



**Superintendent of Schools**

**West Orange Public Schools**  
**179 Eagle Rock Avenue**  
**West Orange, New Jersey 07052**  
(973) 669-5400 ext. 20512 Fax (973) 669-1432

**J. Scott Cascone, Ed. D.**

## District Goals 2020-21

- To conduct a comprehensive status review of the district's Five Year Strategic Action Plan (2017-21). Action steps will be evaluated for completion and appropriateness. Revisions and/or additions to be made as deemed necessary and appropriate. Mid-year and year-end reports will be presented to the Board of Education and to the community.
- To undergo and successfully complete the NJDOE New Jersey Quality Single Accountability Continuum (NJQSAC) audit.
- To utilize the allotted budget for Grant Writing Services for the prospecting, writing, and ostensibly the awarding of grants as additional revenue stream for the district.
- To engage in auditing our school culture and curriculum for equity, diversity, and inclusion in order to provide an equitable school community which respects and values diversity by partnering with an outside organization which addresses racial equity through an inclusion lens and provide a needs assessment to create cultural sustainability within our district.
- To establish district level and school based parent advisory groups which will meet monthly for the purpose of information sharing and feedback gathering to help inform planning and decision-making.
- To analyze data regarding the schools where there is a significant disproportionality in regard to diversity between the percentages of students compared to the percentages of staff. To implement a recruitment action plan, monitor the number of diverse candidates hired for the 2020-2021 school year and compare on an annual basis with the goal of closing disparities.