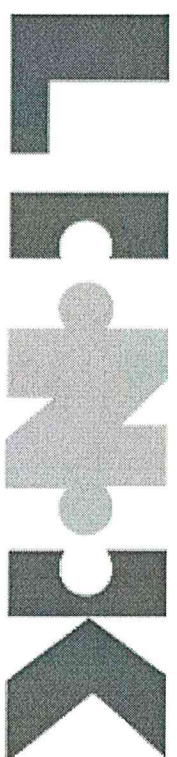
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### BOARD MEMBER ASSESSMENT OF STANDARD 1

EXEMPLARY	PROFICIENT	AREA FOR GROWTH	UNSATISFACTORY	NOT OBSERVED
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board member comments supporting rating:				



# 2020 SUMMER ACADEMY GOES VIRTUAL

**WELCOME SUMMER TEAM!**

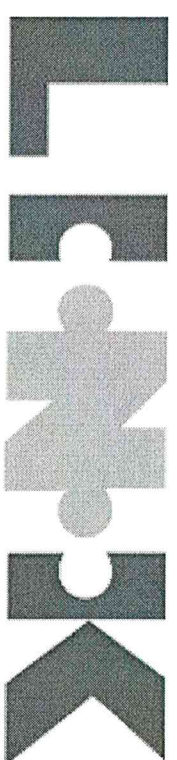
# STAYING MISSION FOCUSED

Link Community Charter School will provide an outstanding middle school education for learners of all academic abilities by developing the mind, body and spirit through a strong curriculum, experiential learning, immersion in the arts, and an enduring commitment to Core Values; this will allow them to be successful in competitive high schools and become responsible and resourceful citizens who give back to others.



# **SUMMER ACADEMY GOALS**

- 1. WELCOME NEW STUDENTS AND ACCLIMATE THEM TO LINK'S CULTURE**
- 2. ASSESS LITERACY AND MATH SKILLS**
- 3. BEGIN TO BRIDGE GAPS, REDUCE LEARNING SLIDE AND BUILD SKILLS**
- 4. PROVIDE ENRICHMENT AND EYE OPENING EXPERIENCES**
- 5. BUILD PARTNERSHIP WITH FAMILIES**
- 6. PILOT SYSTEMS AND STRATEGIES TO STRENGTHEN REMOTE  
LEARNING**



# **A LOOK BACK AT OUR 2016 SUMMER ACADEMY**

## **RECOGNIZE ANYONE?**



1990

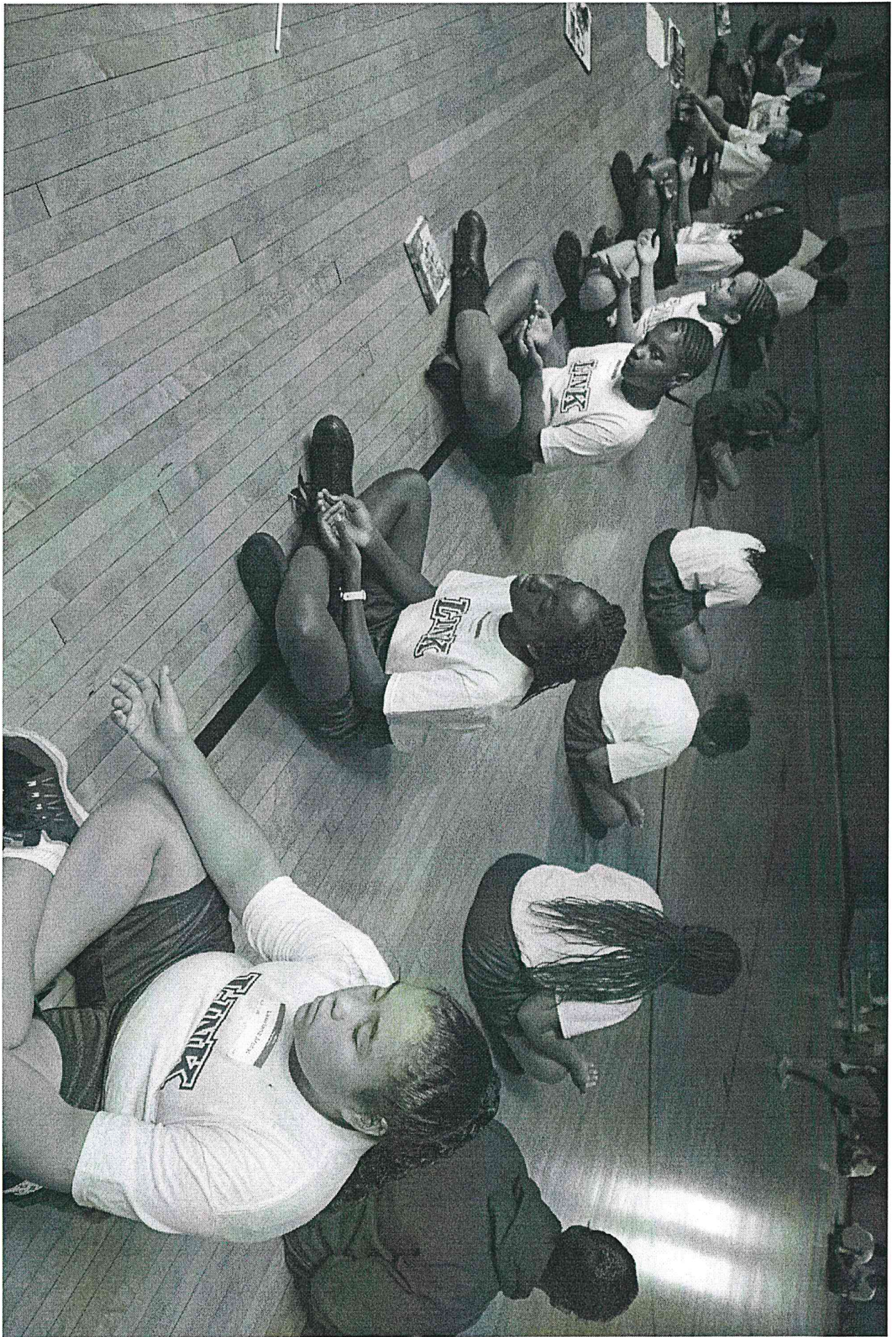
A vertical strip of a collage featuring various paper scraps. At the top, a small white label with the name 'Mach' is visible. Below it, a large, stylized arrow points downwards. Further down, another arrow points upwards, with a small label 'Bosch' attached to it. Below that, a label with the name 'Christian' is visible. Further down, a label with the name 'Angebot' is visible. At the bottom, a label with the name 'Kylla' is visible. The background of the collage is a mix of green and white, with various other paper scraps and text fragments scattered throughout.







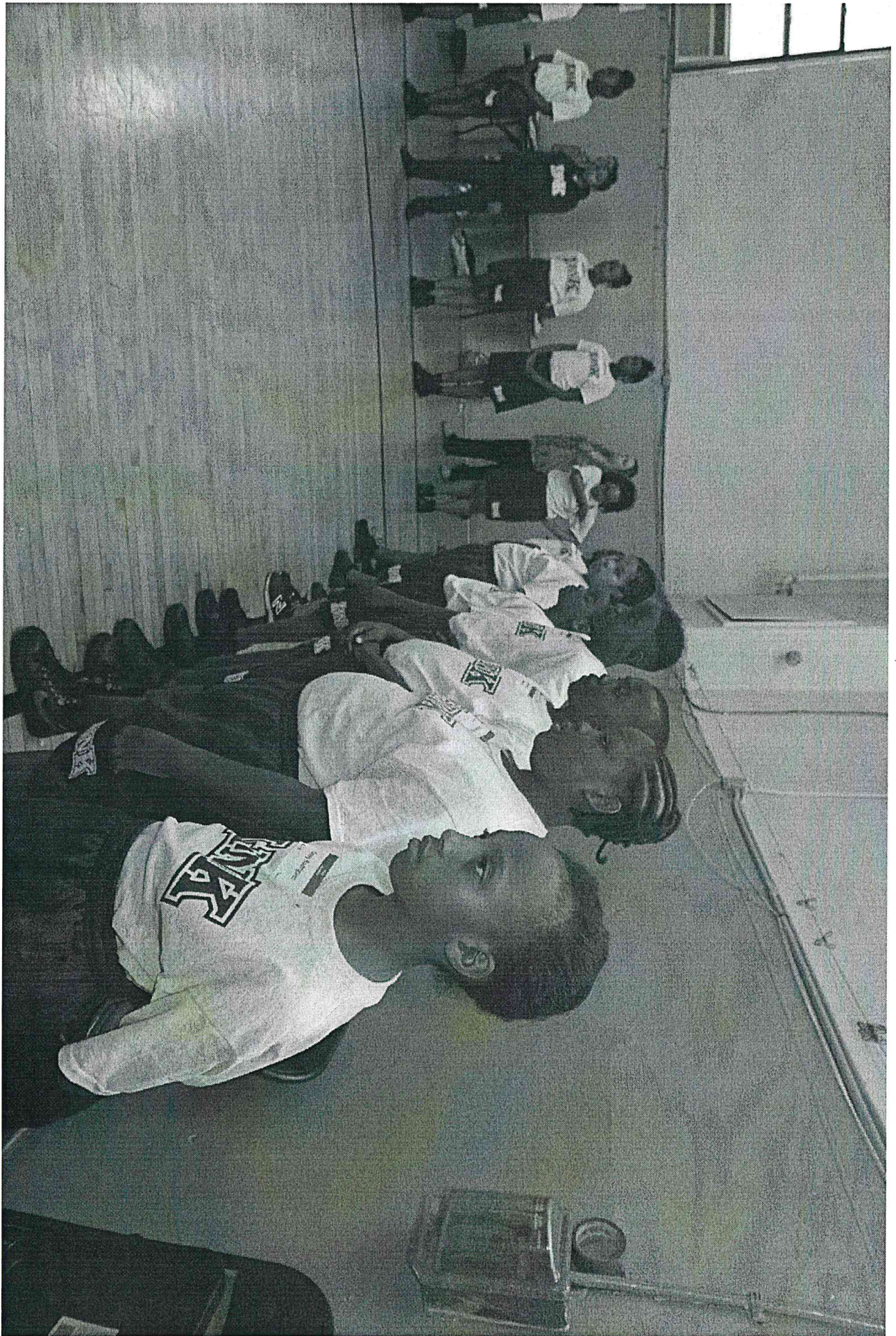








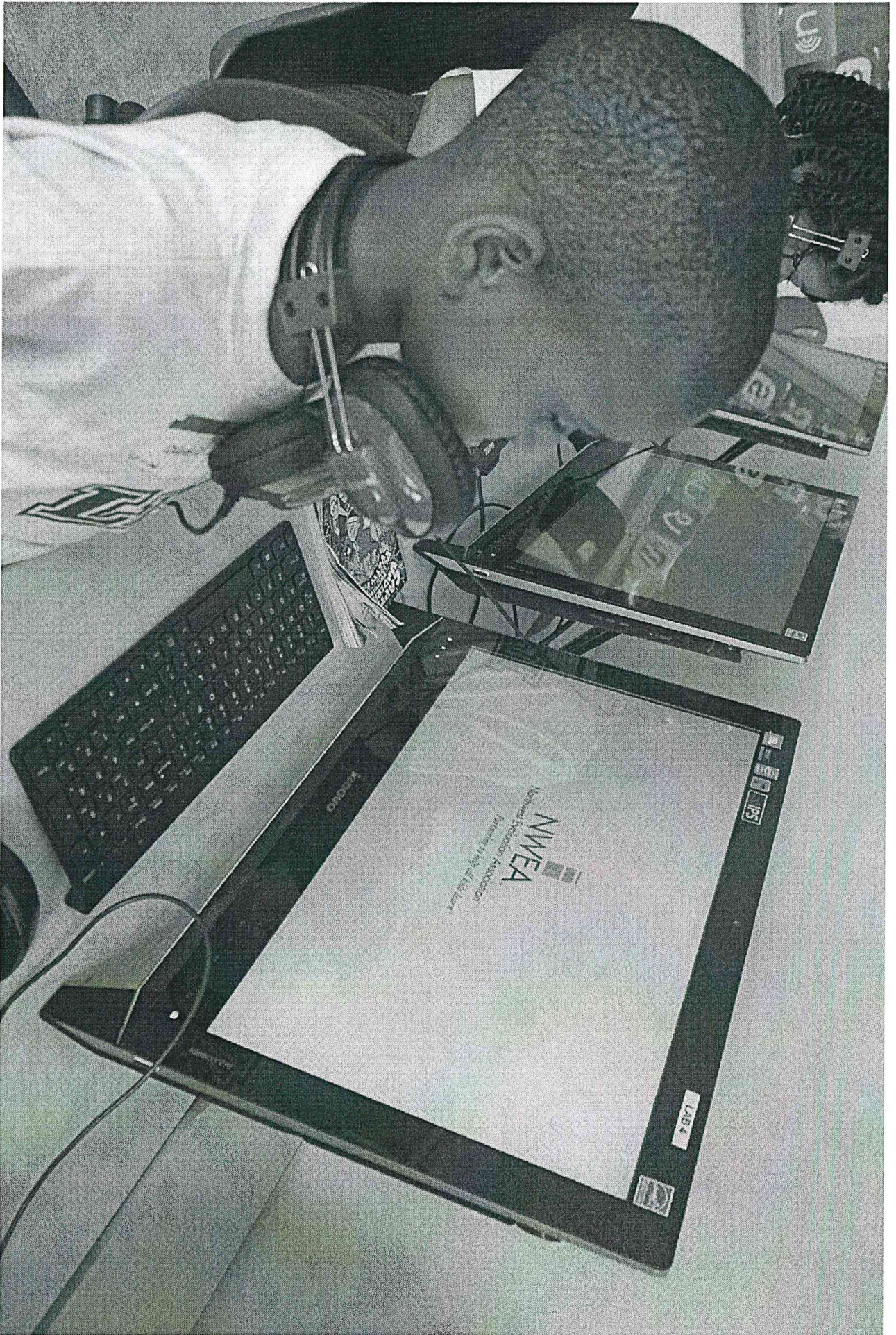








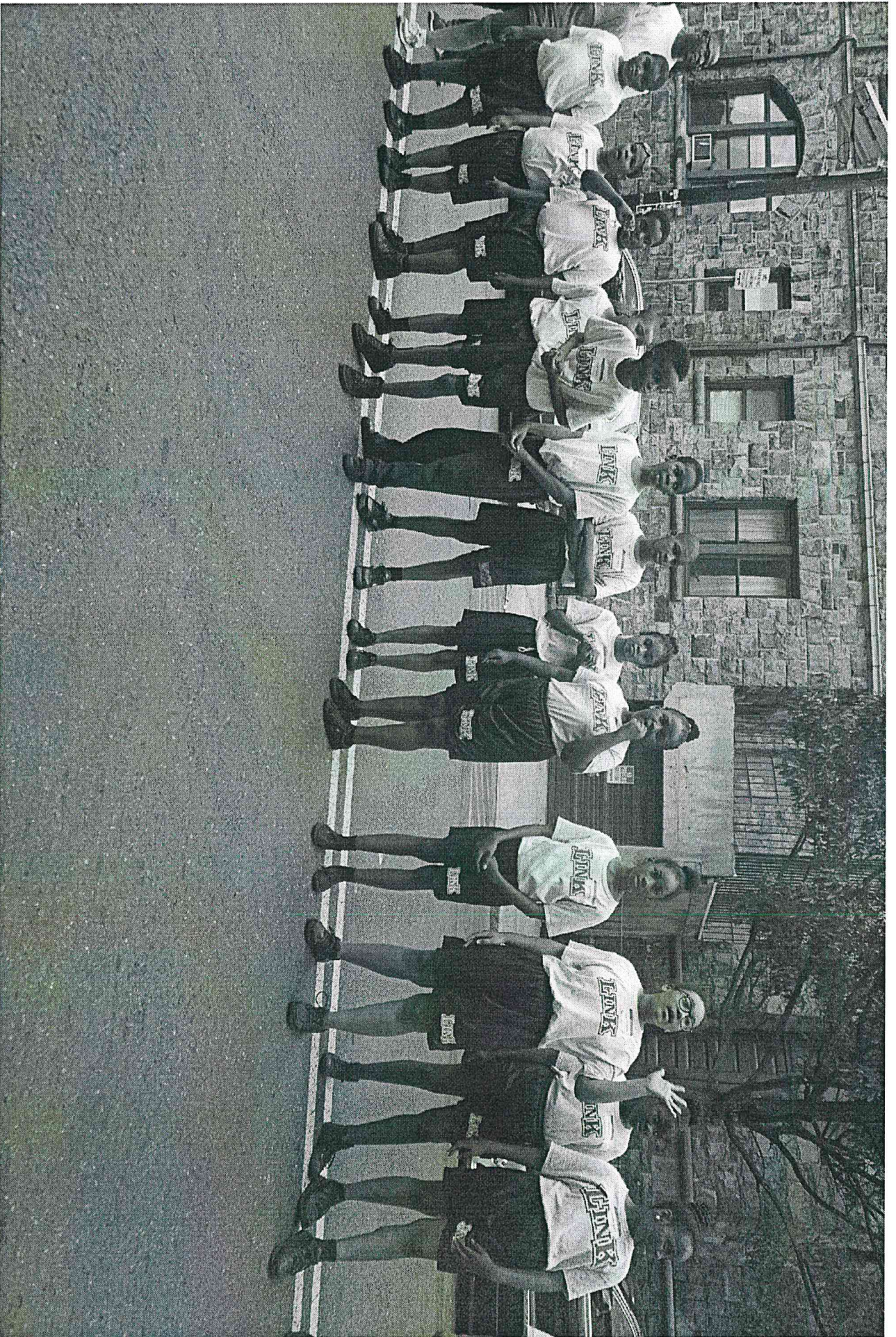




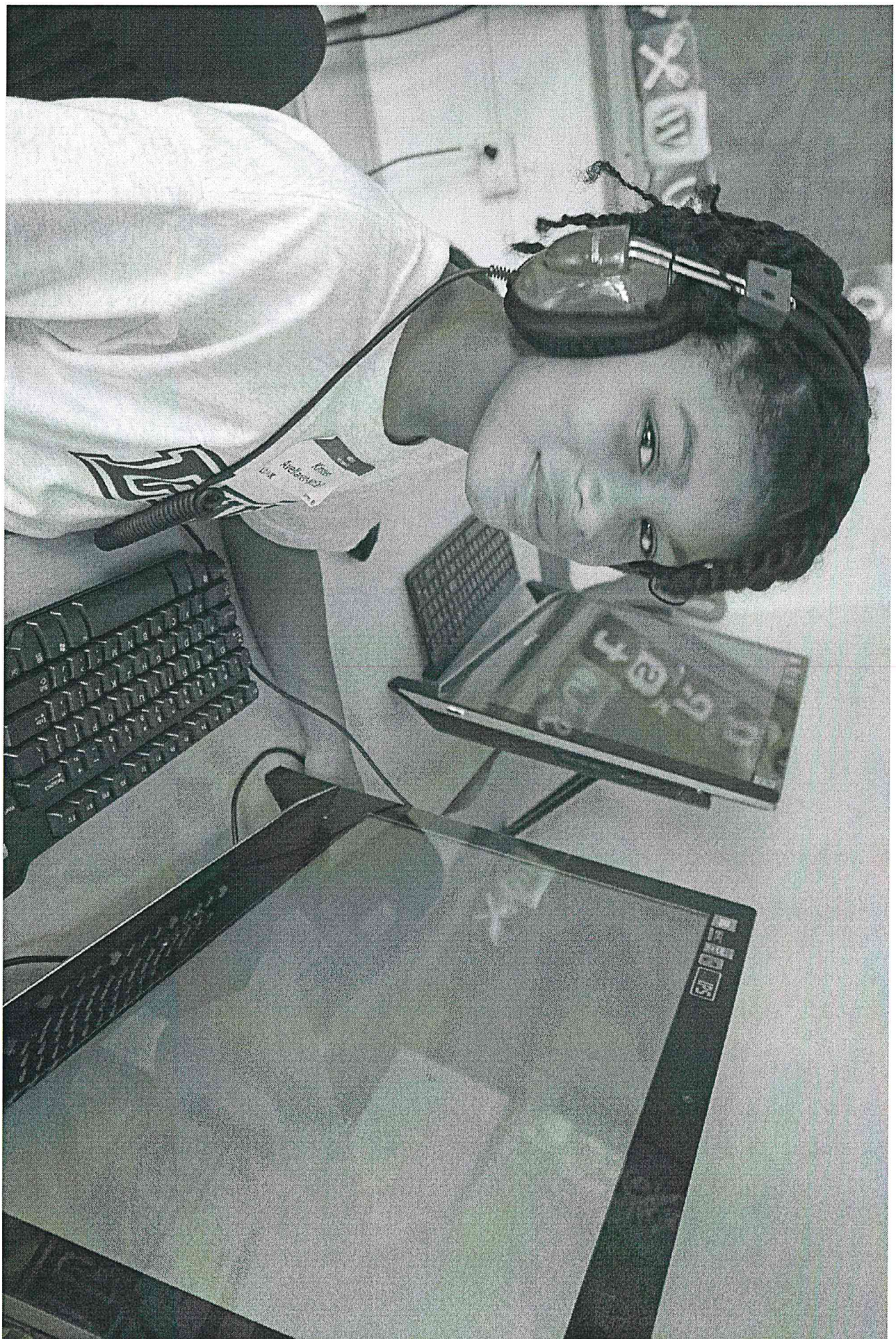














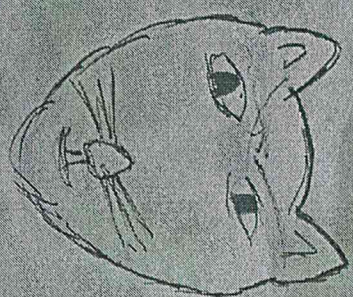
ANISSA

TERRAH

Mrs. Felinhov

BENICHA

SAVANNA



Panthers

Seton Hall

Christian Hunter

Donald  
Dugdale

Amin J. ★

Marlinoz ★



Donald  
Dugdale





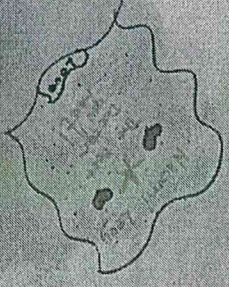


# Team Jennings - The Future

Mrs Howard  
to be the  
best  
Cook

San Thomas  
The Teacher

James Brown  
The Future  
04



More Panels go to the navy seal

James Jackson  
go to college

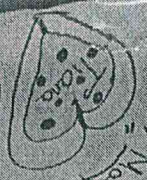
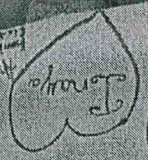
James Jackson  
The Future  
04

At  
get  
Honor roll

Ms. Koziol  
to give back  
to others

Future  
04

Future  
04



The Future  
04

The Future  
04

The Future  
04

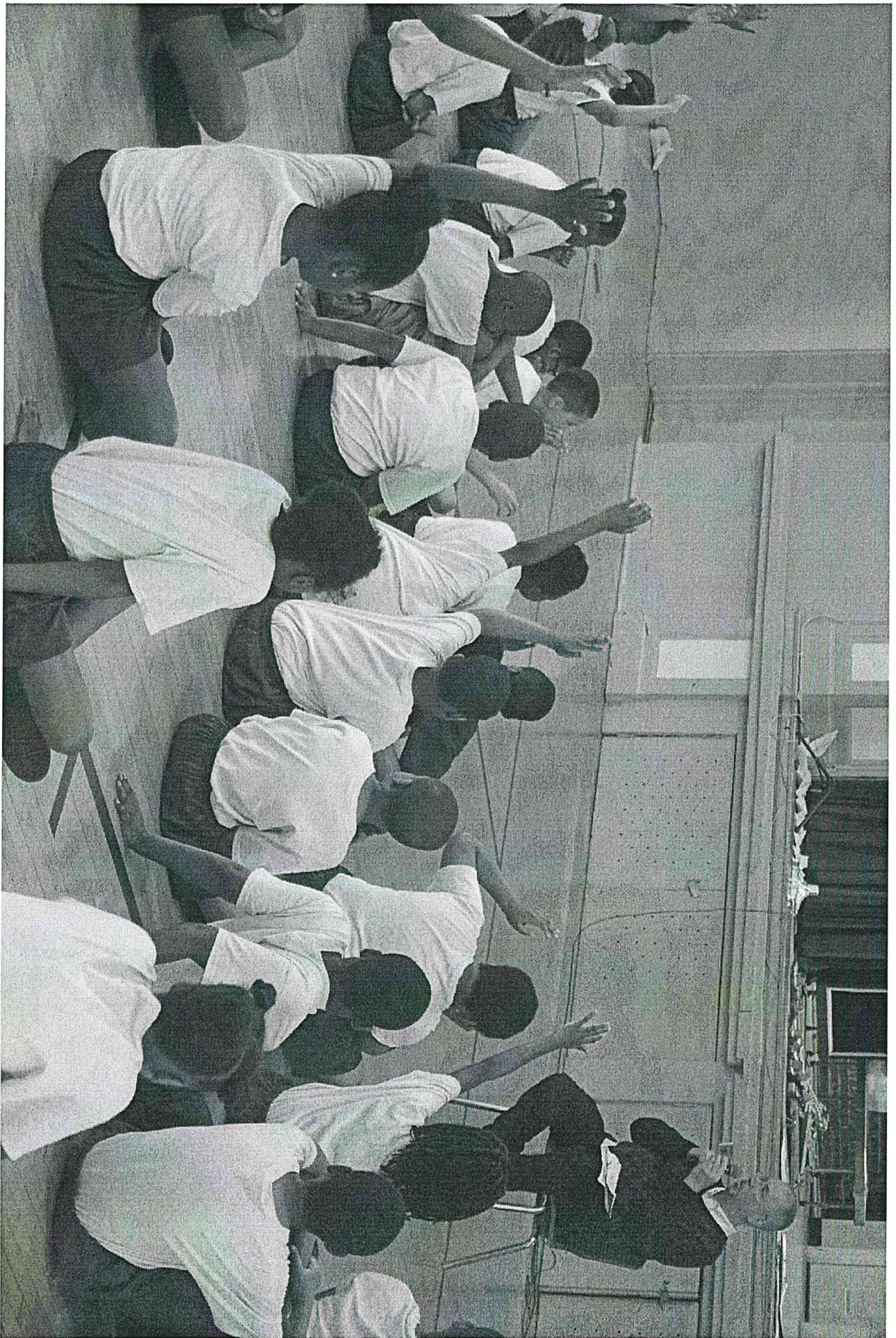
















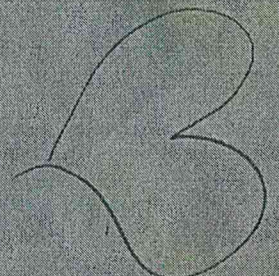


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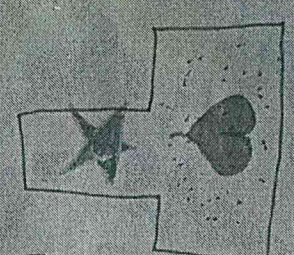
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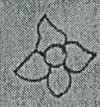
\*Hypox\*



Reina

the eom Dommic  
Dynamites

Shyler



BOOM!

We got that  
Boomboom Pow!

the Dynamite  
the Dynamite



Supra  
Sublime

Colours  
Warrior







