

ANNUAL REPORT
OF
GLYN FOWLER
SUPT. OF SCHOOLS
SCHOOL YEAR 1975/1976

ANNUAL REPORT
TO THE
BOARD OF EDUCATION
NUTLEY, NEW JERSEY
SCHOOL YEAR 1975-1976

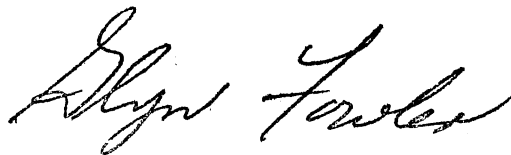
September 1976

Members of the Board of Education:

Nutley's excellent educational program did not just happen by chance. Instead, it is the product of people working to preserve their inheritance and possessing enough foresight to plan for the future.

If Nutley's educational program is to continue growing in an orderly manner, then it is incumbent upon the citizens of this community to support you Board members in your attempts to provide the children of this community with what they so richly deserve: a quality educational program. This can not be done through the passive assistance of those citizens who subscribe to this concept. Parents, professional staff members and all other citizens must become actively engaged in their support of your attempts to meet the increasing demands of our society.

This past year you have spent countless hours in your attempts to develop policies that would enhance the educational opportunities for all the children of this community. Your efforts have not been in vain. Through the efforts of the Board, the professional staff and the citizens of this community, we have been able to continue a forward movement in the direction of developing good educational programs. I look forward to sharing with you many exciting experiences which will be brought about through the implementation of "Thorough and Efficient."

A handwritten signature in cursive script, reading "Allyn Fowler". The signature is written in dark ink and is positioned at the bottom center of the page.

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NUTLEY PUBLIC SCHOOLS

BOARD OF EDUCATION

Term Expires

Mr. Walter Lindstrom, President	1977
Mr. Gerard Restaino, Vice President	1979
Mr. Frank Tangorra	1977
Mrs. Doris Popadick	1977
Mr. Carl Perez	1978
Mr. Louis Williams	1978
Mrs. Ann Rabinowitz	1978
Mrs. Marilyn Wightman	1979
Mr. Robert Rusignuolo	1979

ADMINISTRATORS

Mr. Glyn Fowler	Superintendent of Schools
Dr. Thomas Davis	Assistant Superintendent of Schools
Mr. Arnold Ramsland	Secretary-Business Administrator

PRINCIPALS

Mr. Louis Zwirek	Nutley High School
Mr. William Gilligan	Franklin School
Mr. Ralph D'Andrea	Lincoln School
Miss Lillian Verduin	Washington School
Mr. Karekin Bakalian	Radcliffe School
Mr. John Walker	Yantacaw School
Mr. Anthony Stivala	Spring Garden School

SYSTEM-WIDE DIRECTOR

Dr. Ernest Ersfeld	Director of Music
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SCHOOL ENROLLMENT

We must never lose sight of the importance to project enrollment figures for a community's educational program. As variables change it becomes necessary that each be considered when arriving at projections. It is no longer possible to project for long periods of time. Instead, if we are to plan accurately, then an annual assessment becomes necessary. This year's projections are based upon the following variables:

1. Nutley's birth rate over a five year period of time
2. The land available for residential construction is developed in excess of 97% of its full capacity.
3. The present zoning regulations remain in effect.
4. New or re-occupied dwelling units will be occupied by families similar in number to those now in the district
5. The number of high density apartment buildings constructed in the community
6. The stability of our total society remains constant

If the above remain constant, it isn't likely that Nutley's school population will increase. Instead, we can anticipate a steady decline. It is imperative that this Board of Education and future boards of education study these projections carefully so that planning for the use of physical facilities will take place.

TABLE #1

PROJECTED ENROLLMENT

Year	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
1980-81	200	200	265	265	290	310	306	323	359	562*	492	490	481	4,543
1979-80	200	265	265	290	310	306	319	359	345	502*	508	490	451	4,610
1978-79	265	265	290	310	306	319	355	345	402	518*	500	464	510	4,843
1977-78	265	290	310	306	319	355	341	402	418	511*	473	521	520	5,028
1976-77	290	310	306	319	355	341	398	418	411	491*	533	532	490	5,193
1975-76	310	306	319	355	341	398	411	411	391	545*	541	499	517	5,344
1974-75	303	321	357	342	400	403	402	384	428	566*	520	527	526	5,479
1973-74	316	354	349	396	398	405	374	417	454	539	548	535	529	5,692
1972-73	349	351	393	398	402	376	407	433	437	576	557	533	504	5,773
1971-72	347	406	395	399	385	416	399	434	444	589	547	503	557	5,884
1970-71	406	390	409	374	411	408	426	456	453	567	524	581	528	5,919
1969-70	381	400	365	399	396	414	421	447	445	530	568	532	519	5,881
1968-69	391	357	392	377	393	423	415	446	423	572	549	515	478	5,803
1967-68	365	384	376	372	412	398	421	419	430	547	520	476	434	5,596
1966-67	377	362	361	401	385	402	384	416	432	514	476	455	444	5,473

*Additional 100 from transfers, two per cent dropout

April 1976

TABLE #2

3.

SCHOOL ENROLLMENT TRENDS

	<u>1971/72</u>	<u>1972/73</u>	<u>1973/74</u>	<u>1974/75</u>	<u>1975/76</u>
* Lincoln	663	604	572	521	510
* Washington	511	544	522	528	516
* Spring Garden	531	491	489	464	456
* Radcliffe	463	472	455	451	446
* Yantacaw	<u>591</u>	<u>587</u>	<u>554</u>	<u>564</u>	<u>515</u>
Total	2,759	2,698	2,592	2,528	2,443
** Franklin	872	871	866	812	802
Nutley High	2,189	2,163	2,179	2,142	2,088
Special Education	<u>51</u>	<u>66</u>	<u>78</u>	<u>102</u>	<u>95</u>
Second Total	5,871	5,798	5,715	5,584	5,428
* Elementary					
** Middle					

The above figures indicate that over a five year period the elementary enrollment has dropped 316 pupils. The use of this figure with the projected decline in enrollment makes it necessary that we continue to do careful planning when determining Nutley's future staffing needs.

As this decline passes up to the Middle and Senior High it will be necessary to perform a needs assessment for the community's total education program.

The program for trainable children appears to have leveled off in numbers. The possibility of relocating this program presently located in the Special Education Building should be given careful consideration.

METROPOLITAN ACHIEVEMENT TEST SCORES
MEDIAN GRADE LEVELS

The results of the Metropolitan Achievement Tests for the past five years indicate that the achievement of Nutley students over this period of time has been quite comparable.

	<u>SIXTH GRADE*</u>				
	<u>1971-72</u>	<u>1972-73</u>	<u>1973-74</u>	<u>1974-75</u>	<u>1975-76</u>
Word Knowledge	7.3	7.1	7.0	6.8	7.1
Reading	6.9	6.9	6.9	6.5	6.8
Total Reading	7.1	7.0	6.8	6.7	6.9
Language	7.8	7.3	7.3	7.3	7.7
Spelling	6.8	7.1	6.8	7.2	7.2
Math Computation	7.3	7.2	7.1	6.8	6.8
Math Concepts	7.1	7.1	6.7	6.5	6.9
Math Problem Solving	7.0	7.1	6.9	6.7	6.9
Total Math	6.9	7.0	6.6	6.6	6.7
Science	7.0	7.3	7.1	7.0	7.0
Social Studies	7.3	7.0	6.7	6.6	7.1

	<u>FOURTH GRADE**</u>				
Word Knowledge	5.0	5.2	5.1	5.1	5.1
Reading	4.7	5.1	4.8	4.9	5.1
Total Reading	4.6	5.0	4.9	5.0	5.1
Language	5.3	5.3	5.3	5.4	5.4
Spelling	4.7	5.2	5.1	5.0	5.0
Math Computation	4.9	4.9	4.8	4.7	4.7
Math Concepts	4.6	4.8	4.7	4.9	4.8
Math Problem Solving	4.9	4.9	4.7	4.7	4.7
Total Math	4.7	4.8	4.8	4.8	5.0

* Grade level at the time of administration of test was 6.5.

** Grade level at the time of administration of test was 4.5.

TABLE #4
GATES-MAC GINITIE
READING SCORES 1975/76
(1974/75 scores in parenthesis)

Grade levels at the time of administration of these tests were as follows:

4th grade - 4.7
5th grade - 5.7
6th grade - 6.7

These results indicate that Nutley's elementary students are learning to read well above the national norms.

	<u>Grade 4</u>	
	<u>Total Nutley</u>	
Median Reading Level	5.40	(5.35)
% Below Grade Level	20.7	(30.1)
% One Year or More Below Grade Level	10.5	(11.6)

	<u>Grade 5</u>	
	<u>Total Nutley</u>	
Median Reading Level	6.51	(6.59)
% Below Grade Level	17.8	(31.4)
% One Year or More Below Grade Level	17.8	(14.3)
Median Gain	1.16	1.24

	<u>Grade 6</u>	
	<u>Total Nutley</u>	
Median Reading Level	8.26	(8.37)
% Below Grade Level	10.9	(32.4)
% One Year or More Below Grade Level	16.6	(23.3)
Median Gain	1.6	(1.91)

TABLE #5
RESULTS OF STATE ASSESSMENT
AND
GRADES 4, 7, 10 AND 12

6.

<u>Grade</u>	<u>Subject</u>	<u>No. of Items</u>	<u>Higher</u>	<u>Equivalent</u>	<u>Lower</u>
4	Reading	95	2	86	7
4	Math	72	0	64	8
7	Reading	90	21	69	0
7	Math	82	5	65	12
10	Reading	80	14	66	0
10	Math #1	90	6	84	0
12	Reading	80	9	71	0
12	Math	90	65	25	0

The above statistics are based on a comparison between the Nutley scores and the composite scores arrived at by comparing district scores with those of reference groups (community type, district group factors, county and state.) The scores of the four reference groups were averaged. Higher means five or more per cent points above that average; average means within five per cent above or below, and below means below the objective by more than five percentage points.

Nutley's professional staff have used the results of the state assessment as an additional diagnostic tool in its broadest definition. Some positive approaches that have been used are listed.

Teachers of Grade 4 -

1. Reviewed and discussed the results of individual printouts
2. Under direction of Learning Consultants, made a list of items failed by individual students
3. Considered all items which did not reach 75% level as in need of stress
4. After the interpretation mandated by state was finished, teachers of grades 3, 4, and 5 shared the results.
5. Hierarchy of Skills in Reading and Math was updated.
6. Curriculum was changed to include broader scope in math and reading.
7. Books being used were reviewed so that all areas of expectation would be covered.
8. Suggestions made as to when some items should be taught.

Teachers of Grades 7th and 8th -

1. Reviewed and discussed the results of individual printouts.
2. Unit of 80 students in a special grouping received a reading approach to basic subjects of English, Science, Math and Social Studies.
3. Teachers visited facilitator programs for in-service help.
4. In-service meetings stressed "Reading in the Content Area."
5. Learning Resource Center kits and audio visuals were utilized.
6. Math kit was developed to give drill in basics. Math kit which gives a step by step review was purchased.
7. Vocabulary improvement meaning is being stressed in all classes.

Teachers of Grades 10th and 12th -

1. Reviewed and discussed individual printouts.
2. Under the direction of the head of department, teachers noted strengths and weaknesses.
3. After interpretation was made by English and Math teachers, it was shared by the entire faculty in an in-service meeting so that all of the faculty could profit.
4. English Department initiated a Study Skills Course.
5. Math Department increased use of Math Resource Center.

Administrators and Learning Consultants

1. Attended state facilitator programs in English, Reading and Math.
2. Visited a state I. G. E. workshop
3. In-service programs in Glen Ridge and Pennsauken.

IOWA BASIC SKILLS TESTS

The Iowa Basic Skills Tests were administered to this year's eighth grade class. This was the first time that a battery of achievement tests were administered at this grade level. The results indicate that mean grade equivalent for the total areas tested was 10.4. These results indicate that those students tested are growing appropriately within the curriculum approaches designed by Nutley's professional educators.

CLASS OF 1976 COLLEGE BOARD SCORES

Senior Scores (All Tests)

Number	<u>333</u>
% of Class	<u>65%</u>

	<u>Verbal</u>	<u>Math</u>
High	<u>730</u>	<u>740</u>
Mean	<u>423</u>	<u>473</u>
Low	<u>230</u>	<u>210</u>
Number over 600		
	<u>11</u>	<u>24</u>
% over 600		
	<u>3%</u>	<u>5%</u>

PROFILE OF THE NUTLEY HIGH SCHOOL CLASS OF 1976

An analysis of this year's graduates seeking higher education continues to show a decline. This is in keeping with trends that have developed on a national level.

The drop out rate at the high school level continues to be two per cent. This is consistent with a figure that was developed several years ago.

REPORT OF COLLEGE ADMISSIONS AND REJECTIONS

CLASS OF 1976

Enrollment	514	
Seeking Higher Education	287	
Total Acceptances	280	(54.5%)
Four Year Training	225	(43.9%)
Two Year Training	28	(5.5%)
Business/Technical	24	(4.6%)
Nursing	3	(.6%)

SUMMARY OF THE CLASS OF 1976

11.

TABLE #6

<u>Grade Entered</u>	<u>Number</u>	<u>Per Cent</u>	<u>St. Mary's</u>	<u>Sending Schools</u> <u>Holy Family</u>	<u>Other</u>
K	225 (228)	43.44 (43.76)			
1	26 (18)	5.02 (2.50)	2	7 (2)	17 (11)
2	15 (16)	2.90 (3.07)	1	1 (1)	13 (15)
3	19 (23)	3.67 (4.41)	1	2 (3)	16 (20)
4	19 (15)	3.67 (2.88)	3 (2)	3 (2)	13 (11)
5	18 (9)	3.47 (1.73)	3 (1)	5	10 (8)
6	10 (24)	1.93 (4.61)	0 (3)	0 (2)	10 (19)
7	27 (23)	5.21 (4.41)	8 (11)	6 (3)	13 (11)
8	7 (19)	1.35 (3.65)	0 (1)	0 (1)	7 (17)
9	128 (116)	24.71 (22.26)	58 (55)	43 (40)	27 (21)
10	14 (12)	2.70 (2.30)	0	0	14 (12)
11	3 (13)	.58 (2.50)	0	0	3 (13)
12	7 (10)	1.35 (1.92)	0	0	7 (10)
	<hr/> 518 (526)	<hr/> 100.00 (100.00)	<hr/> 76* (73)	<hr/> 67* (54)	<hr/> 150 (168)

* 76 + 67 = 143 = 27.61% of our entered students were possibly Nutley residents before entering our public school system.

The figures shown in parenthesis are those representing the class of 1975. It is evident that, although there is a slight decline, Nutley's population continues to show a high degree of stability as it relates to our school population.

POST HIGH SCHOOL COLLEGE ACCEPTANCES

The members of this year's Nutley High School graduating class will seek post high school education in the following institutions.

Allegheny College
Bay State Junior College of Business
Bergen Community College
Berkeley Schools
Berklee School of Music
Bethel College - Kansas
Biscayne College
Bloomfield College
Bloomsburg State College
Boston College
Bowling Green State University
Brigham Young University
Bryn Mawr College
Caldwell College
Centenary College
Cheney State College
Clara Maass Hospital
Clemson University
College at Purchase
College of St. Elizabeth
College of William and Mary
Cornell University
Devry Institute of Technology
Douglass College
Drew University
Edward Williams College
Essex County College
Essex County Vocational
Fairleigh Dickinson University
Fashion Institute of Technology
Ferrum College
Franklin and Marshall
Georgetown University
Glassboro State College
Hamline University
Holy Name Hospital/School of Nursing
Indiana University
Jersey City State College
Katherine Gibbs
Kean College
Keuka College
Lafayette College
Lenoir Rhyme College
Lincoln Tech.
Lyons Institute

-2-

Macomb County Community College
Mesa College
Michigan State University
Montclair State College
Mt. Holyoke College
New Jersey Institute of Technology
North Carolina Agriculture and Tech.
Northeastern Bible College
Old Dominion University
Paul Smith's College
Pratt Institute
Quinnipiac College
Ramapo College
Rensselaer Polytechnic Inst.
Rutgers School of Nursing
Rutgers University
Rutgers University College of Pharmacy
San Diego State University
St. Francis College
St. Peter's College
School of Visual Arts
Seton Hall University
Southern Oregon
Stevens Institute of Technology
Stockton State College
Syracuse University
Taylor Business Institute
The King's College
Union College
Union County Tech.
University of Arizona
University of Bridgeport
University of Connecticut
University of Delaware
University of Hartford
University of Massachusetts
University of Michigan
University of New Hampshire
University of Pennsylvania
University of Rhode Island
Wilkes College
William Paterson College

TABLE #7

14.

DEGREE STATUS OF PROFESSIONAL STAFF

The statistics listed below indicate that the members of Nutley's professional staff are pursuing advanced education in their attempt to bring better education into the classrooms of this community.

Nutley's salary guide is so constructed to encourage teachers to continue their education beyond the B.A. level.

	<u>B.A.</u>	<u>B.A. + 15</u>	<u>B.A. + 30</u>	<u>M.A.</u>	<u>M.A. +15</u>	<u>M.A. + 30</u>	<u>Total</u>
Nutley High	29	9	6	33	10	38	125
Franklin	23	2	3	8	1	7	44
Spring Garden	12	-	2	7	1	--	22
Lincoln	14	3	3	3	2	2	27
Washington	17	2	2	2	-	-	23
Radcliffe	13	5	1	2	-	1	22
Yantacaw	15	2	-	3	1	3	24
Spec. Ed. Center 4				2			6

Retirements

Mr. Francis Power, Fourth Grade, Lincoln School
Miss Ann Roos, Guidance Counselor, High School

New Employees

Mr. Ethan Addes, English, High School
Mr. Stanley Bielawa, 5th grade, Radcliffe School
Mr. John Curcio, Mathematics, Franklin School
Dr. Thomas Davis, Assistant Superintendent of Schools
Mr. David Evans, Industrial Arts, Franklin School
Miss Patricia Fanning, Science, Franklin School
Miss Candice Leanza, Physical Education, High School
Mr. James Mauro, Business Education, High School
Miss Anna Melnyk, Physical Education, High School
Mr. Robert O'Brien, History, High School
Miss Mary Anne Perrotta, English, Franklin School
Miss Jacqueline Petitti, First Grade, Yantacaw School
Miss Camille Lofrano, Librarian, Radcliffe School

Resignations

Mrs. Christine Affinito, elementary
Mrs. Marie Avolio, Social Studies, High School
Mrs. Grayce Berk, elementary
Mrs. Florence Carlo, Arithmetic, Franklin School
Mrs. Barbara Carroll, Mathematics, Franklin School
Mrs. Barbara Cetta, elementary
Mrs. Renee Deutch, elementary
Miss Patricia Fanning, Science, Franklin School
Mrs. Joan Gengaro, Italian, High School
Mrs. Carolyn Legg, Home Economics, High School
Mrs. Catherine Manning, elementary
Mrs. Dolores McCleerey, elementary
Miss Susan Monaghan, Physical Education, High School
Mr. Gary Nitch, Social Studies, High School
Mrs. Rebecca Olivo, Kindergarten, Itinerant
Mrs. Rita Sherman, elementary
Miss Barbara Smey, Social Studies, Franklin School
Mr. Howard Stein, Media Specialist, High School
Mrs. Eleanor Wiggins, English, High School
Mrs. Heather Wolfarth, Social Studies, High School

Transfers

Mr. Edward Annett, Franklin School to High School
Mrs. Rose Marie Baranko, Radcliffe to Spring Garden
Mrs. Alma Garrett, Spring Garden to Franklin School

PERSONNEL

Transfers (continued)

Mr. Patrick Keating, Radcliffe to Franklin School
Mrs. Gloria Krellman, High School to Radcliffe School
Miss Holly Naturale, Franklin to High School
Miss Rita O'Loughlin, Franklin to Washington School

1976/77

TEACHERS' SALARY GUIDE

The Public Schools

Nutley, New Jersey

Step	Index	4 Years Training with B.A. Degree	15 Graduate Points Beyond B.A.	30 Graduate Points Beyond B.A.	M.A. Degree	15 Graduate Points Beyond M.A.	30 Graduate Points Beyond M.A.
1	1.0	\$ 9,850	\$10,125	\$10,425	\$10,725	\$11,050	\$11,425
2	1.05	10,343	10,631	10,946	11,261	11,603	11,996
3	1.10	10,835	11,138	11,468	11,798	12,155	12,568
4	1.1525	11,352	11,669	12,015	12,361	12,735	13,166
5	1.205	11,869	12,201	12,562	12,924	13,315	13,767
6	1.2575	12,386	12,732	13,109	13,487	13,895	14,367
7	1.31	12,904	13,264	13,657	14,050	14,476	14,967
8	1.3625	13,421	13,795	14,204	14,613	15,056	15,567
9	1.415	13,938	14,327	14,751	15,176	15,636	16,166
10	1.4675	14,455	14,858	15,299	15,739	16,216	16,766
11	1.52	14,972	15,390	15,846	16,302	16,796	17,366
12	1.5725	15,489	15,922	16,393	16,865	17,376	17,966
13	1.625	16,006	16,453	16,941	17,428	17,956	18,566
14	1.6775	16,523	16,985	17,488	17,991	18,536	19,165
15	1.73	17,041	17,516	18,035	18,554	19,117	19,765
16	1.7825	17,558	18,048	18,583	19,117	19,697	20,365
17	1.835			19,130	19,680	20,277	20,965
18	1.8875						21,565

Approved May 24, 1976

TABLE #9

SCHEDULE D 18.

Nutley Public Schools

1976/77

Nutley, New Jersey

ADMINISTRATORS' SALARY GUIDE

Based Upon Teacher Increase

<u>Base Teacher Guide Salary</u>	<u>Step</u>	<u>Asst. Supt.</u>	<u>H.S. Prin.</u>	<u>Frank. Prin.</u>	<u>12 Month High School Vice Prin.</u>	<u>Elem. Prin.</u>	<u>Vice Prin.</u>	<u>H.S. Admin. Asst. & Music Supv.</u>
		1.52	1.50	1.40	1.30	1.25	1.18	1.10
\$17,366	1	\$26,396	\$26,049	\$24,312	\$22,576	\$21,708	\$20,492	\$19,103
17,966	2	27,308	26,949	25,152	23,356	22,458	21,200	19,763
18,566	3	28,220	27,849	25,992	24,136	23,208	21,908	20,423
19,165	4	29,131	28,748	26,831	24,915	23,956	22,615	21,082
19,765	5	30,043	29,648	27,671	25,695	24,706	23,323	21,742
20,365	6	30,955	30,548	28,511	26,475	25,456	24,031	22,402
20,965	7	31,867	31,448	29,351	27,255	26,206	24,739	23,062
21,565	8	32,779	32,348	30,191	28,035	26,956	25,447	23,722

<u>Base Teacher Guide Salary</u>	<u>Step</u>	<u>Elem. Prin. M.A. 1.25</u>
\$16,302	1	\$20,378
16,865	2	21,081
17,428	3	21,785
17,991	4	22,489
18,554	5	23,193
19,117	6	23,896
19,680	7	24,600
20,243	8	25,304

September 27, 1976

TABLE #10
STAFFING OUR SCHOOLS

19.

	<u>Elementary</u>	<u>Franklin</u>	<u>High School</u>	<u>Special Education</u>	<u>Other</u>	<u>Total</u>
1972/73	127 (2,676)	44 (870)	125 (2,170)	7 (64)	14	317
1973/74	124 (2,611)	44 (860)	125 (2,200)	10 (80)	14	317
1974/75	119 (2,519)	44 (815)	125 (2,178)	11 (102)	14	313
1975/76	118 (2,443)	44 (802)	125 (2,088)	11 (95)	14	312

Increase (+) or
Decrease (-)
for this period

-9 (-233) -- (-68) --- (-82) +4 (+31) -- -5

Numbers in brackets indicate number of students.

ADMINISTRATORS AND SUPERVISORS

	<u>Central</u>	<u>Franklin</u>	<u>High School</u>	<u>Elementary</u>	<u>Districtwide</u>
1972/73	2	2	5	6	1
1973/74	1	2	4	5	2
1974/75	1 + *	2	4	5	1
1975/76	2	2	4	5	1

*One administrator served for four months.

The above figures indicate that Nutley has dropped nine elementary positions and added four special education positions. This indicates that the Board of Education has made the necessary adjustments to take care of the changes in enrollment.

SPECIAL SERVICES
1975-76

20.

During the 1975-76 school year approximately 700 students received some type of service from the Nutley Child Study Team. The extent of services rendered varied from assignment to a Resource Center for supplemental instruction to a special education class for classifiable students.

Nutley is rather unique in its approach to duty assignments for personnel staffing this department. In addition to performing their specifically mandated duties they are asked to contribute to the total educational program wherever it is felt their specific skills can enhance the educational program for students.

The cooperative arrangement we have made with surrounding districts has allowed us to expand our program for trainable students to the point where we are now servicing just short of 100 children.

In addition to Nutley's thirteen trainable children we are providing educational programs for children with the following classifiable handicaps.

<u>Classification</u>	<u>Number of Pupils</u>
Educable	14
Neurologically Impaired (Day)	5
Neurologically Impaired (Residential)	1
Emotionally Disturbed (Day)	2
Emotionally Disturbed (Residential)	4
Orthopedically Handicapped	5
Deaf	3
Blind	1
Perceptually Impaired	1
Trainable - Mentally Retarded (Felician School)	2

FEDERAL AND STATE FUNDED PROGRAMS

21 .

<u>SOURCE</u>	<u>DESCRIPTION</u>	<u>ESTIMATED AMOUNT</u>
Title I E.S.E.A.	Provided staffing of Resource Centers in all elementary buildings and two parochial schools. Also, funded staffing for Summer Enrichment program and Summer Remedial Reading program.	\$62,479
Title II E.S.E.A.	Provided books and other materials for all public school libraries in Nutley.	\$ 4,079
Title VI Learning Resource Center	Provided for the staffing and purchase of materials for a Learning Resource Center located in Radcliffe School. This center will service the special education personnel of the entire North Jersey area. The materials will be available for use by Nutley teachers, parents and pupils.	\$60,750
Parent Training and Project Find	Provided for the staffing of these two federal projects. The Parent Training Program involves the establishment of workshops for parents of handicapped children. Project Find is involved with locating and identifying handicapped children so that an early intervention program can be established.	\$34,850.

The statistics compiled for Essex County school districts and listed in the following tables indicate that Nutley ranks fourth from the top in tax ratables and is at or near the bottom in all areas of per pupil expenditures. This is indicative of a board of education and a professional staff working together in an attempt to provide quality education for a minimum price.

TABLE #11
Summary of K-12 Essex County School District Expenditures
In Comparison with Ratables Per Student
1974/75

<u>District</u>	<u>Ratables Behind Each Student</u>	<u>Total Textbooks, Library and A/V Per Student</u>	<u>Total Supplies and Other Per Student</u>	<u>Total Operations Per Student</u>	<u>Total Maint. and Equip. Per Student</u>	<u>Total Per Pupil Cost</u>
Millburn	\$139,395 (1)	\$26.95 (5)	\$54.60 (3)	\$166.62 (6)	\$153.82 (1)	\$1,988.52 (1)
Caldwell-						
West Caldwell	86,367 (2)	30.22 (1)	45.89 (7)	164.57 (7)	79.46 (7)	1,799.39 (3)
Livingston	84,320 (3)	18.58 (9)	33.84 (10)	111.38 (15)	27.92 (15)	1,457.30 (10)
Nutley	82,026 (4)	15.44 (14)	30.34 (13)	126.32 (12)	51.70 (14)	1,232.67 (15)
Cedar Grove	78,366 (5)	17.58 (10)	40.07 (8)	167.86 (5)	64.59 (10)	1,641.29 (8)
South Orange	76,742 (6)	26.33 (7)	52.02 (6)	158.73 (9)	65.23 (9)	1,771.46 (4)
Verona	76,132 (7)	26.54 (6)	52.08 (5)	127.85 (11)	128.25 (2)	1,582.46 (9)
West Orange	75,318 (8)	27.65 (4)	30.86 (11)	178.59 (3)	92.18 (5)	1,654.35 (7)
Montclair	75,001 (9)	17.08 (11)	63.89 (1)	183.89 (2)	77.89 (8)	1,907.09 (2)
Bloomfield	71,745 (10)	20.20 (8)	24.70 (15)	130.25 (10)	80.39 (6)	1,404.25 (12)
Belleville	62,756 (11)	16.19 (13)	30.42 (12)	119.27 (13)	52.44 (13)	1,259.78 (14)
Irvington	52,360 (12)	13.18 (15)	25.03 (14)	116.22 (14)	92.52 (4)	1,274.81 (13)
Glen Ridge	50,294 (13)	27.90 (3)	55.28 (2)	168.54 (4)	100.86 (3)	1,658.78 (6)
Orange	42,484 (14)	28.79 (2)	53.70 (4)	208.84 (1)	57.49 (12)	1,713.27 (5)
East Orange	36,534 (15)	16.51 (12)	33.98 (9)	163.14 (8)	62.54 (11)	1,440.63 (11)

Figures in brackets represent ranking for each category.

These statistics are taken from the 1975 Essex County, New Jersey Public School Expenditures Report.

TABLE #12

**Summary of K-12 Essex County School District Salary Account Expenditures
In Comparison with Ratables Per Student**

1974/75

<u>District</u>	<u>Ratables Behind Each Student</u>	<u>Administration Salaries Per Student</u>	<u>Principals- Supervisors Salaries Per Student</u>	<u>Teachers- Substitutes Salaries Per Student</u>
Millburn	\$139,395 (1)	\$54.24 (2)	\$104.57 (2)	\$1,085.53 (1)
Caldwell-				
West Caldwell	86,367 (2)	54.07 (3)	73.54 (8)	1,055.10 (3)
Livingston	84,320 (3)	40.28 (10)	68.29 (11)	908.20 (7)
Nutley	82,026 (4)	29.50 (14)	53.25 (15)	778.80 (12)
Cedar Grove	78,366 (5)	48.67 (6)	70.84 (10)	992.24 (5)
South Orange	76,742 (6)	46.00 (8)	86.90 (4)	1,058.38 (2)
Verona	76,132 (7)	45.74 (9)	73.64 (7)	885.73 (8)
West Orange	75,318 (8)	38.73 (11)	103.88 (3)	911.33 (6)
Montclair	75,001 (9)	52.47 (5)	118.22 (1)	1,015.01 (4)
Bloomfield	71,745 (10)	26.85 (15)	64.56 (12)	857.02 (10)
Belleville	62,756 (11)	31.60 (13)	80.33 (5)	739.87 (15)
Irvington	52,360 (12)	33.22 (12)	59.10 (14)	740.43 (14)
Glen Ridge	50,294 (13)	54.01 (4)	71.57 (9)	873.59 (9)
Orange	42,484 (14)	66.97 (1)	74.37 (6)	843.98 (11)
East Orange	36,534 (15)	47.87 (7)	64.41 (13)	756.27 (13)

Figures in brackets represent ranking for each category.

These statistics are taken from the 1975 Essex County, New Jersey, Public School Expenditures Report.

Dr. Thomas Davis, newly appointed assistant superintendent, entered into his new position with a great deal of enthusiasm. He was able to lend his expertise in many areas of curriculum development and was most instrumental in the creation of varied workshops, both for parents and teachers. Each building principal was responsible for the establishment of ongoing workshops which were held in the individual buildings. Some of the activities are listed below:

- Development of a program for the profoundly handicapped student
- Television Workshop, "Classroom Discipline and Human Relations"
- Use of the computer by the Guidance Department
- Expansion of the E.S.O.L. program to provide for the influx of Vietnamese students
- Evaluation procedures
- Workshops for parents of handicapped students
- Workshop on establishing "Priority Goals"
- Workshop for administrators on "Group Participation"
- The teaching of Art
- Workshop on the Metric System
- Revising the English curriculum
- Course of study for Science
- Workshops on Reading instruction
- Physical Education workshops
- Development of word lists to be used in the teaching of spelling
- Course of study for Safety Education
- Workshops on articulation
- Workshops on the use of media
- Curriculum development for Health instruction
- New courses developed for next year at the high school
 - a. Applied Science
 - b. Science of Plants/Animals
 - c. Basic Algebra II
 - d. Fundamentals of Photography
 - e. Theatre Workshop
 - f. Reading Skills
- Recommendations for change in the ranking system
- Development of Career Awareness Program

1. Many activities, with student involvement, were planned around the Bicentennial celebration.
2. All principals extended themselves in creating an "Open Door" policy for parents.
3. Nutley students continue to do well in all standardized tests and the state assessment program. Every attempt has been made to inform parents of test results.
4. Teachers and administrators were actively engaged in curriculum development meetings throughout the entire school year.
5. All principals, with their staff, developed long and short range goals for their individual schools.
6. The Unit Program developed at Franklin School proved to be most successful.
7. Several eighth grade students participated in the Nutley High School Cadet Band.
8. Four Nutley students, Laura Liloia, Lois Brouillard, Marian Kiwor and Frank Capalbo, received statewide recognition for their accomplishments in the field of music.
9. A resource room was developed at the Franklin School.
10. Every teacher is a teacher of reading concept was developed at the Franklin School.
11. Cooperation in expanded programs for senior citizens was offered by the professional staff.
12. A program for parents of pre-school children was offered at Lincoln and Washington Schools.
13. The resource room concept continues to produce excellent results for those students who have been exposed to these programs.
14. Many new materials have been added to the Learning Resource Center located at Radcliffe School. These materials are available to parents of special education students.
15. In an attempt to keep parents better informed, several schools are now publishing school newspapers.
16. Principals are attempting to bring into our schools people with special talents to talk to Nutley students.

17. The Nutley Child Study Team continues to play an important role in the overall development of school programs.
18. Mr. Alex Conrad, Mr. David Modig, Mr. Ronald Barker and Mrs. Loretta Taylor are to be commended for the contributions they made during their first year as department heads.
19. The conversion of a classroom adjoining the library to a media center worked very well for the high school.
20. Recommendations for changes in the ranking system at the high school level were made by a committee charged with this responsibility.
21. The Differential Aptitude Test was administered to all ninth grade students. This was a first for the Nutley Public Schools.
22. Group counseling techniques were used at all levels of instruction.
23. The girls athletic program continues to expand in varied activities.
24. Co-education physical education classes were started at the high school level.

THE FUTURE

1. The Board of Education, with the professional staff, must continue to plan for the best utilization of building space commensurate with the decline in enrollment.
2. Continue to up date the Five Year Plan.
3. We must continue to develop the feeling that every teacher is a teacher of reading.
4. A complete review of the elementary reading program is in order.
5. The Franklin School staff will continue to perfect procedures and techniques used in the Unit Program.
6. We are looking forward to the Nutley High School staff initiating a Unit Program at the high school level.
7. We look forward to the opening of a reading laboratory in the Franklin School.
8. Elementary teachers and principals should continue to explore possibilities of introducing varied approaches to vocations at this level of instruction.
9. Continued exploration of ideas for the use of Resource Rooms.
10. Explore better ways of getting librarians involved in the total curriculum.
11. We must continue to develop programs that will stress good citizenship as it relates to concerns for the schools, the total community, the county, the state and the country. Every person must cooperate in our attempts to stamp out the vandalism that persists in all areas of the country.
12. The introduction of the following courses at the high school:
 - a. Applied Science
 - b. Science of Plants/Animals
 - c. Basic Algebra II
 - d. Fundamentals of Photography
 - e. Theatre Workshop
 - f. Reading Skills
13. Continued expansion of the girls athletic program.

14. Phasing into a plan for the entrance into "Thorough and Efficient."
15. Teachers and parents should avail themselves of the materials available to them at Learning Resource Center located in Radcliffe School.
16. We must continue to have constant community-school coordination and communication.
17. We must continue to develop programs for individual students.
18. Explore further use of the computer as it relates to the education of students.
19. Development of a "Team Management" concept as it relates to all those people concerned with the education of students.
20. Students must be exposed to varied vocational experiences.
21. We must continue to strive for more parent involvement in the education of their children.