



State of the Schools Update 2019

Madison Public Schools

Mark Schwarz, Superintendent of Schools

June 6, 2019

Welcome and Thank You!

- Parents, students and staff for participating in our surveys
- Administrative Team for their support in collecting and organizing all of the data included
- Our faculty and staff for their ongoing commitment to our students
- The Board of Education for their continued support for our students and professionals
- My wife and children for all of their patience and understanding regarding my commitment to Madison Schools

Our Mission Statement

The Madison School District will inspire and challenge all students to be life-long learners, empowered with the knowledge, skills, and character to shape their future, realize their dreams, and contribute positively to the world.



MPS District Goals for 2018-19

#1 - Make Learning Personal

We will engage all students in rigorous instruction and assessment practices that:

- Meet every student's individual and changing needs
- Use real-world experiences as the conduit for learning
- Empower students with ownership of their learning paths

#2 - Empower the Whole Child

We will support emotional resilience in all students by:

- Knowing their stories, promoting their strengths and meeting their needs
- Ensuring dignity and kindness for all, in every situation
- Enabling every student to reach their maximum potential

#3 - Model Fiscal Responsibility

We will build community confidence by ensuring that:

- District resources are allocated and evaluated for maximum return on investment
- Budgets are established to provide sustainable solutions that meet educational needs
- The district's fiscal health is proactively monitored and reported to appropriate stakeholders

Purpose of this Address

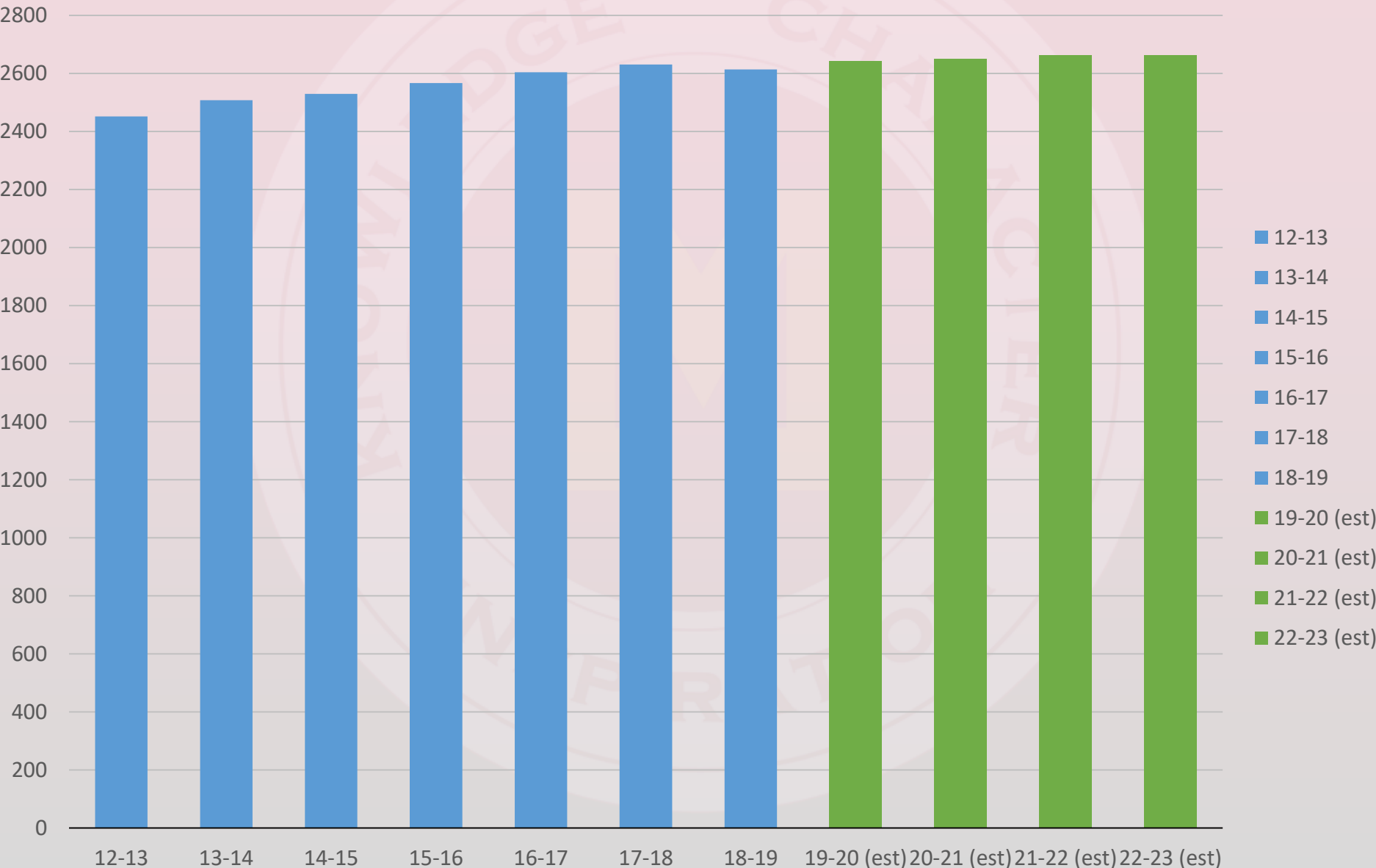
1. To share the outcomes of our district goals
2. To affirm to the community of Madison that our school programs are strong and that Madison graduates are highly competitive in college and career
3. To explain popular ranking systems and provide context for Madison's current ranks
4. To identify target areas for improvement within our schools

Madison Public Schools Overview

- Current Enrollment: 2,641 students
- Communities Served: Madison K-12; Harding 9-12
- District Factor Group: “I” District (2nd most affluent)
- Recent Recognitions:
 - The College Board
 - New Jersey Monthly Magazine
 - NJ Department of Education
 - Sustainable Jersey for Schools
 - US News and World Report
 - National Association of Music Merchants



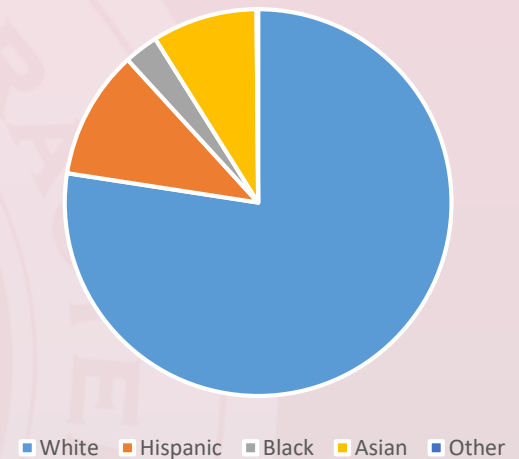
Historic and Projected District Enrollment



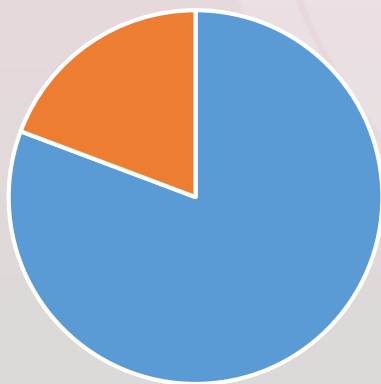
Diversity in Madison Schools

While Madison is predominantly white and affluent, we have a considerable amount of economic, ethnic and cognitively diverse students. Districts like ours must embrace this diversity as an opportunity to promote inclusiveness and social sensitivity among our student body. The measure of our success should be based on the extent to which ALL students learn and thrive in our schools.

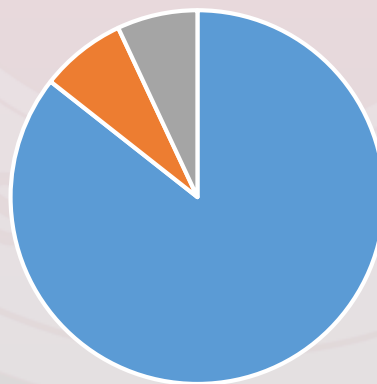
Race and Ethnicity



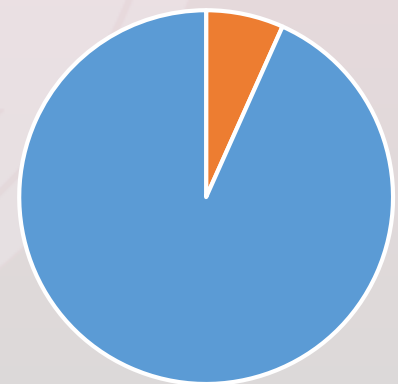
Special Education



Home Language



Economic Condition



■ General Education ■ Special Education

■ English ■ Spanish ■ Other

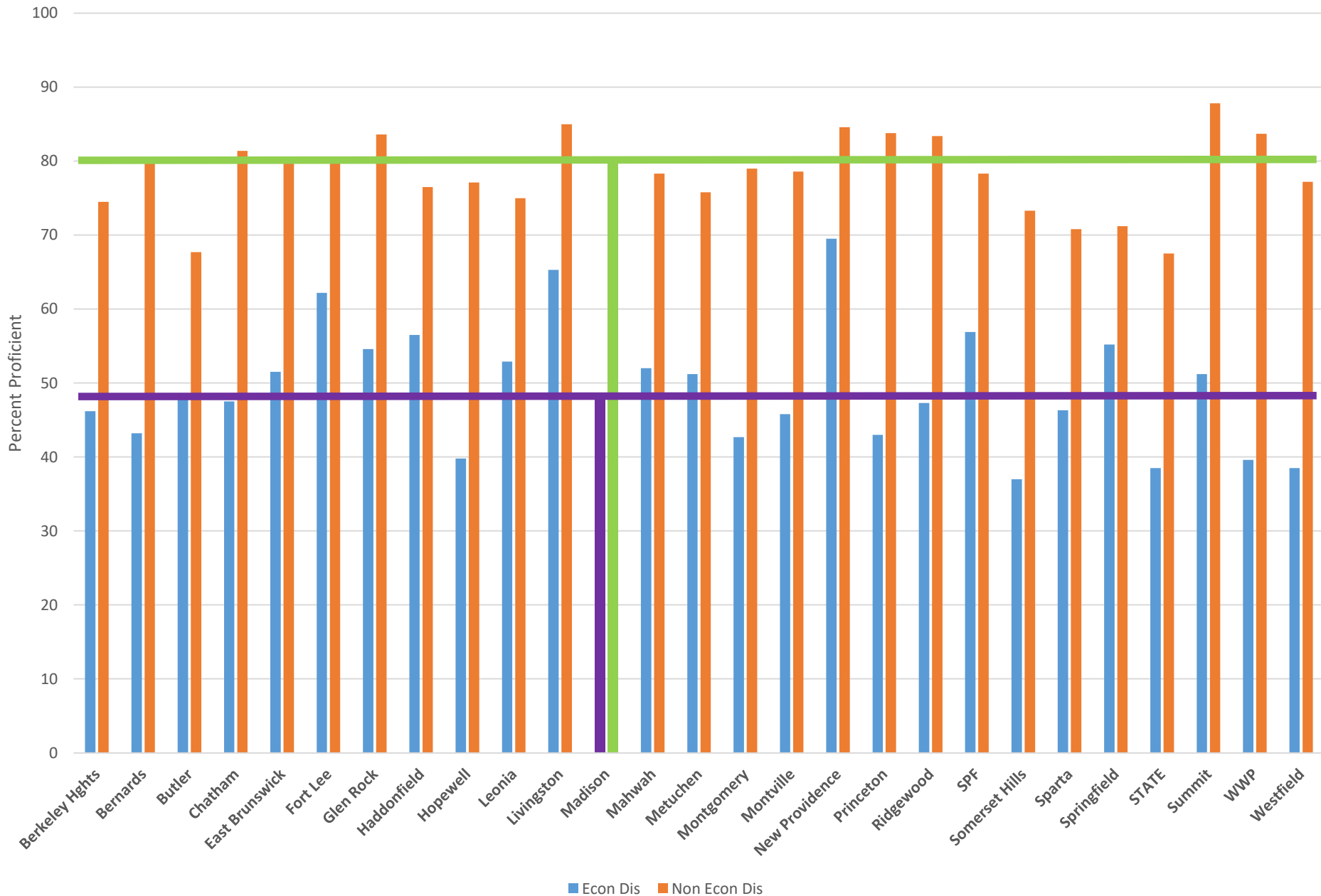
■ Disadvantaged ■ Not Disadvantaged

Madison PARCC performance as compared to other districts

- The following data visualizations show the performance gaps within Madison Public Schools as compared with other districts
- The comparable district sample includes K-12 districts with varying DFGs. Each was selected because their subgroup performance was comparable to or better than Madison. Variance in PARCC participation rates is not considered.
- This analysis will show that:
 1. Our non-economically disadvantaged students score competitively with the highest performing districts in the state
 2. Our students with special needs outperform like students in most other districts
 3. Some schools in New Jersey appear to have greater success with certain subgroups – these may be districts to learn from

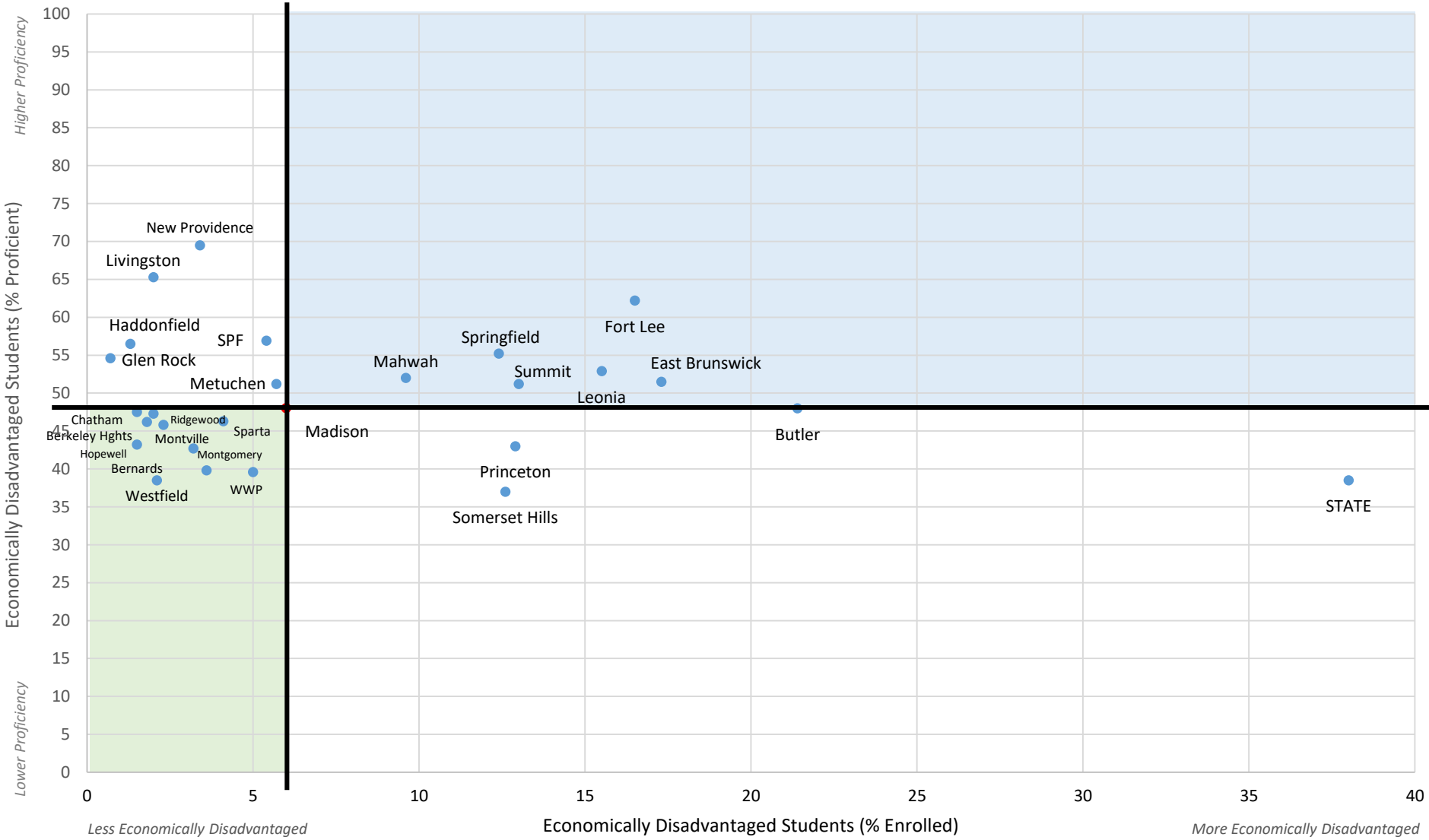
PARCC ELA 2018 Proficiency

Economically Disadvantaged vs. Non-Economically Disadvantaged



PARCC ELA 2018

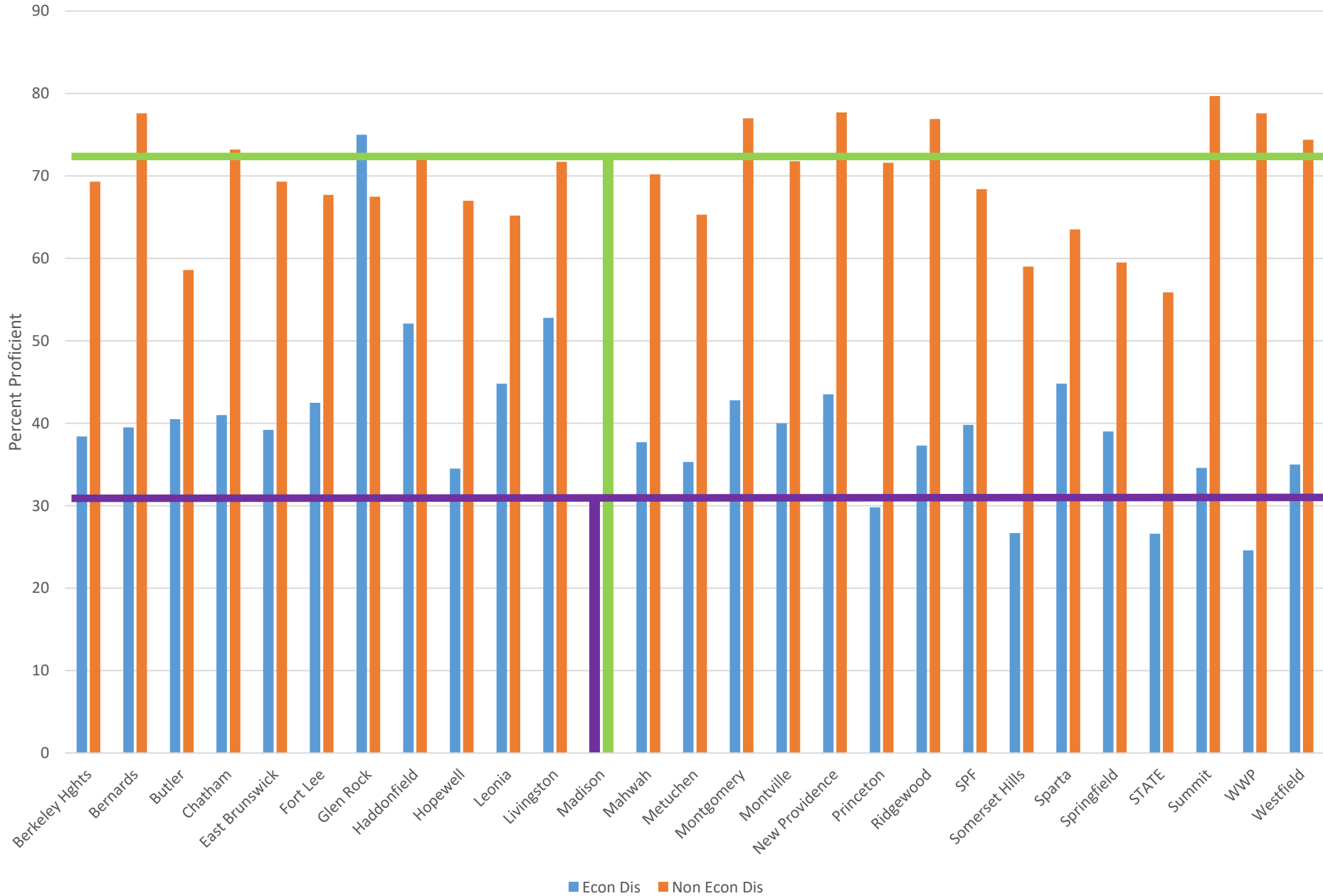
Economically Disadvantaged Students Comparison



Comparatively Overserving Economically Disadvantaged Students
Comparatively Underserving Economically Disadvantaged Students

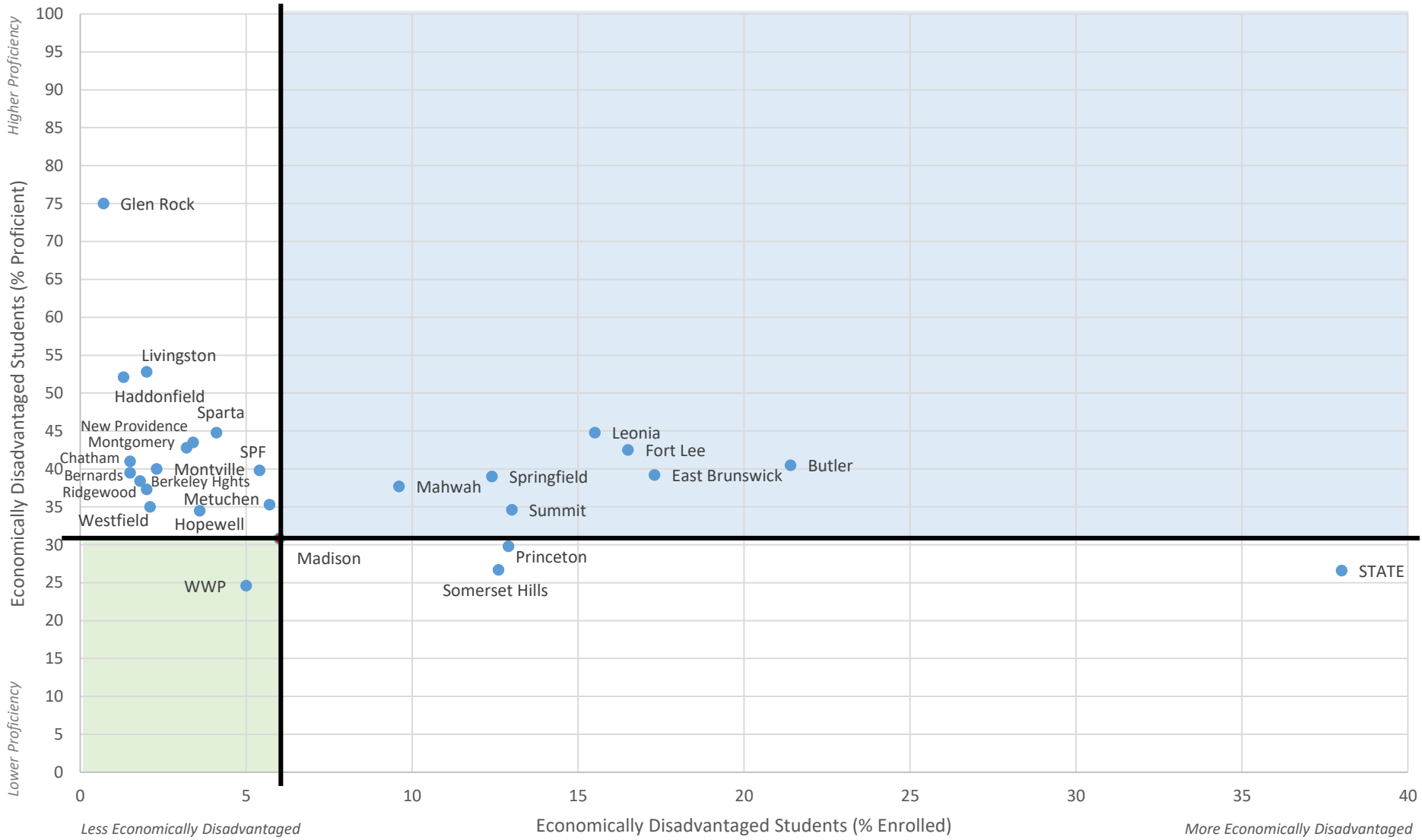
PARCC Mathematics 2018 Proficiency

Economically Disadvantaged vs. Non-Economically Disadvantaged



PARCC Mathematics 2018

Economically Disadvantaged Students Comparison

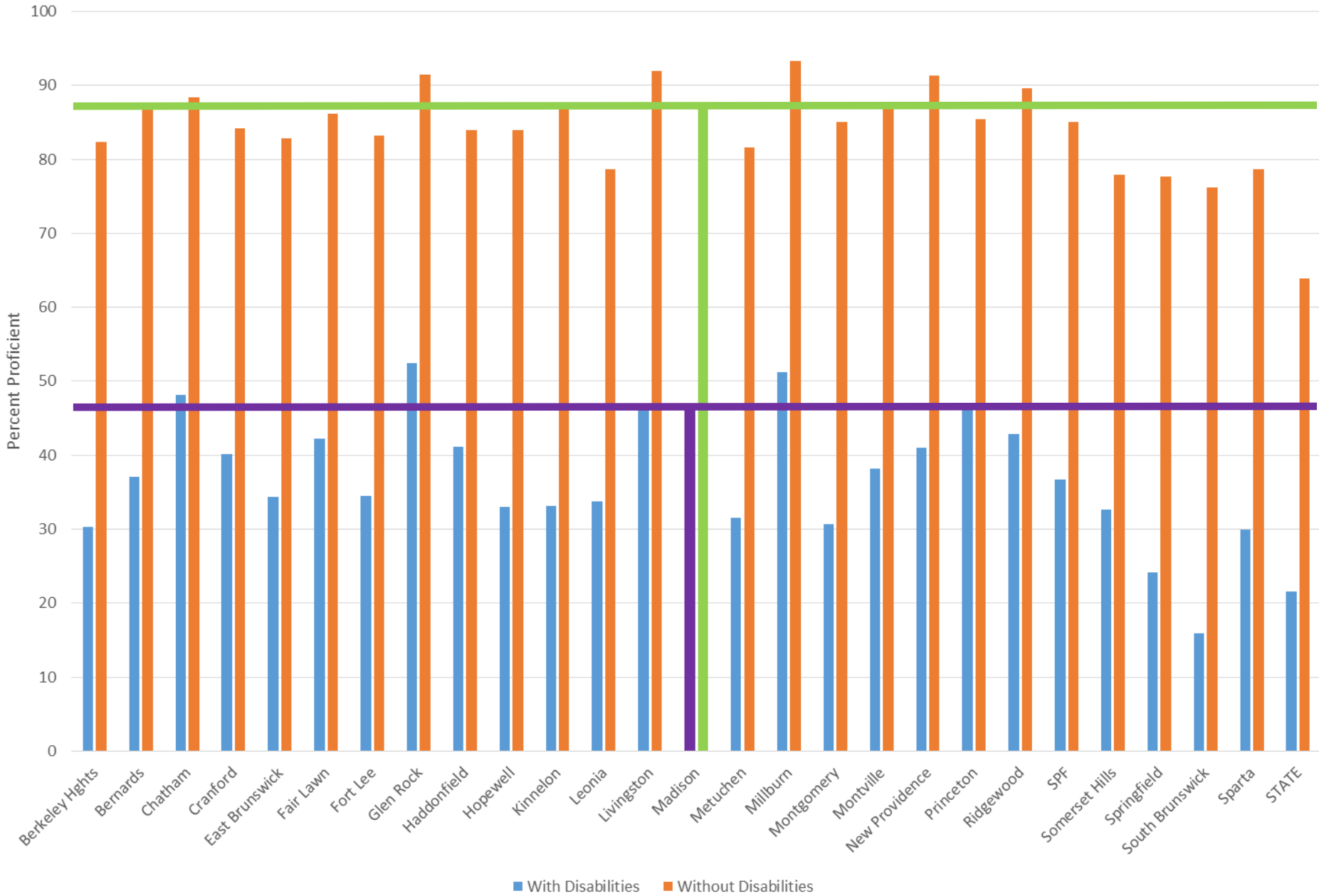


Comparatively Overserving Economically Disadvantaged Students

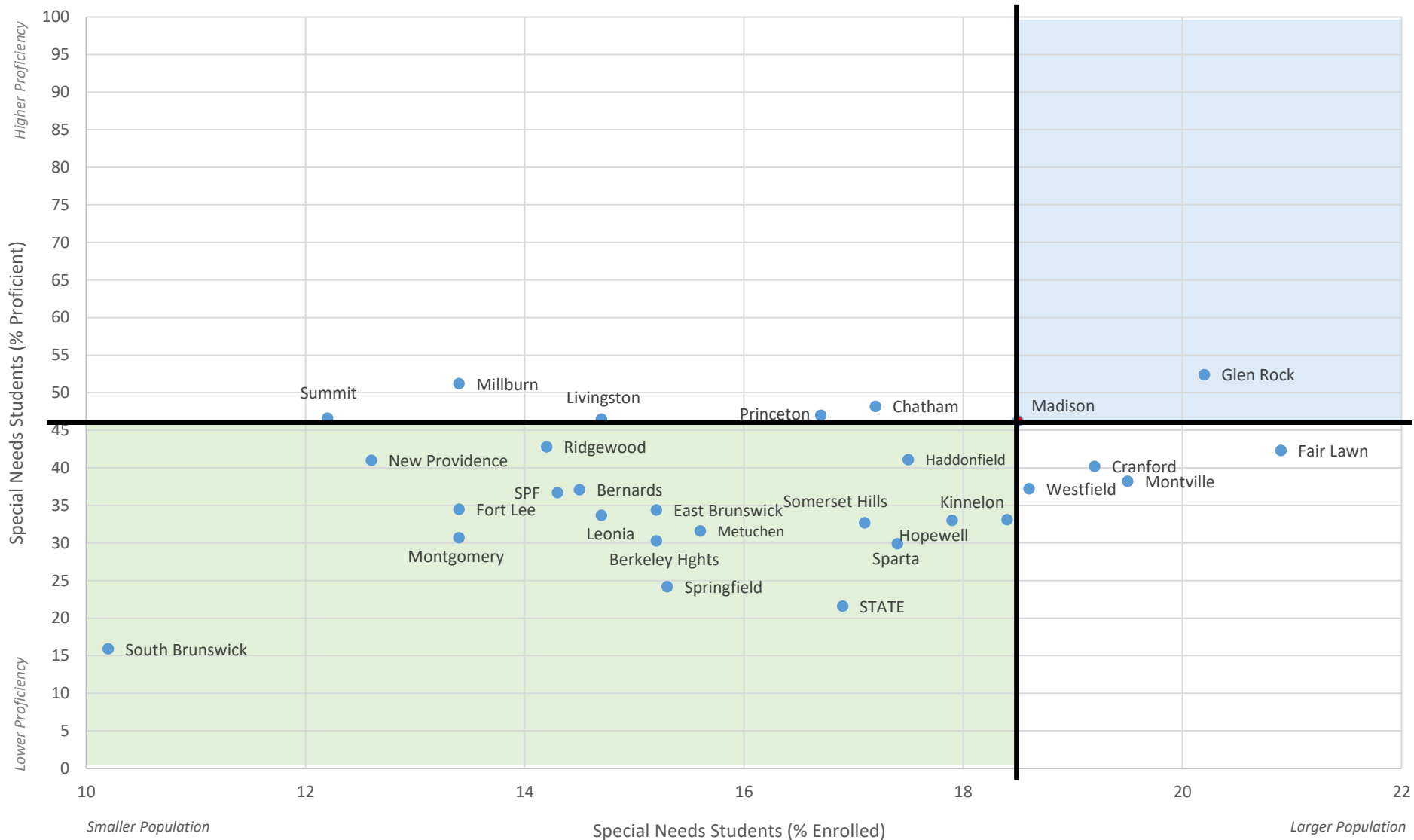
Comparatively Underserving Economically Disadvantaged Students

PARCC ELA 2018 Proficiency

Students with Disabilities vs. Students without Disabilities



PARCC ELA 2018 Special Needs Students Comparison

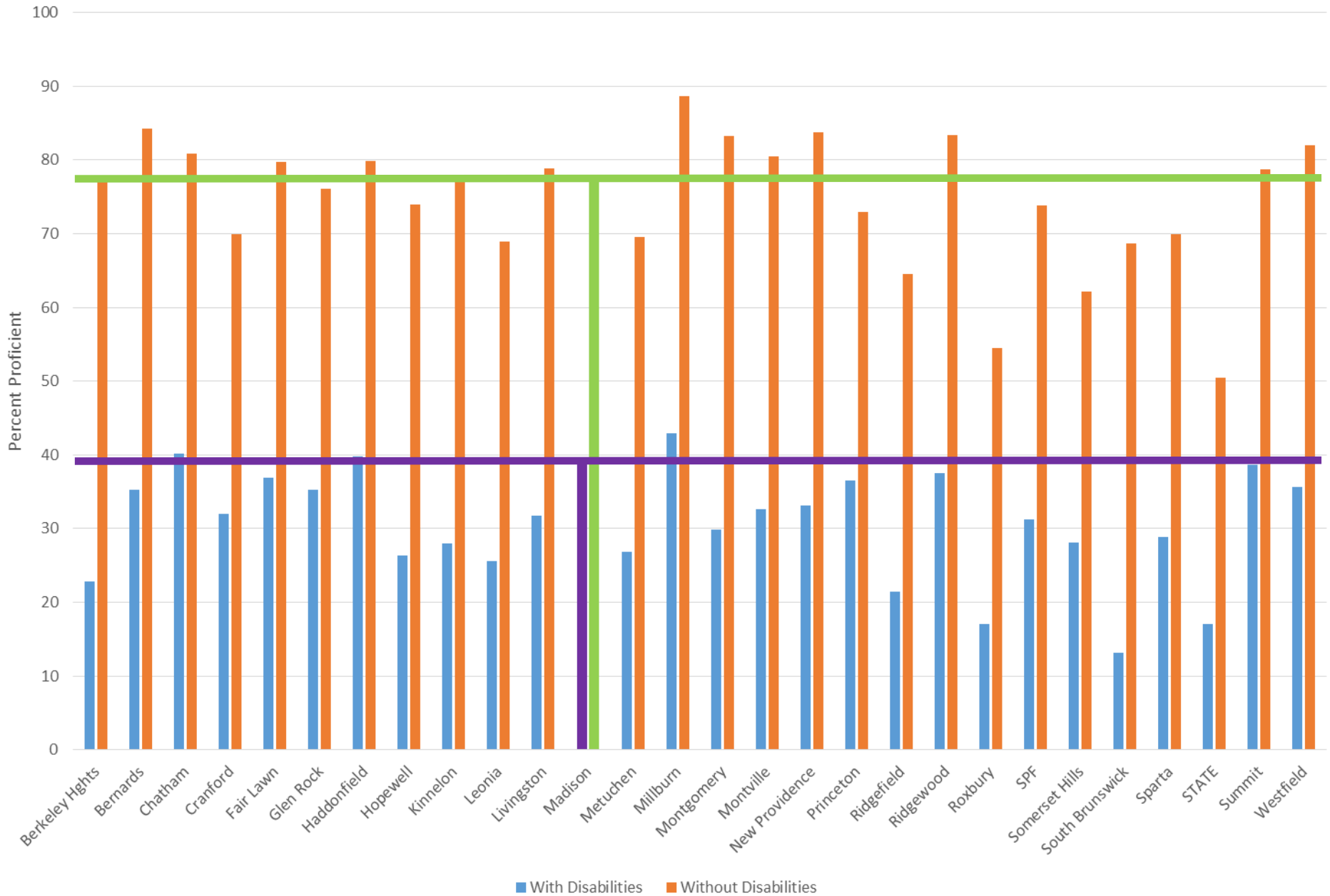


Comparatively Overserving Students with Disabilities

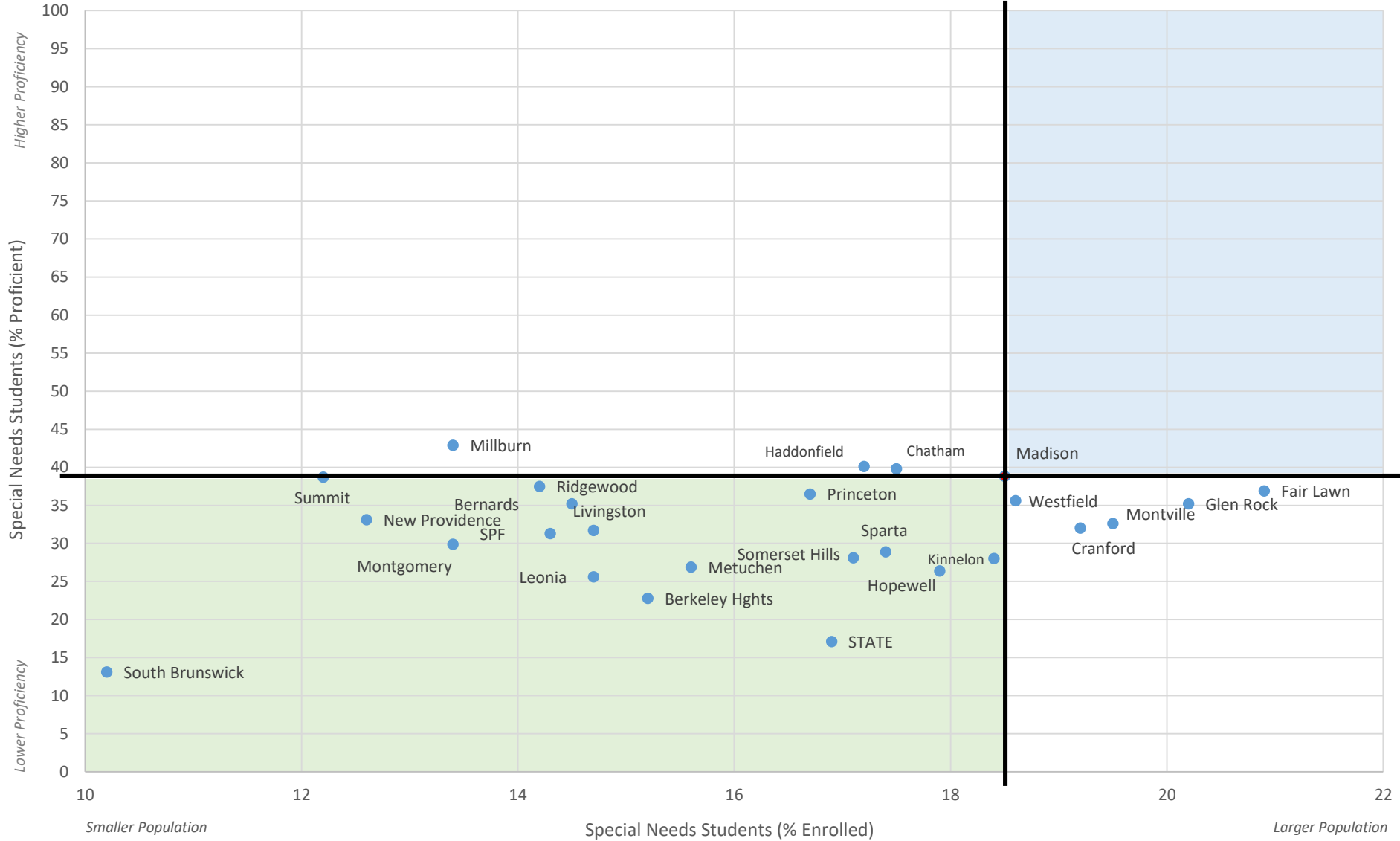
Comparatively Underserving Students with Disabilities

PARCC Math 2018 Proficiency

Students with Disabilities vs. Students without Disabilities



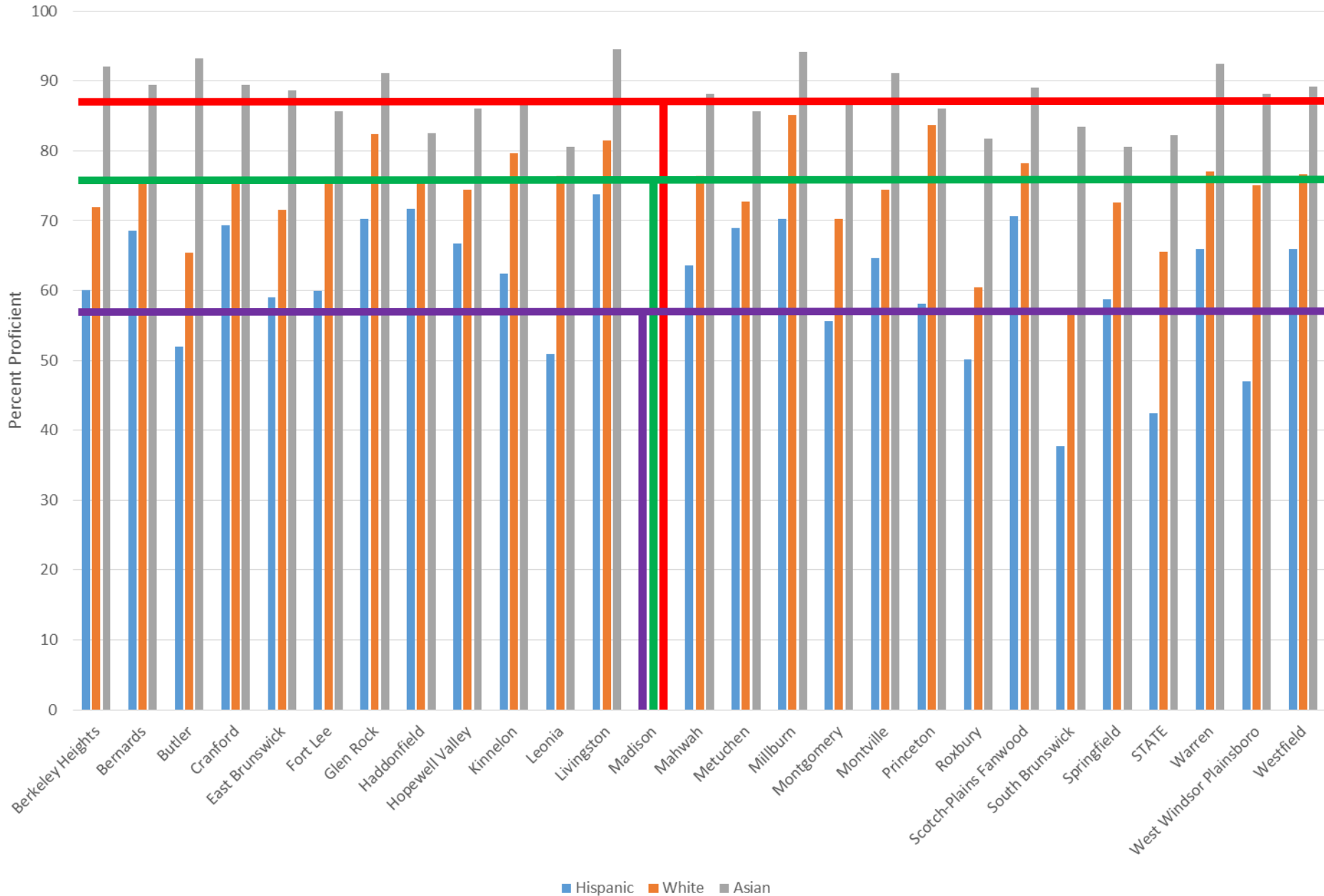
PARCC Mathematics 2018 Special Needs Students Comparison



Comparatively Overserving Students with Disabilities

Comparatively Underserving Students with Disabilities

PARCC ELA 2018 Proficiency Hispanic vs. White vs. Asian



PARCC ELA 2018 Hispanic Student Performance Comparison

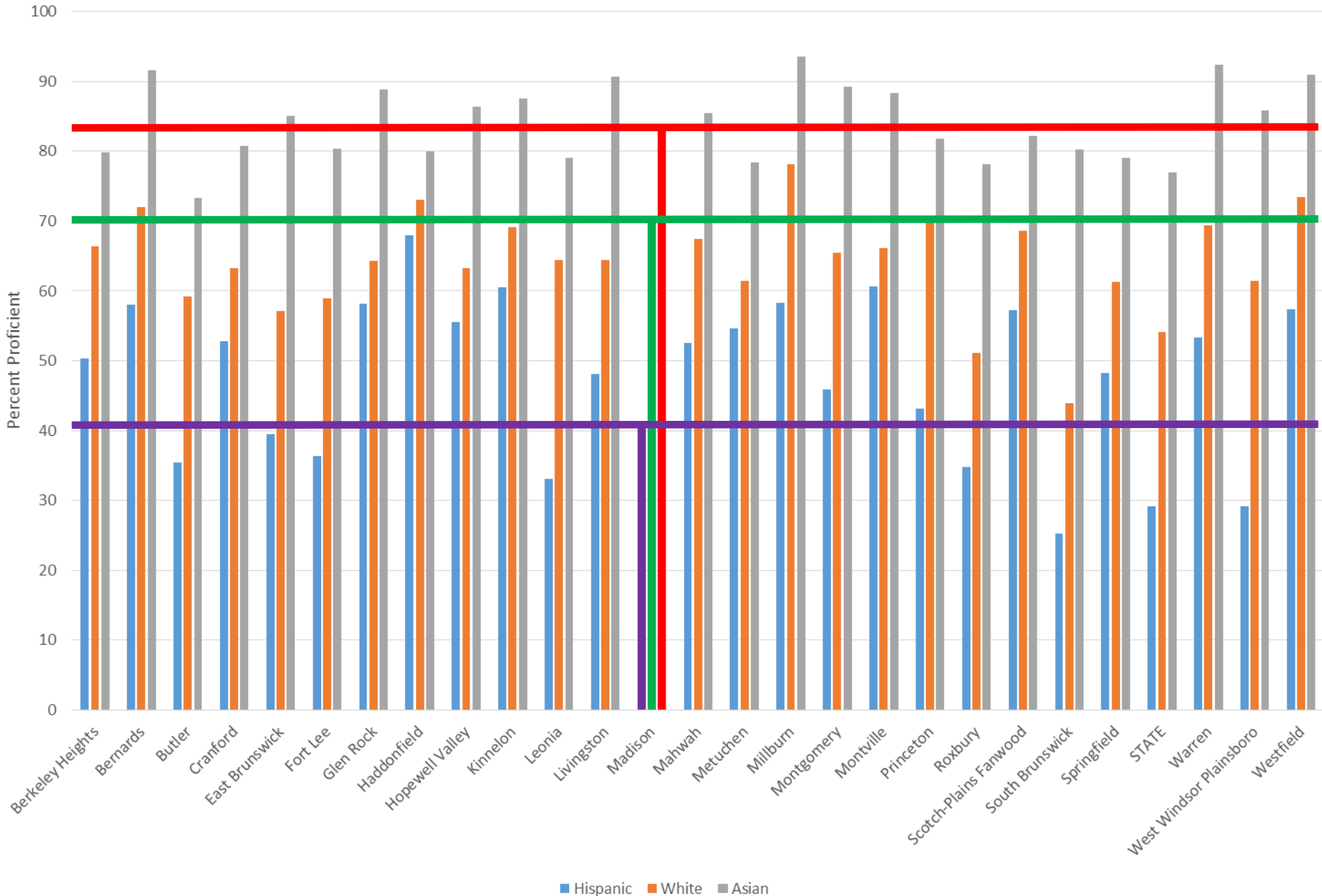


Comparatively Overserving Hispanic Students

Comparatively Underserving Hispanic Students

PARCC Mathematics 2018 Proficiency

Hispanic vs. White vs. Asian



PARCC Mathematics 2018

Hispanic Student Performance Comparison



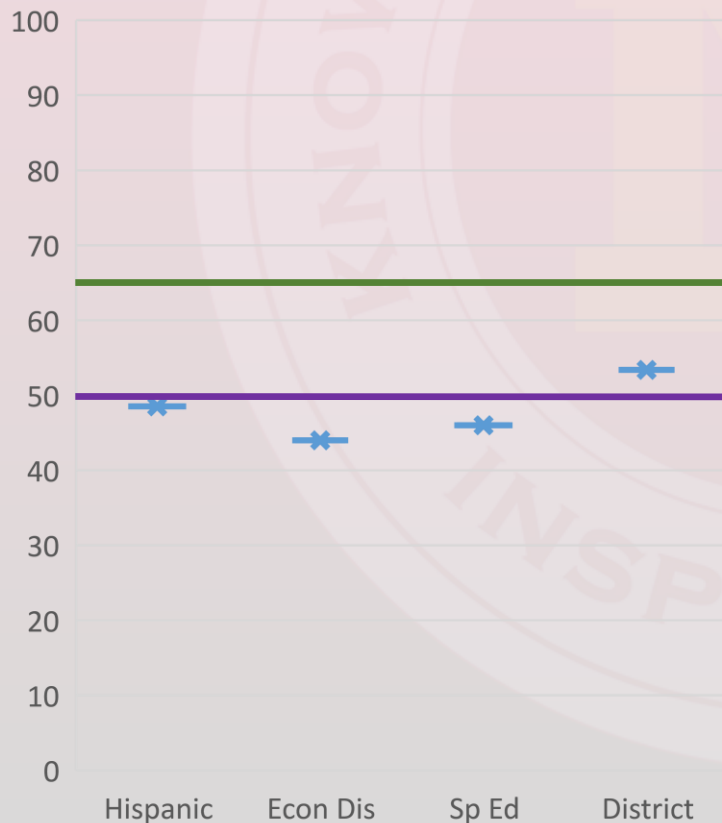
Comparatively Overserving Hispanic Students

Comparatively Underserving Hispanic Students

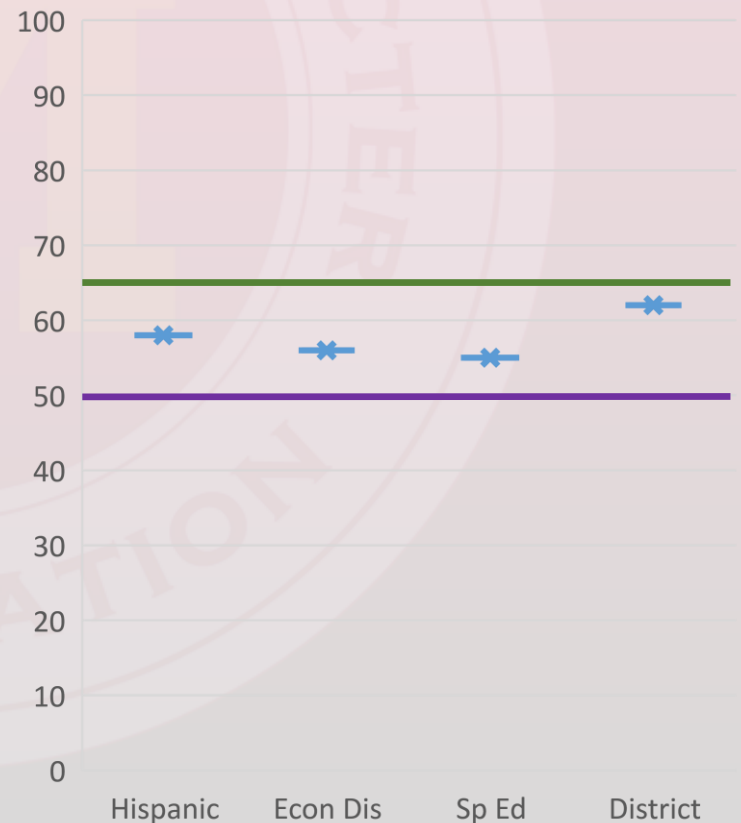
Student Growth on PARCC

Growth scores are measured as median “student growth percentile” (SGP) between the 2016 and 2017 PARCC administrations. The score is derived from students that were in grades 3-7 in 2016 and grades 4-8 in 2017. A score of “50” represents the **average**. “65” is considered “**high growth**” and is difficult to achieve. This data show that our students saw higher growth rates in 2016-17 than their state-wide peers.

English Language Arts
Median SGP



Mathematics
Median SGP



Average SAT Score Comparison 2018

This represents the most recent SAT score comparisons available for comprehensive public high schools in New Jersey . [“J” districts](#) are the most affluent “District Factor Group” in NJ (*Madison is an “I” district*). Magnet and technical schools have been removed from the list due to their selective enrollment process. This ranking suggests that MHS SAT takers are among the most competitive in New Jersey.

1. [Millburn Twp \(Essex\), 1347](#)
2. Tenafly Boro (Bergen), 1340
3. [W Windsor-Plainsboro Reg \(Mercer\), 1331](#)
4. Princeton Regional (Mercer), 1320
5. [Montgomery Twp \(Somerset\), 1311](#)
6. [Bernards Twp \(Somerset\), 1302](#)
7. [Ridgewood Village \(Bergen\), 1269](#)
8. [Northern Highlands Reg \(Bergen\), 1268](#)
9. Livingston Twp (Essex), 1266
10. Highland Park Boro (Middlesex), 1266
11. [Mountain Lakes Boro \(Morris\), 1258](#)
12. [Sch Dist of the Chathams \(Morris\), 1256](#)
13. Watchung Hills Regional (Somerset), 1248
14. Northern Valley Regional (Bergen), 1237
15. Bridgewater-Raritan Reg (Somerset), 1237
16. Holmdel Twp (Monmouth), 1235
17. Westfield Town (Union), 1235
18. East Brunswick Twp (Middlesex), 1231
19. [Glen Rock Boro \(Bergen\), 1230](#)
20. River Dell Regional (Bergen), 1226
21. South Brunswick Twp (Middlesex), 1225
22. Somerset Hills Regional (Somerset), 1225
23. West Morris Regional (Morris), 1224
24. Moorestown Twp (Burlington), 1223
25. New Providence Boro (Union), 1222
26. Hillsborough Twp (Somerset), 1219
27. Montville Twp (Morris), 1217
28. [Haddonfield Boro \(Camden\), 1214](#)
29. Edison Twp (Middlesex), 1213
30. [Madison Boro \(Morris\), 1213](#)
31. Mahwah Twp (Bergen), 1210
32. Glen Ridge Boro (Essex), 1210
33. N Hunt/Voorhees Regional (Hunterdon), 1210
34. Hopewell Valley Regional (Mercer), 1210
35. Cresskill Boro (Bergen), 1204
36. Rumson-Fair Haven Reg (Monmouth), 1203
37. Berkeley Heights Twp (Union), 1201
38. Summit City (Union), 1199
39. Kinnelon Boro (Morris), 1198
40. Verona Boro (Essex), 1197

SAT Performance 2015-2018

SAT performance dropped slightly from last year, however Madison scores tend to rise and fall with the difficulty of the test, as observed by the state average. Test taking cohorts vary greatly from year to year, which also creates normal fluctuation.

	2015-16		2016-17		2017-18	
	MHS	State	MHS	State	MHS	State
Reading and Writing	607	537	621	551	607	542
Mathematics	600	538	616	552	606	543

ACT Performance 2015-2018

The ACT is a college readiness exam that serves as an alternative to the SAT. Madison scores remain consistent, however Madison students appear to be taking the SAT at greater rates than the ACT.

	2015-16		2016-17		2017-18	
	MHS	State	MHS	State	MHS	State
Reading	26	23	27	24	27	24
English	26	22	27	24	27	24
Math	26	23	27	24	26	24
Science	25	22	26	23	26	23

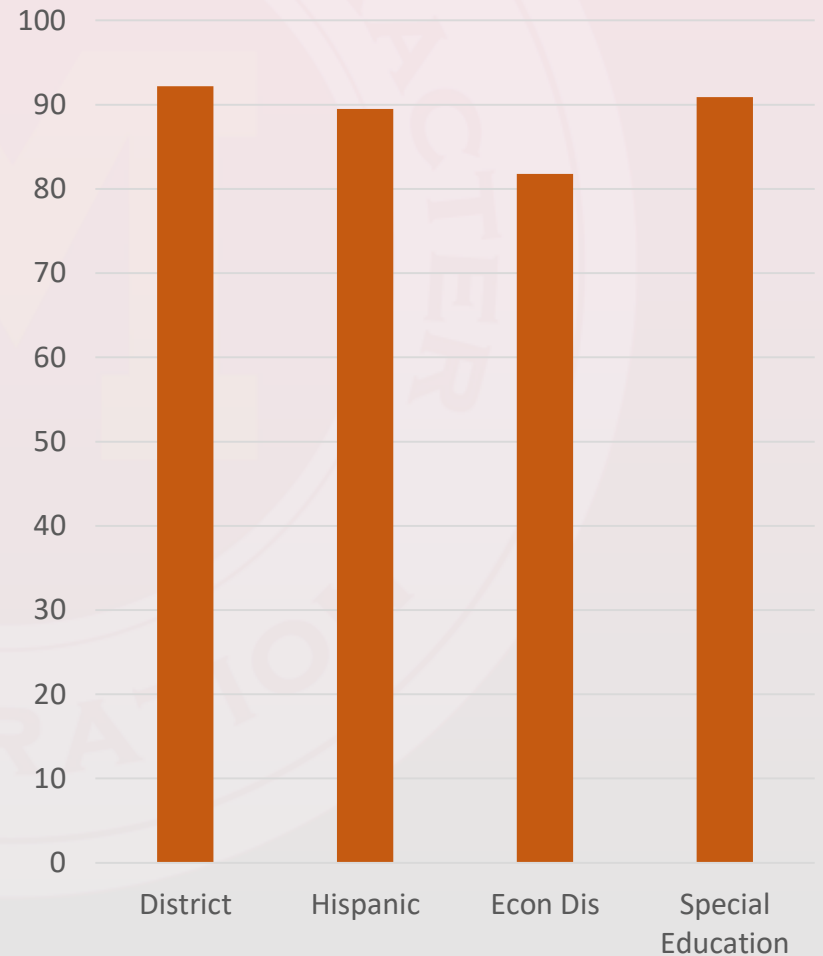
Post-Secondary Enrollment Rates

“Immediately Enrolled” reflects 2018 graduates; “Enrolled after 16 Months” reflects 2017 graduates. This data set appears to indicate that our subgroups are college-bound, and Hispanic and Special Education enrollment rates seem to remain strong over time. Prior year data indicate that subgroup enrollment increases after 16 months.

Immediately Enrolled



Enrolled after 16 Months



MHS Seniors College Acceptances

MHS seniors are accepted to the top ranked universities in the world. Occurring from 2016 to 2019, the following MHS acceptances are being shared as these schools were ranked within the top 30 post-secondary universities or national liberal arts colleges by US News and World Report and/or Times Higher Education.

- Columbia University
- Massachusetts Institute of Technology
- University of Chicago
- Yale University
- Duke University
- University of Pennsylvania
- Johns Hopkins University
- Northwestern University
- Dartmouth University
- Vanderbilt University
- Cornell University
- Rice University
- University of Notre Dame
- University of California – Los Angeles
- Washington University in St. Louis
- Emory University
- Georgetown University
- University of California – Berkeley
- University of Southern California
- Carnegie Mellon University
- University of Virginia
- Tufts University
- University of Michigan
- Williams College
- Amherst College
- Haverford College
- Smith College
- Vassar College
- Washington and Lee University
- Berklee College of Music
- Embry-Riddle Aeronautical University
- University of Edinburgh
- McGill University
- Rochester Institute of Technology

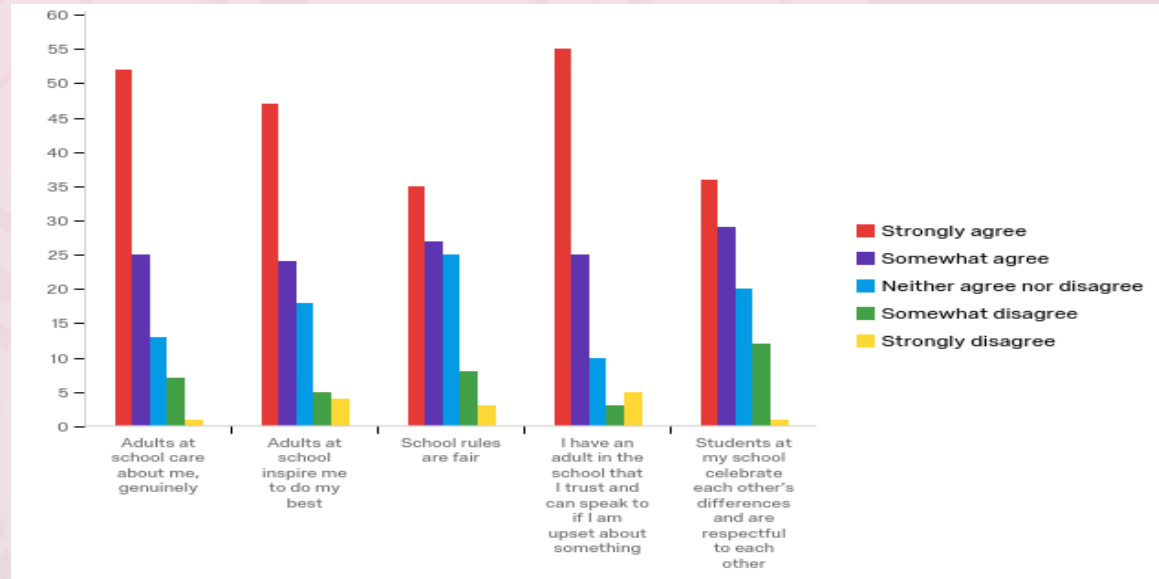
2019 Student Surveys - Key Changes

- Student indicators of overall wellness and engagement remain consistent
- Economically Disadvantaged student indicators improved substantially over 2018
- High School athletics and activities may enhance student resilience

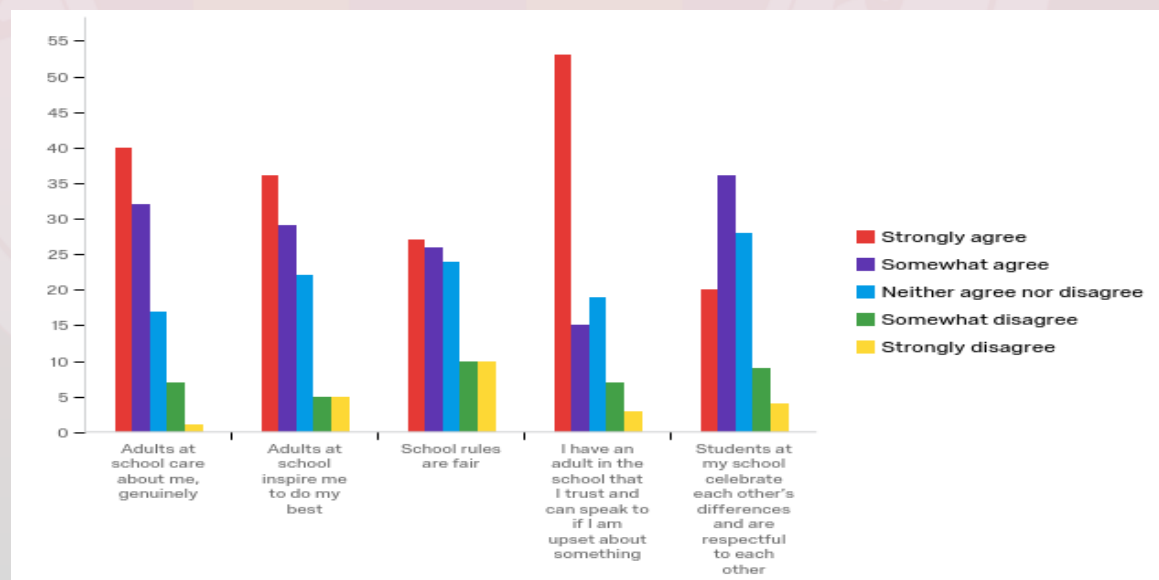


Surveys - Wellness of Economically Disadvantaged Students

2019

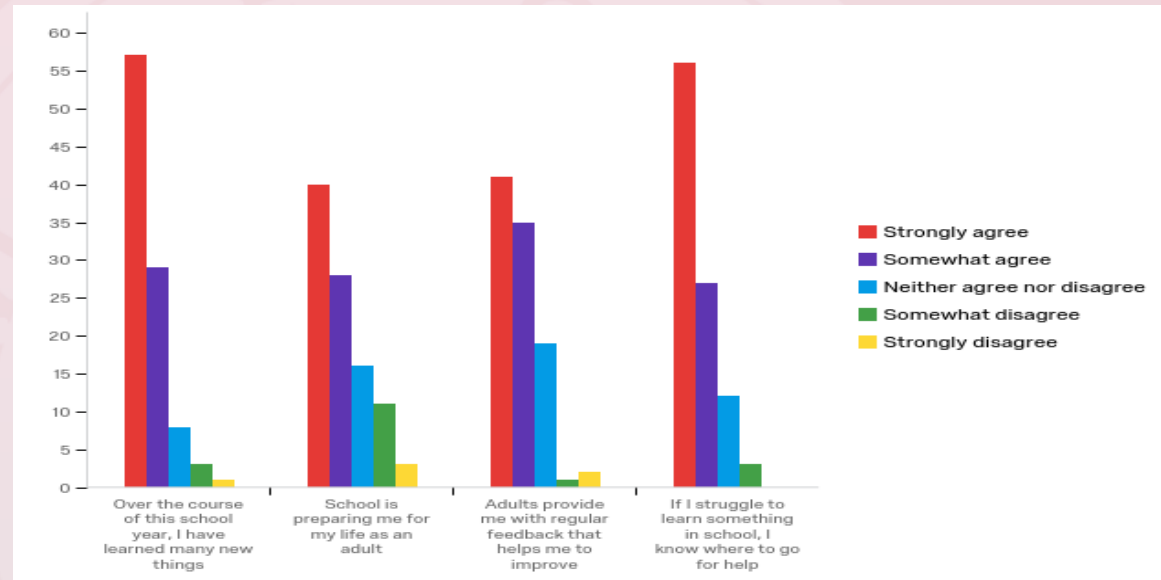


2018

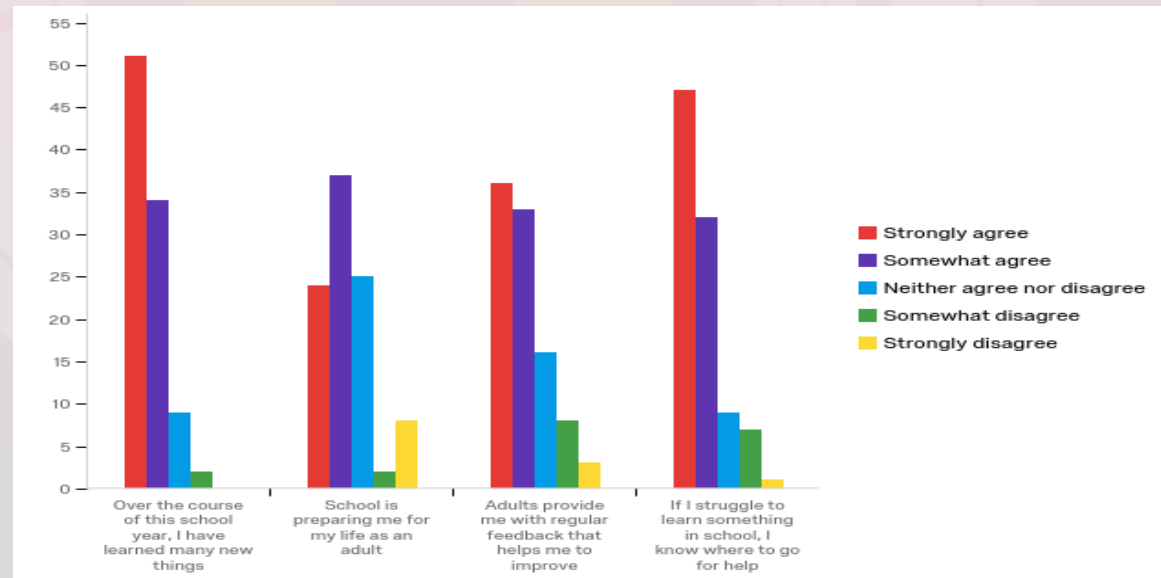


Surveys - Engagement of Economically Disadvantaged Students

2019



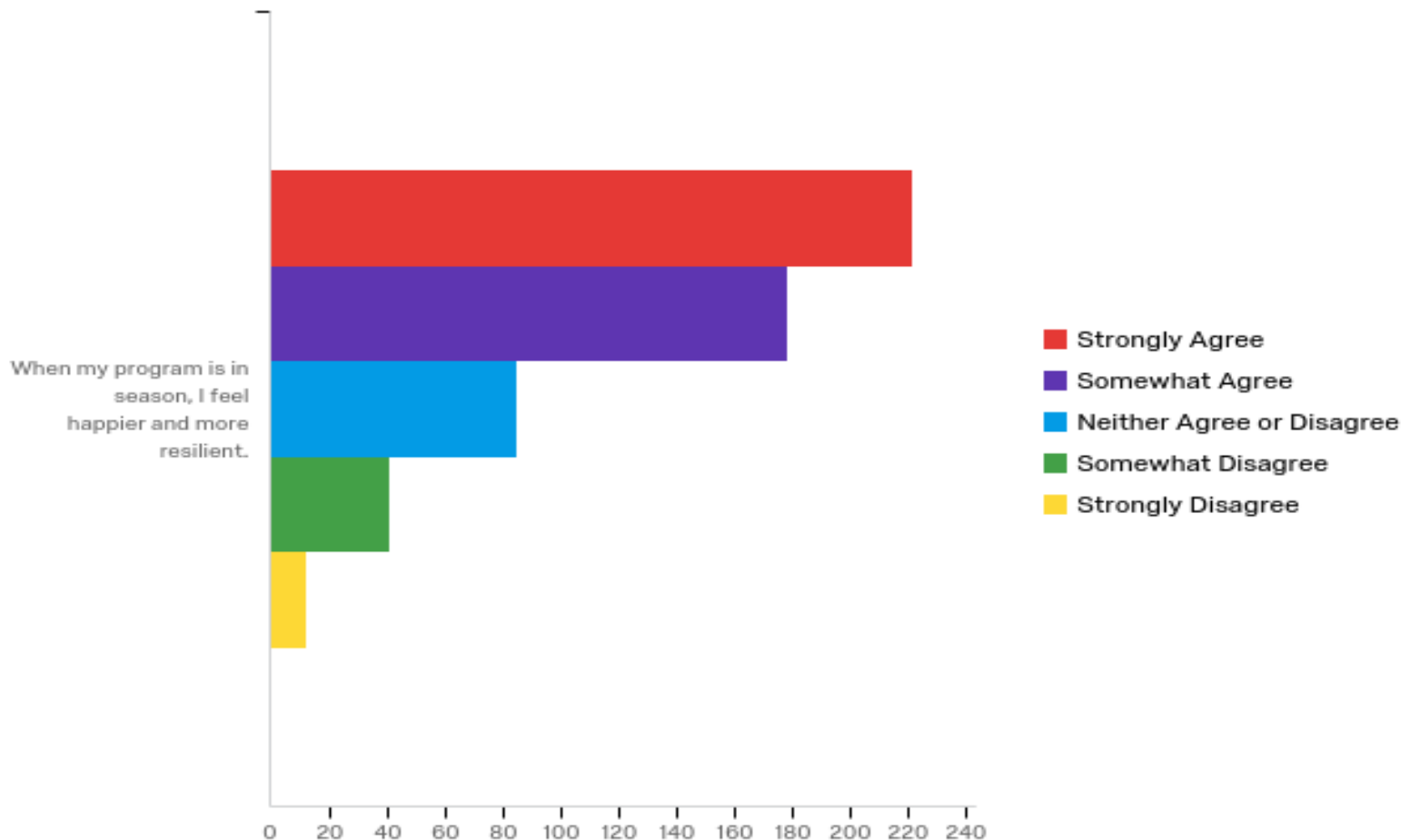
2018



MHS Athletics

72% of MHS survey respondents participated in athletics. The majority of these students felt athletics made them happier and more resilient.

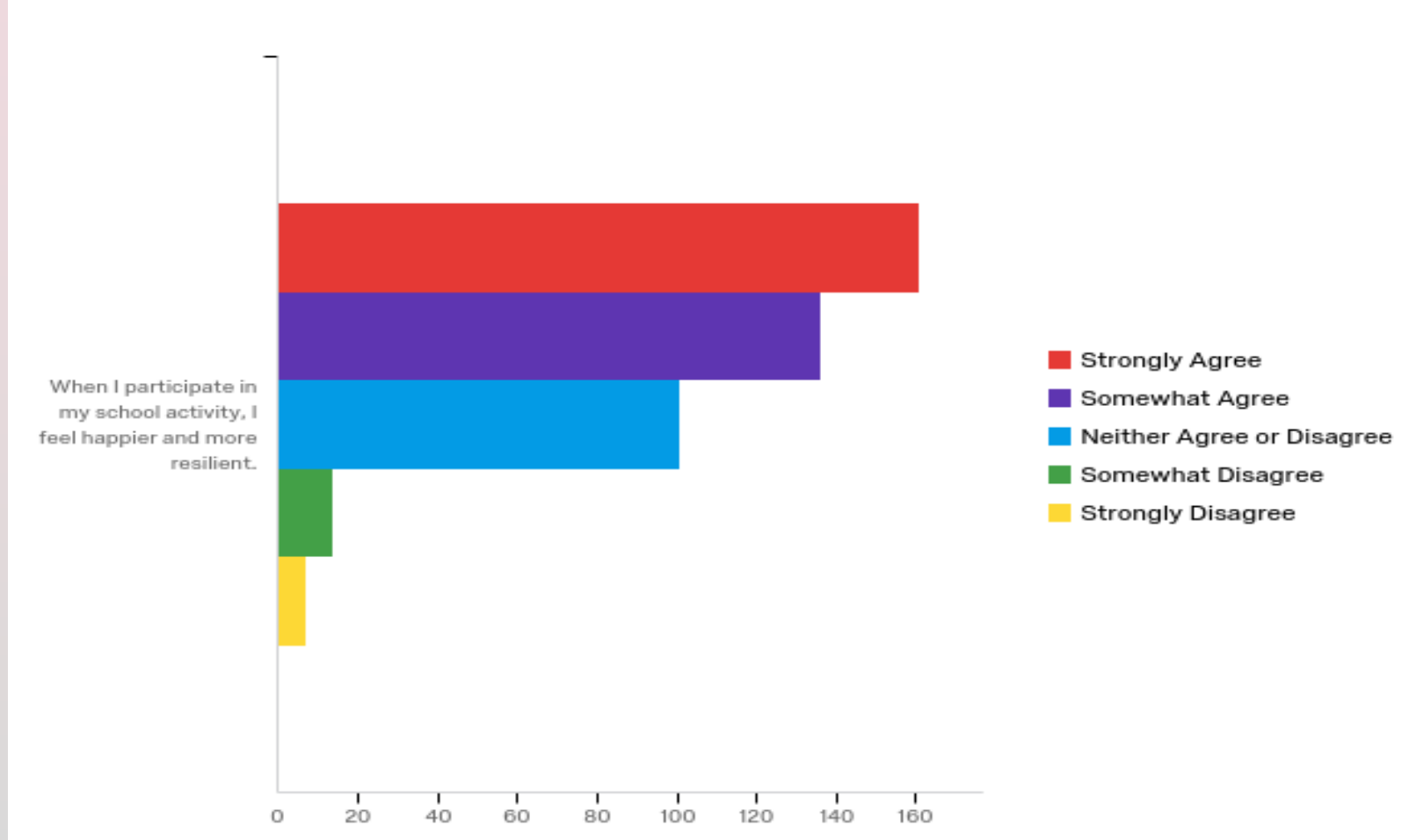
MHS Athletes



MHS Activities and Clubs

58% of MHS survey respondents participated in activities or clubs. The majority of these students felt clubs and activities made them happier and more resilient.

MHS Activities



School Comparisons by the Media (Rankings and Ratings)

- School ranking and rating metrics vary by the publisher
- Some use ranking systems where a school or district is ordered by value assigned to the items analyze (lower score is better)
- Some use rating systems where a school or district is assigned a scale score (higher score is better)
- Most systems of comparison are hard to align with each other because of the differences in their approach, but each provides feedback to examine

Rankings/Ratings Scales

- NJDOE School and District Ratings
- *New Jersey Monthly* Magazine High School Rankings
- Niche.com School Rankings
- SchoolDigger.com School Rankings
- *U.S. News & World Report* High School Rankings

NJDOE Ratings: School and District Criteria

- Ratings scale from 1 to 99 (higher is better)
- High Schools Ratings
 - PARCC proficiency
 - Graduation rate
 - Chronic absenteeism
- Elementary and Middle School Ratings
 - PARCC proficiency
 - Student improvement on PARCC scores
 - Chronic absenteeism

NJDOE Ratings: All Grade Levels

On the NJDOE ratings scale, Madison High School outperforms our selected peer schools and Madison Junior School performs well as compared to selected schools. Our K-5 schools show mixed results as compared to the elementary schools of selected peer districts.

Grades	Madison	Livingston	Chatham	Millburn	Summit	New Providence
HS	91	81	75	80	86	91
MS	86	96, 95	76	80	86	81
Elem	94, 62, 55	94, 85, 83, 77, 72, 63	89	99, 99, 85, 78, 78, 65	99, 98, 95, 85, 65	96, 85

NJDOE Ratings: Comparable Morris County High Schools

On the NJDOE ratings scale, Madison HS performs very well compared to our county peer schools. Below are listed the top 14 non-magnet public high schools in the county.

School	Rating	School	Rating
West Morris Central High School	94	Parsippany High School	84
MADISON HIGH SCHOOL	91	Pequannock Township High School	78
Whippany Park High School	90	Chatham High School	75
Kinnelon High School	90	Hanover Park High School	72
Montville Township High School	89	Mount Olive High School	72
West Morris Mendham High School	86	Parsippany Hills High School	69
Randolph High School	84	Mountain Lakes High School	68

New Jersey Monthly Magazine: High Schools Ranking Only

- Biannual (2014, 2016, 2018, etc.)
 - Data lag is 1-2 years (2018 rankings use 2016-2017 data)
- Rankings Criteria
 - School Environment
 - Student/Teacher ratio, Number of AP/IB courses offered, Percent of grade 11 and 12 students taking at least one AP/IB exam, Percent of students grades 9-12 taking at least ONE VPA course
 - Student Performance
 - Percent of students scoring above the benchmark score on SAT, Percent of students scoring above a “3” on AP (or “4” on IB)
 - Student Outcomes
 - Graduation rate, Percent of students entering 2- or 4-year college
 - Note: Weighting
 - Student Performance has a weight of 2.67

New Jersey Monthly Magazine: Top 50 High Schools (2018)

1. McNair Academy (Jersey City)
2. Glen Rock
3. Millburn
4. Chatham
5. Ramapo
6. Haddonfield
7. West Morris Mendham
8. Livingston
9. New Providence
10. Ridge
11. Montgomery
12. Mountain Lakes
13. West Windsor-Plainsboro North
14. West Morris Central (Chester)
15. Northern Valley Regional (Demarest)
16. Hopewell Valley Central (Pennington)
17. West Windsor-Plainsboro South
18. Montville
19. Bernards
20. Princeton
21. Hunterdon Central Regional (Flemington)
22. Moorestown
23. Glen Ridge
24. Verona
25. Elizabeth
26. **Madison (ranked 32 in 2016)**
27. Northern Highlands Regional (Allendale)
28. Tenafly
29. Summit
30. Governor Livingston (Berkeley Heights)
31. Cranford
32. Randolph
33. Ramsey
34. North Hunterdon (Clinton)
35. Rumson-Fair Haven Regional
36. Ridgewood
37. Westfield
38. Indian Hills (Oakland)
39. Red Bank Regional
40. Cresskill
41. Mahwah
42. East Brunswick
43. Holmdel
44. Marlboro
45. Sparta
46. Watchung Hills Regional (Warren)
47. Whippany Park
48. Kinnelon
49. Infinity Institute (Jersey City)
50. Hillsborough

Niche.com Rankings (2019)

Factor	Description	Weight
Academics	Based on state assessment proficiency, SAT/ACT scores, and survey responses on academics from students and parents.	60.0%
Teachers	Based on teacher salary, teacher absenteeism, state test results, and survey responses on teachers from students and parents.	10.0%
Culture & Diversity	Based on racial and economic diversity and survey responses on school culture and diversity from students and parents.	10.0%
Parent/Student Surveys	Niche survey responses scored on a 1-5 scale regarding the overall experience of students and parents in the district.	10.0%
Health & Safety	Based on chronic student absenteeism, suspensions/expulsions, and survey responses on the school environment from students and parents.	2.5%
Resources & Facilities	Based on expenses per student, staffing, and survey responses on facilities from students and parents.	2.5%
Clubs & Activities	Based on expenses per student and survey responses on clubs and activities from students and parents.	2.5%
Sports	Based on the number of sports, participation, and survey responses on athletics and athletic facilities from students and parents.	2.5%

Niche.com Rankings: Madison Public Schools (2019)

Factor	Madison Public Schools Grades
Academics	A+
Teachers	A
Clubs & Activities	A-
Diversity	B-
Administration	A
Health & Safety	A
Resources & Facilities	B
Sports	A
Food	B+
College Prep	A+

Niche.com Rankings: K-12 Top Districts 2019

On the Niche Rankings, we are continuing to improve. Madison Public Schools was #68 on the 2018 rankings.

School	Ranking	School	Ranking
Millburn	1	Montclair	21
Princeton	2	Hillsborough	22
WWP	3	Edison	23
Summit	4	Mahwah	24
Livingston	5	Northern Valley Regional	25
Chatham	6	West Essex	26
Bernards Twp	7	Ramsey	27
Tenafly	8	Cranford	28
Mountain Lakes	9	Glen Rock	29
Haddonfield	10	MADISON PUBLIC SCHOOLS	30
Fair Lawn	11	Bridgewater-Raritan	31
Glen Ridge	12	Holmdel Twp.	32
Moorestown	13	Somerset Hills Regional	33
South Brunswick	14	Pascack Valley	34
Westfield	15	Scotch Plains-Fanwood	35
Hopewell Valley	16	Pompton Lakes	36
Montgomery	17	Parsippany-Troy Hills	37
Ridgewood	18	Mount Olive	38
East Brunswick	19	Randolph	39
Berkeley Heights	20	Ocean City	40

SchoolDigger.com Rankings

- School rankings are based solely on Standardized Test Scores (PARCC)
- Other factors (climate, wellness, attendance) are not taken into consideration

SchoolDigger.com Rankings: K-12 Top Districts 2019

School	Rank	District	Rank
Millburn	1	Pequannock	21
New Providence	2	Ramsey	22
Northern Valley Regional	3	Fair Lawn	23
Glen Ridge	4	Chatham	24
Summit	5	Berkeley Heights	25
Mountain Lakes	6	Hopewell Valley	26
Ridgewood	7	Hillsborough	27
Tenafly	8	Park Ridge	28
Livingston	9	Montgomery	29
Bernards	10	MADISON PUBLIC SCHOOLS	30
Mahwah	11	Mount Olive	31
Holmdel	12	Scotch Plains-Fanwood	32
Cresskill	13	Cranford	33
Moorestown	14	Parsippany-Troy Hills	34
Westfield	15	Princeton	35
Kinnelon	16	Leonia	36
Haddonfield	17	Paramus	37
West Windsor-Plainsboro	18	East Brunswick	38
Montville	19	Bridgewater-Raritan	39
Glen Rock	20	Fort Lee	40

U.S. News and World Report Rankings Methodology

Category	Description	Weighting
College Readiness	The College Readiness Index, or CRI, is measured by the proportion of a school's 12th graders that took and passed AP/IB exams.	30%
College Curriculum Breadth	2017 graduates who took and passed multiple AP/IB exams (four exams is full credit). The AP exam content areas include English; math and computer science; sciences; world languages; history and social science; arts; and AP capstone.	10%
Math and Reading Proficiency	Student performance on standardized assessments.	20%
Math and Reading Performance	Assessment scores as compared with predicted values for a school with its demographic characteristics in its state.	20%
Underserved Student Performance	Evaluates how black, Hispanic, and low-income students scored on state assessments compared with the average for non-underserved students among schools in the same state.	10%
Graduation Rate	The proportion of students entering ninth grade in the 2012-2013 academic year who graduated by 2016-2017.	10%

U.S. News & World Report Rankings: New Jersey High School Comparisons

The list below represents the rankings of the top public non-magnet schools in New Jersey for 2018.

High School	Ranking	High School	Ranking
Princeton	12	Ramapo	37
Chatham	14	Leonia	38
West Windsor Plainsboro – South	16	Mahwah	39
West Windsor Plainsboro – North	17	Glen Rock	40
Millburn	18	Northern Highlands Reg.	41
Ridge	21	Kinnelon	44
Glen Ridge	22	Bergenfield	45
Mountain Lakes	23	West Morris Mendham	46
Summit	24	Park Ridge	47
Tenafly	25	Cranford	48
Ridgewood	27	Scotch Plains-Fanwood	50
Montgomery	29	Ramsey	51
Haddonfield	30	Bernards	52
Livingston	31	Westfield	53
MADISON HIGH SCHOOL	32	New Providence	54
North Hunterdon	33	Verona	55
JP Stevens (Edison)	35	Bridgewater-Raritan	56

Goal Development for 2019-20

On May 29, 2019, a district goal and professional development committee comprised of district faculty and administration was formed to evaluate our goal progress. The committee concluded that we should continue our current goals, but should also identify measurable targets by which to monitor progress against “Key Results” that have meaning for our students. See the included TED Talk by Jon Doerr on the OKR model.



Proposed Objectives and Key Results for 2019-20

Goal #1 - Make Learning Personal

Possible Key Results:

- Increase in students reporting that school is preparing them for the real world
- Increase in students reporting that they receive meaningful feedback for improvement

Goal #2 - Empower the Whole Child

Possible Key Results:

- Increase in students reporting that they have an adult in school that they trust
- Increase in students reporting that diversity is celebrated

Goal #3 – (High Achievement for All/Close the Achievement Gap)

Possible Key Results:

- Student proficiency targets in math and language arts
- Improved performances by subgroups
- Reduction of the achievement gap

2018-19 Special Services Innovations

In response to increases in the nature and complexity of students' needs, a number of new programs and initiatives were developed for the 2018-2019 school year. These included:

- Elementary Special Class Autism Program at CAS
- Elementary Special Class Behavioral Disabilities Program at KRS
- Therapeutic Intervention Program (Care Plus NJ) at MHS
- Restructure of the district's multisensory reading instruction
- Restructure of the district's implementation of Applied Behavior Analysis (ABA)
- Realignment of Child Study Team assignments across the district
- Restructure of the district's Extended School Year Program
- Increased focus on social-emotional wellness

2018-19 Special Services Innovations

- In addition to new programs and initiatives, additional staff have been added to further address students' needs. These included:
 - School Psychologist at CAS
 - Part-time District Behaviorist
 - Mental Health Clinician (Care Plus NJ) at MHS
- The addition of comprehensive programs, refinement of existing programs as well as the increase in staff have resulted in the following:
 - Increased opportunities for diverse learners to receive individualized instruction and intervention within the district
 - Increased opportunities for staff and parent training and consultation
 - Increases in students' academic and social-emotional functioning

2019-20 Support Enhancements

- New F/T Clinical Therapist for students at MJS
- New MHS Special Education Teacher
- New Learning Disabilities Teacher Consultant/Case Manager
- New F/T Behaviorist
- Increased Speech Therapy services
- Increased support for English Language Learners K-12
- New Assistant Principal structure at MHS
- [Granicus](#) Board management software to improve public access to information
- New Kindergarten playground equipment
- New MHS Girls Ice Hockey Team

2019-20 Curricular Enhancements

- **Universal Full Day Kindergarten**
- [Schoolwide Fundamentals](#) core & differentiated literacy K-5
- [Spatial-Temporal Math](#) supplemental math program K-2
- [Classlink](#) single sign-on technology for staff and students
- New course offerings at MHS:
 - AP Microeconomics
 - AP Computer Science A
 - Biotechnology
 - Engineering & Design Technology
 - Broadcast Journalism
 - Media Literacy

Next Steps

1. Finalize district goals and set key results
2. Align efforts to district goals including:
 - School Goals
 - Professional Development Plans
 - Administrator Goals
 - Student Growth Objectives
3. 2019 State of the Schools Address in the Fall to include:
 - 2019 New Jersey Student Learning Assessment results
 - Correlation analyses of survey results with student achievement results
4. Monitoring of Key Results during the 2019-20 school year
5. Report on goal progress in Spring of 2020



State of the Schools Address 2019

Madison Public Schools

Mark Schwarz, Superintendent of Schools

June 6, 2019