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COUNTY OF ESSEX
DEPARTMENT OF EDUCATION
EAST ORANGE, NEW JERSEY

WILLIAM S. TWICHELL
COUNTY SUPERINTENDENT OF SCHOOLS

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EAST ORANGE, N. J. 07017
642-7800
EXT. 312

May 16, 1968

Dr. Robert D. Fleischer
SUPERINTENDENT OF SCHOOLS
149 Chestnut Street
Nutley, New Jersey 07110

Dear Dr. Fleischer:

RE: APPROVAL OF NUTLEY HIGH SCHOOL

This letter is written pursuant to the visit made by Dr. Everett Hebel, Mr. Don McCafferty and me on May 7, 1968 to the Nutley High School for the purpose of State approval. It is not possible in a letter to react to all phases of the operation of the high school, but we would like to make some commendations and also express some concerns:

C O M M E N D A T I O N S

1. First of all we would like to compliment Mr. Broffman and the members of the professional staff on the self-evaluation document. It was carefully prepared, concise and placed the extensive activities of the school in focus. We were particularly pleased to learn that all faculty members, administrators and some thirty-five students were involved in its development. Student participation is indeed an innovation worthy of note.
2. Miss Gerdinick, Chairman, and the other chairmen of the nine areas of the self-study are to be complimented on their grasp of the school's strengths and needs and their perception of the facilities needed to move the school forward. They were fine representatives of the faculty.
3. We were greatly impressed with the spirit and pride evident in the students, faculty, administration and members of the supporting staffs - the cafeteria ladies, the secretaries and the custodians.
4. The building is very clean, well maintained and most attractive. Displays throughout the building, the landscaped court with its fountain and the absence of evidence of vandalism and abuse of the building are commendable.
5. Throughout the day we were impressed with the responsible behavior of the students and with the friendly relations which exist between and among them and the adults in the school.
6. A high point in the school is the effective Student Advisory Board - a most unusual feature.

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7. Other unusual features are the experimental team teaching in the Humanities and the fifth year of study offered in French and Spanish.
8. The faculty is carefully selected, well balanced and stable. We found a wide variety of effective instructional methods in use including many visual and auditory aids. Procedures for classroom observation and supervision are well developed and are effective.
9. Concern for the students not going on to higher education is expressed in the self-study and materials, and programs have been developed for them. We were pleased to find trade and industrial, distributive education and business education work-study programs in operation.
10. There are a large number of co-curricular activities: service clubs, athletics, intramurals, civic leadership, musical and assembly programs. Many activities are held before and after school and on Saturday mornings. These activities all tend to challenge, stimulate and lead to the development of student interests.
11. The drop-out rate is commendably lower than the State and County rates.
12. A strong program of health and physical education is in operation. Lack of outdoor play area and an insufficient number of gymnasium stations imposes limitations on the physical education, interscholastic and intramural programs.
13. Textbooks and supplementary references are adequate and business machines and audio-visual aid equipment is excellent.
14. The number of graduates going on to higher education is increasing markedly - 14% over the past five years.

C O N C E R N S

1. Our overriding concern is the inadequacy of the building to house the student population and allow space for the development of needed programs. The present plant has a functional capacity of 1,400, a maximum capacity of 1,740 and now houses 1,970 students. The crowding results in larger classes than are wise or desirable, a heavy faculty load, curtailment of new courses and types of organization, and will eventually lead to frustration and discouragement on the part of the faculty, administration and students. Effective scheduling, including the overlap and the four open lunch periods when students may leave the building, has ameliorated and relieved the condition. However, it is evident that the proposed additions are a critical need.
2. Some areas in which the lack of facilities and small site are affecting the quality of the program of the school are:
 - a. Gymnasium and locker room space.
 - b. Outdoor play space.
 - c. Parking space.

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- d. A large group instruction room.
- e. A single Art room; 8% enrolled in Art.
- f. A needed power mechanics shop.
- g. A center combining library, audio-visual center, educational materials center and a student individual study area.
- h. An oversized English classroom with a stage.
- i. Larger class sizes which are less effective.
- j. Additional storage spaces needed in many places throughout the building.
- k. Inadequate conference and work areas for teachers and administrators.

We urge attention to the following items:

- a. One group of juniors is not meeting the 150-minute-per-week time requirement for health and physical education. This situation should be corrected.
- b. The marking policy should be reviewed. Limiting the best mark attainable by some groups to a C may affect County College acceptance.
- c. We sense that the school is highly organized on a departmental basis. Efforts are made to cross departmental lines, but we urge that coordination between and among departments be accepted as a high priority objective.
- d. The counselor-pupil ratio of 1 to 329 is not good. Serious individual student problems are increasing in number and more psychological and social work services are needed. We hope that an increase in these services can be arranged in the near future.

Nutley High School impressed us as a school striving to offer broad quality educational opportunities under worsening conditions. The self-study document clearly outlines the future needs of secondary education in Nutley. We trust the community will support the efforts of the Board of Education and the educators in the system to provide facilities for a growing enrollment and also for new programs which cannot be offered without new carefully planned building spaces.

Dr. Hebel, Mr. McCafferty and I are recommending a full five year approval for the school. In due time you should have confirmation from Dr. Warner and Commissioner Marburger of the formal action of the State Board of Education.

Very truly yours,



COUNTY SUPERINTENDENT OF SCHOOLS

WST:d

cc: Mr. Broffman
Dr. Warner
Dr. Hebel
Mr. McCafferty