



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION
BERGEN COUNTY OFFICE
ONE BERGEN COUNTY PLAZA, SUITE 350
HACKENSACK, NJ 07601-7076
201-336-6875
FAX 201-336-6880

CHRIS CHRISTIE, GOVERNOR
KIM GUADAGNO, LT. GOVERNOR

DAVID C. HESPE, COMMISSIONER
NORAH E. PECK, INTERIM EXECUTIVE COUNTY SUPERINTENDENT

October 7, 2015

Dr. Lydia E. Furnari
Superintendent
Franklin Lakes School District
490 Pulis Avenue
Franklin Lakes, NJ 07417

Dear Dr. Furnari:

This communication is to acknowledge the receipt of your proposed Merit Bonus Goals for 2015-2016.

After review, I find that the action plans for goal achievement are in compliance with N.J.A.C. 6A:23A-3.1(e)(10)(ii) and therefore I am pleased to approve your selection of quantitative merit criteria and qualitative merit criteria for the 2015-2016 school year.

Upon timely completion of the above referenced criteria, the Board of Education shall submit a resolution to my office certifying the attainment of these goals. The resolution shall include a statement delineating each goal and attesting to each goal's completion, percentages and dollar values.

If you have any questions, please feel free to contact me.

Very truly yours,

A handwritten signature in blue ink that reads "Norah E. Peck".

Norah E. Peck
Interim Executive County Superintendent

NEP/ia

Enclosure

C: Michael Solokas, Business Administrator

**MERIT GOAL SUBMISSION FORM
SCHOOL YEAR 2015-2016**

NAME OF INDIVIDUAL: DR. LYDIA E. FURNARI

TITLE: SUPERINTENDENT

QUANTITATIVE GOAL PERCENTAGE 3.33% QUALITATIVE GOAL PERCENTAGE

DESCRIPTION OF GOAL:

In order to support systemic growth and improvement of school and district instructional practices, the superintendent will engage 100% of the administrative team in implementation of Instructional Rounds, as outlined in *Instructional Rounds, in Education*, by City, Elmore, Fiarman and Teitel. At least 2 district schools will host an instructional rounds visit, focused on a self-identified "problem of practice" by June 2016.

EVIDENCE OF COMPLETION:

**Two (2) complete Instructional Rounds visits conducted by the District Administrative Team
Documents related to preparation, Meeting Agendas, Report of commendations, and recommendations for next level of work for each school visit**

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Dr. Lydia E. Furnari, Superintendent

TIMELINE (S) TO COMPLETE THE GOAL FOR THE 2015-2016 SCHOOL YEAR

July 2015 - June 2016

***ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT**

DATE SENT TO ECS

**SIGNATURE AND DATE
APPROVED BY ECS**

10/8/15
Katherine Peak

MERIT GOAL SUBMISSION FORM

SCHOOL YEAR 2015-2016

NAME OF INDIVIDUAL: DR. LYDIA E. FURNARI

TITLE: SUPERINTENDENT

QUANTITATIVE GOAL PERCENTAGE 3.33% QUALITATIVE GOAL PERCENTAGE

DESCRIPTION OF GOAL:

In order to provide opportunities for our district to confer with and benchmark ourselves against other high performing school districts both in and outside of the State of New Jersey, the superintendent will apply on the district's behalf for membership in the Tri-State Consortium, (a "critical friends" group of high performing school districts from NY, CT, and NJ), and work to engage 100% of the administrative team and at least 4 appropriate teacher leaders (one from each school) in consortium activities by June 2016.

EVIDENCE OF COMPLETION:

Tri-State consortium application & Self-Assessment submitted by December 2015
Documentation from appropriate training and/or network meetings and activities.
List of attendees at these events

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Dr. Lydia E. Furnari, Superintendent

TIMELINE (S) TO COMPLETE THE GOAL FOR THE 2015-2016 SCHOOL YEAR

July 2015 - June 2016

*ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT

DATE SENT TO ECS

SIGNATURE AND DATE
APPROVED BY ECS

10/8/15


**MERIT GOAL SUBMISSION FORM
SCHOOL YEAR 2015-2016**

NAME OF INDIVIDUAL: DR. LYDIA E. FURNARI

TITLE: SUPERINTENDENT

QUANTITATIVE GOAL PERCENTAGE 3.33% QUALITATIVE GOAL PERCENTAGE

DESCRIPTION OF GOAL:

Based on information gathered from the spring 2015 District Satisfaction Survey, the Superintendent will initiate a Parent Enrichment program. At least 4 evening events will be offered to parents to learn about school curricular initiatives, technology, and/or current issues and trends in education, and will be posted as webcasts on the district website. At least 2 Book Talks will be held, one appropriate for adults and one for children, and curricular content of the district website will be updated. All activities will be completed by June 2016.

EVIDENCE OF COMPLETION:

Schedule of Parent Enrichment workshops (at least 1 per quarter)
Agendas, presentation materials, sign-in sheets
2 Book Talk events held and posted to the district website
Updated curricular content posted for elementary and middle grades on the website.

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Dr. Lydia E. Furnari, Superintendent

TIMELINE (S) TO COMPLETE THE GOAL FOR THE 2015-2016 SCHOOL YEAR

July 2016 - June 2016

***ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT**

DATE SENT TO ECS

**SIGNATURE AND DATE
APPROVED BY ECS**

10/8/15
Lydia E. Furnari

**MERIT GOAL SUBMISSION FORM
SCHOOL YEAR 2015-2016**

NAME OF INDIVIDUAL: DR. LYDIA E. FURNARI

TITLE: SUPERINTENDENT

QUANTITATIVE GOAL PERCENTAGE

QUALITATIVE GOAL PERCENTAGE 2.5%

DESCRIPTION OF GOAL:

In order to ensure the rigor and effectiveness of the District's writing program, the Superintendent will establish a committee and facilitate a program evaluation of the writing program K-8. The results of the program evaluation will inform necessary revisions to the writing program, which will be utilized to inform the curriculum revision process. The program evaluation will be completed by June 2016.

EVIDENCE OF COMPLETION:

Committee established and meetings held; agendas & sign-in sheets
Program evaluation, inclusive of student outcomes under the current program and recommendations for curricular revisions based on metrics identified by the committee.

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Dr. Lydia E. Furnari, Superintendent

TIMELINE (S) TO COMPLETE THE GOAL FOR THE 2015-2016 SCHOOL YEAR

July 2015 - June 2016

***ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT**

DATE SENT TO ECS

**SIGNATURE AND DATE
APPROVED BY ECS**

10/8/15


MERIT GOAL SUBMISSION FORM

SCHOOL YEAR 2015-2016

NAME OF INDIVIDUAL: DR. LYDIA E. FURNARI

TITLE: SUPERINTENDENT

QUANTITATIVE GOAL PERCENTAGE

QUALITATIVE GOAL PERCENTAGE 2.5%

DESCRIPTION OF GOAL:

The Superintendent will engage the district in the creation and implementation of a Strategic Plan. The process to create the plan will be facilitated by NJSBA, who will work closely with the Superintendent and members of the Board of Education. Components of the process include 3 Strategic Planning meetings held between October and December 2015, a Strategic Plan document presentation February 2016, and the creation of an action plan by the Superintendent and the District Administrative Team that will be submitted for Board approval by May 2016. The roll out of the Strategic Plan will be initiated by June 2016.

EVIDENCE OF COMPLETION:

The completed Strategic Plan will be approved and ready for implementation by June 2016

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Dr. Lydia E. Furnari, Superintendent

TIMELINE (S) TO COMPLETE THE GOAL FOR THE 2015-2016 SCHOOL YEAR

July 2015 - June 2016

*ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT

DATE SENT TO ECS

SIGNATURE AND DATE
APPROVED BY ECS

10/8/15
