

2025-2026 DISTRICT
ANNUAL REPORT

HIGH IMPACT LEARNING ★ SAFE AND SUPPORTIVE SCHOOLS ★ COLLABORATIVE PARTNERSHIPS ★ SHARED SUCCESS

DIVISION OF CURRICULUM & INSTRUCTION

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KEY PROGRAM ACCOMPLISHMENTS

GRANTS

- Secured over $6.4 million in Curriculum & Instruction grants
- Leveraged grant funding to expand student and staff supports across the district, including sustaining the PATH after-school program, enhancing services for students with disabilities, creating a district literacy coach position, implementing a new K–5 literacy program, increasing Advanced Placement opportunities, reducing administrative burdens for teachers
- Supporting the district's phones-free initiative, providing construction training opportunities for women and minorities, and promoting early literacy in the East Orange community from birth through age four
- Partnered with Students 2 Science, who granted us $97,500, which was used for virtual labs and visits to the research center where students engaged in hands-on activities tied to science careers
- 19 students completed the inaugural cohort of Youth Corps, a re-engagement program designed to provide out-of-school youth with education, workforce training, and employment opportunities







DIVISION OF CURRICULUM & INSTRUCTION

KEY PROGRAM ACCOMPLISHMENTS

DEPARTMENT ACHIEVEMENT

- Anticipated 3% increase in QSAC Instruction & Program score over January 2024 placement (73% to 76%).
- Convened three collaborative district committees—a K–5 ELA Committee, a K–12 Math Committee, and a Lesson Plan Committee—which led to multiple pilots and the faculty-informed adoption of new Math and ELA curricula and the development of a new streamlined district lesson plan template
- All curricular gaps have been addressed, and almost all of the teacher training for 2026-2027 program implementation will take place before the end of the 2025-2026 school year
- Leading the design and launch of a districtwide Gifted & Talented Academy, building the program from concept to implementation, including renovations, curriculum, admissions, staffing, and operational structures
- Conducted more than 200 classroom visits through district focus walks designed around smaller, collaborative cohorts that fostered a supportive and reflective environment for both students and teachers, while engaging building administrators in meaningful conversations centered on high-quality instructional practices
- Significantly expanded student access to real-world science experiences through partnerships with Students 2 Science, Bristol Myers Squibb, Rutgers University, Picatinny Arsenal, and PRISM at Montclair State University
- Provided 16 days of intensive administrative and teacher training in elementary bilingual instruction
- Modified testing procedures for ML newcomers to reduce obstacles for enrollment
- Organized a two-day Urban Plan workshop for high school students, where participants assumed the role of real estate developers in a simulated city-planning experience that strengthened their collaboration, problem-solving, financial literacy, and civic decision-making skills

DIVISION OF CURRICULUM & INSTRUCTION

KEY PROGRAM ACCOMPLISHMENTS

STUDENT ACHIEVEMENT

- Expanded access to multilingual achievement opportunities, increasing the number of students earning the Seal of Biliteracy from 30 to 72 students
- Expanded opportunities for students in regards to NJGPA and SAT testing, including personalized SAT prep opportunities that led to 101 additional passing scores on the NJGPA and a 356% increase in SAT participation
- Five students from STEM Academy successfully passed the FAA Part 107 Drone Certification exam, an impressive accomplishment that places them among a select group of student pilots in the country
- STEM Academy won First, Second, Fourth, Fifth and Sixth place at the regional Solar Sprint competition
- Had our first cohort of students complete the rigorous AP Seminar course
- Four elementary schools ranked in the top 50 in the National Magma Math Competition
- East Orange students earned 1st and 3rd place honors in the 2026 Dr. Martin Luther King, Jr. Drum Major for Justice Advocacy Competition hosted by the Garden State Bar Association, with both students receiving scholarships:
  - 1st Place: Amiri Joseph, STEM Academy
  - 3rd Place: Engel Veras Diaz, Tyson Middle/High







DIVISION OF CURRICULUM & INSTRUCTION

KEY PROGRAM ACCOMPLISHMENTS

LITERACY

- Secured over $1.1 million in literacy grants from the DOE
- Partnered with the East Orange Public Library to provide field trip experiences for all 1st grade students, including a guided library tour and the opportunity for each student to receive a library card and developed six new media lessons to enhance the 1st grade curriculum
- East Orange earned a first, second, and third place sweep in Learning Ally's 2026 Great Reading Games for the 4th consecutive year:
  - 1st Place: East Orange Campus High School
  - 2nd Place: East Orange STEM Academy
  - 3rd Place: Cicely Tyson School of the Arts





DEPARTMENT OF SPECIAL SERVICES

DEPARTMENT OF SPECIAL SERVICES

THE DEPARTMENT OF SPECIAL SERVICES FOCUSED ON STRENGTHENING COMPLIANCE, EXPANDING HIGH-QUALITY PROGRAMMING, IMPROVING SERVICE DELIVERY, AND ENHANCING COLLABORATION TO SUPPORT STUDENTS WITH DISABILITIES ACROSS THE DISTRICT. THE DEPARTMENT PRIORITIZED BUILDING INTERNAL CAPACITY, REDUCING RELIANCE ON EXTERNAL PROVIDERS, AND ENSURING EQUITABLE ACCESS TO SERVICES FOR ALL STUDENTS.

KEY PROGRAM ACCOMPLISHMENTS

EXPANSION OF IN-DISTRICT PROGRAMS

- Continued development and refinement of Autism, ERI, MCI, and LD programs to increase in-district placement opportunities and reduce out-of-district costs while ensuring students receive appropriate, individualized supports. Providing appropriate staff to student ratios.

STRENGTHENING COMPLIANCE AND ACCOUNTABILITY

- Implemented systems and procedures aligned with IDEA and N.J.A.C. 6A:14 to improve timelines for evaluations, annual reviews, and reevaluations. Increased monitoring of IEP implementation and documentation practices across schools.

EXPANSION OF RELATED SERVICES (SPEECH, OT, PT)

- Significantly expanded staffing and service delivery capacity, including growing the speech department to 22 speech therapists, resulting in more consistent student services and the implementation of compensatory service plans. Throughout the school year, the district provided 45,072 speech therapy sessions, reduced outstanding compensatory speech service obligations to approximately 1,150 sessions.

ASSISTIVE TECHNOLOGY & AAC IMPLEMENTATION

- The district increased access to assistive technology by providing 72 AAC communication devices to students, strengthened the AAC evaluation process through collaboration with AbleNet, expanded communication supports to improve student participation, and offered parent training sessions to support the effective use of communication devices at home.

STRENGTHENING COMPLIANCE AND ACCOUNTABILITY

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ENHANCED BEHAVIORAL AND MENTAL HEALTH SUPPORTS

- Strengthened the ERI program through collaboration with Effective School Solutions, expanding tiered mental health supports, embedding clinicians, and increasing behavioral intervention capacity across schools.

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KEY PROGRAM ACCOMPLISHMENTS

PROFESSIONAL DEVELOPMENT AND INSTRUCTIONAL SUPPORT

- Implemented targeted training and coaching through programs such as TeachTown and Rethink, improving instructional practices and consistency across classrooms.

IMPROVED FAMILY ENGAGEMENT AND COMMUNICATION

- Strengthened communication with families through clearer processes, increased responsiveness, and improved access to information regarding IEPs, services, and supports.
- Brought in behavioral support by contracting for Behaviorist and BCBA's.
- Partnered with two ABA agencies (Anchor and Bright Achievements) to offer an ABA clinic during the day and started an after school program.
- Collaborated with SEPAC and participated in a panel together at the Urban Collaborative.
- Provided 3 CPI trainings in the district.







DIVISION OF OPERATIONS, COMPLIANCE, & EDUCATIONAL SUPPORT SERVICES

DIVISION OF OPERATIONS, COMPLIANCE, & EDUCATIONAL SUPPORT SERVICES

THE DIVISION OF OPERATIONS ACHIEVED KEY ADVANCEMENTS IN STUDENT ENROLLMENT AND RECRUITMENT, ENSURED COMPREHENSIVE POLICY ALIGNMENT AND COMPLIANCE, AND DROVE IMPROVEMENTS IN OVERALL DISTRICT OPERATIONAL PERFORMANCE.

KEY PROGRAM ACCOMPLISHMENTS

ENROLLMENT

- Launched partnership with Caissa on a student recruitment campaign to recruit charter and private school students into the East Orange School District.
- Participated in bi-weekly meetings with team members from Caissa to monitor progress through goals and metrics.
- Assisted Caissa with their advertisement and recruitment campaign that appeared on social media, Google, and personal phone calls and text messages.

IMPACT:
The enrollment center has received commitments for district enrollment for a little over **50 students back into the school district**.



DIVISION OF OPERATIONS, COMPLIANCE, & EDUCATIONAL SUPPORT SERVICES

THE EDUCATIONAL SUPPORT SERVICES & PARENT RELATIONS DEPARTMENT ADVANCED STUDENT SOCIAL-EMOTIONAL DEVELOPMENT, EXPANDED ACADEMIC ENRICHMENT AND MENTORING OPPORTUNITIES, STRENGTHENED SUPPORTS FOR VULNERABLE POPULATIONS, AND DEEPENED FAMILY AND COMMUNITY ENGAGEMENT ACROSS EAST ORANGE SCHOOL DISTRICT.

KEY PROGRAM ACCOMPLISHMENTS

POLICY EDIT

- Ensure legal and regulatory compliance: Verify alignment with current federal and state laws, including requirements from the New Jersey Department of Education and statutes like the Individuals with Disabilities Education Act and Title IX.
- Update outdated policies: Replace or revise policies that no longer reflect current laws, guidance, or district practices.
- Promote consistency and clarity: Ensure policies are clearly written, uniformly applied, and easily understood by staff, students, and families.
- Mitigate risk and liability: Reduce exposure to legal challenges, grievances, and compliance findings by identifying gaps or inconsistencies.
- Strengthen operational effectiveness: Align policies with current district goals, procedures, and organizational structures to support efficient operations.



IMPACT:
The policy audit ensures all district policies are current, legally compliant, clearly articulated, and aligned with best practices to support effective operations, mitigate risk, and promote safe and equitable learning environments.

DIVISION OF OPERATIONS, COMPLIANCE, & EDUCATIONAL SUPPORT SERVICES

THE EARLY CHILDHOOD DEPARTMENT HAS EXPANDED ACCESS THROUGH NEAR-UNIVERSAL ENROLLMENT WHILE REDUCING CHRONIC ABSENTEEISM TO ENSURE CONSISTENT STUDENT PARTICIPATION. THROUGH DATA-DRIVEN INSTRUCTION, COACHING, AND STRONG FAMILY ENGAGEMENT, STUDENT ENGAGEMENT AND TEACHING PRACTICES HAVE IMPROVED. A CONTINUED FOCUS ON INCLUSION AND SOCIAL-EMOTIONAL DEVELOPMENT HAS STRENGTHENED SUPPORTS FOR DIVERSE LEARNERS AND ENHANCED OUTCOMES ACROSS ALL PRESCHOOL SETTINGS.

KEY PROGRAM ACCOMPLISHMENTS

ATTENDANCE

- Conducted a comprehensive audit of student attendance records for the school year and directed Attendance Officers to implement necessary changes to ensure compliance with state laws governing excused and unexcused absences.
- Spearheaded a district-wide initiative directing all schools to design and implement strategic Attendance Action Plans aimed at reducing chronic absenteeism.







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KEY PROGRAM ACCOMPLISHMENTS

SOCIAL & EMOTIONAL LEARNING (SEL)

- Administered the Devereux Student Strengths Assessment (DESSA) to grades K–5 at three benchmark intervals (pre-, mid-, post-)
- Achieved a **97% completion rate** for pre- and mid-year assessments.
- Reduced students in the “Need for Instruction” range from **12% (pre) to 8% (mid-year)**.
- Utilized assessment data to inform screening, progress monitoring, and targeted interventions.

IMPACT:
Improved student self-management, emotional regulation, and readiness to learn, resulting in fewer students requiring intensive SEL intervention and stronger Tier 1 and Tier 2 support effectiveness.





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KEY PROGRAM ACCOMPLISHMENTS

WE GOT US: STUDENT SEL MENTORSHIP INITIATIVE

- Expanded a youth-led mental health and leadership model with VIP Academy, focused on social and emotional learning and the arts
- Trained 50 students as **Peer Mental Health Ambassadors** facilitating peer-led supports
- Key outcomes:
  - ✓ Healing circles and peer support spaces implemented across schools
  - ✓ Youth-led research reaching **hundreds of students**
  - ✓ Policy recommendations presented to school and community leadership
  - ✓ Launch of **We Got Us Day** as a districtwide wellness event
- Students produced an original theme song amplifying youth voice and advocacy; culminating experience at New Jersey Performing Arts Center featuring John Legend, connecting arts, healing, and leadership.

IMPACT:
Strengthened student voice, reduced stigma around mental health, and increased peer-to-peer support systems, contributing to improved school climate, student connectedness, and youth leadership development.





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KEY PROGRAM ACCOMPLISHMENTS

BEHAVIORAL HEALTH PARTNERSHIP

- Established partnership with New Bridge Medical Center, a comprehensive behavioral health provider offering mental health, substance use, and co-occurring disorder services for youth
- Implemented pilot screening and support programming for students ages 13–17 across middle and high schools

IMPACT:
Expanded access to early identification and intervention for mental health and substance use challenges, reducing barriers to care and improving student well-being and support continuity.

FAMILY WELLNESS & STUDENT SUCCESS SUMMIT

- On May 27, 2026 - designed a districtwide support summit/community fair connecting families with district staff, community organizations, and city agencies
- Includes workshops on wellness, parent-child relationships, and student support, plus direct access to resources

IMPACT:
Increased family engagement and awareness of available supports, strengthened home-school partnerships, and improved access to community-based resources that support student success and well-being.



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KEY PROGRAM ACCOMPLISHMENTS

ENROLLMENT

- Achieved and sustained universal preschool enrollment of 90%, ensuring broad access for eligible children across district and provider settings
- Implemented targeted attendance monitoring systems, including daily tracking, monthly attendance meetings, and cross-departmental data reviews
- Established proactive outreach strategies (family communication, home visits, incentives, and follow-ups after 10 consecutive absences)
- Increased access to wraparound support to all families enrolled in the program (before/aftercare, social services, translation services) to remove barriers to attendance.

IMPACT:
Increased equitable access to high-quality preschool programming across the community.







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KEY PROGRAM ACCOMPLISHMENTS

STUDENT ENGAGEMENT

- Embedded data-driven instructional practices using tools such as Teaching Strategies GOLD, myIGDIs, and classroom observations
- Supported teachers through coaching cycles led by Preschool Instructional Coaches (PICs) to enhance instructional quality
- Promoted intentional interactions and play-based learning aligned with Tools of the Mind curriculum
- Facilitated family engagement initiatives (Read Across America, Week of the Young Child, parent workshops, classroom participation opportunities)

IMPACT:
Strengthened teacher effectiveness and responsiveness to student needs has enhanced students' language, literacy, and early numeracy development.







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KEY PROGRAM ACCOMPLISHMENTS

SUPPORTING INCLUSION & SOCIAL EMOTIONAL DEVELOPMENT

- Maintained commitment to inclusive preschool settings, ensuring access for students with IEPs and diverse learning needs.
- Strengthened the role of Preschool Intervention and Referral Specialists (PIRS) to support early identification and intervention.
- Implemented social-emotional frameworks and strategies aligned with TPOT and Pyramid Model practices
- Increased support for students with challenging behaviors through coaching, modeling, and reflective practices.
- Collaborated with social workers, CPIS, and family teams to address whole-child needs.

IMPACT:
Increased teacher capacity to support diverse learners in inclusive settings and enhanced school readiness by supporting the whole child academically, socially, and emotionally.







DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES (HUMAN RESOURCES)

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THE DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES FOCUSED ON STRENGTHENING WORKFORCE STABILITY, IMPROVING EMPLOYEE RELATIONS, ENSURING COMPLIANCE, AND ENHANCING HR SYSTEMS AND PROCESSES TO SUPPORT A HIGH-PERFORMING SCHOOL DISTRICT.

KEY PROGRAM ACCOMPLISHMENTS

TALENT ACQUISITION & WORKFORCE DEVELOPMENT

- Designed and executed targeted recruitment events, including two district-wide job fairs attracting 200+ candidates, strengthening the hiring pipeline and increasing access to qualified talent.
- Streamlined onboarding processes by eliminating outdated requirements, reducing barriers to employment and lowering district costs while maintaining compliance.
- Successfully recruited, hired, and onboarded 207 staff members since July 1, 2025, of which 97 are certified staff members (instructional teachers and educational services personnel), strengthening instructional continuity across all schools
- Launched and expanded the “Grow Your Own” Teacher Pipeline in partnership with Drew University and BloomBoard, supporting 13 current participants (8 in degree completion; 5 in alternate route certification) while building future capacity with 13 additional program seats for Fall 2026, creating a sustainable pathway to increase certified teacher staffing in the district



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KEY PROGRAM ACCOMPLISHMENTS

LABOR RELATIONS & EMPLOYEE RELATIONS

- Successfully negotiated and settled (2) collective bargaining agreements (e.g. EOEA and EOAA)
- Maintained stable labor environment across all bargaining units through effective contract administration and proactive engagement
- Strengthened labor-management collaboration, resulting in timely resolution of workplace concerns

EMPLOYEE SUPPORT & ORGANIZATIONAL CULTURE

- Implemented employee wellness initiatives at key locations to improve staff morale, engagement, and workplace culture.
- Provided ongoing support to employees and administrators on HR-related matters, including benefits, leave, and workplace concerns



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DIVISION OF BUSINESS SERVICES

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THE DIVISION OF BUSINESS SERVICES CONTINUED TO STRENGTHEN FISCAL OVERSIGHT, ENHANCE OPERATIONAL EFFICIENCY, AND SUPPORT THE DISTRICT'S INSTRUCTIONAL MISSION THROUGH STRATEGIC FINANCIAL PLANNING, COMPLIANCE, AND RESOURCE MANAGEMENT. THIS YEAR REFLECTS MEASURABLE PROGRESS IN FINANCIAL GOVERNANCE, INFRASTRUCTURE INVESTMENT, AND LONG-TERM SUSTAINABILITY, POSITIONING THE DISTRICT FOR A STABLE AND FORWARD-FOCUSED 2026–2027 SCHOOL YEAR.

DISTRICTWIDE FINANCIAL & OPERATIONAL HIGHLIGHTS

APPROVED 2026–2027 BUDGET

- The Division of Business Services successfully developed and secured approval of the 2026–2027 budget, including formal approval by the county. The budget reflects a strategic alignment of financial resources to support district priorities, including instruction, student services, facilities, and operational needs.

IMPACT:
The approved budget ensures fiscal stability while maintaining essential programs and services. It enables the district to responsibly allocate resources, address emerging needs, and support both short-term operations and long-term planning.







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DISTRICTWIDE FINANCIAL & OPERATIONAL HIGHLIGHTS

ANNUAL AUDIT COMPLETION

- The Division completed the 2024–2025 annual audit and successfully addressed approximately 50% of the prior year's audit recommendations.

IMPACT:
Created a safer and more accommodating environment for vulnerable students, ensuring they can be appropriately assisted in times of need while reducing the risk of harm to students and staff

ELECTRIC SCHOOL BUS GRANT – $1.7 MILLION

- The district was awarded a $1.7 million grant through the New Jersey Department of Environmental Protection (NJDEP) to support the acquisition of:
  - Five electric school buses (Type C – 54 passengers)
  - Three charging stations



$9.5 million of capital budget offset for roofing. Approximately $5 million dollars in energy savings over an initial fifteen-year term.

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DISTRICTWIDE FINANCIAL & OPERATIONAL HIGHLIGHTS

DISTRICTWIDE SOLAR PANEL PROJECT

- The Division of Business Services advanced the implementation of a districtwide solar energy initiative across multiple school facilities.

IMPACT:

The solar project is expected to generate substantial cost savings on energy expenditures over time. These savings ($9.5 million of capital budget offset for roofing and approximately $5 million dollars in energy savings over an initial fifteen-year term) will allow the district to reinvest funds into educational programs, student services, and facility improvements while promoting environmental stewardship.



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DISTRICTWIDE FINANCIAL & OPERATIONAL HIGHLIGHTS

FOOD SERVICE MANAGEMENT COMPANY (FSMC) CONTRACT – 2026–2027

- The Division successfully procured and finalized a new Food Service Management Company (FSMC) contract for the 2026–2027 school year.

IMPACT:
The new FSMC partnership will enhance operational efficiency, ensure compliance with federal and state nutrition guidelines, and improve the quality and consistency of student meal services. This contributes to student health, well-being, and readiness to learn.



FACILITIES DEPARTMENT

Transitioned the Facilities Department toward a more proactive preventative maintenance model. Preventative Maintenance cycles are up 68% since July 2025

FACILITIES DEPARTMENT

THE FACILITIES DEPARTMENT HAS MADE SIGNIFICANT PROGRESS IN STABILIZING OPERATIONS, RESTORING CRITICAL BUILDING SYSTEMS, AND IMPROVING DISTRICTWIDE FACILITIES. THE DEPARTMENT HAS TRANSITIONED FROM A LARGELY REACTIVE MAINTENANCE MODEL TO A MORE PROACTIVE AND ACCOUNTABLE OPERATIONAL STRUCTURE. CLEAR SUPERVISORY EXPECTATIONS, WORK ORDER ACCOUNTABILITY MEASURES, DAILY REPORTING SYSTEMS, AND IMPROVED OVERSIGHT PROTOCOLS WERE IMPLEMENTED TO STRENGTHEN EFFICIENCY AND RESPONSIVENESS THROUGHOUT THE DISTRICT.

KEY PROGRAM ACCOMPLISHMENTS

DISTRICTWIDE OPERATIONAL IMPROVEMENTS

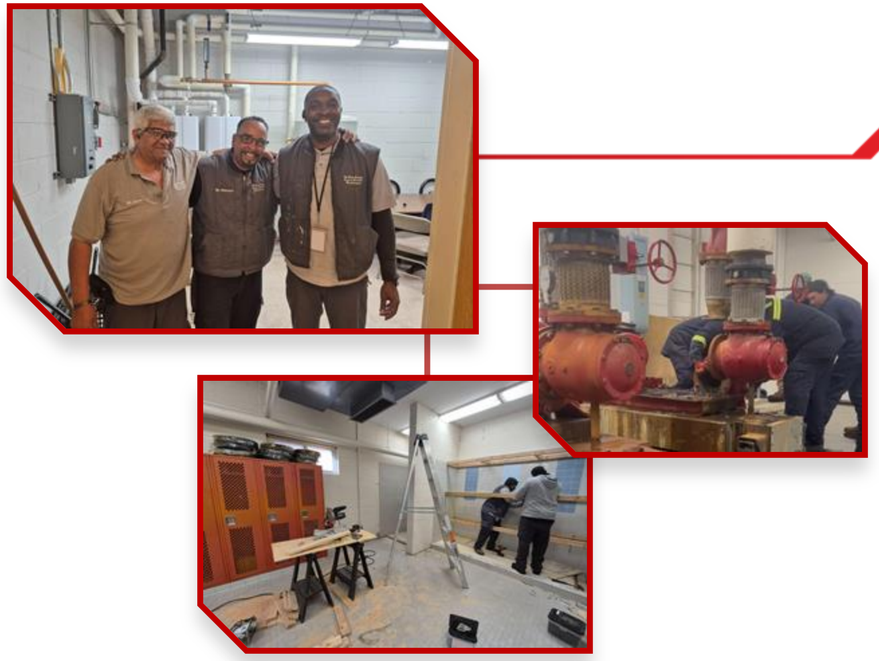
- Transitioned the Facilities Department toward a more proactive preventative maintenance model. Preventative Maintenance cycles are up 68% since July 2025
- Increased accountability, coordination, and operational oversight across district facilities
- Improved response times for maintenance and operational issues districtwide. There were 1998 work orders completed out of 2884 submitted resulting in district wide completion rate

HEATING, COOLING & INFRASTRUCTURE STABILIZATION

- Restored and stabilized critical heating and cooling operations throughout the district
- Improved reliability of aging mechanical infrastructure and building systems
- Continued addressing operational and infrastructure needs across district facilities

IN-HOUSE IMPROVEMENTS & COST EFFICIENCY

- Expanded in-house repairs and facility improvement projects, reducing vendor dependency and operational costs; completed 128 Facility improvement projects including plumbing, carpentry, electric and facility restoration work utilizing district staff.
- Increased operational efficiency through improved internal coordination and workforce utilization



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KEY PROGRAM ACCOMPLISHMENTS

SNOW OPERATIONS & EMERGENCY RESPONSE

- Successfully coordinated districtwide snow response and emergency operations
- Implemented a hybrid snow removal strategy improving operational control and response time
- Expanded fleet capacity to strengthen districtwide operational readiness

SAFETY, COMPLIANCE & FACILITY READINESS

- Strengthened preventative maintenance and facility readiness practices districtwide
- Continued supporting safe, clean, and healthy learning environments for students and staff
- Supported ongoing compliance, safety inspections, and operational preparedness initiatives

CAPITAL & FACILITIES IMPROVEMENT SUPPORT

- Supported ongoing district construction and infrastructure improvement projects
- Continued advancing long-term facilities planning and operational improvements
- Strengthened coordination between facilities operations and capital project activities



INFORMATION TECHNOLOGY DEPARTMENT

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THE INFORMATION TECHNOLOGY DEPARTMENT SUPPORTS TECHNOLOGY OPERATIONS, INFRASTRUCTURE, CYBERSECURITY, INSTRUCTIONAL TECHNOLOGY, AND TECHNICAL SUPPORT ACROSS THE DISTRICT'S SCHOOLS AND ADMINISTRATIVE OFFICES.

KEY PROGRAM ACCOMPLISHMENTS

- Implementing a new email archive solution Libraesva
- New 3 year Chromebook lease (2026-2027)
- New Device tracking solutions Aristotle K12
- Tekscape file share migration
- DNS Box implementation
- Updating Google Workspace, ClassLink, JAMF, Cisco phones, and Incident IQ
- Cisco ISE implementation
- Cisco DUO implementation
- AutoMOX implementation
- Aurora implementation
- Apple ID setup for district devices
- Verkada Camera/Door Access/Environmental sensors
- Lightpath Private Fiber implementation to every school
- Arctic Wolf Cyber Security, MFA, and internet safety initiatives
- Assisting with educational technology integration and digital learning
- Revamping schools Intercoms, Visitor management & Burg alarm systems
- Recycling district technology e-waste to bring funds back into the district

IMPACT:

Maintaining and supporting district hardware, software, and technology systems to ensure reliable daily operations across all schools and administrative offices.

Managing network infrastructure, wireless connectivity, and secure data systems to maintain stable and secure access to district resources.
Providing help desk and technical support services for staff, students, and administrators, including troubleshooting hardware, software, and account-related issues.

Supporting classroom technology, instructional devices, interactive displays, and multimedia systems to enhance teaching and learning environments.
Overseeing student and staff device programs, including deployment, inventory management, configuration, repairs, and lifecycle replacement of district-issued devices.

Working closely with the Maintenance/Facilities and Security Departments to ensure continuous 24/7/365 operational readiness, system compliance, safety, and uninterrupted support for all district technology maintenance and security-related infrastructures.

SAFETY & SECURITY DEPARTMENT

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THE SAFETY & SECURITY DEPARTMENT STRENGTHENED DISTRICTWIDE PREPAREDNESS, ENHANCED PHYSICAL SECURITY INFRASTRUCTURE, AND EXPANDED STRATEGIC PARTNERSHIPS TO PROMOTE SAFER SCHOOL ENVIRONMENTS ACROSS EAST ORANGE SCHOOL DISTRICT. THROUGH COMMUNITY COLLABORATION, STAFF TRAINING, AND COMPREHENSIVE FACILITY SECURITY IMPROVEMENTS, THE DEPARTMENT ADVANCED BOTH PREVENTION AND RESPONSE EFFORTS TO BETTER PROTECT STUDENTS, STAFF, AND SCHOOL COMMUNITIES.

KEY PROGRAM ACCOMPLISHMENTS

COMMUNITY PARTNERSHIP WITH STREET MAINTENANCE INC.

- Established and maintained a collaborative partnership with Street Maintenance Inc.
- Aligned community-based violence reduction efforts with district safety priorities
- Supported proactive strategies aimed at reducing community violence in areas impacting students and families
- Strengthened connections between schools and community stakeholders to foster safer environments beyond the school building

IMPACT:
Contributed to a reduction in community violence, directly improving school culture within district buildings and supporting a safer, more stable learning environment for students and staff.

DISTRICTWIDE CPI TRAINING

- Implemented districtwide CPI (Crisis Prevention Institute) training for staff
- Equipped personnel with strategies to safely de-escalate crises and respond effectively to student behaviors
- Strengthened staff capacity to support vulnerable student populations with dignity, care, and consistency
- Promoted the use of evidence-based intervention practices across schools and programs

IMPACT:
Created a safer and more accommodating environment for vulnerable students, ensuring they can be appropriately assisted in times of need while reducing the risk of harm to students and staff

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KEY PROGRAM ACCOMPLISHMENTS

PHYSICAL SECURITY UPGRADES

- In collaboration with the IT and Facilities Departments, the district completed comprehensive security enhancements across all schools and buildings, including upgraded surveillance cameras, door access controls, intercom systems, sensors, lighting, and fire alarm panels. These cross-departmental efforts strengthened both exterior and interior protection, advancing district wide measures to better safeguard facilities against external threats.







IMPACT:

Enhanced safety and security throughout district buildings by hardening schools against outside threats, improving monitoring and controlled access, and strengthening internal systems that support rapid response and safe daily operations.

COMMUNICATIONS & COMMUNITY RELATIONS

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THE COMMUNICATIONS & COMMUNITY RELATIONS DEPARTMENT FOCUSED ON IMPROVING OVERALL DISTRICT-WIDE COMMUNICATIONS, PROVIDING FAMILY SUPPORT RESOURCES, AND STRENGTHENING CONNECTIONS BETWEEN SCHOOLS AND THE EAST ORANGE COMMUNITY.

KEY PROGRAM ACCOMPLISHMENTS

FAMILY & COMMUNITY ENGAGEMENT:

- **Created *Empowered Parent University*** - a series of in-person and virtual parent education workshops on topics including college readiness, financial literacy, and digital access;
- **Launched *Family Connection*** monthly newsletter to provide useful resources and to celebrate parent involvement in schools (features a different parent each month); and
- **Provided family engagement support** (including language access services) to our schools, student enrollment, and special events; supported PTO's to help improve school-to-home connections. Introduced "Parent of the Year" brunch to recognize parents going "above and beyond" at their school.







COMMUNICATIONS:

- **Website:** Issued RFP, selected, and began implementation of new website vendor for district and schools (by summer 2026);
- **Social Media:** With multiple posts per week, increased total followers (district Facebook & Instagram) by 11% year over year;
- **News Media:** Secured contract with *Tap Into East Orange* to post news and events; generated positive news coverage including local ABC TV for Read Across America and Warwick Auditorium Grand Opening;
- **Special Events & Promotion:** Hosted Strategic Plan Town Halls and Cellphone Forum and collaborated to create new Kindergarten infomercial sharing a comprehensive overview of our kindergarten curriculum.
- **Superintendent:** Released steady flow of email and video communications to keep the community informed on district programs and initiatives including launch of take-home meals during Ramadan, and how we are addressing budget challenges.