

ANNUAL REPORT  
OF  
DR. JAMES J. FADULE, JR.  
SUPERINTENDENT OF SCHOOLS

SCHOOL YEAR 1980-1981

ANNUAL REPORT  
TO THE  
BOARD OF EDUCATION  
NUTLEY, NEW JERSEY  
SCHOOL YEAR 1980-1981

## NUTLEY PUBLIC SCHOOLS

### BOARD OF EDUCATION

	<u>Term Expires</u>
Mrs. Ann Rabinowitz, President	1984
Mr. Douglas J. Eisenfelder, Vice President	1983
Mr. Gerard Restaino	1982
Mr. James F. Murray	1982
Vacancy - Unexpired Term	1982
Mrs. Jacqueline Imhoff	1983
Mr. Frank Tangorra	1983
Mr. Carl Perez	1984
Mr. Louis Williams	1984

### ADMINISTRATORS

Dr. James J. Fadule, Jr.	Superintendent of Schools
Mr. John L. DeCesare	Assistant Superintendent of Schools
Mr. Arnold C. Ramsland	Secretary-Business Administrator

### PRINCIPALS

Mr. Louis Zwirek	Nutley High School
Mr. Paul Primamore	Franklin School
Mr. Ralph D'Andrea	Lincoln School
Miss Rosemarie DiGeronimo	Washington School
Mr. H. Evan Powderly	Radcliffe School
Mr. John Walker	Yantacaw School
Mr. Anthony Stivala	Spring Garden School

### SYSTEM-WIDE DIRECTORS

Dr. Ernest Ersfeld	Director of Music
Miss Barbara Hirsch	Director of Special Services

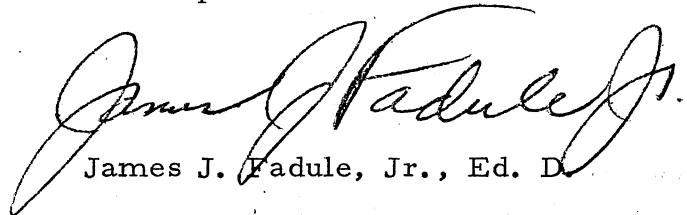
September, 1981

Members of the Board of Education:

As I begin my fourth year as Nutley's Superintendent of Schools I am quite pleased with the positive direction in which the schools are moving. Our entire staff has supported the Board of Education priorities and the results are becoming evident.

The progress made in the 1980/81 academic year by developing a Nutley Mathematics Achievement Test, revising the kindergarten curriculum, and instituting a Composition Writing Skills Committee is quite promising. We intend to sustain that progress during the 1981/82 year by developing a Nutley Reading Achievement Test, analyzing our K-12 reporting system and studying our overall high school program. Further efforts to review our promotion-retention policy and our high school curriculum are also in order.

I am confident that our excellent staff is truly dedicated to teaching children and that we'll experience another successful year.



James J. Fadule, Jr., Ed. D.

## CONTENTS

NUTLEY HIGH SCHOOL REPORT.....	1-28
FRANKLIN SCHOOL REPORT.....	29-34
LINCOLN SCHOOL REPORT.....	35-38
RADCLIFFE SCHOOL REPORT.....	39-44
SPRING GARDEN SCHOOL REPORT.....	45-48
WASHINGTON SCHOOL REPORT.....	49-52
YANTACAW SCHOOL REPORT.....	53-56
SPECIAL SERVICES REPORT.....	57-61

# 1980-81 ANNUAL REPORT

## NUTLEY HIGH SCHOOL

Students enrolled:	Grade 9	447
	10	477
	11	463
	12	<u>415</u>
		1802

Staff:	Classroom teachers	94
	Guidance personnel	7
	Administrators	4
	Librarian	1
	AV Coordinator	1
	Special education	3
	Supervisors	<u>9</u>
		129

### I.Q. Distribution:

The following I.Q. distribution is for the Class of 1982. It was administered in December, 1979.

<u>Grade</u>	<u>Number of Students Tested</u>	<u>Number of Students Below 91</u>	<u>Number of Students Between 91-115</u>	<u>Number of Students Above 115</u>	<u>Median</u>
10	497	Verbal 65	320	98	103.3
		Quantitative 89	318	74	101.2

Submitted by:  
Louis C. Zwirek,  
Principal

June 30, 1981

The 1980-81 school year was a prime example of an ongoing partnership among High School Administrators, staff members, students and community members.

The year-long self evaluations conducted in preparation for the Middle States visitation in November, 1981, was most successful in total involvement and results. All partners participated actively in the study.

In a year when the instructional staff was hard hit with absenteeism, due to unfortunate long term health problems, beyond control, many members of the administration and staff extended themselves in order to help ease the burdens of the situation. Many took on additional duties and responsibilities in taking up the slack.

After almost a year of research, study and work, new graduation requirements were developed, with the new attendance policy getting most of the attention and time. The Faculty Senate worked closely with the administration during this period in this area.

The report of New Jersey colleges Basic Skills tests of Nutley High School graduates was most favorable. In the comparison with comparable sized high schools in similar communities, Nutley High School graduates maintained its high ranking in all areas for the second consecutive year.

The overall minimum Basic Skills scores improved for students grades 9 through 12 over previous significant scores. The supplemental instructions in regular Math and English classes worked well in this respect.

The rest of the report involves in greater detail work done by the departments in their respective areas, and information requested by the Superintendent in his outline for the principal's report.

## English Department

Following are some of the activity highlights of the academic year 1980-81, present concerns, and recommendations.

### I. Testing:

#### A. State testing of minimum basic skills:

Grades 9 and 11

March 24, and 25, 1981

#### B. Annual Standardized Testing:

Houghton-Mifflin Tests of Achievement and Proficiency:

Reading Comprehension

Written Expression

Using Sources

Three of the four tests pertain to English Department. Problem exists with availability of scores to English Department.

Scores of students are recorded in English Department for use in placement ( selection of electives, and recommendation for placement in groupings - I.C. for instance).

Since the use of this test began (1977) the test labels for the Spring testing (sophomores) have never been available to the department (labels were not ordered). Requests each year for this information have not been fulfilled. We have had to have Mrs. Scala (Dept. Aide) copy by hand the results. This seems a wasteful use of secretarial help.

Dr. Antonelli has agreed to help us get the material but not until the Spring testing of 1982, so we will have to copy again this year.

#### C. Reading Development Course Testing:

California Achievement Test in Reading was used as a pre-test, post-test measurement during the 1980-1981 school year.

Results are attached.

We will continue to use this test as a replacement for the Nelson-Denny which had become dated, obsolete, and useless for our needs.

Possible recommendation for future:

a follow-up testing of students in sophomore or junior year to determine whether individual achievement improvements have held up. This might be helpful in subject selection, if used mid-year in sophomore year, before electives are chosen.

### II. Curriculum:

- A. All teachers in department (excepting Mrs. Kirschenbaum's replacement for the conclusion of the 1980-1981 year, Miss Fisher) have been trained in the "process" designed for teaching writing in the grades 7-12, Nutley School System.



B. Electives program has been limited for the year 1981-1982; changes have been, at this point, superficial. If a further limitation is deemed to be in the best interests of our students, other changes must be considered:

1. possible postponement of electives until the senior year for all but the honor students.
2. a "test" to decide which students may, at the junior level, elect courses.

C. UNIT program disbanding brings the English I and English II I.C. program back into the department.

1. Mrs. Mickey has worked closely with the department at all times during her years with the high school. It will prove no problem for her to make the program alterations. She has already spent time changing the curriculum guide description, and she will work closely with the other teachers in the I.C. program.
2. Concern is felt by all teachers who will teach SCE or I.C. or a combination of the two.

I. C. students are not necessarily students who fail the MBS test; they have learning problems that many are coping with. Often MBS failures are those students who do not care.

3. A program for real slow learners will, I am sure, continue to be needed at N.H.S. and cannot be combined with state testing failures.

D. SCE program during the 1980-81 school year was a sincere effort to find materials, policy, and methods which will work for the MBS students.

1. Materials were purchased which staff will continue to use and evaluate:  
some was too easy, some too hard
2. Storage problems have developed:  
English department book rooms are already loaded, inventory-taking is a problem.  
Books not used for two years have been discarded (this can be a problem because many of our titles are now out of print).

E. Field Trips:

Department field trips numbered only eight this year; Humanities accounted for most of these. Reports attached.

### III. Extra Curricular Programs:

- A. Journalism: Mrs. Landsman has done an excellent job in maintaining the quality and tone of our student newspaper.

Innovation: an orientation newspaper issue has been prepared for distribution to incoming students in September.

Problem: Aging equipment ( our type-setter, the Compugraphic, is at least eight years old). The health of the equipment will determine the health of the activity. The newspaper has become more of a class-oriented activity than an extra-curricular one.

- B. Drama: Only one production this year, in the spring. Mr. Annett has worked well with Mr. Addes.

Innovation: A "Dance Ensemble" which was organized and carried out by student dances and choreographers, which was correlated into the spring production.

- C. Oratory: Mr. Sasso coached the graduation speakers. Mrs. Hyland coached and accompanied our school representative to the annual poetry-reading contest at Kean College on April 2, 1981.

Test: California Achievement Tests - Level 18

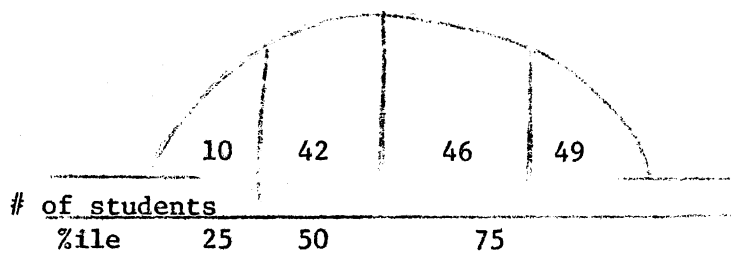
Form C

Reading Vocabulary

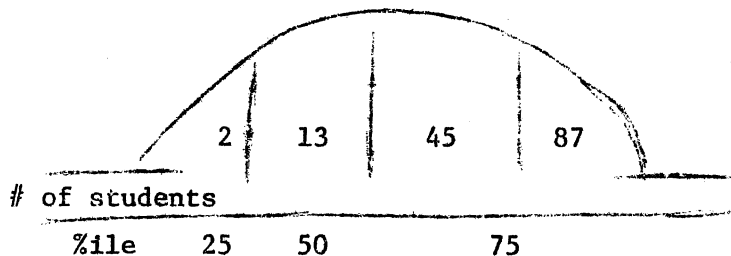
Reading Comprehension

Of the 147 students who participated in both the pre-test and post-test, only two showed little improvement. A breakdown of the national percentiles with regard to this group is illustrated below by quarters.

PRE-TEST



POST-TEST



In other words, 59.9% of the students finished the reading semester in the top 25th percentile.

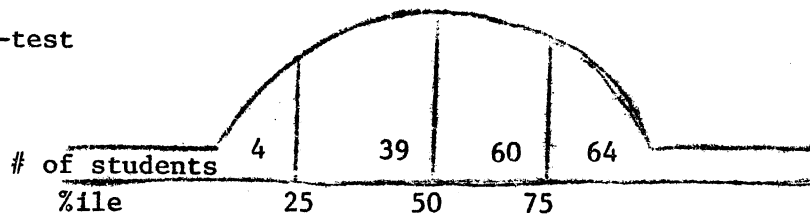
Test: California Achievement Tests - Level 18 ]  
Forms C & D

Reading Vocabulary

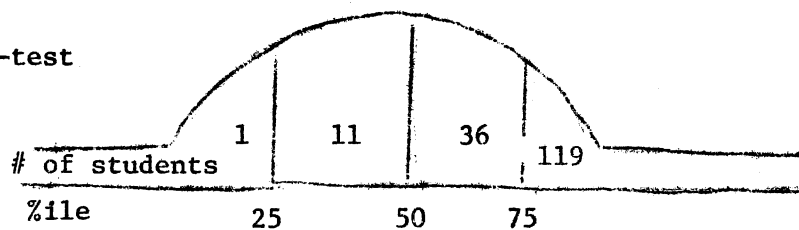
Reading Comprehension

Of the 167 students who participated in both the pre-test and post-test, only one showed little improvement. A breakdown of the national percentiles with regard to this group is illustrated below by quarters.

Pre-test



Post-test



In other words, 44.9% of the students finished the reading semester in the top 25th percentile.

## Math Department

Following are some of the activity highlights of the academic year 1980-81, present concerns and recommendations.

GOAL: To convert room 115 from a classroom to a Math Resource Center/Math Office.

PROGRESS: Enrollment data for 1981-82 requires use of room 115 as a classroom. Consequently, conversion plans will have to be postponed.

GOAL: To increase our computer capability (Fortran) by the addition of micro-computers (Apples) which can be used as demonstration models or independent computers of terminals when interfaced with HP 2000 in Wayne.

PROGRESS: We are awaiting the results of the Computer Services Study before recommending the addition of micro-computers (Apples).

GOAL: To improve MBST scores of all students.

PROGRESS: Six skill drills were developed and administered in all 9th and 11th grade classes. In addition, all Comp. Ed. and General Math I and III classes were administered the 1979-80 MBST as a practice test, the results of which were analyzed with appropriate remediation prescribed. Apparently, this procedure was effective since 95.1% of our 9th graders and 88.6% of our 11th graders passed the 1981 MBST. We will continue this program next year.

GOAL: To organize an extra-curricular math program beginning in grades 5-6 and terminating in grade 12.

PROGRESS: We have joined the Continental Math League which produces tests for (5-6)/(7-8) and 9th grade levels. We have retained our membership in the N.J. Math League which produces tests for grades 10-12. The experience gained by students entering this program at the 5th grade level (CAT) will improve their individual and collective performances as upperclass persons in Nutley High School. At the conclusion of our meets all grade levels were competitive in relation to other schools.

GOAL: To develop measures and standards for all math courses in compliance with T & E directive.

PROGRESS: Committees have constructed tests in required courses. Standards were defined according to skills and applications.

## Social Studies Department

Following are some of the activity highlights of the academic year 1980-81, present concerns, and recommendations.

As usual the Department continues to do the job of emphasizing the basic skills of the social science discipline. This year more than ever instruction and testing was brought into line with the demands of the stated educational objectives of the Department as outlined in the criterion-referenced test administered to junior students. Teachers of senior subjects have reorganized their testing instruments to meet these targets while instruction of frosh and sophomores is in the process of building congruence with this instrument. As might be expected of a conscientious faculty the outcomes of instruction are the goals delineated by the Board of Education in a communication dated December 19, 1977. Specifically the Department has been stressing:

- 1) Improvement in the BASIC skills.
- 2) expanding knowledge.
- 3) familiarization with the duties and responsibilities of citizenship.
- 4) outcomes that prepare students for a political, social and economic life within a democratic milieu.
- 5) the development of an attitude that recognizes man's interdependence while emphasizing the positive features of individualism and autonomy.

To operationalize these goals faculty have maintained and designed their classroom instruction by:

- 1) sponsoring field trips.
- 2) using simulation games.
- 3) Organizing seminar sessions.
- 4) requiring oral and written reports and term papers.
- 5) recruiting college speakers.
- 6) conducting career education instruction.
- 7) showing films and filmstrips.
- 8) being prepared daily to do the job for which they were employed.

In addition the Department has conducted committee work around which the following topics were discussed:

- 1) improvement of the New Jersey Studies curriculum.
- 2) preparation of a criterion-referenced test for Ancient History and Sociology.
- 3) I.C. program innovations that stress reading comprehension and vocabulary building. In this endeavor we have been fortunate to have the expertise of the learning disability specialist.
- 4) Coordination of a writing program for honor students that provides students with a uniform exposure to writing formats and to the mechanics of writing a serious paper. Ms. Helen Poole has graciously assisted us in this project.

- 5) purchase of a new American History text and many paperbacks for students enrolled in the honors program.

Problems that developed this year have been minimal. The most outstanding have been:

- 1) recruiting speakers for career education topics.
- 2) the need for shelves in the History Resource Center.
- 3) New Jersey Studies needs a commercially produced textbook.
- 4) substitutes are not of the finest quality.

The following steps have been or will be initiated to resolve the above mentioned difficulties:

- 1) the Department Head will assume the responsibility for recruitment of outside career speakers for the academic year 1981-1982.
- 2) Mr. Mattiucci has generously agreed to install shelves in September 1981.
- 3) no immediate resolution but Department members have been approached by a publisher to produce a text.
- 4) a teachable emergency lesson plan system will go into operation in the fall.

Expectations for the Future:

- 1) Greater attention to a uniform well planned approach to instruction of I.C. classes.
- 2) Intensification of writing skills especially in Honors programs.
- 3) Development of a procedure for identifying the Gifted and Talented.
- 4) Development of a case book text for Constitutional Law students.
- 5) Administering a criterion-referenced test for Sociology and Ancient History students.
- 6) More participation in community affairs by Department members.

## Science Department

Following are some of the activity highlights of the academic year 1980-81. present concerns and recommendations.

### Statistics:

#### Physics- teachers Mr. Horak and Mr. Sautter

5 sections - 116 students meeting 6 periods/wk.

Enrollment continues to be strong in spite declining population  
Advanced Physics not offered, lack of enrollment.

#### Chemistry-teachers Mr. Mancuso, Miss Naturale, Mr. Sautter, and Mr. Starrick.

3 sections of Chem Study - 50 students

9 sections of Chemistry- 167 students

1 section Advanced Chemistry - 21 students

All sections meeting 6 periods/week.

All laboratory sections are now well equipped and are  
able to provide training in laboratory techniques.

#### Biology- Teachers Mr. Modig, Mr. Bonanno, Mr. Carbone, Mr. Jinks, Mr. Kimberly, Mr. Mancuso, Mr. Topolski.

14 sections of Biology -314 students

6 sections of Plant and Animal -115 students

4 sections Bio 9 - 80 students

1 section Physiology-16 students

1 section Advanced Biology-17 students

Plant and Animal continues to meet the needs of the total  
student body as a generalized course.

#### Environmental Science-teacher Mr. Topolski

3 sections -56 students

A strong course for incoming Freshmen providing basics in  
Science Concepts.

#### I P S - teachers Miss Naturale and Mr. Zintl

5 sections-104 students

A successful lab oriented course. These students will elect  
chemistry next year.

#### I I S - teacher Mr. Zintl

3 sections-72 students

A hands-on-approach for the terminal student in the  
eleventh and twelfth grades.

### Miscellaneous:

1. Workshops- see attached sheets
2. Field Trips-see attached sheets
3. Dr. Davis observed 4 teachers during the Spring.  
This is a good practice for informing the central office of  
High School teaching methods.
4. Department is still plagued by lack of centralizing storage  
area, resulting in poor inventory control.
5. Chemistry teachers have written a chem manual to be used next  
year in all general chem courses.
6. Standardized testing results were favorable with student scores  
above the 50% ile rank for Physics, Chemistry, and Biology.



7. Mrs. Stave filled in for Mr. Mancuso during the 4th marking period - did an excellent job.
8. Mr. Kimberley transferred to Guidance creating a vacancy for a Biology Teacher.
9. Supplies and equipment are 80% complete for 81-82.
10. Cat program made use of the facilities on Saturday mornings, Mr. Kimberley, Mr. Jinks, and Mr. Topolski were in attendance.

## Foreign Language Department

Following are some of the activity highlights of the academic year 1980-81, present concerns, and recommendations.

### 1. Statistical Data

870 of our September 1980 school population of 1801 students or 48% were enrolled in foreign language courses this year. The national average is about 15%.

Ten staff members taught 48 sections of 25 different course offerings- French, German and Spanish levels I,II,III,IV and V and levels I,II,III, and IV of Italian and Latin, one section of ESOL (English for Speakers of Other Languages) and the Classical Background component of the senior English humanities course. Three of this total were taught at the Franklin School.

### 2. Accomplishments and Notable Activities

New materials in French III, Le Francais a Vivre, and in German III, Die Welt der Jugend, have been in use.

Cultural units in opera were not developed this year because of the strike at the Metropolitan and the cancellation of many performances. French advanced level members participated in the annual Student Day of the Alliance Francaise of Montclair performing scenes from a classic comedy of Moliere which they had earlier seen presented by a French company. Spanish classes saw the Broadway play Evita, travelled to the United Nations and dined in Mexican and Spanish restaurants. German students with Miss Venckus journeyed to Switzerland, Austria and Germany during the Spring Recess. Some Italian students completed a short unit on Italian culture and foods by preparing a menu and meal jointly with Foods II class. The senior Spanish classes attended a program of dance and music and on another occasion a Spanish film. One French group attended a French Folk Festival.

Staff members attended several workshops and conferences - Mr. Bright the annual Foreign Language and Careers conference at Fairleigh Dickinson, Mrs. Scerbo a two day meeting on ESL ( English as a Second Language) and Mr. Tiene a Foreign Language Supervisors Symposium and the 28th annual Northeast Conference on the Teaching of Foreign Languages. Mr. Tiene also chaired the Annual Fall Meeting of the New Jersey Classical Association and as the 1980 Rome Scholar gave an illustrated talk on Rome.

Our A-V program featured a number of cultural background films for lower level language students and films on French and Spanish and Italian art on the upper levels; the German classes received free film materials regularly from the German Consulate.

At the end of the year awards were made at the Scholastic Awards Assembly to five students for excellence in foreign language study. In the Annual Spanish Poetry Reading Contest at Montclair State College, one third year student placed second in his category.

The year also included the self-evaluation of the department in preparation for our formal Middle States Evaluation next fall. This experience

was valuable in re-examining the strengths and weaknesses of the department. One student teacher successfully completed her program in Spanish; one college student completed her junior practicum in German.

### 3. Leading Problems and Plans to Resolve the Problems

The replacement of a Spanish teacher who went on a medical leave after a prolonged absence in the fall was difficult. An interim period of about a month was covered by a substitute. Finally a former department staff member was named as a permanent replacement for the balance of the year.

Plans have been made for the renovation of the sixteen year old language laboratory. Reel-to-reel recorder-players will be replaced by cassette recorder-players.

### 4. Goals ( long and short term)

Our permanent long range goal is to make foreign language study useful and meaningful to the greatest possible number of our high school students. We are monitoring action on the recommendations of the recent President's Commission on Foreign Languages and International Studies.

Immediate goals concern the maintenance and development of our present programs. We are particularly aware of stress on the communicative skills made by state graduation requirements and emphasis on career education.

### 5. Recommendations

The department recommends the continued use of the Foreign Language Resource Center and the expansion of this concept to provide various modes of learning, especially for study on the advanced levels and perhaps for the study of lesser known languages. We are also continuing interest in the possibilities of computer assisted study. The equipment or hardware is presently quite developed. Software is now being produced, not yet in quantity or in quality.

### 6. Other Comments

Beyond particular departmental interest and concerns, we are increasingly aware of manifestations of changing attitudes towards school and learning on the part of our students as manifested in absences and cutting which affect the success of school programs.

The following activity highlights of the academic year 1980-81 present concerns and recommendations are being submitted for your review and consideration.

### Activities

1. Staff Workshops: Twenty-three professional workshops were attended by one or more of the departmental staff. All department members attended at least one of these workshops. Only four of these workshops required substitute coverage. On seven occasions coverage was done by department staff members. The remainder of the participation was done after school.
2. Emergency Class Coverage: On twenty-eight separate occasions for varied reasons department staff members were assigned by myself to cover classes within the department. The following is a listing of the staff and the frequency of assignments.

<u>Name</u>	<u>Number of Assignments</u>
Mr. Fraser	7
Mrs. Greenberg	3
Mrs. Klop	10
Mr. Mauro	5
Mr. McCrohan	7
Mrs. Niebergall	1
Mr. Osborn	8
Mr. Pulitano	9
Mrs. Schneider	5
Mrs. Weedo	4
Mrs. Wittig	3
Mr. Barker	15

3. Guest Speakers: Nine representatives of varied professions or post-secondary schools spoke to a total of fifty-eight class sections. This was done as a result of subject matter presentation or as a result of meeting the requirements of career instruction.
4. At a regularly scheduled department meeting, a representative, Mrs. Patricia Rust, of the Exxon Corp. gave a demonstration of the new Quix typewriter.
5. Members of the department staff were respondents to a number of surveys conducted by the administration of graduate schools and graduate students.
6. The application for federal funding for the fiscal year 1982 was submitted.
7. The Vocational Advisory Council met on two separate occasions. The department participants were Mrs. Greenberg and myself.
8. Mr. Fraser was chairman of the department Middle States self evaluation. All responsibilities were met in an efficient manner.

9. Five members of the department staff conducted a total of six student field trips. Summary reports are attached to the superintendent report.
10. Application for state approval of the courses Marketing and Distributive Education I & II was made. Attached were the necessary course outlines.
11. Gina Laratta, a senior student, was the winner of the Tri-Town Professional Women's typing contest.
12. The recipients of the annual Berkeley School awards were Julianne Saporito for outstanding achievement and Karen Iannini for perserverance.
13. Twenty-three students participated in a Type-A-Thon for the March of Dimes. They succeeded in earning donations in excess of two hundred dollars. The school received favorable press coverage for these last three activities.
14. Curriculum: Marketing & Distributive Education shall be a course offering for next year. A course of study will be prepared prior to the Middle States Evaluation of next November.

Secretarial Practice and Stenography II will be taught back to back next year during periods one and two. These courses will be taught by the same instructor.

#### Recommendations and Plans

1. Room 215 should be utilized as a student body resource room periods three and eight of the day. It is recommended that Mrs. Klop be assigned period three and Mrs. Niebergall period eight.

#### Concerns

1. Having the IBM typewriters serviced by IBM Corp. They have not provided the response to our service calls that is necessary. I understand that IBM has not received a state contract for next year. It remains to be seen how this will effect our needs.
2. The desks in room 211 should be re-surfaced with formica. I hope that I can make arrangements with the Industrial Arts department in an attempt to accomplish this task. If not, I shall put it in as a budget item next year.
3. A small clique of disgruntled staff members which represent a cross section of academic areas is growing in number. I feel that the advisory council should consider this problem in the forthcoming year.

## Fine and Industrial Arts

Following are some of the activity highlights of the academic year 1980-81, present concerns, and recommendations.

### 1. Statistical Data:

The total number of boys and girls participating in our program this year was 965.

### 2. Our Accomplishments and notable activities:

a. The architecture IV students gained an invaluable experience working together designing a Sports/Recreational Center following their visit to Mount Airy Lodge in Mt. Pocono, Pennsylvania.

b. Our Graphic Arts Production class printed 9 issues of the Maroon & Gray, plus countless in-house printing jobs.

c. The School Service program contributed to the repair, upkeep and construction of various woodworking projects in and around the High School.

d. The Art Classes were engaged in poster contests and the designing of the cover for the football program for 1980-81.

e. Our CIE students earned \$194,312.00 in 1980-81

f. The Fine and Industrial Arts Department held one of the finest Arts Festivals ever. The students participating were indeed proud of their exhibit and the finished work displayed.

### 3. Problem Areas and Plans to Resolve the Problems:

a. Ventilation in the Auto shop has been a problem.

a-1 The fans for ventilating the Auto shop have been purchased for installation this summer.

b. The exhaust hood over the kiln in the Art room needs a fan to induce the proper flow of air.

b-1 The exhaust fan has been purchased for installation this summer.

c. The jointer and the table saw in the wood shop must be replaced because of excessive wear from years of use.

c-1 These machine replacements have been ordered and should be installed during the summer.

d. The ATF Chief 15 printing press in the Graphics shop, must be replaced.

d-1 We have ordered a new press which will be delivered and installed in the next few weeks.

e. The Woods I and Foods I programs had to be revised and projected into a full years working outline. In both cases, they lacked the organizational aspects of sound instructional programs.

e-1 The Woods I and Foods I outlines have been revised and made ready for the opening of school Sept. 1981-82.

f. Teacher absenteeism in some cases has become detrimental to the continuity of a productive program.

f-1 This Department Head will continue to advise, supervise, encourage and assist in any way possible a change in this persons' attendance record. If no change is apparent in the school year 81-82 I will make a strong recommendation that this teacher not be given a contract.

4. GOALS:

That each staff member does his utmost as a professional to provide all students with the opportunity to develop basic skills in the areas of their choice. Utilizing sound lesson plans, job descriptions, and frequent observations/follow up conferences, I feel this goal can be attained.

5. Additional Comments: With a few minor exceptions, 1980-81 has been a rewarding, satisfying, successful year. The student accomplishments were noteworthy and gratifying.

Finally, I believe all our accomplishments were made possible through untiring efforts given in our behalf by our High School Administrative Staff.

## Health and Physical Education Department

Following are some of the activity highlights of the academic year 1980-81, present concerns, and recommendations.

HEALTH: Out of 409 Freshmen students, 285 received C.P.R. Red Cross Cards.

The Health and Physical Education Department screened 1,683 students for scoliosis. The final screening referred 65 students to their family doctors. The total not done was 137.

BEHIND THE WHEEL: We are still in need of three (3) "Behind the Wheel" instructors.

### PHYSICAL EDUCATION:

This year we went back to our old program teaching freshmen and sophomores on different days from the upperclassmen, juniors and seniors. The staff feels this to be a more ideal learning situation for the students.

The teachers will not "ability group" our students. They will, however, teach their classes as they are scheduled to them.

The staff has also decided to up-date their testing in physical education by giving a written test as well as a floor test.

### INTRAMURALS:

As was stated previously, our Intramural Program continues to be dis-proportioned to the population of the school. This is due to the fact that we need more staff help and facilities.



## Music Department

Following are some of the activity highlights of the academic year 1980-81, present concerns, and recommendations.

Continuing our projection into the future, band, orchestra, and chorus training continues to be developed with a high level of proficiency. Maximum standards and additional motivation have been provided by a visiting ensemble, the Festival Woodwinds, and by the student participation in the regional and all-state activities. Included in the latter category is Nutley High School's participation in the Herald News Marching Band Festival in Clifton Stadium for the thirty-fourth year. Individual as well as group student performances have been encouraged by participation in the regional and state tryouts. Performances for adult audiences such as the Nutley Music Boosters Association have been highly successful during the past year. The crowning achievement of our department was the acceptance of five students in the 1981 All-State chorus.

Large numbers of students continue to request and gain membership in the Cadet Band and Choralettes. The number electing Band B, mixed chorus, orchestra, and the fundamentals of music courses continues to be small. No new courses in music have been added to the curriculum.

There have been no changes in the physical plant distribution of space during the past year. All storage facilities continue to be crowded.

Additional room space and time allotment with a growing student election of music subjects are required to augment the current course offerings. This represents one of the major aspirations of the music department.

## Guidance Department

Following are some of the activity highlights of the academic year 1980-81, present concerns, and recommendations.

### GUIDANCE DEPARTMENT

The major issues/recommendations raised in the two previous annual reports remain the same. The current report is an attempt to highlight those critical issues.

The following report is broken down into five major sections: Guidance and Counseling; Post-High School Placement/ College Placement; Development of Staff Personnel; and Recommendations.

#### I. Guidance and Counselling-Educational, Personal/Social, and Vocational

The current counselor/counselee ratio remains very high (320 counselees per counselor). This particular circumstance creates an undue strain on all aspects of the guidance program. It prevents in-depth counseling which affects the rapport and student decision-making process. The public relations image is also negatively affected by this processing circumstance.

Pre-referral screening for the C.S.T. was completed by the Guidance Director. Sixty-five students (73 students 1979-80) were screened upon counselor recommendation and seven formal referrals ( 11 referrals 1979-80) were submitted to the Child-Study Team. This screening process is a satisfactory arrangement and complies with the New Jersey Administrative Code-Chapter 28.

Twenty Nutley High School graduates ( 10 graduates 1979-80) returned for vocational guidance and counselling during the course of the year. There appears to be a community need for employment services for the youth of Nutley.

"Summer Self-Exploratory Program for Post-High School Planning for Juniors" was enthusiastically received by the eighteen students (15 students 1979-80) who participated. Unfortunately, a spring program could not be offered due to the interviewing process for a new guidance counselor. However, a Group Counseling Program for Handicapped Students was conducted with Mrs. Mauro ( see Special Report- 6/15/81).

Articulation conferences were held with the Franklin School counselors and the Child Study Team members. The Franklin School composite remains a vital part of this process.

The Nutley High School student tutoring program, under the coordination of Mr. Blaustein, included 149 students, 29 student tutors, and 9 Honor Society tutors.

## High School Placement/College Placement

### Summary of College Admissions and Rejections

	<u>Class of 1980</u>	<u>Class of 1981</u>
Total Applicants	259	272
Total Acceptances	259 (63%)	269 (60%)
Four Year Training	181 (44%)	174 (39%)
Two Year Training	25 ( 6%)	15 ( 3.3%)
Business/Technical	17 ( 4%)	20 ( 4.4%)
Nursing	4 ( 1%)	2 ( .44%)
Undecided	32 ( 8%)	57 (12.78%)

The Higher Education Opportunities Fair held on May 5, 1981, was the highlight of the spring exploratory phase for post-high school placement .

The Montclair State College Instant Decision Program was again a very successful program and will be continued next year. Summary comparisons are as follows:

	<u>Class of 1979</u>	<u>Class of 1980</u>	<u>Class of 1981</u>
Applicants	82	50	44
Acceptances	65	38	27
Actually Attended	29	27	

Although there is an actual decline in the number of students going to Montclair State College, the Director of Admissions at Montclair and I feel that the "yield," i.e., those students actually attending is appropriate and consistent with past years. Therefore, the Instant Decision Program can be considered a "non-biased" success and should be continued.

The instant-decision program for the Association of Independent Colleges of New Jersey (AICUNJ) was held on October 8, 1980 and December 11, 1980. Summary of results were as follows:

#### CLASS OF 1981

<u>School</u>	<u>Acceptances</u>	<u>Deferred</u>	<u>Rejections</u>
Seton Hall University	18	6	2
Rider College	3	2	0
Upsala College	3	1	0
Fairleigh Dickinson University	15	1	1
Stevens Institute of Tech.	5	0	1
	<u>44</u>	<u>10</u>	<u>4</u>

A further review of the data will occur during the summer and early fall when information becomes available concerning the actual attendance at the above institutions. Guidance department continues to use information compiled from the Report of Acceptances /Rejections by College (Nutley High School Students). This resource manual initiated in 1978 has been a valuable source of information for counseling prospective college students.

The above programs appear to have solidified the concept of early application/admission to college for Nutley High School seniors. In addition an established rapport with these colleges/universities will aid the 'Marginal student' who desires to remain within commuting distance of Nutley.

The annual January financial aid program was well attended by approximately 250 people. The speaker was Mr. Robert Chouko, Director of Financial Aid at Fairleigh Dickinson University. A comprehensive financial aid report will be available at the conclusion of the current academic year.

Guidance records show that forty-three dropped out of school. A letter and a resource brochure was sent to each individual. Twenty G.E.D. waivers were signed by the Guidance Director.

For the record, the following summary comparisons are rendered:

	<u>1979-80</u>	<u>1980-81</u>
Transcripts	2014	1648
Mid-term Grades	95	189
Final Grades	285	297
Total	2394	2134
New Registrations	87	58

### III. Career Education/Role Specialization

Mrs. Emde continues to function as our career education counselor. Elimination of the Higher Education Program from her direct jurisdiction and the Career Day Program has relieved the "extraordinary and excessive" (See Mrs. Emde's Annual Career Ed Report- June 18, 1981) pressure from her workload. A reduced (1/3 ratio) counselor/counselee caseload to approximately 200 students should be reviewed, and reduced further if added responsibilities are added as a result of the career education infusion program.

There still remains a need to articulate career education between the Franklin School and Nutley High School. Also, there is a need to eliminate the Differential Aptitude Test and to implement the Houghton Mifflin Career Planning Program. This will synchronize and complement our career education and testing program.

Role specialization continues to be a central office issue which might require an alternation of the traditional function of the guidance counselor at Nutley High School. This issue became evident with the appointment of a substitute guidance counselor for the 1981-82 academic year. Mrs. Abbatiello completed the year, replacing Miss Catherine Buckley, as our replacement for Mrs. Nancy Gulbin, who has been given an extended leave for the 1981-82 year.

There remains a need for youth employment services for Nutley residents. Summary comparisons are rendered:

	<u>1979-80</u>	<u>1980-81</u>
Full -Time Jobs Posted	7	9
Part -Time Jobs Posted	66	53

The Essex County Job Opportunities Bank was created for dropouts in Essex County during the current year. However, budgetary cuts and reorganizational decisions at the county, state and federal level forced the closing of this worthwhile project. A letter was written to Mr. Peter Shapiro, County Executive, concerning this issue.

#### IV. Staff Development/Central Office Issues

In-service programs and staff development have been addressed by central office personnel during the course of the academic year ( see Dr. Davis' memo of 3/11/81). It appears that central office personnel and the Nutley Board of Education want to address the following issues through a guidance counselor training project for the 1981-82 academic year:

1. The Decision-making Process
2. Time Management
3. Crisis Intervention
4. Communication Skills ( Parents, Staff, Students)
5. Responding to Teachers
6. Group Counseling Techniques
7. Individual Counseling
8. Overview of School Law
9. Community Agencies and Resources
10. Student Opportunities
  - a. Gifted Education
  - b. Vocational Education
  - c. Colleges ( Higher Education --Broader Range)
  - d. Employment
11. Group Dynamics ( See attached --"Role Functions in a Group")
12. Use of the Computer for Guidance Services
13. Procedures for Various Roles and Functions
14. Fixing Responsibilities

In my opinion the following procedures/activities have contributed to professional staff development:

1. Use of routing system/mail slots for professional literature
2. Comprehensive/intense evaluation process which included observations, interviews, and group meetings
3. Development of PIP's
4. Use of Chronicle Guidance Company Professional File for faculty and guidance personnel.
5. Professional workshops and college visitation activities.

V. Recommendations to Improve Efficiency and Effectiveness of the Guidance Program

1. There is a need for a telephone relay system for the guidance department. This is especially apparent during lunch periods 4 through 6 when counselors are not in their offices. This issue has been addressed several times at different levels (see memo to Dr. Davis 11/2/79), but no satisfactory resolution has been rendered.
2. It has become apparent that additional space is needed for child study team members and personnel involved with our testing program (Mrs. Ellen Young), State Compensatory Program and Work Experience coordinators.
3. The need for additional access to telephones in order for teachers to contact parents is also apparent. Faculty members are using counselors' telephones which prevent counselors from using their offices.
4. The need for a full-time child study team at Nutley High School is quite apparent. More specifically, psycho-educational consultant, preferably a school psychologist, is needed in order to deal with psycho-familial problems and educational programming of non-classified students at Nutley High School. These services would also include psycho-diagnostic and on-going counselling sessions for those students who have not been given a priority by the Child Study Team.
5. Additional secretarial/clerical services on a twelve month basis is necessary in order to relieve counselors of clerical tasks, ensure proper recordkeeping procedures for permanent record cards, and to relieve the secretarial load during peak periods of the year, e.g. scheduling. This might ensure greater accuracy and productivity.
6. An additional guidance counselor is needed in order to reduce the counselor/counselee load to a more acceptable level.

7. A career education/job placement counselor is needed in order to provide services for non-goal oriented students in need of full-time or part-time employment and to provide instructional/counselling services to assist teachers and students in the instructional and decision making process involved in career education. This person could also be responsible for ensuring the scope and sequence of instructional/counselling objectives for career education at the high school and possibly at the district-wide level.

There is a need to involve guidance counselors more directly in the career education program, e.g., team teaching, coordinator of career programs, student visitations to colleges, corporations, and technical schools.

8. Elimination of the Differential Aptitude Test (D.A.T.) from our testing program. The D.A.T. is not synchronized with our testing program. The implementation of the Houghton Mifflin Career Planning Program ( same publisher as the T.A.P. and C.A.T.) appears to be most appropriate. A narrative career planning report which includes achievement, aptitude, and vocational interests is strongly recommended.
9. The issue of establishing measurements and standards for the guidance program is a difficult one to address. Before such a task is accomplished, it will be necessary to translate the program of guidance services into measurable goals and objectives. This will enable an outcomes-based program to be established against which the program of guidance services may be evaluated on an annual basis.

This is a long-term project which will require participation from administrators, guidance/Child Study Team personnel and faculty members. A "Goals and Standards Committee for the Delivery of Guidance Services" might be able to initiate this project. It might also be addressed through an in-service program for guidance counselors.

## Library Department

Following are some of the activity highlights of the academic year 1980-81, present concerns, and recommendations.

### Summary

1. Book loss is still our major problem. Tighter controls of circulation and consistent procedures for dealing with delinquent borrowers have resulted in increased theft. We purchased 793 books, 1880 were stolen.

This problem should be reviewed for the purpose of recommending a course of action that will stop theft.

2. Class utilization of the library decreased by 19 classes. This represents less use of the career center by classes and conversion of seven regular English classes to State Comp. classes which did not use the library.

3. Complete statistics on circulation were maintained.

4. Copy machine costs were almost doubled, but the machine continues to show a profit. The \$.05 copy cost will be maintained for another year.



## Media Department

Following are some of the activity highlights of the academic year 1980-81, present concerns, and recommendations.

1. Assist special groups and other schools with related media hardware and software supplies.
  - Ex. A. Elementary Schools
    - B. Franklin School
    - C. Family Service Program
    - D. Red Cross
    - E. Church Groups
    - F. U.S. Armed Services
    - G. Nutley Police
2. Independent study and research area for staff and students with use of Media Material.
3. Typewriters made available to Student Body for reports and special projects and assignments.
4. Video taping of commercial programming for classroom play-back.  
Video taping of world current events ( Inauguration, etc.)
5. Assist Adult School with supply of A.V. hardware.
6. Assist CAT Program with Media supplies and equipment.
7. Aid in special administrative project.  
Mr. Powderly                      Miss Hirsch
8. Movie Film orders and repair for academic and athletic purposes.
9. Audio Taping and Video Taping of Music Programs.
10. Sound System for Graduation Rehearsal.
11. Still photos and slides for Budget and Middle States presentation.
12. Assist in CIE Audio Visual presentation.
13. Participate in U.S. Columbia survey.
14. Assist A.V. Media Committee in Research for Middle States.
15. Lecture and instruct Video procedures to Mass Media Classes and Media Club.

16. Inventory and cataloging of Media hardware and software.
17. Assist Humanities program with A.V. Lessons in place of field trip Attendance.
18. Control and organization of Media Club members and club service functions to school system.
19. Aid and film Jr. Olympics Programs.
20. Handle billing, postal, insurance, maintenance responsibilities of Media Program.

1980- 1981    Film Rental Report

Postage and Insurance	\$ 635.00
Film Rentals	4241.17
Total ( including career films)	\$4876.17

Number of Films ordered through Media Dept.	374
---	-----

1980- 1981    Audio Visual Equipment Report

Extended Departmental Request	90-100
Daily and Weekly Equipment Request ( Approx.	1900)

Missing 1980-1981    School Year

Software

Structure of Matter	539.7 (Filmstrip & Cassette) Unit
---------------------	--------------------------------------

Hardware

1. Bell & Howell: Tape Recorder Cassette  
Ser. # 3083274    Model # 406B    Nutley #13
2. Pioneer Radiomatic Tape Recorder Cassette  
Ser. # 5086    Model # S1500

### Cooperative Office Education

Following are some of the activity highlights of the academic year 1980-81, present concerns, and recommendations.

The 1980-81 Cooperative Office Education program enjoyed a very good year-- twenty three students started and successfully completed the program.

A list of the companies and students participating in this year's program is attached. Nine students will remain with their cooperating employers in full-time jobs.

After graduation, the twenty three students will be involved in the following activities:

Secretarial or vocational schools	3
Two or four year colleges	2
Armed Forces	1
Work	11
Unemployed or undecided	6

Our Cooperative Office Education Club was active. We held five meetings during the school year, a field trip to Berkeley Business School, and an end-of-the-year luncheon at the San Carlo Restaurant.

**NUTLEY PUBLIC SCHOOLS**  
**FRANKLIN SCHOOL**  
**NUTLEY, NEW JERSEY 07110**

**MEMORANDUM**

**To:** Dr. Fadule  
**From:** Paul Primamore  
**Subject:** Annual Report 1980/81

**Date:** June 30, 1981

As principal I began the school year with a dedication to do my utmost to raise standards and student achievements at Franklin School. These goals had been established as priorities by Dr. Fadule and I was then, and still am today, totally committed to them. Programs at Franklin School have been established to meet the needs of all students, and teachers have been carefully selected, specially trained where necessary, and assigned to teach the courses provided. Teachers have been directed to challenge more and to demand better results in return.

Many of our students have been quite successful. I am particularly proud of the following students who distinguished themselves this year and brought credit to the school and to the school district as well by giving recognition through county, state, and national competition:

1. Julie Bernhardt, James Ferrarese, Andrew Fetherman, Susan Ford and Christopher Kaplonski. Members of the Franklin School math team who tied for first place in Essex County in an eighth grade math contest sponsored by the New Jersey Mathematics League.

2. James Ferrarese - Tied for first place individual honors in the same competition.
3. Fran Duffy - Received an Honorable Mention Award from Scholastic Publishers for writing the music and lyrics to an original song.
4. Susan Ford - Received a first place award for an essay she submitted to the New Jersey Council of Teachers of English.
5. Michael Greco - Honored by WNET/13 for art work he submitted for a student art festival.

These young people stand as an example of what can be accomplished.

While great strides have been made, more remains to be done. More students must come to the realization that to achieve they have to attend school on a regular basis and must apply themselves while there.

The following paragraphs highlight some of the activity and progress that occurred in specific areas during the past year.

### Science

Teachers report that they are meeting with more student success using our new science program. It is obvious to me, and to them, that more interest and enthusiasm now exist in the classroom.

Science teachers are still working toward developing their own grade level laboratory manuals that will be suitable for our curriculum. The summer workshop that was scheduled for this year was postponed at their request. Teachers feel the need for one more year to better review the activities of the last two years before attempting to finalize the curriculum guides and the laboratory manuals.

The Franklin Institute in Philadelphia presented its Traveling Science Show: "Hot and Cold" on March 13, 1981. Two assemblies were held for seventh and eighth graders.

PSE&G presented its energy program to the eighth grade Vector students on May 13, 1981.

The New Jersey Science Teachers Association Conccention was held October 7 and 8, 1980. The following teachers attended several sessions: Mr. Baumann, Mrs. Danchak, Miss Caulfield and Mrs. Haug.

The National Science Teachers Convention was held in New York City in April. Miss Fujinaka and Miss Neilley attended several sessions.

### Social Studies

The 1980 Presidential election offered social studies teachers much subject matter for study and discussion classroom activities culminated with a school wide Presidential election.

A voting machine has been donated to the school. Mr. Vivinetto, social studies department representative, plans to develop a mini unit on citizen responsibility and voting that will be included in the seventh grade curriculum. As part of this unit, all students will be given the opportunity to visit the auditorium and use the voting machine.

The History Club, which is affiliated with the New Jersey Historical Society, was quite active this year. The club made up two slide presentations. One was about Nutley history and the other was about Latin America. These slides were presented to the Nutley Women's Club and also to a group at William Paterson College.

When the History Club visited the New Jersey Historical Society in Newark, its members were photographed and Franklin School was chosen to become the Poster Tour School.

### English

Three of the English department members have remained active on the district's composition committee. Mrs. Kinney was selected to lead elementary teacher training sessions this year, and Mrs. Hardin and

Miss Douglas will lead training sessions next year. They and other teachers in the department attended the Saturday training workshops held last fall. All have responded enthusiastically to the new writing process.

Several of the teachers attended writing conferences held during the year that were sponsored by the E.I.C. and by the New Jersey Council of English Teachers.

Department members devoted a great deal of time to selecting new literature textbooks and are looking forward to using them this coming year. Four teachers will participate in a workshop in July to revise the 7th and 8th grade English curriculum guides. These will be "piloted" during the year and then hopefully finalized next summer.

#### Mathematics

All Franklin School math teachers attended several Saturday morning workshops last fall to prepare the Nutley Math Achievement Tests for grades 7 and 8. This proved to be a rather large undertaking. Teachers took this assignment seriously and professionally. The result has been the development of two fine tests that will be given annually to assess the program of Franklin School students.

State Compensatory Education and Title I teachers were once again assigned directly to the classroom teachers. Teachers have responded well to this approach and I am satisfied with the arrangement.

#### Special Subjects

An eighth grade Art Club was started for those talented students who are unable to fit art in their daily schedule. Michael Greco's participation in the WNET/13 contest was an outgrowth of this club.

The art teachers set up an intensive display in the lobby on the evening of the Sixth Grade Orientation. It generated a great deal of

pride among the students whose work was displayed and was well received.

The eighth grade clothing classes included a "mini" unit of needlework reminiscent of colonial days. Such items as patch work pillows and woven wreaths were made.

A mechanical drawing unit was included in the eighth grade shop course.

### Physical Education and Health

The schedule change from the previous year which now includes health for the entire school year and primary physical education teachers with the same students has provided for a much better program. An additional change next year will include a related physical education class during the colder weather that will result in a more extensive gymnastic and apparatus program.

A special program on bike riding and bike riding safety was highly successful.

A special Alcohol Awareness Program was presented to all health classes in conjunction with the Nutley Police Department and the Youth Aid Bureau. This program was so successful that it will now be included to expand our existing alcohol curriculum.

### Field Trips

The following field trips were taken by Franklin School students during the 1980/81 school year:

<u>Date</u>	<u>Destination</u>	<u>Class</u>
Oct. 15, 1980	Union Carbide Building New York, N.Y.	English (7th grade)(Vector) (56)
Oct. 16, 1980	Union Carbide Building New York, N.Y.	English (8th grade)(Vector) (43)
Oct. 17, 1980	Sleepy Hollow Reservation Tarrytown, N.Y.	8th grade Unit (31)



Field Trips - Cont'd.

<u>Date</u>	<u>Destination</u>	<u>Class</u>
March 10, 1981	Abraham Lincoln Jr. H.S. West Orange, N.J.	7th & 8th grade P.E. Students (32)
March 20, 1981	Brooklawn Jr. H.S. Parsippany-Troy Hills, N.J.	Mixed Chorus (50)
March 27, 1981	Brooklawn Jr. H.S. Parsippany-Troy Hills, N.J.	Mixed Chorus (50)
April 3, 1981	Randolph Township H.S. Randolph Township, N.J.	Mixed Chorus (50)
April 4, 1981	Randolph Township H.S. Randolph Township, N.J.	Mixed Chorus (50)
April 30, 1981	The Cloisters Fort Tryon Park, N.Y.	English 7 (60)
April 30, 1981	Hayden Planetarium New York, New York	Science 8 (42)
May 12, 1981	N.J. Historical Society Museum, Newark, N.J.	Social Studies-Vector (43)

My thanks once again to the central office administration and the Board of Education for the support I have received. I am looking forward to another good year.

LINCOLN SCHOOL  
ANNUAL REPORT

June 1981

Ralph F. D'Andrea  
Principal

This has been one of those so-so years which happen now and then. It seems that we have suffered a down year at Lincoln School.

We experienced an increase in broken windows and the itchy sort of vandalism of marking up the building, kept us busy removing the four letter words and investigating it's source.

The over-all performance of our sixth and fifth graders was a disappointment to us and we will be striving to find the reason and to come up with some remedies. However, the performance on standardized tests and over-all academic work of our first, second, third and fourth grades were encouraging and gives us hope for the future.

We did experience a few new challenges and these were very stimulating to our staff, youngsters and to me.

The new writing program was enthusiastically accepted by all and the results were amazing. There's no question that writing and composition skills will be greatly improved and we can again look forward to our youngsters being able to write.

The new kindergarten program was begun in mid-year and revealed very positive results. I am looking forward to the results after next year.

I feel now that we are concentrating on academics, we should give serious consideration to having kindergarten youngsters in school for a full day. There is no question in my mind, that the youngsters can handle it. The results would justify the expenditures. Let's assume a leadership role in this.

The Nutley Math Test, given to all of our youngsters, was a tremendous challenge and although I was not extremely pleased with our results on some grade levels, it pointed out that we can establish our

own standards and that the students can perform up to our expectations. These tests have also provided us with a new measuring device, a new teaching tool, and an indepth look into our own teaching skills. They have also provided us with an on-going challenge to achieve.

We continued to provide for our own entertainment by putting on our own assembly programs. This saves money and also provides our youngsters with a tremendous learning situation. The teachers, on the other hand, have to do a great teaching job when putting on a performance. We have found, over the years, that our youngsters benefit greatly by having a get up in front of a live audience and perform. It removes shyness and aids in the day to day classroom behavior.

Every grade experienced a field trip this year and some of them had more than one. The Newark Museum was a popular place and the youngsters learned a great deal. Other places visited were: Police station, fire house, library, the parks, A. & P., Van Riper's Farm, the Bronx Zoo and other schools.

The Super Citizen award program was as popular as ever and the youngsters look forward to these awards. This program has helped in reducing vandalism in and around the school and has helped in maintaining discipline.

Posting on the front hall bulletin board of those 5th and 6th grade youngsters who earned Honor Roll status, stimulated an interest in academic achievement. If we can move swiftly in re-establishing letter grades in other grades, we would be able to create more interest among the lower grades and also have a better means of reporting academic progress to parents.

The Special Ed. program ran very smoothly. Miss Hirsch did a good job of supervising and permitted the teachers to do their job without any interference. My input was to see that the day to day work continued,

discipline and commotion was kept to a minimum, schedule of specials was maintained and proper facilities provided. We are looking forward to the little ones joining us. There are many advantages to this type of program being under one roof.

Mr. Martin did a great job in getting orders and our youngsters made money. Although money is important the feeling of accomplishment is more important.

We will continue to accept new challenges and establish new goals for the coming year. A few of our goals are on-going and we will be citing them again as follows:

1. Continue to maintain a positive attitude, for me and my staff, toward new programs.
2. Continue to emphasize Responsibility on the part of the youngsters.
3. Improve on our vandalism record.
4. Strive to improve our math scores, especially in the sixth grade.
5. I will continue to emphasize academic achievement.
6. Continue to improve our Safety Patrol.
7. I will monitor, closely, the kindergarten, social studies, and writing programs.
8. I will try, once again, to revive our camping trip for 6th graders.
9. Continue the great improvement made in our scouting programs this year.
10. We will strive to maintain good public relations in our community by getting across to our parents and neighbors that their school is the focal point and hub of the action and should be a source of pride to everyone.

Concerns:

1. I am still concerned with the amount of paper work required of me, my teachers and secretary.
2. I am still deeply concerned that we are negotiating away, to a "labor union", our rights as educational leaders to run the schools and make the educational decisions.

Improvements:

1. Under the able guidance and supervision of Gino, maintenance has improved greatly and things (work projects, repairs, etc.) get done much quicker than in the past.
2. A general improvement in the entire business office has been very evident.
3. I have noticed an improved attitude and atmosphere of cooperation throughout the entire school system. The credit for this must go to Dr. Fadule for his able leadership.

Thank You Dept.

To Norma Senneca, "Vic" Sibilia,, Peggy Cullari, Emma DiGiovanna, our custodial staff, cafeteria personnel, itinerants, child study team, Mary Jo Vacarri, S.C.E., Title I personnel, teachers, parents, business office, finance office, and especially to the central office personnel.

A school is only as good as all those wonderful people who conscientiously do their jobs day in and day out.

Submitted by: Ralph F. D'Andrea

June 30, 1981

NUTLEY PUBLIC SCHOOLS  
RADCLIFFE SCHOOL  
NUTLEY, NEW JERSEY 07110

June 30, 1981

RADCLIFFE SCHOOL ANNUAL REPORT

The mark of an effective school is its' learning climate. In recent studies of learning climates several factors have been identified that increase student schievevement:

1. Teachers expect that all students can and will learn.
2. The principal is the instructional leader.
3. There is an orderly and quiet atmosphere conducive to pupil learning.
4. There is a commitment to the basic skills and mastery learning.
5. Teachers monitor student progress.

My goals for the 1980- 81 school year, along with the District goals, were to provide superior education for pupils, provide a satisfying environment for the staff, and to enjoy community participation in the schools' development. To insure pride in school, academic excellence and to make certain District priorities were attained, I began, through grade level and Faculty meetings , to communicate to the staff supervision goals and practice. During these sessions we discussed application of principles of learning, seven elements of a lesson, practice reinforcement , learning environment, scheduling and observing techniques. To co-ordinate with these supervision practices, each teacher submitted monthly and yearly learning goals for their individual group of students. The District Priorities were

worked on all year with diligence and great effort on the part of the staff. The Kindergarten Curriculum was implemented with great success at Radcliffe School along with the other schools. Radcliffe School hosted the Kindergarten In- Service Workshops for approximately 30 teachers. The Fourth, Fifth and Sixth Grade teachers, with one Third Grade teacher, attended the In Service Session to implement the Nutley Writing Program. This training and 20 minute direct instruction and nightly writing homework saw a very successful writing program at Radcliffe School. At the conclusion of the school year , each student was asked to submit a Writing sample , following the process. The samples were placed in the individual Cum Folders. This will allow the next grade level teacher to begin with the writing process at the exact point the student was in, in his writing development. The new Math textbooks, D.C.Heath, were implemented with one section in each grade level completing the appropriate grade level text and advancing to the next grade level text book. Representative of Radcliffe School also worked on the Nutley Math Achievement Test. The Math program was very successful as the results of the M.B.S., Nutley Math Achievement Test and I.T.B.S. indicate.

The overall student population of Radcliffe School distinguished themselves in the various testing programs. However, it was necessary to retain:

three students in First Grade

two students in Fourth grade

two students in Fifth Grade'

one student in Sixth Grade

who did not meet academic standards for the next grade level. Along with these students, several conferences were held with parents of students not retained but fell dangerously close to the cut-off point, necessitating improved performance during the 1981-82 school year to assure promotion.



The 1980- 81 school year saw the reading program being carefully examined by the teaching staff, with great concern for Vocabulary and Spelling improvement. Many Reading programs and materials were piloted and purchased. We look forward to using the adopted American Book series in both Reading and English in the 1981 - 82 school year. Also, to enhance the Reading Program, the Great Books Program was initiated at the fifth and sixth grade levels. I taught a Sixth grade section Vocabulary development, content reading and study skills that culminated in an Oratory Contest in the month of June. During the 1981 - 82 school year we will be initiating the Great Books Program in the 2, 3, 4, 5th and 6th grade levels as part of our regular Library schedule.

Various Radcliffe students received awards during the school year including a team of boys winning the Bicycle Race, a good showing at the Nutley Junior Olympics, the WHET Art award, and the First place winner of the Junior Women's League Writing contest for all Sixth graders- Cathy Petti.

We are most proud at Radcliffe School that during the 1980- 81 school year we were the recipients of the beneficial Parent Involvement of our Parent Teacher Association. The P T A sponsored many worthwhile Assemblies:

Ollie Tollefson ..... The American Indian  
 Neil Schulman..... The Chemical Magician  
 "Opera around the World"

We also had other assemblies including one on Fire and Bike Safety sponsored by the local enforcement agency; the Festival Woodwinds Assembly brought to us through the efforts of Dr. Ersfeld. The P T A also sponsored , in

cooperation with the Essex Arts Council CETA program, an Artist in Residence, Mr. Allan Jackson, who lectured to all grade levels through our Music schedule. This culminated in a one- man Assembly by Mr. Jackson in which he demonstrated primitive musical instruments. The Old Guard Glee Club provided a musical Assembly for us. These activities were financially supported by the P T A through these various successful Fund raisers;

Mother's Day Plant Sale

Book Fair

Santa Sale

Chinese Auction

School Pictures

Along with the above special Asseblies, the students attended the following Class trips, which were District Funded:

K - Pumpkin Farm

Grades 1 and 2          Paper Mill - "Toyland"

Grade 4          Museum of Natural History, N.Y.C.

Grade 5          Montclair State - "Teddy Roosevelt"

Grade 6          Museum Village, Monroe, New York

We at Radcliffe School are most proud of our L O V E program - Lots of Volunteer Effort- which had approximately 44 parent volunteers who gave at least one hour a week assisting with clerical duties and tutoring students on a one- on - one basis. The Parent volunteer program was co-ordinated by Mrs. Mary Manos. The staff, in recognition of the Volunteers, held a special program on June 19th for the volunteers.

During the General meetings of the P T A , the following programs were scheduled:

October: Critical TV Viewing; H.E.P.- Guest Speaker

November: Drug Paraphenelia- Mrs. Arlene Silverman

February: Budget Presentation and Musical and Writing Program  
( This was well attended and very effective as  
demonstrated by the Budget vote )

May: Spring Musical

The P.T.A. also sponsored a Teacher Recognition week in appreciation of the Staff's dedication to children. Teachers enjoyed flowers, luncheon and a personally engraved mug.

The Professional staff at Radcliffe School participated in various professional conferences:

Mrs. Lubenow , Sixth and Miss Glasgow attended a Great Books Workshop.

Miss Hagert attended a Training session at the EIC-  
for the Weehawken Writing Process.

Mrs. Connie Schmid attended the Walt Disney A-V Workshop.

Many Radcliffe Staff members took advantage of In- Service sessions in the District in both the Fall and the Spring.

I was privileged to attend and speak at the NAESP Convention in Anaheim, California during April; where I was privileged to tell the Nutley story re the raising of academic standards. I also attended a Continuing Education Workshop in June entitled, "Present and Future Controversial Issues in Education. Also during the 1980- 81 school year I chaired the Kindergarten Committee and the Basal Reading Committee. Both were meaningful to me and I hope beneficial to the Nutley School District.

The 1980 - 81 school year at Radcliffe School began with the Balloon Launch which began our 25th anniversary year and ended with Miss Eleanor Woodruff , Radcliffe's first Principal speaking at the Promotion Exercises.

This marked an auspicious and excellent year for Radcliffe School.

As I remarked to the Radcliffe family through the Radcliffe Review;

I look forward to the next twenty- five years. We're not getting older,  
we're getting better.

*H. Evan Powderly*  
*June 30, 1981*

# NUTLEY PUBLIC SCHOOLS

SPRING GARDEN SCHOOL

NUTLEY, NEW JERSEY 07110

ANTHONY J. STIVALA  
Principal

AREA CODE 201  
661-3500

To: Dr. James J. Fadule  
From: Anthony J. Stivala  
Subject: Annual Report 1980-81

Date: June 30, 1981

Another school year has come to an end -- a successful school year in my judgment -- a year of educational progress.

A continuance of emphasis in "basic skills" education, particularly in mathematics; a move toward improving student writing skills; the new and exciting kindergarten curriculum; implementation of the revised social studies program; and the selection of reading and English materials for grades 4, 5, 6 to be used beginning in September.

It was very gratifying to observe and experience the commitment and effort of administrators and teachers, the support of the school board, the cooperation of parents, and the performance of the students.

## Activities

A brief description of various activities follows:

### 1. Educational Field Trips --

Grade one classes -- Nutley Public Library and Fire Department

Grade two classes -- Central Park Zoo, New York City

Grade three classes -- Newark Museum, Newark

Grade four classes -- Lorrimer Sanctuary, Franklin Lakes, NJ

Grade five classes -- Museum Village, Monroe, NY

Grade six classes -- American Museum of Natural History and  
Hayden Planetarium, New York City

2. Assembly Programs -- Class plays, several excellent educational programs arranged and financed by the P.T.A., special musical programs (student and professional), student talent show, bicycle safety (Nutley Police), educational and entertaining films.

3. Senior Citizen Volunteer Helpers -- Helped students in grade one with reading and math; helped students in grades four and six with math; read stories to primary grade students in the library

and helped them in selecting books; worked with a group of sixth graders in exploration and discussion of "great books." A rewarding and enjoyable experience for volunteers, teachers, and students.

4. Several parents discussed their occupations/hobbies in classrooms.
- 5.. Several students received recognition for their participation in various local, county and state sponsored contests:

A sixth grader was awarded third place in a writing contest conducted by the Nutley Junior Women's Club.

A third grade youngster won honorable mention in a poster contest sponsored by the N. J. Dept. of Environmental Protection.

All Nutley CAT stuents participated in a math contest conducted by the N. J. Continental Math League. The two top Nutley award winners were Spring Garden fifth graders. Spring Garden sixth grade students were awarded four of the five certificates issued.

#### Improvement of Instruction

This is our major objective and a continuing process. We recognize that youngsters have a variety of needs to be addressed -- individual and group needs. We employ the following procedures, methods and activities to address these needs:

1. Daily evaluation of pupil performance by teachers -- cognitive and affective -- motivate, teach and re-teach, positive reinforcement, counsel.
2. Textbook tests and teacher-made tests -- to assess skill mastery.
3. Standardized tests -- Individual student results are analyzed and used as diagnostic tool to identify and address needs of child. Group results are examined and areas needing attention are addressed.
4. A variety of teaching techniques are employed by teachers -- large group instruction, ability level groupings, and individualized instruction.
5. Our program provides for ability level groupings in reading and mathematics at all grade levels:

Grades one and two group within their self-contained classes.

Grades three through six -- lateral exchange of ability level groups (Modified Joplin Plan).

6. Remedial Instruction Programs --

State Compensatory Education (supplemental instruction in reading and math) -- SCE teachers working with identified

students in the classroom under supervision of the classroom teacher -- observable and measured pupil progress noted.

Resource Room Program -- Special education teacher working with classified students (prescribed program for each student).

Corrective Speech.

Adaptive Physical Education.

7. Pupils with special abilities/talents are encouraged and guided toward activities which help to provide for further development of these abilities/talents(e.g., creative writing, musical activities, science projects, art projects, research, etc.). A number of grade five and grade six students participate in the district CAT program.

We firmly believe all of the above have helped us to achieve our goal -- the improvement of instruction -- with a high degree of success, as measured by teacher assessment of observable factors as well as significant gains reported in pupil achievement on the Iowa Tests of Basic Skills, the New Jersey Minimum Basic Skills Test, and achievement levels textbook criterion referenced testsand the newly developed Nutley Math Test.

While we are pleased with pupil achievement, we are not satisfied. We recognize there are areas that still require our attention, and we are also aware that a number of students are not performing to their potential for a variety of reasons.

The improvement of instruction will continue to be our major objective.

Our P.T.A. has been a very active, invloved, intersted, and supportive group. With monies realized from their fund raising activities, they have enriched our educational program by purchasing instructional equipment and materials, funding for several excellent student assembly programs,purchased new athletic shirts for our Junior Olympics team, arranged and paid for our annual sixth grade picnic, provided refreshments for our sixth grade promotion program, lunch for our school safety patrol, luncheon for "Teacher Appreciation," and luncheon for our Senior Citizen Volunteers and the Adult School Crossing Guards serving in our school district. The P.T.A. Executive Board and all committees have been most cooperative and a pleasure to work with.

I appreciate the cooperation of the school staff -- teachers, secretary, aide, custodians, and nurse. They displayed a sincere interest in the children, were very responsible, dedicated, and hard-working. The staff, children and parents enjoy a fine, trusting and wholesome relationship and have worked well together.

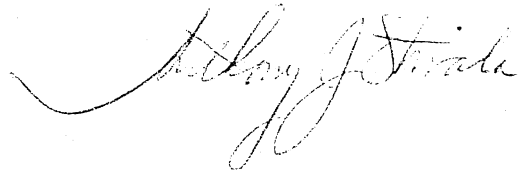
The students seem happy in their educational environment and have a positive attitude toward school and learning. Parents are interested,

active, cooperative, and involved with their children and the school.

My warmest appreciation for the cooperation of the Board of Education, central office personnel, the Child Study Team, maintenance, grounds, food service, and health service staffs.

A very sincere "Thank you" for your fine leadership, guidance, understanding and support.

I look forward to the 1981-82 school year and pledge to work to the best of my ability to maintain and improve the quality of education our children deserve and their parents expect.

A handwritten signature in cursive script, reading "Anthony J. Strada". The signature is written in dark ink and is positioned in the middle-right section of the page.



WASHINGTON SCHOOL  
ANNUAL REPORT - Rosemarie DiGeronimo

The 1980-81 school year has been challenging but very rewarding in all aspects. It has been a great deal of pleasure to serve Nutley as the Principal of Washington School.

GOALS FOR 1980-81

Eliminate team teaching between Grades 5 & 6

This goal was accomplished with ease. Teachers responded well to the change. Overall performance of the children was better due to it.

Improve overall tests scores

Accomplished through more challenging work in class and homework. M. B. S. scores went up approximately 2 - 7 points. IOWA scores improved, but more intensive work indicated.

Utilization of special subject teachers in academics

Extra periods that special subject teachers had were used for working with individual children. Music teacher especially worked with E, S, L, pupils.

Utilization of lunch time for furthering academic performance.

Children staying for lunch worked on Reading, Language, or Math papers three days a week. This work was to reinforce skills taught in the classroom. Work sheets presented were also similar in format to test answer sheets. This experience was to improve test taking skills.

N. I. Class in building

Eight children classified as N. I. were housed in this building. Academics were given within self contained classroom setting. However, they participated in regular programs wherever possible.

Improve Patrol Responsibilities

Sixth grade pupils were made sergeants to check on those stationed at various corners or parts of building. The children received checks <sup>marks</sup> if they met their responsibilities efficiently. Overall performance greatly improved.

COMMUNITY GOALS - 1980-81

Kindergarten Program

Program was readily accepted by teachers, parents and children. The outcome was good and much progress was in evidence.

Math Standards Test

Administered late in May. Results must now be analyzed as to efficiency of test, what improvements in curriculum are needed, and which individual children need extra help.

Composition Writing Skills

Teachers at all grade levels provided directed lessons and exercises in composition/writing. Skills were introduced in classroom with further reinforcement for homework every night. Many teachers also had the children keep "Daily Journals." This experience was very good since the youngsters had an opportunity to express their thoughts freely.

Reading Program for Grade 4-6

After reviewing several reading text, American Book Co. was chosen and approved. The English series was also chosen to accompany reading program. Teachers are looking forward to new program for 1981-82.

---

Assemblies

Musicales (Periodically)	Public Service Puppet Show
Christmas Program	Bicycle Safety Program
- Woodwind Festival	Jr. Olympics' Assembly -First
Dental Hygiene Program	Place Winners
Nutley Junior Women's Club	Puppet Show

Field Trips

Grade I & N.I. Class	Paper Mill Playhouse -June 1
Grade II	Paper Mill Playhouse -Nov. 20
Grade III	Morris County Community
	College Planatarium - June 2
Grade V	New York Museum of Art-April 26

STAFF MEMBERS WHO PARTICIPATED IN CURRICULUM WORKSHOPS  
OR COURSES FOR ADVANCED DEGREES

Gilda Schwartz	Kindergarten Curriculum, Nutley N. J. Ass'n. of Kdgn. Ed. Fall Workshop 9/27/80 Attending Montclair State for certification in Reading.
Mari Konn	Attending Kean College-M. A. in Learning Disabilities. Math Standards Committee, Nutley Kindergarten Curriculum, Nutley
Carol Brown	Attending Jersey City and Kean College extension courses toward M. A. equivalency. Math Standards Committee, Nutley
Kathy Ruffo	Special Services Workshop, Nutley Art Workshops, Nutley Kindergarten Workshop, Nutley
Anita Pondiscio	Spring Forum Workshop, Nutley Kindergarten Workshop, Nutley
Elizabeth Foote	Attending Kean College toward M.A. Math Standards Committee, Nutley Spring Forum Workshop, Nutley Kindergarten Workshop, Nutley
Linda Gilroy	Weekend Workshop, Caldwell College 10/17 -1980 Spring Forum Workshop, Nutley Kindergarten Workshop, Nutley
Patricia Fischer	Kindergarten Workshop, Nutley
Joyce Loeffler	English Workshop, Nutley
Dolores Nahirny	Attending Kean College toward M.A. equivalency. Jersey City State extension courses English Workshop, Nutley
Rita O'Loughlin	Math Standards Committee, Nutley English Workshop, Nutley Reading Committee, Nutley
Eleanor Behr	Attending Jersey City State extension courses and Kean College toward M.A. equivalency English Workshop, Nutley

Judy Hubert	Attending Rutgers Univ.~Doctorate English Committee~Workshop, Nutley
Florence Meyers	Art Workshop, Nutley English Workshop, Nutley
Walter Murray	English Committee & Workshop, Nutley Math Standards Committee, Nutley
Edmund Olson	English Workshop, Nutley Reading Committee, Nutley
Carol Van Wagenen	English Workshop, Nutley Social Studies Committee, Nutley
Kathy Bimbi	Music Workshop--Music Assn. 9/20/80

#### GOALS FOR 1981-82

Inaugurate American Book Reading Program Grades 4-6.

Develop New Social Studies Program in 5th Grade.

Reading & Composition/Writing Standards Tests

Improve Lunch Program--more organization and help from teachers.

Start of second N. I. class in building.

Continue to improve test scores and overall performance of students.

---

I am looking forward to another good year.

# NUTLEY PUBLIC SCHOOLS

YANTACAW SCHOOL

NUTLEY, NEW JERSEY 07110

JOHN WALKER

Principal

To: Dr. James Fadule

From: Mr. John Walker

Subject: Principal's Annual Report - 1980-1981 School Year

Once again, it has been my pleasure serving the children of Yantacaw School for the current school year.

## SCHOOL PRIORITY GOALS FOR 1980-81

1. Continued emphasis on the improvement of math skills K thru 6 and the constant monitoring and evaluation of the new Heath math series.

We feel very confident that the district's interest, for the past two years, in math, (i.e., mandatory daily homework assignments and the new math series) has accomplished the following: much better standardized test grades; a new school and community awareness of academic standards; a sense of pride and accomplishment on the part of students, parents, teachers, administrators and the community.

2. To improve the writing skills (composition) K-12, teachers and administrators attended the Writing Skills Inservice Program (grades 4 - 6, next year 1 - 3). After the training sessions, the process began in several of our classes. Although we are in the primary stages, much improvement has been noted. Several editing techniques were shared and implemented in the lower grades, (i.e., Pen pals technique was used by Miss Andriola's 1st grade class in association with Miss Poole's high school English class; Mrs. Reddington's class of 6th graders wrote books to be shared with 1st and 2nd graders; several classes wrote letters to our senior citizen volunteers and Dr. Fadule, Superintendent of Schools).
3. To support, implement and monitor the new Kindergarten program, Alpha One. The new program started as of February 1981. Mr. Powderly conducted several successful workshops for teachers, parents, administrators and members of the community.
4. To start a series of programs geared toward the one parent family. Through the combined efforts of the Mothers' Club, P.T.A., teachers and members of the community, we were able to hold five informal programs in the evening, aimed toward meeting the needs of the one parent family.

### STAFF

The Yantacaw staff was very much involved in the total educational program for the current school year. Several teachers attended the inservice programs offered by the Board of Education. Others volunteered to work in our Reading Appreciation and Math Program (R.A.M.P.) with our senior volunteers; many stayed long hours after school to meet with the building administrator discussing children and programs; Mr. Laubach and Mrs. Zitman took our combined music programs "on the road" and entertained the Golden Age Club and the Old Guard; all teachers were involved in at least one of our curriculum concerns (social studies, math standards, writing skills, Kindergarten program, etc.).

The new custodian schedule (one day man and one night man), in its second year, has made positive changes at Yantacaw for several reasons: 1. The building is much cleaner. 2. Parent and student groups have gained additional use of the building. 3. Other members of the community have been able to make use of the facilities more effectively. 4. Teachers are able to use the building, after school, without the pressure of having to leave because the building would be, under normal circumstances, closed at 4:30 p.m.

### PARENTS

We have had a successful year working with individual parents and parent groups. The Mothers' Club and P.T.A. sponsored: luncheons for teachers, senior volunteers, crossing guards, Patrols of the Month; 6th grade promotion party; Teacher Appreciation Day; several lectures for teachers and parents, co-sponsored by the building administrator.

### STUDENTS

This year the watch word for all students in Nutley has been "raising standards". With the increase in our mandatory homework policy regarding math and writing skills, math standards testing and the emphasis on retention, a positive change in the work attitude has been realized. Hopefully, next year, with the possibility of including a reading and writing skills standard test, as well as some key curriculum revisions, more emphasis and improvement will be noted.

As in the past, my working with students has been paramount to me.

### PROGRAMS

We have continued with our R.A.M.P. Program; Student Council; Project Help (students receive help in math or reading while others are engaged in a research project, mostly during lunch time) and our Parents As Partners program.

### PILOT PROGRAM

Yantacaw School became involved in the Bergenfield Project. This program is designed to create a positive attitude toward oneself, the school, community and other people. Thus far, a task force has been selected, including high school personnel, community representatives and members of our school population. Next year, goals and an activity time line will be established.

### CONCERNS

1. The outside playground area used after school by members of the community, continues to cause some concerns. On a given day, especially on weekends, liter of all kinds may be found on the campus and in the teachers' parking lot (including broken glass). This means that, during the day, it is the school's responsibility to clean the areas mentioned. Often it becomes a major task, and it must be added to the routine cleaning schedule for outside the building.
2. The south play area still presents some safety concerns. Children (grades 1 to 3) slide down the slope during and after school. Many rocks and stones have been dislodged and tossed by younger children. Eight or nine years ago, an appropriation was approved to fence in the area in question but it was never done.

### BRIEF OUTLOOK FOR 1981-1982

1. I will continue to support, monitor and implement the new kindergarten program; writing skills; and the social studies adjustment in grade five.
2. We will continue the emphasis on higher standards.
3. There will be an implementation of the new reading and language arts materials.
4. Inservice programs for parents, teachers and members of the community will be continued and expanded to include curriculum revisions and concerns.
5. More attention will be given regarding guidelines to be followed for retentions.
6. I will make a study of the Family Life Education aspect of our own operation. My task will be to find out what we are doing now (K-12) in the aforementioned area, and if there are any gaps that need to be addressed. After involving teachers and members of the community in evaluating the program, a clear guide should be established, grade by grade, outlining things we do for Family Life Education in Nutley. This Family Life Project addresses one of three distinct goals identified for the 1981-82 school year.
7. The continuation of after school, formal and informal, teacher, student and parent meetings.
8. I plan to support programs implemented by the Board of Education for the 1981-1982 school year.

### CONCLUSION

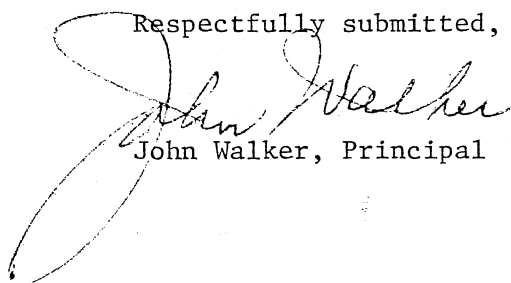
May I extend my deep appreciation to all the curriculum committees (chairpersons and members) for a job well done.

The director and members of the Child Study Team have been most helpful in parent, teacher and administrator contacts made during this year. The supervisor of the custodians and ground crews and the members of his team should be congratulated for keeping our building and grounds properly maintained.

On behalf of all of us at Yantacaw, I would like to thank the Board of Education, Dr. Fadule, Dr. Davis, Mr. Ramsland and their staffs for all their support and services this year. We wish Dr. Davis well in his new position.

I will be looking forward to working with the educational team, the volunteers, and, most of all, our children for the 1981-1982 school year.

Respectfully submitted,

A large, stylized handwritten signature in dark ink, appearing to read "John Walker". The signature is written over the typed name and title.

John Walker, Principal



# NUTLEY PUBLIC SCHOOLS

## CHILD STUDY TEAM

Department of Special Services  
Nutley, New Jersey 07110

JUL 1 1981

661-3500

BARBARA HIRSCH  
Director of Special Services

June 30, 1981

To: Dr. Fadule  
From: B. Hirsch  
Re: Special Services - 1980/81

### New Referrals

Nutley High School	8
Franklin	10
Yantacaw	4
Lincoln	4
Spring Garden	6
Radcliffe	8
Washington	11

Referrals generated from Kindergarten Screening 2

New Entrants 2

Total 54

Referral Backlog - 0

Three Year Re-evaluations - 32

### Learning Consultant Screenings

Nutley High School	5
Radcliffe and Franklin	61
Washington	13
Lincoln	9
Yantacaw and Spring Garden	33

June 30, 1981

2

Psychologists

Elementary - Counseling	19	Intermittent Group
	4	On-going
Crisis Intervention	10	
Pre-referral Conferences	23	
Secondary - Informal Counseling	- 21	
Crisis Intervention	12	
On-going Counseling	4	

Social Workers

Elementary - Histories	- 48	
Emergency Parent Conferences	- 13	
Teacher Consultation	- 7	
Student Counseling	- 2	
Secondary - Histories	- 38	
Crisis Intervention	- 23	
Informal Counseling	- 17	
On-going	- 5	

Eligible for Speech Correction - 204

Total Number of Classified Students - 351

In District

Nutley High School - Resource	- 36	
Franklin	- 15	- Mainstreamed - 3
Lincoln	- TMR - 7	- Resource - 6
Spring Garden	- Resource - 2	- Mainstreamed - 1
Washington	- N.I. - 14	Resource - 4
Radcliffe	- Resource - 1	
Yantacaw	- " - 7	
Day Placements	31	
Residentials	13	

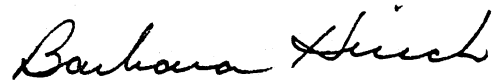
Annual IEP's were completed on all students.

Received from other districts - 50

Non-Public School Classified - 7

The Child Study Team has participated in:

1. Evaluation of all students entering the school district.
2. Screening of all Kindergarten entrants - 1981.
3. Consultation with resource room teachers on an on-going basis.
4. Unit, SCE, and Title I programs.
5. In-district in-service workshops.
6. Quarterly parent seminars.
7. Special Education Curriculum Development.
8. Recreational programs for the handicapped (Special Olympics, Tournament of Champions, Scouts, Swimming, Bowling, evening program at recreation department).
9. Community, county, state, and professional conferences.



Barbara Hirsch  
Director of Special Services

BH:k

# NUTLEY PUBLIC SCHOOLS

## CHILD STUDY TEAM

Department of Special Services  
Nutley, New Jersey 07110

BARBARA HIRSCH  
Director of Special Services

661-3500

June 4, 1981

To: Dr. Fadule

Dr. Davis

From: B. Hirsch

### Special Education Projects Completed 1980 - 81

1. Classification of eligible for speech correction - approximately \$20,000 in Federal Funds was generated from this procedure.
2. Establishment of additional N.I. class - savings of approximately \$30,000.
3. Completion of special education curriculum
4. Standardization of all forms.
5. Established schedules for teams to service all schools.
6. Establish positive communication with parents through quarterly meetings.
7. Developed preliminary recreation program for the handicapped with Parks Department.
8. All referrals will have been completed.

### Special Education Priorities 1981-82

1. Implementation and Evaluation of new Special Education curricula.
  2. Initiation of parent workshop series. (8 sessions)
  3. Development of pre-school program for the handicapped
  4. Recreation program for the handicapped.
  5. Parent Newsletter
  6. Special Services Directory
- To be researched
- 1) Vocational opportunities for secondary students.
  - 2) Program for emotionally disturbed secondary students.

## Cost Increases - Special Education

1. Tuition and room and board costs for residential placements.
2. Necessary therapies (Physical, occupational)
3. Transportation of students - to and from residential placements.
4. General tuition increases.
5. Payment of tuition for those incarcerated or in state institutions (purchase of care)
6. Increased costs of medical evaluations (neurological, psychiatric, audiological)
7. DYFS and other agencies terminate services at 18, we must provide services to 20 years of age.
8. Federal funds will be cut by at least 25%. Recreational activities and new programs have been implemented with these funds.