

# SUPERINTENDENT STANDARDS ASSESSMENT

## STANDARD 6 Professional Capacity/Community of School District Personnel

Effective educational leaders develop the professional capacity and practice of school district personnel, fostering an engaged community of teachers and professional staff to promote each students academic success and well-being.

<b>Exemplary</b>	The superintendent consistently and significantly exceeds the development of a professional capacity/community of district personnel in a manner that focuses on and improves each student's success and well-being.
<b>Proficient</b>	The superintendent develops the professional capacity/ community of district personnel in a manner that promotes student success and well-being.
<b>Area for Growth</b>	The superintendent has some success in developing the professional capacity/community of district personnel. Improvement is needed in some aspects of this standard. Continued progress is anticipated in this standard.
<b>Unsatisfactory</b>	The superintendent does not develop the professional capacity/community of district personnel in a manner that promotes student success and well-being.
<b>Not Observed</b>	Insufficient personal experience to evaluate – neither positive nor negative.

**Sample Resources for Standard 6 may include:** : Job postings, interview questions and/or tasks, board resolution for hire, resolution for re-appointment of staff, evaluation spreadsheet, job descriptions, personnel policies, collective bargaining proposal, collective bargaining agreement, and recognition of staff or other relevant data or documents.

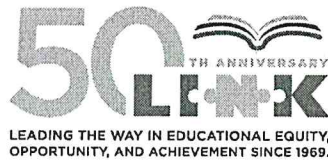
### Superintendent Selected Evidence for Standard 6

*(Documents provided by Superintendent)*

STANDARD 6 INDICATORS	PERFORMANCE LEVEL				
Effective educational leaders develop the professional capacity and practice of school personnel, fostering an engaged community of teachers and professional staff to promote each students academic success and well-being.	Exemplary	Proficient	Area for Growth	Unsatisfactory	Not Observed
1. Consistent with Board of Education policies, recruits, hires and retains personnel and provides a system of support, supervision and consistent evaluation.					
2. Ensures that all staff are evaluated in accordance with established procedures.					
3. Recommends employees for contract renewal or tenure in a timely manner.					
4. Develops workplace conditions for teachers and other professional staff that promotes effective professional development, practice and student learning.					
5. Develops and supports open, productive, caring, and trusting working relationships among leaders, faculty and staff to promote professional capacity and the improvement of practice.					
6. Provides direction and supervision in the development and implementation of sound personnel policies, including clearly defined roles and job descriptions.					
7. Supervises administration of the collective bargaining agreement and serves as a resource in negotiations.					

### BOARD MEMBER ASSESSMENT OF STANDARD 6

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:				



**LCCS Opening Meetings - Day 1**  
**Thursday, August 22, 2019**  
**LCCS Gym**

**AM Theme: Let's get Started!!**  
**PM Theme: Nuts & Bolts of LCCS**

- ☐ Mix & Mingle - Breakfast supplied by the LEP
- ☐ Introduction & reviewing opening meetings themes
- ☐ Break
- ☐ A look back so we can look forward (Data)
- ☐ A look forward at this school year (PD)
- ☐ Introduction to C.O.D.I.
- ☐ Lunch
- ☐ Afternoon Rotations:  
Social Workers, Schedules, School Culture, Grade Level Meetings
- ☐ Classroom time



**LCCS Opening Meetings - Day 2**  
**Friday, August 23, 2019**  
**LCCS Gym**

**AM Theme: Nuts & Bolts**  
**PM Theme: School Safety & Professional Time**

- ☐ Mix & Mingle - Breakfast supplied by the LEP
- ☐ Complete Emergency Contact forms
- ☐ Lesson plans 1.0, Grading, Homework & Emergency Plans
- ☐ Elements of Strong Classroom
- ☐ Classroom/lesson plan preparation time
- ☐ Lunch
- ☐ School Safety Training
- ☐ Discuss Retreat specifics
- ☐ Classroom/Professional time

We will all leave the building by 3pm today



**LCCS Opening Meetings - Day 3**  
**Wednesday, August 28, 2019**  
**LCCS Gym**

**AM Theme: Instruction, Teaching & Data**  
**PM Theme: Special Education & Advisory**

- ☐ Mix & Mingle - Breakfast supplied by the LEP
- ☐ Let's Get Legal - A discussion with Isabell Machado, Esq.
- ☐ Lunch
- ☐ Math Across the Curriculum
- ☐ Systems & Procedures
- ☐ Advisory: a discussion of the philosophy and execution of advisory
- ☐ Staff initiatives





**LCCS Opening Meetings - Day 4**  
**Thursday, August 29, 2019**  
**LCCS Gym**

**AM Theme: School Culture 1.0**

**PM Theme: Grade level meetings, department meetings & the first week of school**

- ☐ Mix & Mingle - Breakfast supplied by the LEP
- ☐ Advisory: a discussion of the philosophy and execution of advisory (HK, MPP)
- ☐ School Culture 1.0 - School System & Procedures (DD, CKK, DTR)
- ☐ Deanslist
- ☐ Lunch provided by LEP and a special lunch time visitor, Sister Alice
- ☐ A deep dive into the first week of school (orientation) & first month of school (HK, KH)
- ☐ Professional time until 4:30

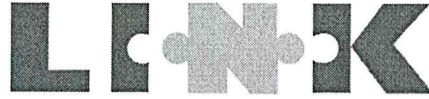


**LCCS Opening Meetings - Day 5**  
**Friday, August 30, 2019**  
**LCCS Gym**

**AM Theme: School Culture 2.0**  
**PM Theme: Benefits & Human Resources**

- ☐ Mix & Mingle - Breakfast supplied by the LEP
- ☐ School Culture 2.0 (DD, DTR, CKK, KH)
- ☐ Staff initiatives
- ☐ Last minute agenda items
- ☐ Lunch
- ☐ Benefits & Human Resources
- ☐ Professional Time

**Have a Great Long Weekend**  
**Happy Labor Day!!**



## **Link Community Charter School and Link Education Partners 2019 Staff Retreat**

### **Monday, August 26<sup>th</sup>**

- 8:00 am Report to Retreat Center for Room Assignments
- 8:30 am Light Breakfast
- 9:00 am Report to Main Hall for Welcome, Introductions, Goals and Logistics
- 9:30-12:00 am Team Building on Main Lawn
- 12:00-3:00 (Lunch and personal time)
- 3:00-5:00 pm, Team Building
- 5:00 pm, Strong Evaluation Training (New Teachers Only)
- 6:00 pm, Dinner
- 7:30 pm, Group Activity
  - Creating mini succulent gardens or card making?
  - Wine and cheese

### **Tuesday, August 27<sup>th</sup>**

- 8:00 am, Yoga
- 8:30 am, Breakfast
- 9:30 am-11:30, Teambuilding on Main Lawn
- 11:30-1:00 (lunch and personal time)
- 1:00-3:00 Team Building
- 3:00 Closing Circle
- 3:30 Departure

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## Continuing Education Award

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Maria Paradiso <mparadiso@linkschool.org>  
To: Rosa Martinez <rmartinez@linkschool.org>

Thu, Nov 21, 2019 at 1:16 AM

Hi Rosa. I am delighted to share that you have been selected to receive the \$2,000 Continuing Education Award for the Winter/Spring Session 2020. I am excited as you continue your journey developing the skills and talent to serve our scholars and take on more instructional leadership roles at Link.

We will share out more information and ask you to speak with Mrs. Machrone so we can highlight your continuing growth. Please look out for a formal letter in your mailbox by Friday.

Peace,  
Maria



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

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## Continuing Education Award

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Maria Paradiso <mparadiso@linkschool.org>

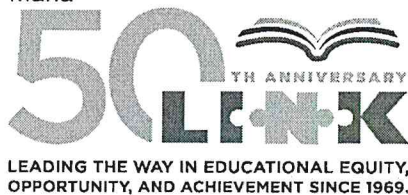
Thu, Nov 21, 2019 at 1:14 AM

To: Natasha Valentin <nvalentin@linkschool.org>

Hi Natasha. I am delighted to share that you have been selected to receive the \$2,000 Continuing Education Award for the Winter/Spring Session 2020. I am excited as you continue your journey developing the skills and talent to serve our scholars and take on more instructional leadership roles at Link.

We will share out more information and ask you to speak with Mrs. Machrone so we can highlight your continuing growth. Please look out for a formal letter in your mailbox by Friday.

Peace,  
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## Professional Development in Preparation of School Growth: 4th Annual Early Childhood Summit, Tuesday, February 11th, 9 to 3 pm

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Maria Paradiso <mparadiso@linkschool.org>

Mon, Jan 27, 2020 at 2:18 PM

To: Kathleen Hester <khester@linkschool.org>, Detra DeNully <ddenully@linkschool.org>, Christine Kelley-Kemple <ckelley-kemple@linkschool.org>

Good afternoon. In preparation for Link's growth, I would like to invite you to join me at the 4th Annual Early Childhood Summit, on Tuesday, February 11th, from 9 to 3 pm, in Monroe Township. I just sent you a calendar invitation and am putting a registration form in your mailbox so you have a sense of what is covered. I would like for us to split up and attend different workshops in each of the two sessions. I'd also like to select a date within a week of the summit for us to gather and share out with the group a 15 minute presentation on what we heard/learned. Please let me know your interest/availability so I can register us asap. My plan would be to meet here and drive down together.

Of course, there is a lot of planning to do and others will be involved in preparations, but I think it is important for this leadership group to start learning together.

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

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## Fourth Annual Early Childhood Summit - 2/11/2020

1 message

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New Jersey ASCD <njascdmail@aol.com>

Fri, Feb 7, 2020 at 10:25 AM

Reply-To: njascdmail@aol.com

To: mparadiso@linkschool.org



# New Jersey ASCD Presents The Fourth Annual Early Childhood Summit

# Agenda

Registration and Continental Breakfast | 8:30 am

Welcome and Greeting | 9:00 am

Assemblyman **Daniel R. Benson** (D-Hamilton)

Keynote Presentation | 9:15 am – 10:00 am

*Dynamic and Evolving Trends in Early Childhood Education*

**PRESENTER:** Dominic F. Gullo, Ph.D.



The landscape of early childhood education (ECE) is both dynamic and evolving. Changes in the ECE landscape are occurring within the United States and around the world. These changes affect all aspects of ECE, including:

- The ways in which we view children and their development;
- ECE program structures;
- ECE curriculum development and its content;
- ECE instructional strategies and teaching methods; and
- ECE professional preparation.

These adjustments to thinking and practice are driven by trends that emanate from multiple sources. One of the major contributors to these changes are the ever-changing demographic trends among children who attend early childhood programs. The diversity of family, economic, cultural, and linguistic circumstances in which children live have implications for how they develop, their approaches to learning and how they perceive themselves in social situations with other children and adults. These in turn, impact early childhood programs where young children are developing and learning.

A one-size-fits-all model of early childhood curriculum and instruction is no longer efficacious or appropriate. Classroom teachers and other early childhood education professionals must be mindful of the present-day sociopolitical and demographic trends affecting early childhood curriculum and teaching. They must be knowledgeable and skillful in using strategies to differentiate learning opportunities for children from all demographic groups so that each child can optimally benefit.

This presentation will focus on strategies teachers and administrators can use to ensure that all children's development and learning needs are met. The areas of emphasis in this presentation will include:

- A discussion of the current trends in ECE demographics affecting views of children, families, curriculum, and teaching;
- Effective approaches for engaging in developmentally responsive teaching while addressing early learning standards;
- Effective strategies for increasing exploratory learning in ECE learning settings; and
- Effective ways to integrate the arts into the ECE curriculum while maintaining sufficient focus on mathematics and literacy instruction;
- Considerations for ECE professional preparation.

Integrated throughout this presentation will be an emphasis on changing curricular trends, specifically the ways in which ECE curriculum development, curriculum use, instructional strategies, and accountability are affected by today's social and political influences.



Morning Sessions | 10:15 am – 12:00 pm

1. High Quality Literacy in Kindergarten

This presentation is designed to give early childhood professionals guidance on best practices in kindergarten as it relates to creating a high-quality learning environment, rich with teacher-child interactions that support the development of early literacy skills in authentic and meaningful ways.

**PRESENTER:** Kathleen R. Whalen, M.Ed, Customer Success Manager, Teaching Strategies, LLC.

2. How Can a Teacher's Perceptions Affect the Success of Students in the Early Childhood Special Education Classroom?

Everyone goes into teaching believing they can make a difference in a child's life. Too often teachers don't fully realize just how true that statement is, or realize that the difference can be just as negative as it could be positive. It could be a comment made to another staff member in the presence of students or comments made directly to the students. It may not even be a comment. It could be just a gesture or placement of the child in the classroom, or maybe it is even something more subtle, like an expectation of what the child can accomplish. To a teacher, these things may seem small and insignificant, but they can have an effect on the success of your students. How can we ensure that we are truly helping our students succeed?

**PRESENTER:** Lorraine Carrasco-Rake, Early Childhood Director / Principal at the South Bergen Jointure Commission and Adjunct Professor at Montclair State University P-3 Modified Alternate Route Program.

3. Leading for Preschool to Grade Three Alignment: Thinking About the System

Creating an aligned early childhood system in a school or school district is a critical piece of ensuring positive outcomes for all students. Effective leaders understand what an aligned system looks like in practice and establish policies to support its implementation. Leaders are well-versed in the importance of early childhood education and are well-informed of developmentally appropriate practices across the continuum. This session will define P-3 alignment and demonstrate its importance, provide an overview of a systems approach, and lead the group through concrete exercises for building the system.

**PRESENTERS:** Shannon Riley-Ayers, Ph.D., Senior Program Officer, The Nicholson Foundation, Mary M. Reece, Ed.D., Director of Special Projects, NJ Principals and Supervisors Association, Foundation for Educational Administration, Zeynep Isik-Ercan, Ph.D., Professor of Early Childhood Education, Co-Director of Early Childhood Leadership Institute, Rowan University.

4. Beyond Academics

Now more than ever, our classrooms need to go beyond teaching discrete skills for the well-being of our students and our staff. These critical foundational skills are developed as they're not born with them. This requires early childhood educators to create intentional opportunities and an environment that supports more than just teaching academics. Come and see how the landscape for children has changed and understand how willingness is the secret ingredient to a productive classroom.

**PRESENTER:** Rick Falkenstein, Superintendent of Kingwood and Milford Township School District and President of Wooden Spoons, LLC.

5. The Vision for New Jersey's Preschool to Third Grade

This session will feature a conversation with Department of Education leadership concerning the vision for Preschool to Third Grade as well as pertinent state policies and activities.

**PRESENTERS:** Cary A. Booker, Assistant Commissioner, Division of Early Childhood New Jersey Department of Education and Tonya D. Costan, Deputy Assistant Commissioner for the Division of Early Childhood Education, New Jersey Department of Education.



Lunch | 12:15 pm – 1:00 pm

Afternoon Sessions | 1:15 pm – 3:00 pm

6. A Journey toward Pre-K to 3rd Grade Alignment

The Mt. Laurel Schools spent the last two years planning and designing its inaugural full-day kindergarten program, which went into effect in September of 2019. As part of this process, alignment efforts have begun, inclusive of the district's pre-k inclusion program as well as first through third grades. This session will dig into these efforts and their collaboration with the New Jersey Department of Education Division of Early Childhood Education, the National Institute for Early Education Research, Rutgers Graduate School of Education, the National Association for the Education of Young Children and Teaching Strategies.

**PRESENTERS:** *George J. Rafferty, Ed.D., Superintendent of Schools, Mt. Laurel Public Schools*  
*James DeSimone, Supervisor of Instruction for Early Learning, Mt. Laurel Public Schools.*

7. Reach for 5 Stars on the QRIS

Mount Holly Township School District was rated 4 out of 5 Stars on the Grow NJ Kids Quality Rating and Improvement System (QRIS). MHTSD Teachers and Leaders will provide the top 10 tips and the top 5 pitfalls when pursuing a high quality preschool program. Gain insight into the QRIS rating and how to best prepare for 5 star success.

**PRESENTERS:** *James DiDonato, Superintendent, Mt. Holly Public Schools, Jacquelyn Arce, Preschool Teacher, Mt. Holly Public Schools, Victoria Salia, Preschool Teacher, Mt. Holly Public Schools.*

8. Using Literature to Bridge the "Play Gap" Between Preschool and Kindergarten

We will explore children's literature that can be used to foster play in the preschool and kindergarten grades—supporting self-regulations skills and using a formative assessment. Alignment to the state learning standards will be provided as well as a lesson plan template.

**PRESENTER:** *Dr. Renee Whelan, Assistant Professor, Department of Elementary and Early Childhood Education.*

9. Advancing Equity in Early Childhood Education

All children have the right to equitable learning opportunities that help them achieve their full potential as engaged learners and valued members of society. Thus, all early childhood educators have a professional obligation to advance equity. They can do this best when they are effectively supported by the early learning settings in which they work and when they and their wider communities embrace diversity and full inclusion as strengths, uphold fundamental principles of fairness and justice, and work to eliminate structural inequities that limit equitable learning opportunities.

During this session, participants will hear about the newly released position statement of the National Association for the Education of Young Children (NAEYC) entitled: Advancing Equity in Early Childhood Education.

**PRESENTERS:** Representatives from NAEYC and NJAEYC will deliver this session.

10. Promoting Equity for Dual Language Learners Preschool to Grade 3

This session will examine the practices and policies that are central to providing equitable learning opportunities for dual language children in grades preschool to grade 3. We will begin by reviewing existing state-level policies and then shift to understand where local level policies and practices can leverage more equitable learning spaces. The session will also highlight resources and how to maximize the use of data to help.

**PRESENTER:** *Alexandra Figueras-Daniel, Ph.D., Director of Research, Teaching Strategies.*



**Date:** February 11, 2020

**Location:** Forsgate Country Club, Forsgate Drive Monroe Township, NJ

**Time:** 9:00 am – 3:00 pm

## Program & Registration

NJASCD ~ a trusted source for professional learning

New Jersey ASCD | 12 Centre Drive, Monroe Township, NJ 08831

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

The Fourth Annual Early Childhood Summit

**Registration Form** | Tuesday, February 11, 2020

Maria Par Paradiso

NAME

Head of School

POSITION

Link Community Charter School

SCHOOL/DISTRICT

23 Pennsylvania Avenue Newark NJ 07114

ADDRESS

973 642 0529

PHONE

FAX

mparadiso@linkschool.org

E-MAIL

PURCHASE ORDER NO.

PERSONAL CHECK

Please Select One From Each Session (First and Second):

**First Session:**

- ☐ 1. High Quality Literacy in Kindergarten
- ☐ 2. How Can a Teacher's Perceptions Affect the Success of Students in the Early Childhood Special Education Classroom?
- ☐ 3. Leading for Preschool to Grade Three Alignment: Thinking About the System
- ☐ 4. Beyond Academics
- ☒ 5. The Vision for New Jersey's Preschool to Third Grade

**Second Session:**

- ☐ 6. A Journey toward Pre-K to 3rd Grade Alignment
- ☐ 7. Reach for 5 Stars on the QRIS
- ☐ 8. Using Literature to Bridge the "Play Gap" Between Preschool and Kindergarten
- ☒ 9. Advancing Equity in Early Childhood Education
- ☐ 10. Promoting Equity for Dual Language Learners Preschool to Grade 3

**Sessions to be Held at:**

Forsgate Country Club  
375 Forsgate Drive  
Monroe Township, NJ, 08831

**Summit Pricing:**

\$145.00—One Person

\$400.00—Team of Three People

4 people

NUMBER OF PEOPLE

\$400.-

@ \$

TOTAL \$

Please Submit Registration Form via:

FAX: Michele Goldfarb, 609-409-0946

MAIL: NJASCD,  
12 Centre Drive  
Monroe Township, NJ, 08831

EMAIL: njascdmail@aol.com

**Refunds:** If you are unable to attend a program for which you have registered, call or write NJASCD seven (7) days prior to the program date to request a refund. No refunds shall be granted unless notification is provided within this timeframe.



Teaching Strategies®



The Fourth Annual Early Childhood Summit

Registration Form | Tuesday, February 11, 2020

NAME Christine Kelley-Kemple POSITION Instructor/Leader + Coach

SCHOOL/DISTRICT Link Community Charter School

ADDRESS 23 Pennsylvania Avenue Newark NJ 07114

PHONE 973-642-0529

FAX

E-MAIL ckelley-kemple@linkschool.org

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Teaching Strategies®



The Fourth Annual Early Childhood Summit

Registration Form | Tuesday, February 11, 2020

NAME Detra De Nully POSITION Dean of Students  
SCHOOL/DISTRICT Link Community Charter School  
ADDRESS 23 Pennsylvania Ave. Newark NJ 07114  
PHONE 973 642 0529 FAX \_\_\_\_\_  
E-MAIL ddenully@linkschool.org

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The Fourth Annual Early Childhood Summit

Registration Form | Tuesday, February 11, 2020

NAME <u>Kathy Hester</u>		POSITION <u>Principal</u>	
SCHOOL/DISTRICT <u>Link Community Charter School</u>			
ADDRESS <u>23 Pennsylvania Ave. Newark NJ 07104</u>			
PHONE <u>973 642 0529</u>		FAX	
E-MAIL <u>khester@linkschool.org</u>			

PURCHASE ORDER NO.

PERSONAL CHECK

Please Select One From Each Session (First and Second):

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# Staff Deliveries

Order	Last Name HIDDEN	First	Street Address HIDDEN	City, State, Zip
1		Triniti		Newark, NJ 07102
2		Jeffery		Newark, NJ 07103
3		Lisette-de Faria		Jersey City, NJ 07306
4		Reinaldo		Jersey City, NJ 07304
5		Claire		Teaneck, NJ 07666
6		Suzanne		Teaneck, NJ 07666
7		Detra		Hackensack, NJ 07601
8		James		Clifton, NJ 07013
9		Marisa		Bloomfield, NJ 07003
10		Gregory		Montclair, NJ 07042
11		Gail		Verona, NJ 07044
12		Ugochukou		West Orange, NJ 07052
13		Monique		West Orange, NJ 07052
14		Christine		Livingston, NJ 07039
15		Leslie		West Orange, NJ 07052
16		Luis		Bloomfield, NJ 07003
17		Da'Cheray		Bloomfield, NJ 07003
18		Natasha		Bloomfield, NJ 07003
19		Diana		Belleville, NJ 07109
20		Rosa		Newark, NJ 07107
21		Wayne		Bloomfield, NJ 07003
22		Shaynie		East Orange, NJ 07017
23		Marlene		Newark, NJ 07103
24		Caroline		Newark, NJ 07108
24		Thomas		Newark, NJ 07108
101		Anna		Cranford, NJ 07016
102		Annalyn		Westfield, NJ 07090
103		Sarah		Westfield, NJ 07090
104		Jennifer		Chatham, NJ 07928
105		Gwen		Watchung, NJ 07069
106		Jasmine		Scotch Plains, NJ 07076
107		Sharon		Scotch Plains, NJ 07076
108		Jennifer		South Plainfield, NJ 07080
109		Suzanne		Spring Lake, NJ 07762
110		Nancy		Linden, NJ 07036
111		Erica		Union, NJ 07083





To Whom It May Concern:

We Raise New Jersey (WRNJ) and JerseyCAN believe that all students deserve equitable preparation for college, career, and future life success, regardless of their zip code, cultural background, or socioeconomic status. To achieve and advance this mission, our organizations are committed to engaging with exemplary New Jersey educators, the impetus for offering the New Jersey Teacher Leader Policy Fellowship.

Over the course of one year, New Jersey Teacher Leader Policy Fellowship Participants (Fellows) will engage in four convenings to discuss the latest policy trends and issues in New Jersey education. They will expand their knowledge and understanding of local, state, and national governance, the roles of influential educational stakeholders, and the importance of teachers leaders taking part in advocacy for student learning and the profession. More information on the Fellowship can be found [here](#). **Please note that all convenings will take place outside of working hours.**

**We have appreciated the opportunity to get to know Hannah-Marie Kennedy over the application and interview processes, and we believe this educator will make a great contribution to the Fellowship. As a result, we are excited to extend them an invitation to take part in this enriching opportunity.**

We want to take an opportunity to thank you in advance for supporting the Fellows, and we believe that you could help support participation in the Fellowship in the following ways:

1. In early June, we will publicly announce this educator's involvement in the Fellowship. Feel free to celebrate and share this opportunity with your educational community. Their selection came from a deep pool of qualified candidates who engaged in a rigorous selection process; this candidate's commitment to providing all students with an equitable, high-quality education stood out to us, which is a great reflection on your district.
2. We believe in the power of shared leadership, and we hope that you might consider engaging with the Fellows at a future convening. In addition, you can subscribe to updates from [We Raise New Jersey and JerseyCAN](#) to follow communications related to the Fellowship.
3. Checking in periodically with the Fellow will help them to reflect more deeply on their learning and will allow them to gain the most out of this experience. Additionally, inviting the Fellow to share updates on their experience with the Fellowship could help foster additional teacher leadership within your school.

Finally, we want to note that we recognize that any opinions shared during the convenings are reflective of the participant's personal experiences and viewpoints and are not a reflection of the district or school organization's opinions.

If you have any questions, please feel free to reach out to our team.

Sincerely,

Chelsea Collins, Director of New Jersey Teacher Leader Policy Fellowship Program  
Patricia Morgan, Executive Director of JerseyCAN & WRNJ Steering Committee Member  
Mary O'Malley, WRNJ Steering Committee Member





Maria Paradiso <mparadiso@linkschool.org>

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## Time Sensitive: Reference Check

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**Chelsea Collins** <chelsea.collins@jerseycan.org>  
To: Maria Paradiso <mparadiso@linkschool.org>

Tue, May 19, 2020 at 11:30 AM

Maria,

**Hannah-Marie Kennedy** has applied for the NJ Teacher Leader Policy Fellowship, an opportunity to engage in professional learning and networking around education policy in NJ.

She listed you as a reference to contact relative to her skills. Please kindly fill out this Reference Check by Thursday, May 21.

Thank you,  
The NJ TL Policy Fellowship Team

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## NJ Teacher Leadership Fellowship Program

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Maria Paradiso <mparadiso@linkschool.org>

Fri, May 15, 2020 at 2:49 PM

To: patricia.morgan@jerseycan.org

Good afternoon Patricia. Thank you for providing an opportunity for a Link Community Charter School Teacher to apply for the NJ Teacher Leadership Fellowship Program. I am grateful to Mary Farrell for connecting us and applaud the work you are doing to elevate the teaching profession. We would be honored and eager to participate in the application process. Would you kindly provide the steps necessary and send me the application? Hannah-Marie Kennedy, one of our teacher leaders is ready to complete it and eager to be considered for this exciting fellowship. And, I am ready to support her in any way necessary.

Peace,  
Maria



LEADING THE WAY IN EDUCATIONAL EQUITY,  
OPPORTUNITY, AND ACHIEVEMENT SINCE 1969.

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

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**The New Jersey Teacher Leader Policy Fellowship is an opportunity for New Jersey teacher leaders (Fellows) to learn about and engage in education policy and advocacy in New Jersey.**

### **The Program**

Over the course of one year, ten New Jersey Teacher Leader Policy Fellowship Participants (Fellows) will participate in four convenings to discuss the latest policy trends and issues in New Jersey education. They will expand their knowledge and understanding of local, state, and national governance, the roles of influential educational stakeholders, and the importance of teachers leaders taking part in advocacy for student learning and the profession.

**In addition to engaging in high-quality professional learning and networking opportunities, Fellows will receive a \$2,000 stipend for their commitment to this fellowship.**

### **What to Expect**

#### *Convening Themes*

Convenings will be rich with discussions and activities designed to expand participants' knowledge and understanding around:

- College & Career Readiness
- Statewide Policy Topics & Their Impact on Local Contexts
- Influential Stakeholders & Teacher Leadership in New Jersey
- Advocacy for the Future

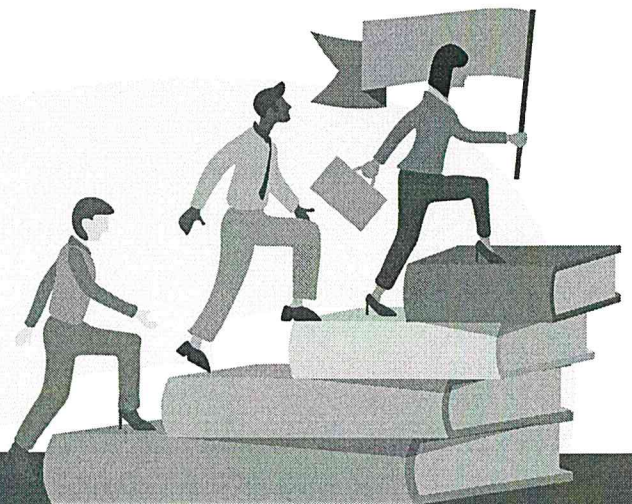
#### *Convening Formats*

Depending on the current state of allowable meeting size and format in New Jersey, convenings will be either virtual or in-person and will run approximately 2 - 4 hours each.

### **Our Why**

*We are passionate about the goals of this fellowship because we believe that:*

1. Practicing classroom teachers are a critical stakeholder in advising and influencing the mission and vision of education organizations.
2. Practicing teachers must be informed and knowledgeable about education systems and policies in order to actively and effectively engage in advocacy to benefit student outcomes.
3. Teacher leadership, or the ability for teachers to influence colleagues and the profession while maintaining classroom responsibilities, will keep great teachers in classrooms where they can have the biggest impact on student outcomes. Teacher leadership also allows practicing teachers to meaningfully contribute to the development and implementation of education policy.





## To Apply

To apply for this Fellowship, participants must be open to [We Raise New Jersey's mission and values](#), have a minimum of two years of experience teaching in New Jersey's schools, and commit to attending all four convenings and completing any associated readings or activities for the convenings.

If you meet all of these qualifications and are a New Jersey teacher leader who is interested in learning about and engaging in policy and advocacy, please fill out the [application](#) by May 10, 2020.

## About We Raise New Jersey

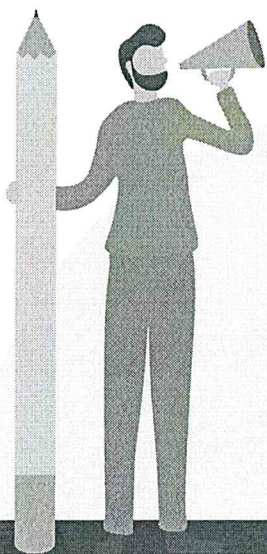
[We Raise New Jersey](#) is a diverse coalition of New Jersey organizations and associations that are united in our belief that New Jersey students need and deserve a world-class education to effectively compete and succeed in our rapidly changing world. Our coalition is led by African American Chamber of Commerce, JerseyCAN, New Jersey Business & Industry Association, New Jersey Chamber of Commerce Foundation, New Jersey Charter Schools Association, New Jersey Council of County Colleges and New Jersey PTA, and organizes the power of each member organization into a collective voice to advocate for high quality academic standards and aligned assessments, and to ensure that every child is prepared for college, career, and active citizenship in our communities.

## About JerseyCAN

[JerseyCAN](#) is a nonprofit organization that advocates for high-quality educational opportunities for all New Jersey students, regardless of their address. JerseyCAN works in partnership with education leaders, parents, students and other stakeholders from across the state to remove policy barriers and create new proactive policy measures. JerseyCAN has secured key policy wins that have advanced its mission including more equitable school funding, growth in the number of high-quality new schools in our state—particularly in Newark and Camden—and high standards and aligned assessments. Part of JerseyCAN's strength as a leader and convener in the education landscape is because of the leadership of our 11-member advisory board; since its inception in 2013, the JerseyCAN board has been co-chaired by former New Jersey Governor Tom Kean and Ann Borowiec, former CEO, J.P. Morgan Private Banking.

## Questions or Suggestions

For more information, contact: [njtlf@jerseycan.org](mailto:njtlf@jerseycan.org)





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**Saturday, March 7: Free P.D. in Newark, NJ**

5 messages

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Education Department at The Gilder Lehrman Institute of American History

Mon, Feb 10, 2020 at 1:01

<education@gilderlehrman.org>

PM

Reply-To: Education Department at The Gilder Lehrman Institute of American History <education@gilderlehrman.org>

To: mparadiso@linkschool.org

THE GILDER LEHRMAN  
INSTITUTE *of* AMERICAN HISTORY

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**The World War One Centennial Commission presents:**

**Free Professional Development  
in Newark, NJ**

Saturday, March 7 - RSVP



To commemorate the centennial of World War I, we are pleased to invite you to **free P.D.** on Saturday, March 7 at Seton Hall Law School.

March 2020

7

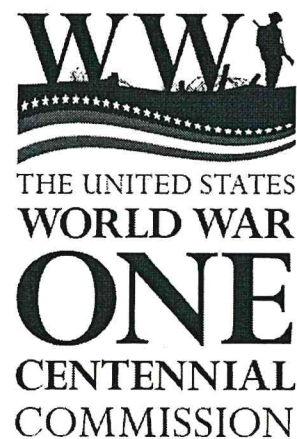
This session, presented with the support of the **World War One Centennial Commission**, includes

RSVP

- A lecture by an eminent historian
- Professional development led by a Gilder Lehrman Master Teacher Fellow
- \$40 participation stipend
- Free classroom materials
- Breakfast and lunch

Space is limited: please RSVP [here](#).

Saturday, March 7, 2020  
8:30 AM - 3:30 PM



Seton Hall Law School  
1109 Raymond Blvd.  
Room 273  
Newark, NJ 07102

Questions? Email  
[education@gilderlehrman.org](mailto:education@gilderlehrman.org)



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Gilder Lehrman Institute of American History announcements.

**Our mailing address is:**

The Gilder Lehrman Institute of American History  
49 West 45th Street  
2nd Floor  
New York, NY 10036

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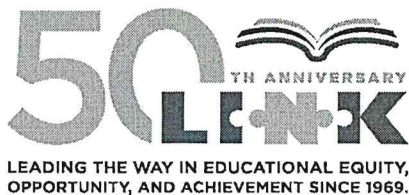
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**Maria Paradiso** <[mparadiso@linkschool.org](mailto:mparadiso@linkschool.org)>  
To: Kelly Start <[kstart@linkschool.org](mailto:kstart@linkschool.org)>, Hannah-Marie Kennedy <[hkennedy@linkschool.org](mailto:hkennedy@linkschool.org)>

Wed, Feb 12, 2020 at 6:00 PM

Hi ladies. I thought you might be interested in this professional development opportunity.



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)

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**Kelly Start** <[kstart@linkschool.org](mailto:kstart@linkschool.org)>  
To: Maria Paradiso <[mparadiso@linkschool.org](mailto:mparadiso@linkschool.org)>

Wed, Feb 12, 2020 at 6:10 PM

Hi Maria,  
I just registered for the event! Thank you so much for the heads up- I am incredibly excited to attend this PD day.

Sincerely,

Kelly Start  
[Quoted text hidden]

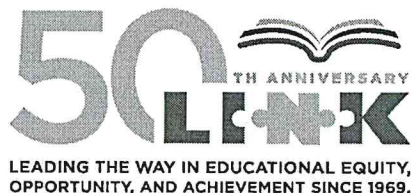
--  
Kelly Start  
8th Grade History Teacher  
Link Community Charter School  
(973)-642-0529

---

**Maria Paradiso** <[mparadiso@linkschool.org](mailto:mparadiso@linkschool.org)>  
To: Kelly Start <[kstart@linkschool.org](mailto:kstart@linkschool.org)>

Wed, Feb 12, 2020 at 6:12 PM

I'm so glad! I can't wait to hear all about it.



Maria Pilar Paradiso  
Head of School, Link Community Charter School  
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**Hannah-Marie Kennedy** <[hkennedy@linkschool.org](mailto:hkennedy@linkschool.org)>  
To: Maria Paradiso <[mparadiso@linkschool.org](mailto:mparadiso@linkschool.org)>

Wed, Feb 12, 2020 at 8:51 PM

Registered! Thank you so much!!

Hannah M Kennedy



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## Checking in on ProjectLit and Planning for Next Year

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Maria Paradiso <mparadiso@linkschool.org>

Tue, Jun 16, 2020 at 10:43 PM

To: Jasmine Seegers <jseegers@linkschool.org>, Asha Alston <aalston@linkschool.org>, Diana Lelinho <dlelinho@linkschool.org>

Cc: Kathleen Hester <khester@linkschool.org>

Hi ladies. As I have shared a few times this year, I have been so excited about this wonderful reading club and your leadership. Thank you for your hard work in launching the club this year.

Kathy and I would appreciate the opportunity to review the first year of this initiative and see how we can plan for next year and support you as you move forward. Before we closed the building, we met and discussed the summer session and some options for books as we begin next year. We would appreciate revisiting things now that the year is complete. Please share what days you would be available next week for a conversation (perhaps 45-60 minutes) so we can find a mutually convenient time. I would suggest the following agenda items but please offer others topics:

### Evaluation of ProjectLit's 1st year

- Highlights
- Learnings
- Areas for Growth

### Plans for Next year

- Club Leaders
- Structure for Club Meetings
- Titles for each month
- Proposed Activities
- Admin Support

I look forward to seeing the continued growth of this wonderful initiative.

Peace,  
Maria



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## ProjectLit Book Club

3 messages

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Maria Paradiso <mparadiso@linkschool.org>

Fri, Nov 1, 2019 at 8:23 PM

To: Asha Alston <aalston@linkschool.org>, Jasmine Seegers <jseegers@linkschool.org>, Diana Lelinho <dlelinho@linkschool.org>

Good evening Asha, Jasmine and Diana. It was wonderful to hear your ideas for incorporating a ProjectLit Book Club at Link. I appreciate your thoughtful presentation and approach to enhance our literacy environment. I am excited to get started!

Sharon prepared the flyer using your initial design and it was placed in today's Purple Envelopes. I also placed a copy in each of your mailboxes. I am placing the order of 50 copies of Look Both Ways and will also pick up snacks for the November 19th information session. I would suggest a quick check in after the information session to see if we need to adjust anything.

Enjoy the weekend.

Peace,  
Maria



Maria Pilar Paradiso  
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Newark, NJ 07114  
Office 973.642.0529 | Mobile 908.768.0322 | Fax 973.642.1978  
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---

Maria Paradiso <mparadiso@linkschool.org>

Fri, Nov 1, 2019 at 8:38 PM

To: Kathleen Hester <khester@linkschool.org>

I am sorry. I meant to copy you on this email.

The meeting with Seegers, Alston and Lelinho was great. They proposed starting an afterschool book club that would meet once a month, with a new book each month. They have applied to become a chapter of a national program called "ProjectLi Book Club" and should hear by the end of next week. I put the proposal overview in your mailbox. Please let me know if you have any concerns. I thought everything looked great. We would provide the books and snacks each session. Sharon already shared the flyer on the informational meeting in the weekly messages. I'll ask her to put the dates on the calendar.

This should be a wonderful addition to our literacy environment.

Peace,  
mpp



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**Kathleen Hester** <[khester@linkschool.org](mailto:khester@linkschool.org)>  
To: Maria Paradiso <[mparadiso@linkschool.org](mailto:mparadiso@linkschool.org)>

Sat, Nov 2, 2019 at 8:54 AM

This sounds great. I look forward to seeing how this takes shape. Thanks for meeting with them.

Kathy  
[Quoted text hidden]

--  
Kathleen M. Hester, Ed.S. Principal Link Community Charter School 23 Pennsylvania Ave. Newark, NJ. 07114 973-642-0529. Ext.14