



State of the Schools Address

Madison Public Schools

Mark Schwarz, Superintendent of Schools

June 4, 2018

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
- The Board of Education for their continued support during my transition to the district
- My wife and kids 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 2017-18

#1 Build Our Foundation - District employees work in a positive environment that allows us to provide an exceptional experience to all Madison students, parents and teachers. To do this we will evaluate, update, implement and/or change our policies, processes, governance structures and technology solutions to allow our employees to do their best work.

#2 Know Where We Stand - The Madison Public School community has a clear and comprehensive understanding of the overall quality of educational programs and facilities. To do this we will collect and analyze student performance data, perceptual data from staff, students and parents, and data regarding the state of our facilities. The results of this analysis will be communicated to all stakeholders.

#3 Support the High Achievement of All Students - All students in the Madison Public Schools will have access to rigorous and engaging learning experiences. To do this we will set high standards, develop a multi-tiered system of supports, provide enrichment opportunities and integrate STEM learning opportunities throughout the curriculum at all grade levels.

Purpose of this Address

1. To share the outcomes of our pursuit of District Goal #2 – Know where we stand
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

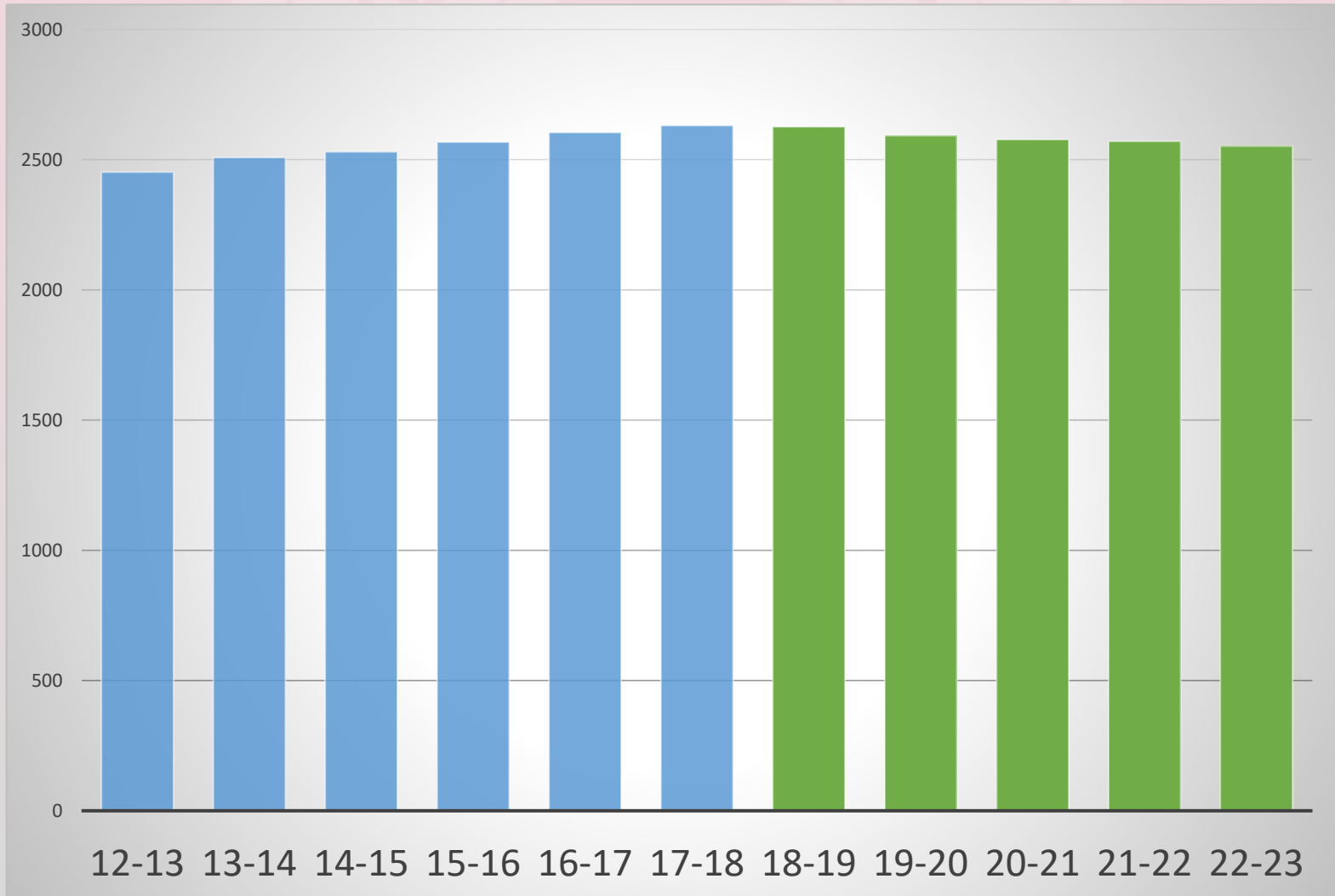
- Current Enrollment: 2,532 students
- Communities Served: Madison K-12; Harding 9-12
- District Factor Group: "I" District (2nd most affluent)
- Features:
 - Recognized for excellence in academics, arts, athletics and sustainability
 - Highly invested faculty
 - Highly committed principals and administrators
 - Graduates are accepted to the most prestigious universities in the world
 - 17 AP courses
 - 54 extracurricular clubs
 - 28 HS athletic programs (13 for boys; 14 for girls; 1 coed)
 - 4 World Languages (Chinese, French, Italian and Spanish)
 - Music and arts programming for all students K-12



Madison Public Schools - Student Enrollment

(Projected in green)

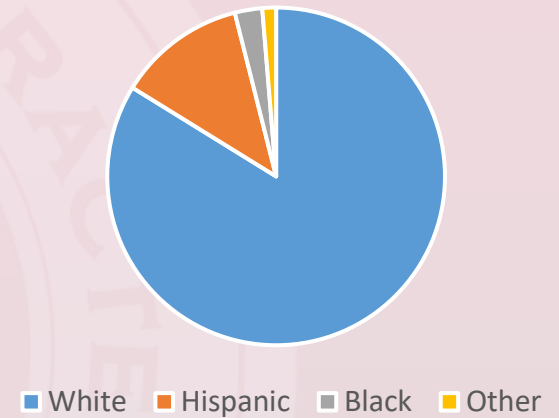
According to preliminary figures from a recently commissioned demographic study, our enrollment appears to have peaked and may decline slightly over the next five years. New construction is expected to have a minor impact and may balance this decline. Overall, our enrollment is stable.



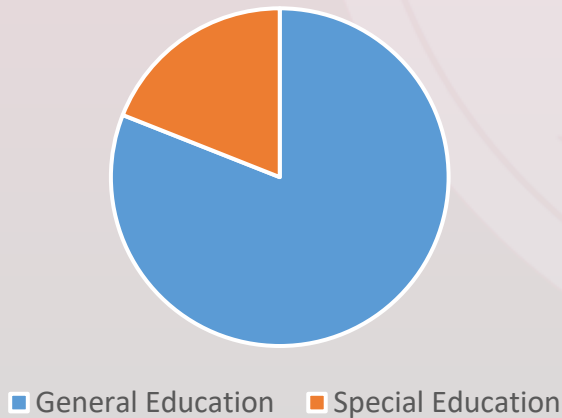
Diversity in Madison Schools

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.

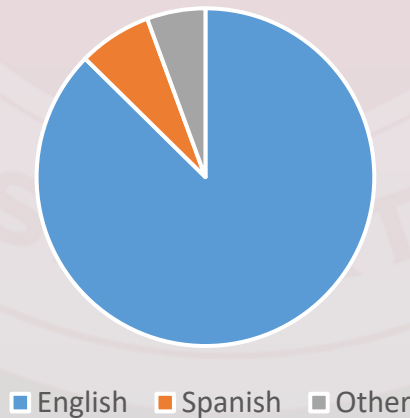
Racial and Ethnic



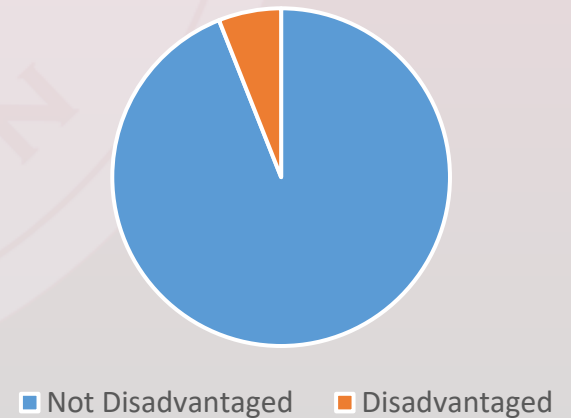
Special Education



Home Language



Economic Condition

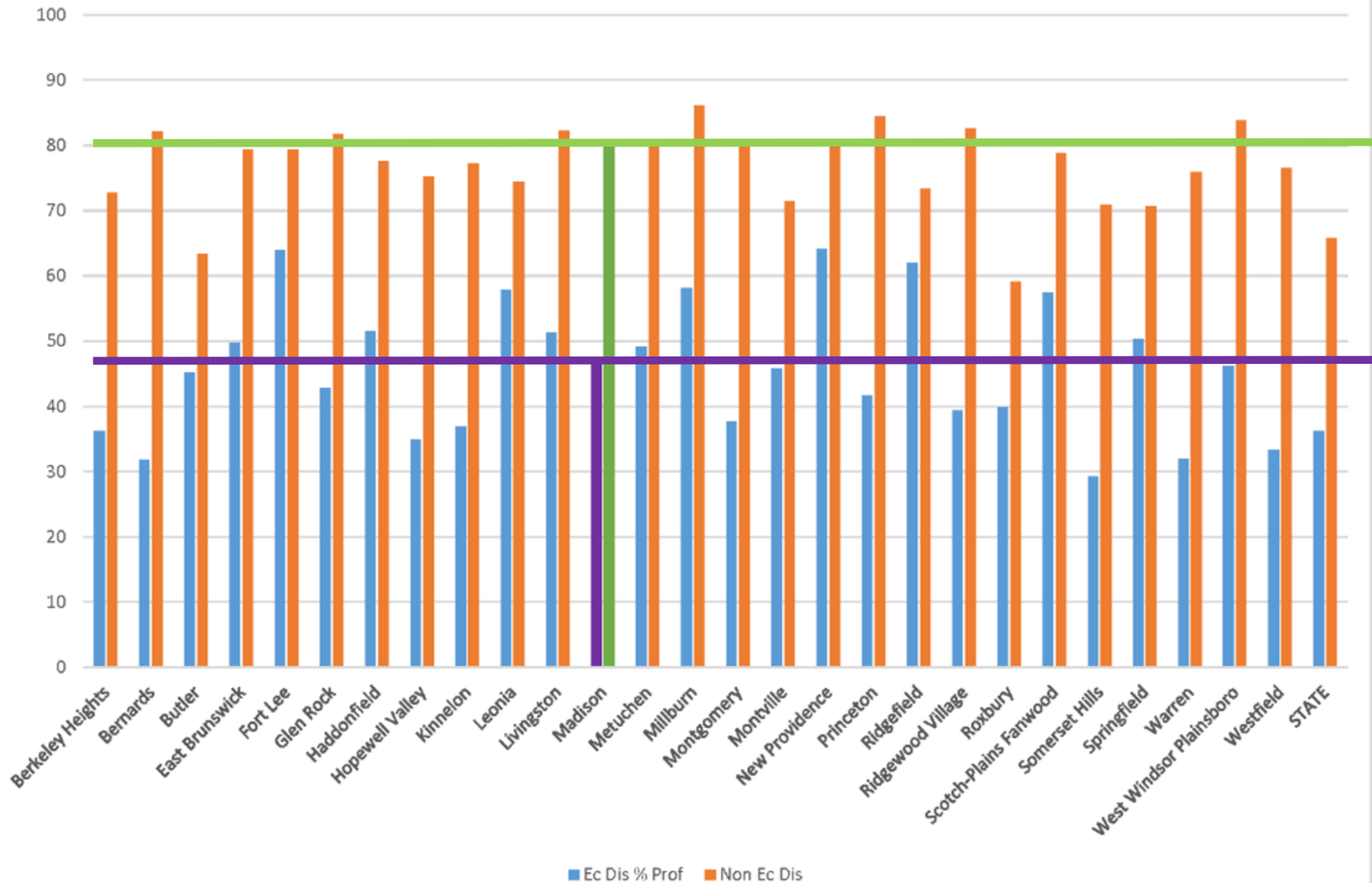


Madison PARCC performance as compared to other districts

- 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-disadvantaged students score competitively with the highest performing districts
 2. Our subgroups' performances are competitive with some districts while lagging behind others
 3. There are schools in New Jersey that appear to have greater success with certain subgroups – these may be districts to learn from

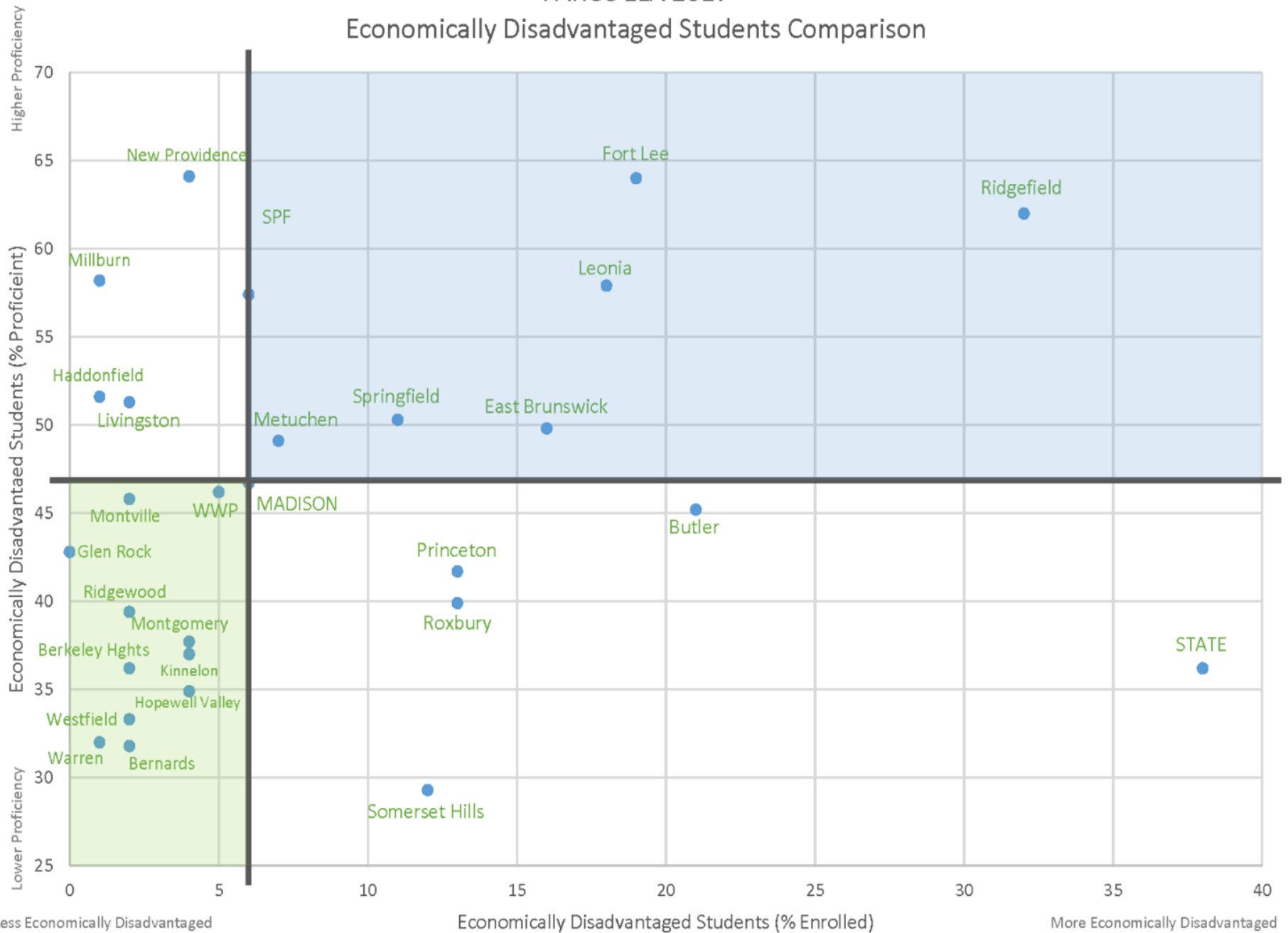
PARCC ELA 2017 Proficiency

Economically Disadvantaged vs. Non-Economically Disadvantaged



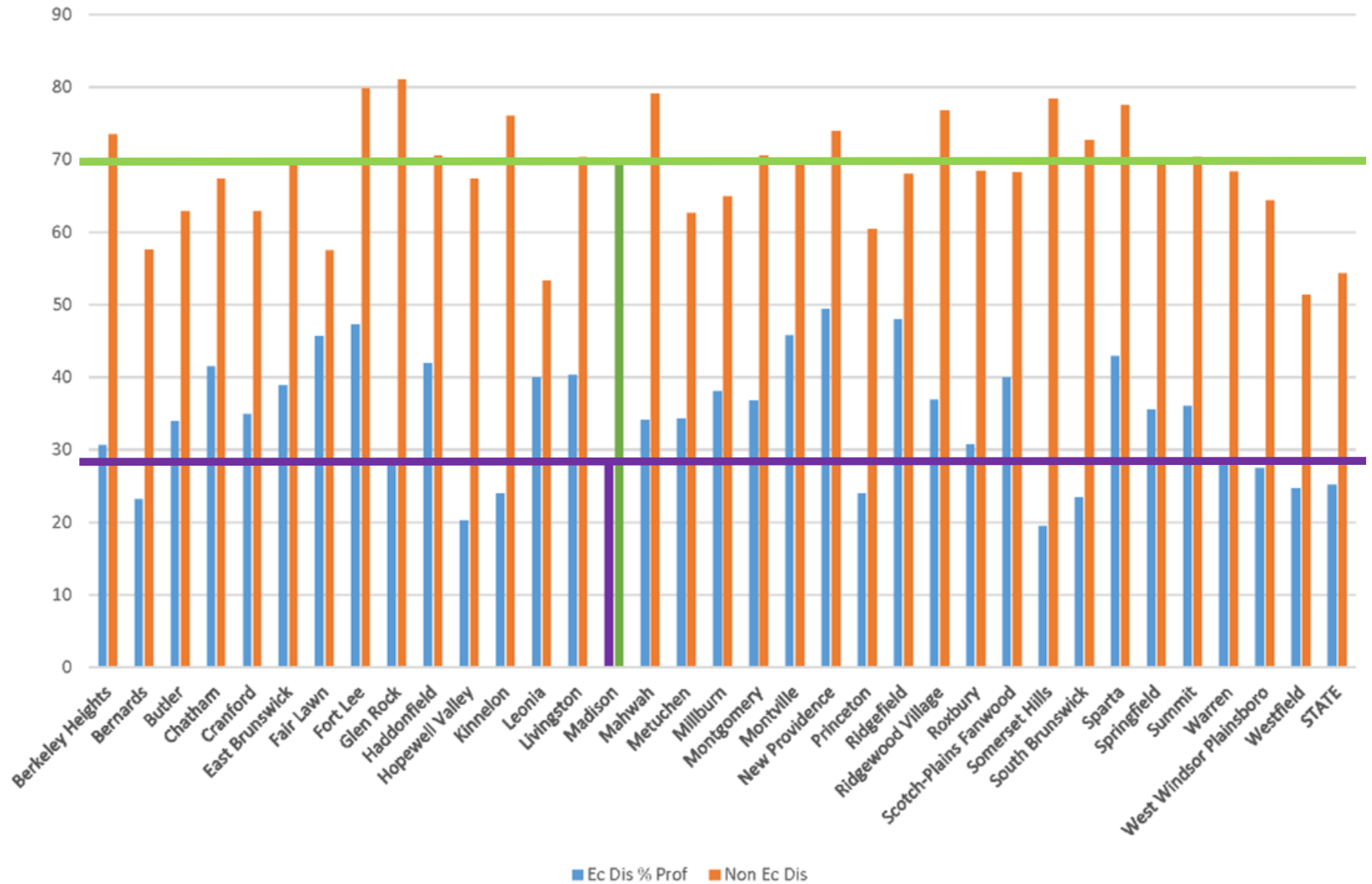
PARCC ELA 2017

Economically Disadvantaged Students Comparison



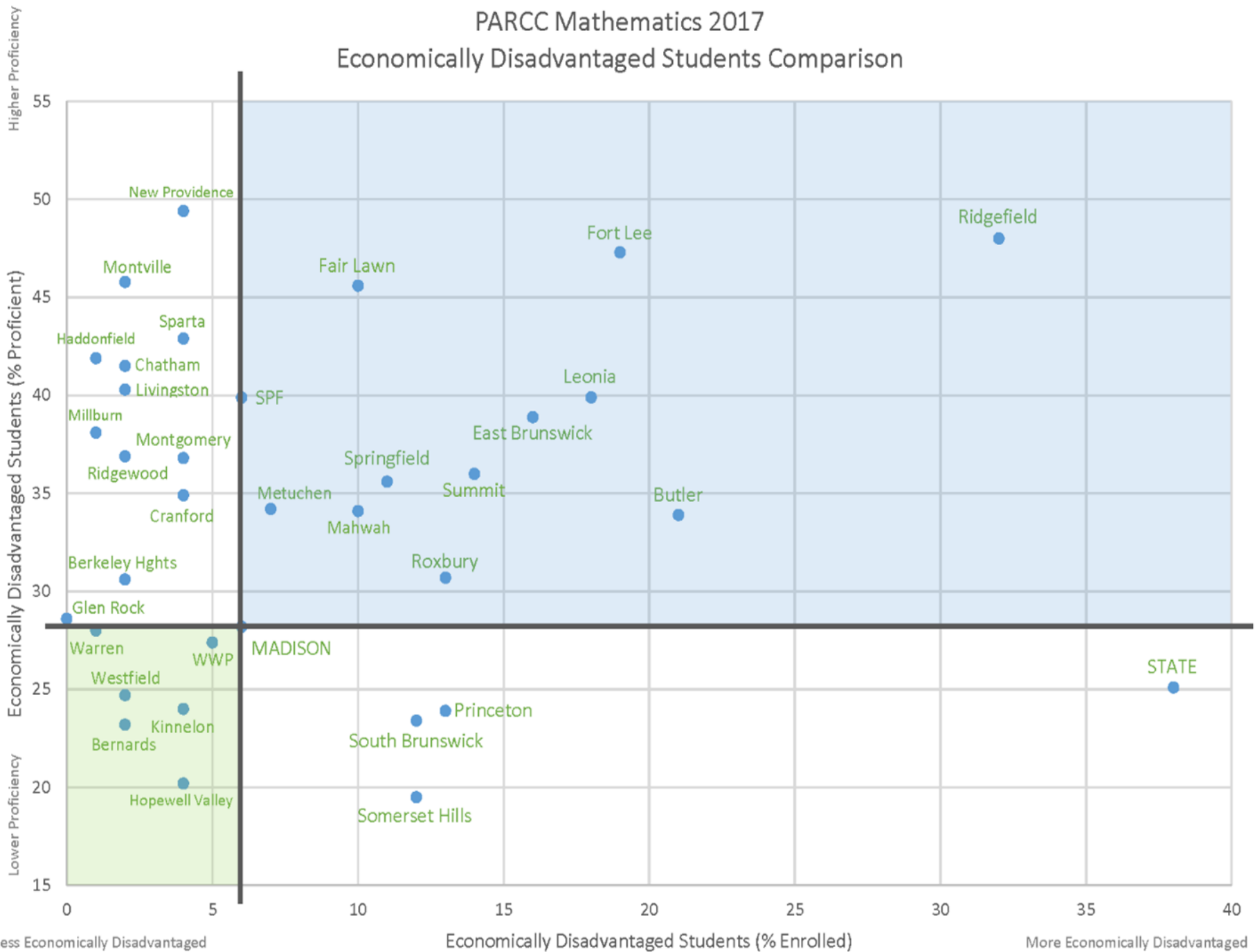
PARCC Mathematics 2017 Proficiency

Economically Disadvantaged vs. Non-Economically Disadvantaged



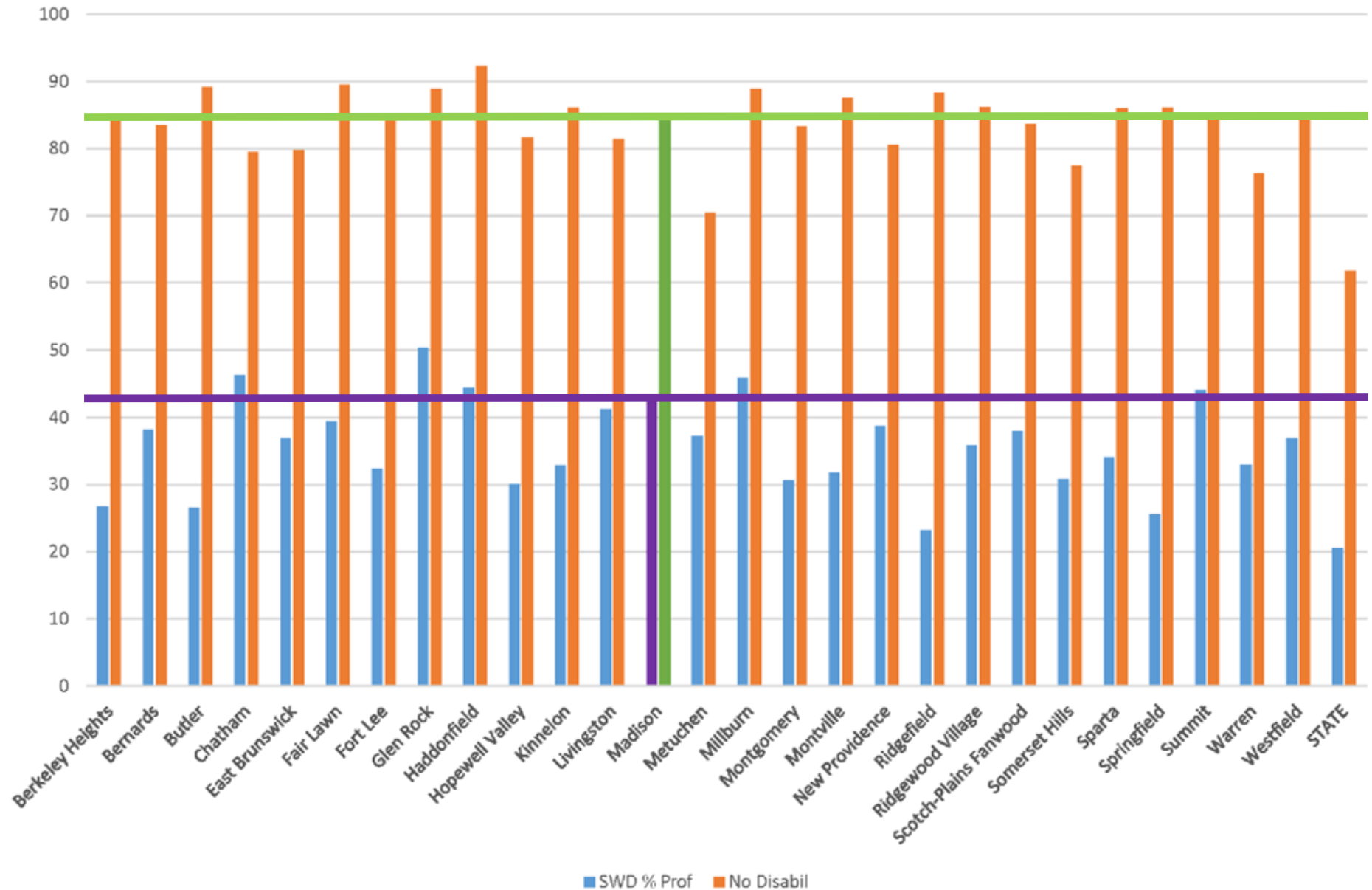
PARCC Mathematics 2017

Economically Disadvantaged Students Comparison

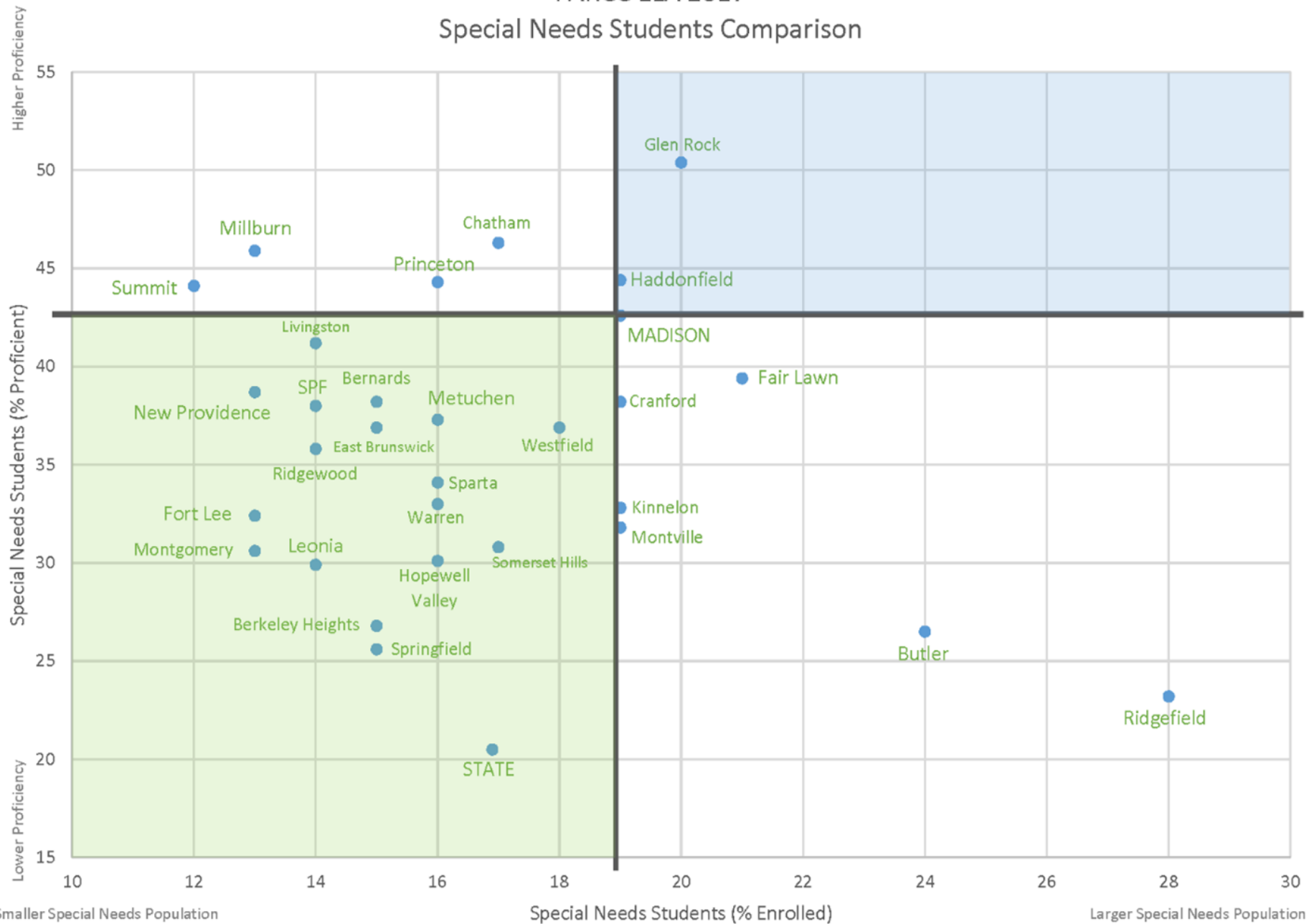


PARCC ELA 2017 Proficiency

Students with Disabilities vs. Students without Disabilities

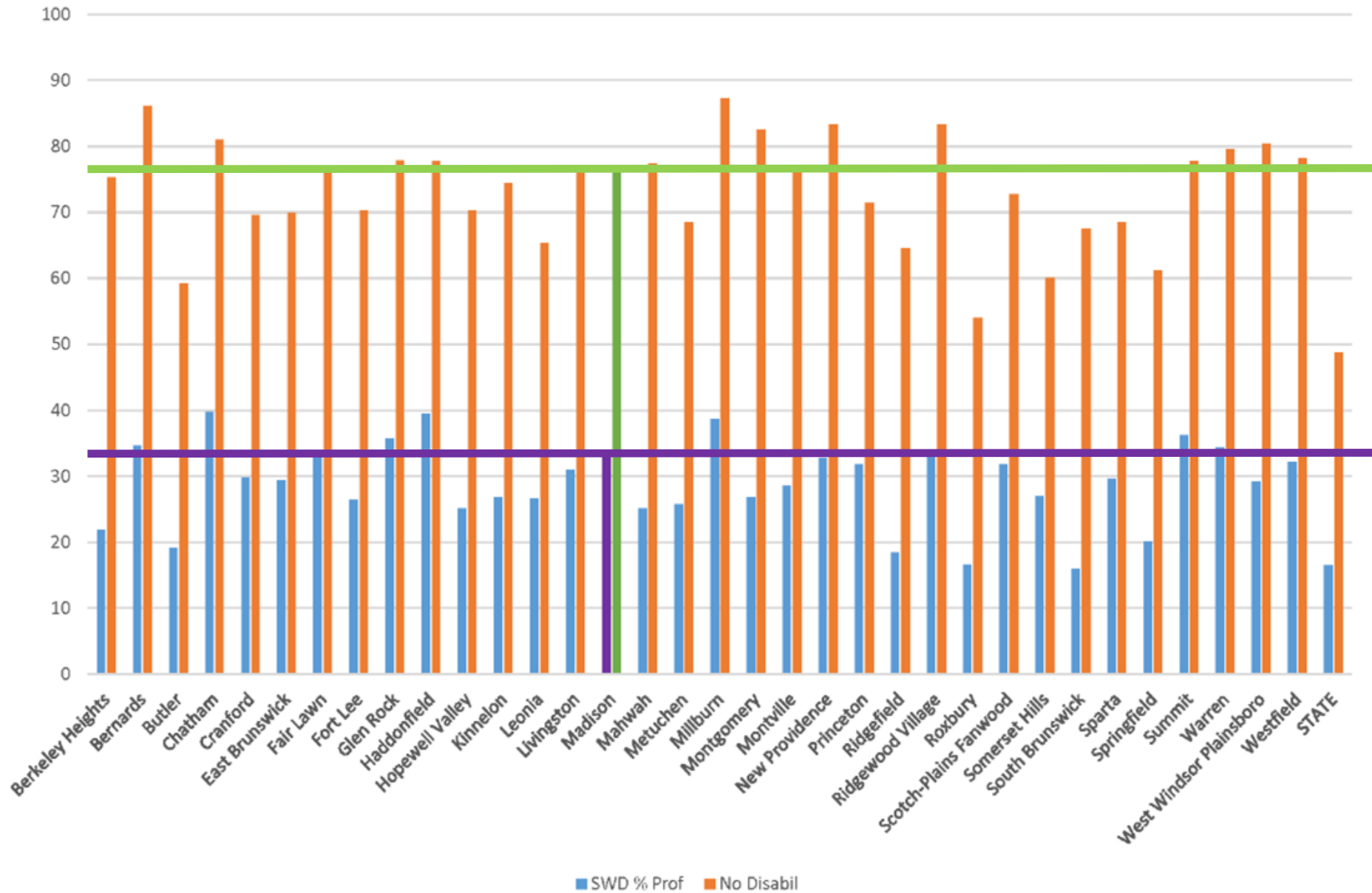


PARCC ELA 2017 Special Needs Students Comparison



PARCC Mathematics 2017 Proficiency

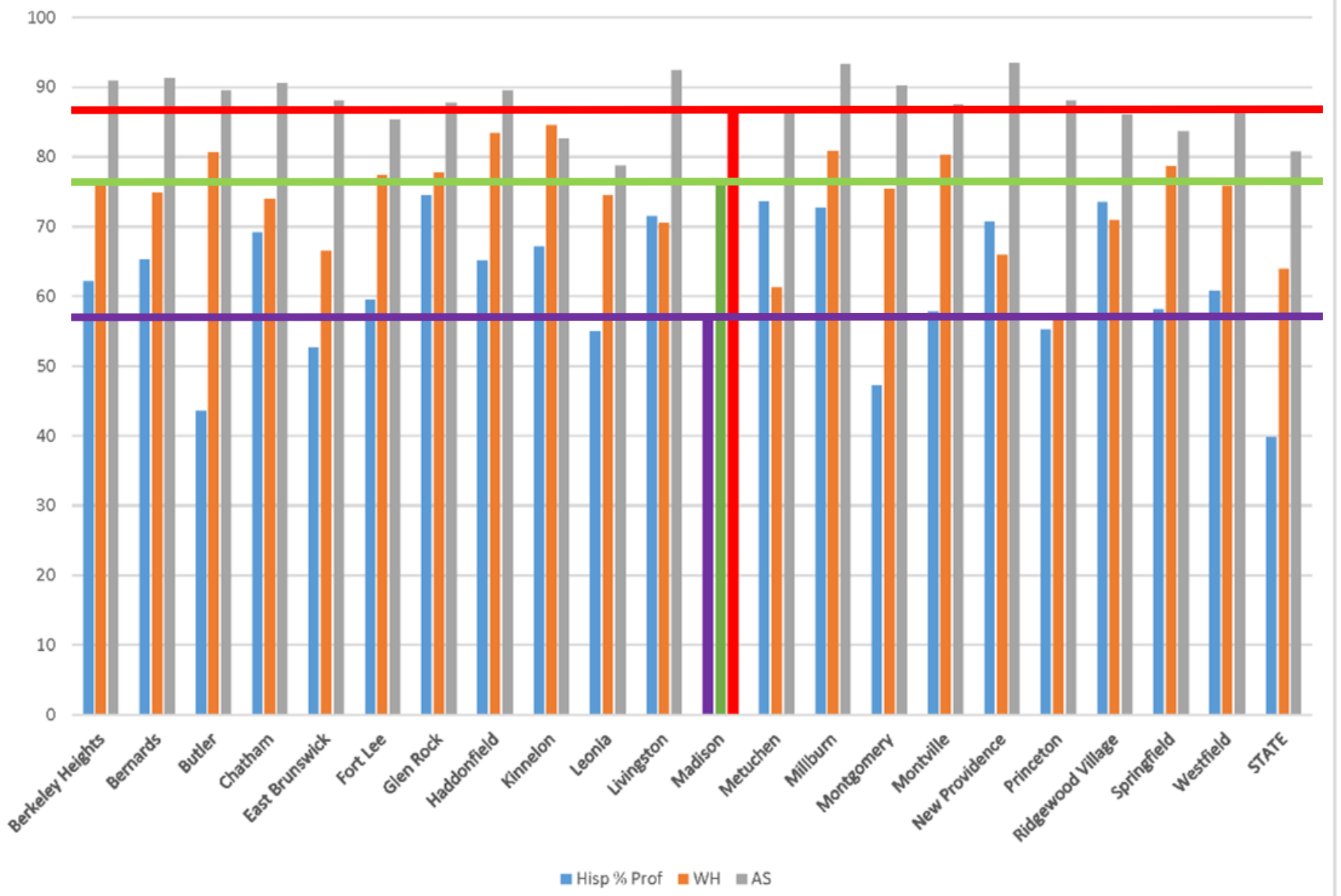
Students with Disabilities vs. Students without Disabilities



PARCC Mathematics 2017 Special Needs Students Comparison

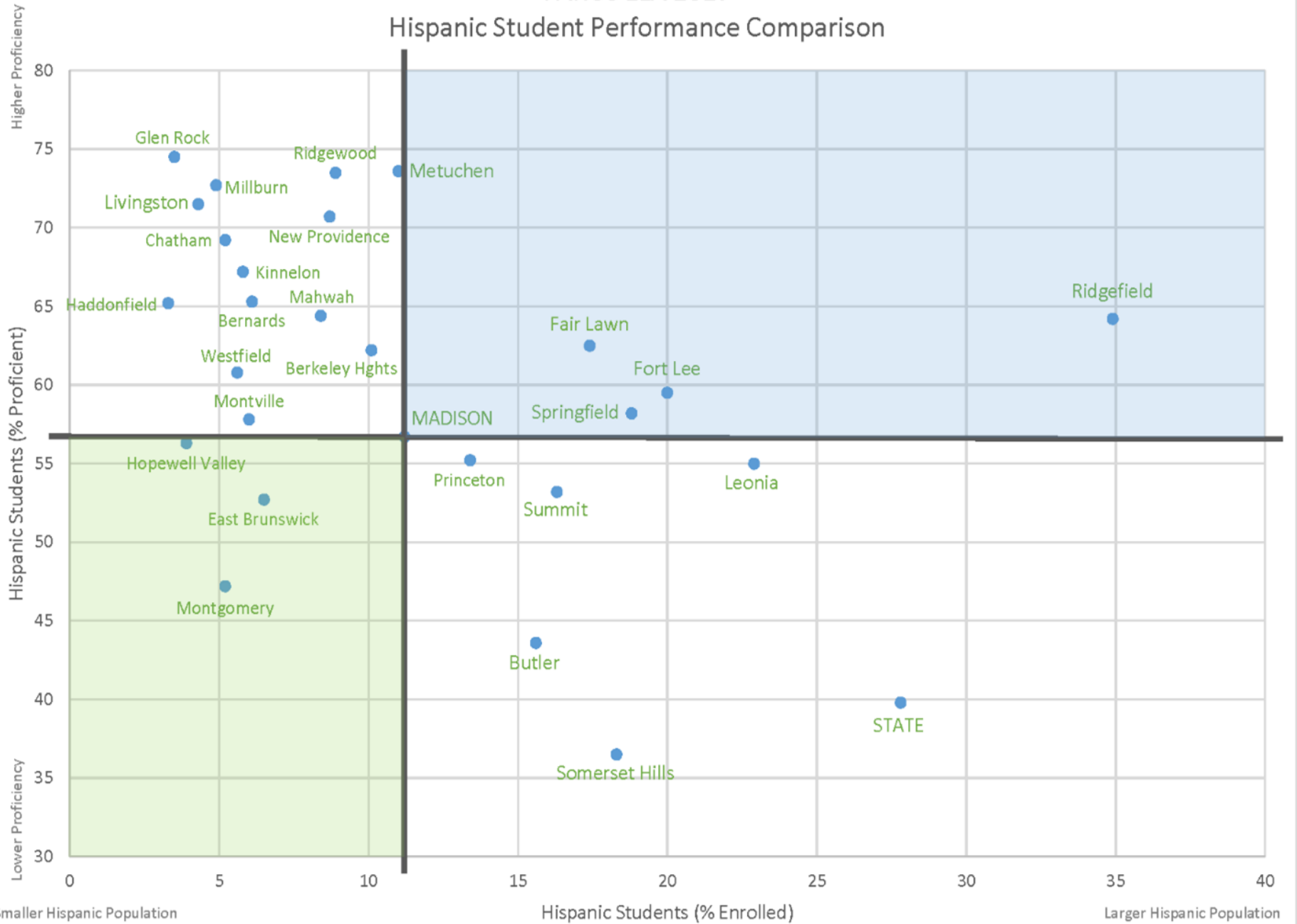


PARCC ELA 2017 Proficiency Hispanic vs. White vs. Asian



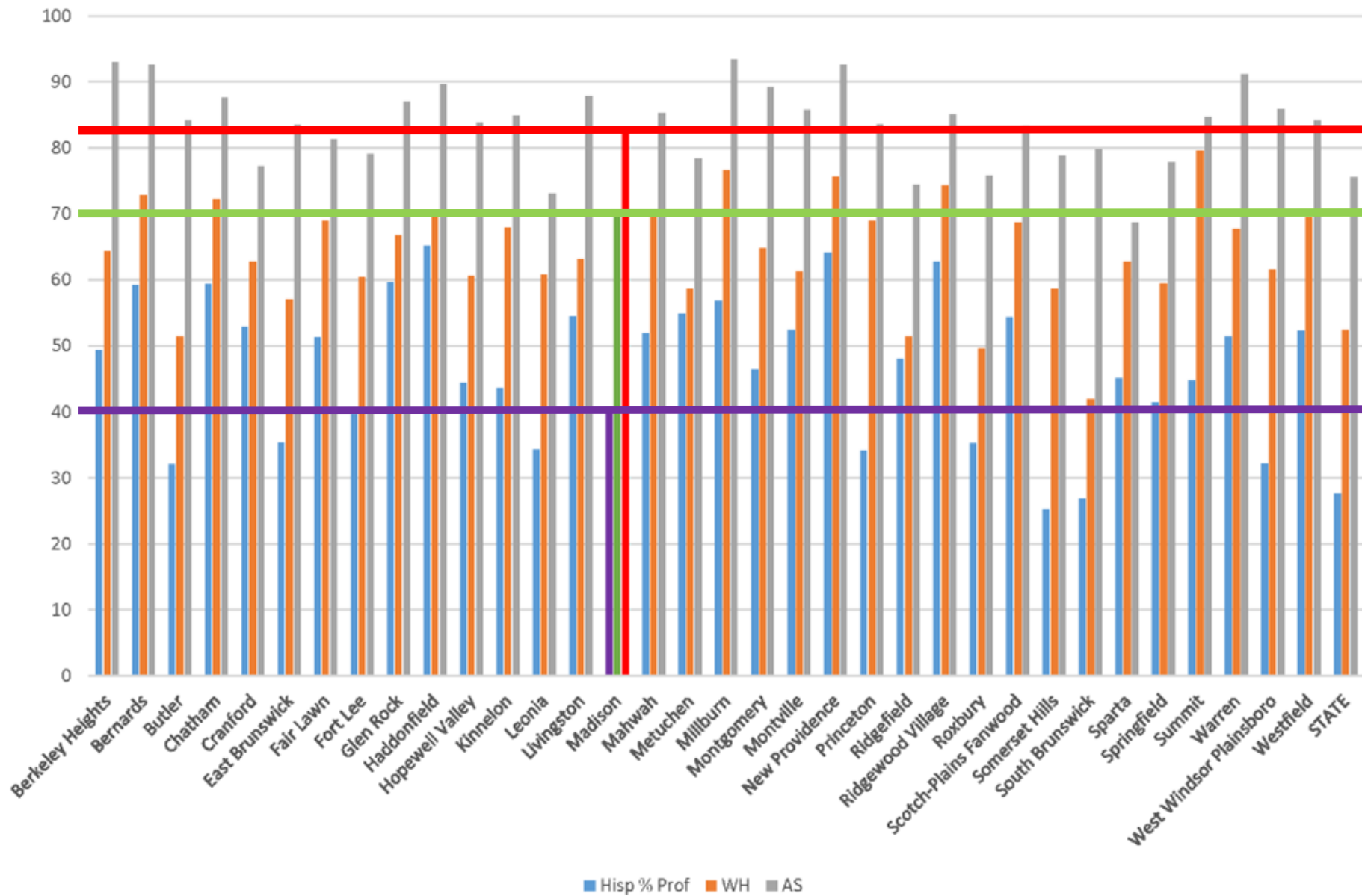
PARCC ELA 2017

Hispanic Student Performance Comparison

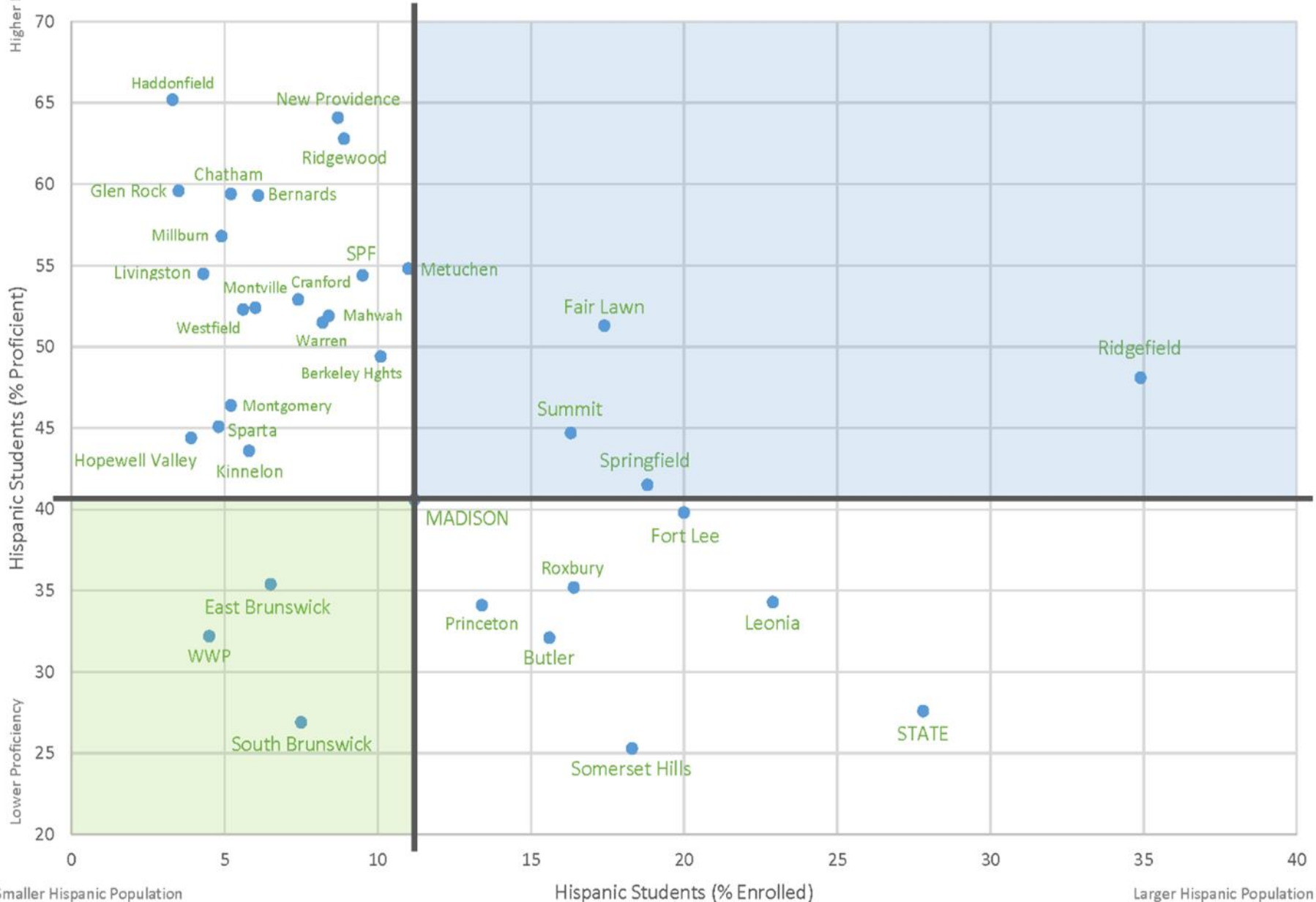


PARCC Mathematics 2017 Proficiency

Hispanic vs. White vs. Asian



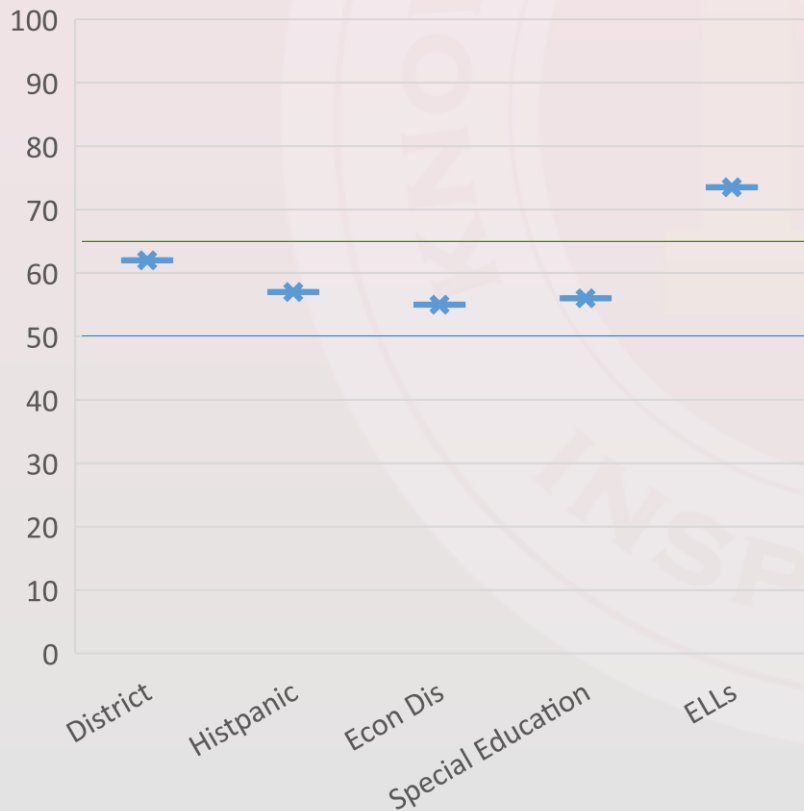
PARCC Mathematics 2017 Hispanic Student Performance Comparison



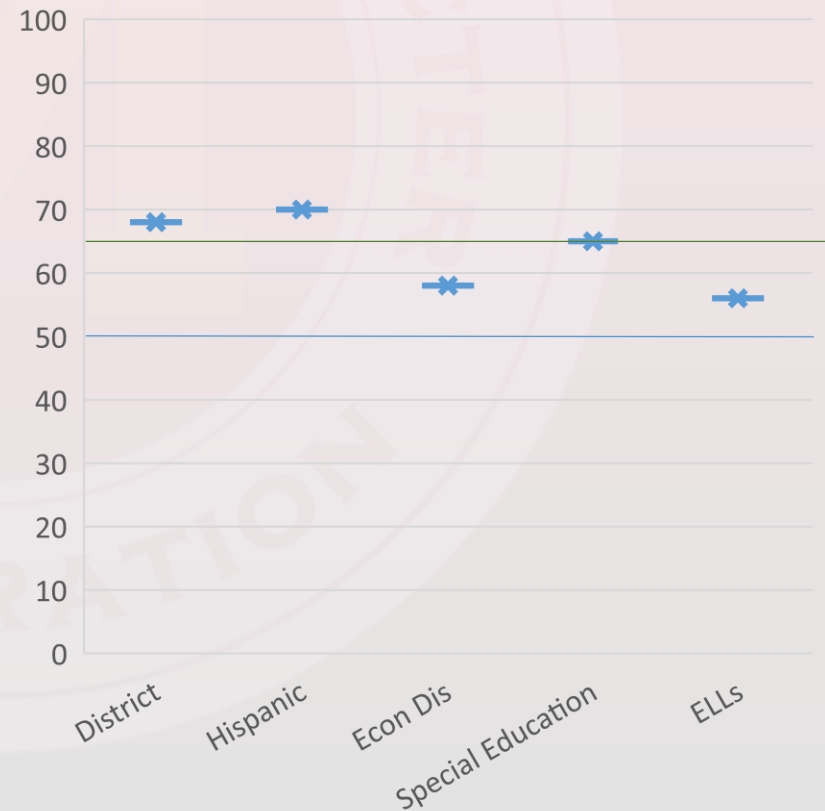
Student Growth on PARCC

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



Math Median SGP



Average SAT Score Comparison 2017

[“J” districts](#) are the most affluent “District Factor Group” in NJ (Madison is an “I” district). [Magnet and technical schools](#) are selective in their enrollment process. This ranking suggests that MHS SAT takers are among the most competitive in New Jersey. 89% of MHS 10th and 11th graders took the SAT in 2017.

1. [Montgomery High School, 1331](#)
2. [West Windsor-Plainsboro High School North 1327](#)
3. [Millburn High School, 1326](#)
4. Tenafly High School, 1325
5. Princeton High School, 1324
6. [Union County Academy For Allied Health Sciences, 1322](#)
7. [West Windsor-Plainsboro High School South, 1309](#)
8. [Dr. Ronald McNair High School, 1308](#)
9. [Ridge High School, 1278](#)
10. John P. Stevens High School, 1275
11. [Ridgewood High School, 1272](#)
12. North Valley Regional High School at Demarest, 1263
13. [Haddonfield Memorial High School, 1262](#)
14. Hopewell Valley Central High School, 1258
15. West Morris Mendham High School, 1249
16. [Northern Highlands Regional High School, 1248](#)
17. Livingston High School, 1240
18. Ramapo High School, 1239
19. [Union County Tech, 1239](#)
20. East Brunswick High School, 1238
21. [Chatham High School, 1238](#)
22. [Madison High School, 1237](#)
23. Marlboro High School, 1236
24. New Providence High School, 1236
25. Westfield Senior High School, 1236
26. North Hunterdon High School, 1232
27. [Glen Rock High School, 1229](#)
28. [Somerset County Vocation Technical High School, 1225](#)
29. [Mountain Lakes High School, 1223](#)
30. [Morris County School of Technology, 1221](#)
31. [Morris County Academy for Law and Public Safety, 1219](#)
32. Hillsborough High School, 1219
33. Northern Valley Regional High School at Old Tappan, 1214
34. South Brunswick High School, 1213
35. West Morris Central High School, 1213
36. Bernards High School, 1213
37. Holmdel High School, 1212
38. Watchung Hills Regional High School, 1212
39. Cherry Hill High School East, 1211
40. Colts Neck High School, 1209
41. Ramsey High School, 1208
42. [Rumson-Fair Haven Regional High School, 1207](#)
43. Mahwah High School, 1203
44. Moorestown High School, 1202
45. Hunterdon Central Regional High School District, 1202
46. Montville Township High School, 1202
47. Bridgewater-Raritan High School, 1202
48. River Dell Regional High School, 1201
49. Pascack Hills High School, 1199
50. Glen Ridge High School, 1199

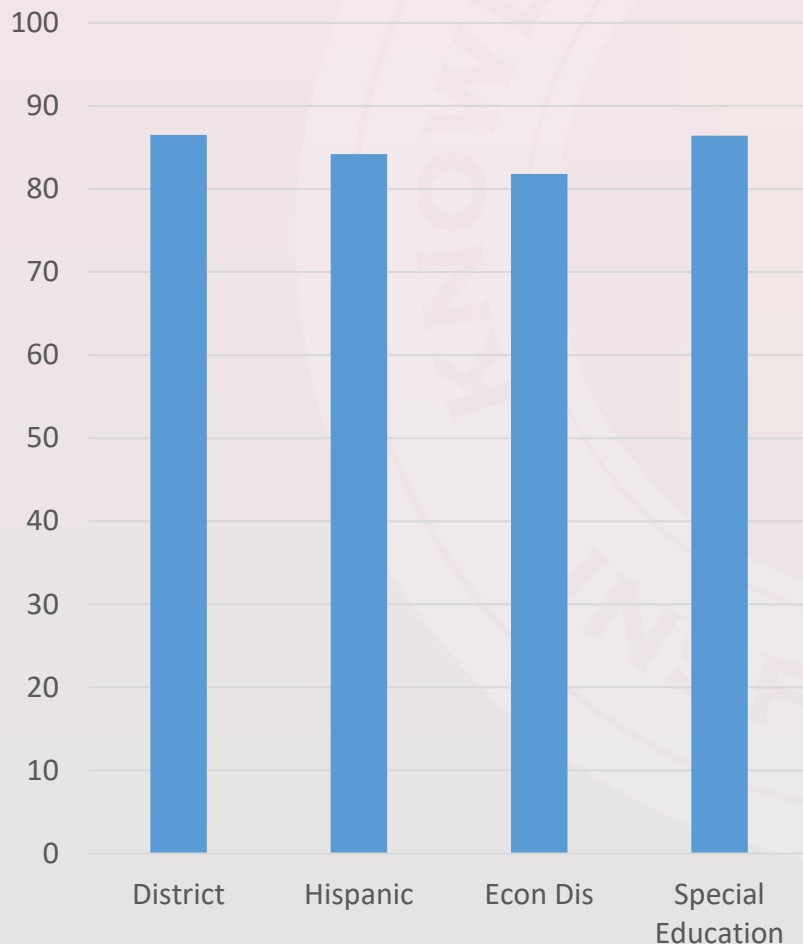
SAT Performance 2014-2017

	2014-15		2015-16		2016-17	
	MHS	State	MHS	State	MHS	State
Reading and Writing	575	496	607 (+32)	537 (+41)	621 (+14)	551 (+14)
Math	576	564	600 (+24)	538 (-26)	616 (+16)	552 (+14)

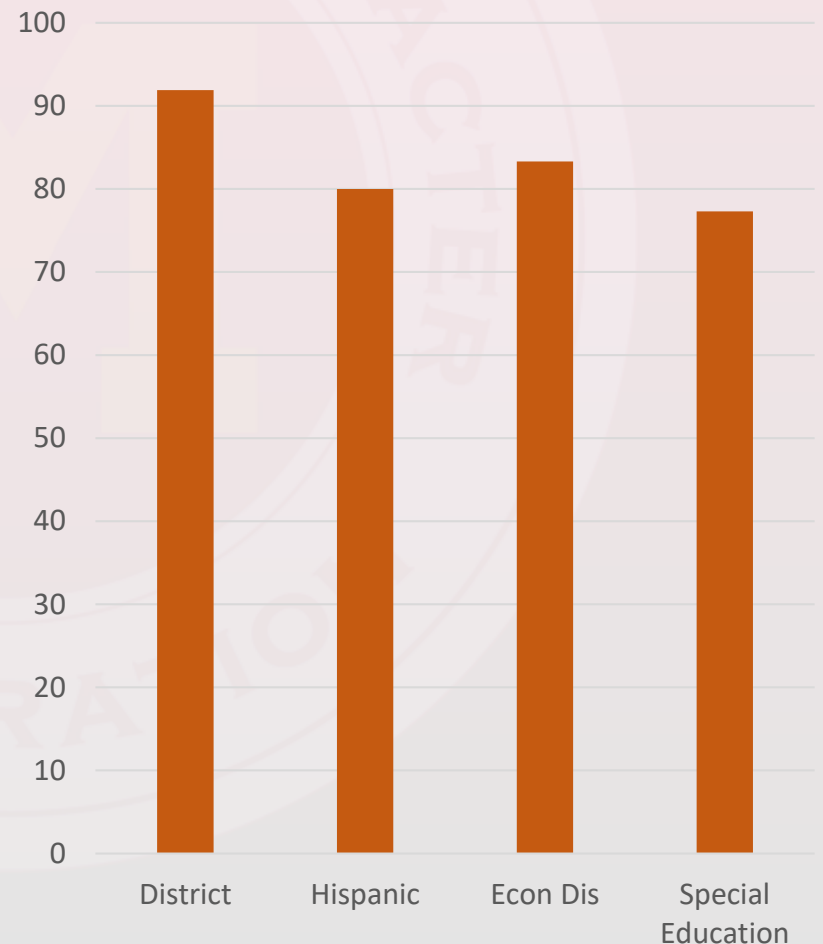
Post-Secondary Enrollment Rates

“Immediately Enrolled” reflects 2017 graduates; “Enrolled after 18 Months” reflects 2016 graduates. This data set appears to indicate that our subgroups are college-bound, although Hispanic and Special Education enrollment rates fall slightly after 18 months. **MHS Graduation rate is 99.1%.**

Immediately Enrolled



Enrolled after 18 Months



MHS Seniors College Acceptances

MHS seniors are accepted to the top ranked universities in the World. Occurring from 2016 to 2018, the following MHS acceptances are being shared as these schools were ranked within the top 30 post-secondary schools by US News and World Report and/or Times Higher Education.

- University of Chicago
- Yale University
- Columbia University
- Massachusetts Institute of Technology
- University of Pennsylvania
- Duke University
- Dartmouth University
- Johns Hopkins University
- Northwestern University
- Cornell University
- Rice University
- Vanderbilt University
- University of Notre Dame
- Washington University in St. Louis
- Georgetown University
- Emory University
- University of California - Berkeley
- University of California – Los Angeles
- University of Southern California
- University of Toronto
- University of Edinburgh
- Carnegie Mellon University
- Williams College
- Amherst College

School Comparisons (Ranking and Rating)

- 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 analyzed (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

The following ranking/rating scales have been identified for their interest within our school community. The district does not endorse any of these ranking/rating systems:

- 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

The following data set shows Madison schools in comparison to familiar local districts. In this rating system, Madison schools outperform several other schools in notable districts such as Chatham and Millburn.

Grades	Madison	Livingston	Chatham	Millburn	Summit	New Providence
HS	86	81	79	89	97	78
6-8	97	96, 96	43	90	45	90
K-5	99, 94, 78	90, 87, 77, 71, 63, 60	83	92, 92, 81, 79, 78	98, 95, 95, 92, 72	99, 93

NJDOE Ratings: Comparable Morris County High Schools

On the NJDOE ratings scale, Madison HS performs very well compared to our county peer schools.

School	Rating	School	Rating
Kinnelon High School	96	Parsippany High School	79
West Morris Central High School	95	Randolph High School	79
West Morris Mendham High School	91	Chatham High School	79
Whippany Park High School	89	Montville Township High School	77
MADISON HIGH SCHOOL	86	Parsippany Hills High School	74
Mountain Lakes High School	81	Pequannock Township High School	74

New Jersey Monthly Magazine: High Schools Ranking Only

- Biannual (2014, 2016, 2018, etc.)
 - Data lag is 1-2 years (2018 rankings will 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 1550 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 is weighted 2x and College Attendance is weighted 1.5x

New Jersey Monthly Magazine: Top 50 High Schools (2016)

1. Chatham
2. West Windsor-Plainsboro North
3. Kinnelon
4. Millburn
5. Haddonfield Memorial
6. Livingston
7. Holmdel
8. Westfield
9. West Windsor-Plainsboro South
10. Glen Rock
11. Watchung Hills Regional (Warren)
12. Montgomery
13. New Providence
14. Ridge (Basking Ridge)
15. Princeton
16. Randolph
17. Mountain Lakes
18. Summit
19. Governor Livingston (Berkeley Heights)
20. Park Ridge
21. Ramsey
22. Moorestown
23. Northern Highlands Regional (Allendale)
24. John P. Stevens (Edison)
25. East Brunswick
26. Cresskill
27. Indian Hills (Oakland)
28. Bernards
29. Glen Ridge
30. Rumson-Fair Haven Regional
31. Hopewell Valley Central (Pennington)
- 32. Madison**
33. Ridgewood
34. James Caldwell (West Caldwell)
35. Parsippany Hills
36. River Dell Regional
37. Cherry Hill East
38. Metuchen
39. North Hunterdon (Clinton)
40. West Morris Central (Chester)
41. West Morris Mendham IB
42. Pascack Hills (Montvale)
43. Mahwah
44. Hanover Park
45. South Brunswick
46. Ramapo
47. Hillsborough
48. Montville
49. Tenafly
50. Sparta

Niche.com Rankings

Factor	Description	Weight
Academics	Based on state assessment proficiency, SAT/ACT scores, and survey responses on academics from students and parents.	50.0%
Teachers	Based on teacher salary, teacher absenteeism, state test results, and survey responses on teachers from students and parents.	15.0%
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.	5.0%
Resources & Facilities	Based on expenses per student, staffing, and survey responses on facilities from students and parents.	5.0%
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

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

Niche.com Rankings: K-12 Comparable Districts

Considering that Niche.com considers survey data in their rankings of our schools, it is difficult to ascertain whether or not their “grading” system can be used as a feedback tool for our schools. Further their use of expenses per pupil in areas such as sports and athletics would unnecessarily punish districts that operate more efficiently.

School	Ranking	School	Ranking
Princeton	1	Hopewell Valley	18
Millburn	2	Glen Ridge	19
WWP	3	Haddonfield	20
Livingston	4	Fair Lawn	21
Summit	5	Mountain Lakes	22
Chatham	6	Somerset Hills	23
Bernards Twp	7	Berkeley Heights	25
Montgomery	8	Westfield	26
Tenafly	9	SPF	29
West Essex	10	Glen Rock	32
East Brunswick	11	New Providence	35
Ridgewood	15	MADISON PUBLIC SCHOOLS	68
South Brunswick	16	Kinnelon	73

SchoolDigger.com Rankings

- All rankings are based solely on Standardized Test Scores for grades 4, 5, 7, 8 and 9-11
- Other factors (climate, wellness, attendance, growth) are not taken into consideration

District	Rank	District	Rank
Mountain Lakes	21	Moorestown	61
Millburn	22	Mahwah	65
New Providence	25	Kinnelon	68
Tenafly	29	Westfield	69
Ridgewood	31	Berkeley Heights	82
Chatham	34	Hillsborough	83
Bernards	37	Montgomery	84
Glen Ridge	38	Hopewell Valley	86
Summit	40	Park Ridge	88
West Windsor-Plainsboro	41	MADISON PUBLIC SCHOOLS	89
Livingston	45	Montville	90
Glen Rock	50	Scotch Plains-Fanwood	92
Haddonfield	55	Fair Lawn (GH)	93

U.S. News & World Report Rankings: High Schools Only

- Schools must clear each step to move to a subsequent step
- Step 1: Overall state testing performance
 - Comparable performance on state tests, factoring in the % of student body that is economically disadvantaged and projected to score lower
- Step 2: Performance of “underserved” students
 - State test score comparisons among only their historically underserved students (Black, Hispanic and low-income) against the state average
- Step 3: Student graduation rates
 - Whether a school’s graduation rate was above 80 percent
- Step 4: Student preparation for college-level coursework
 - Uses the “College Readiness Index” based on the percentages of each school’s students who took and passed AP and IB exams.

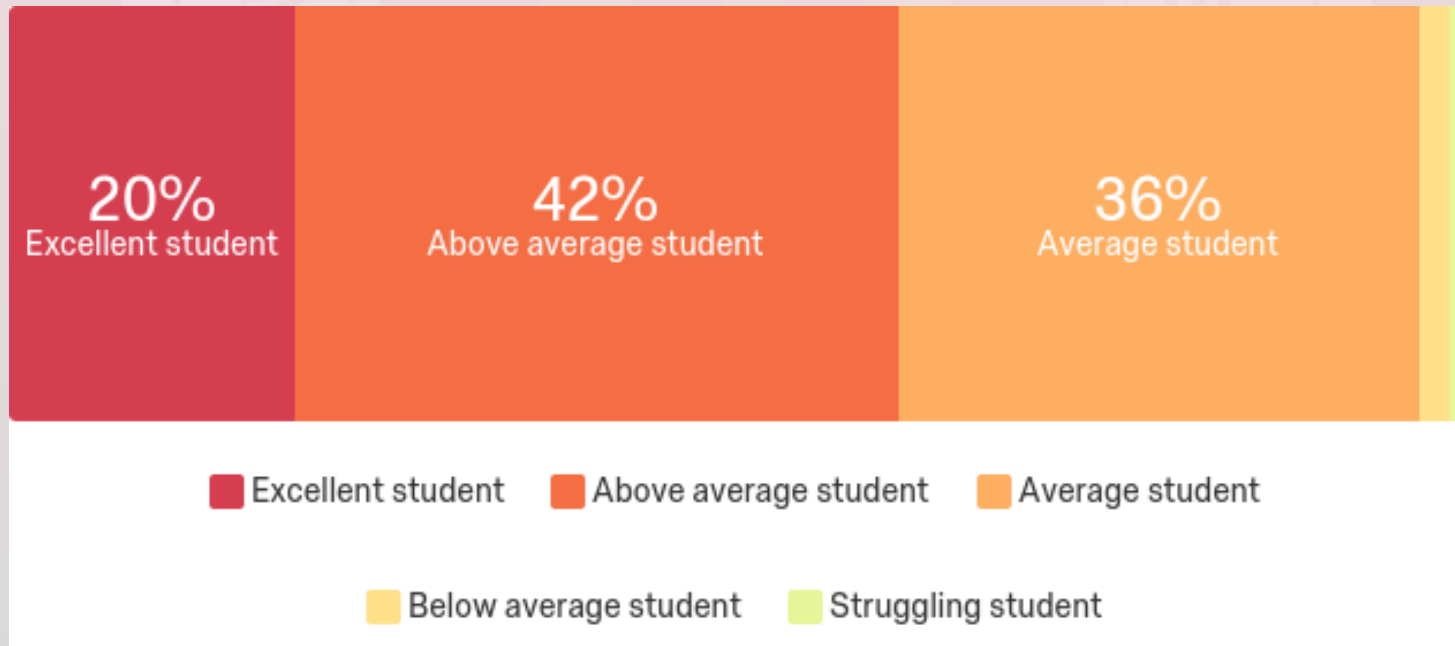
U.S. News & World Report Rankings: New Jersey High School Comparisons

We are currently in discussion with *U.S. News & World Report* to determine the reason that Madison was not represented in the last ranking.

High School	Ranking
Chatham	8
Princeton	9
WWP-South	11
Ridge	12
Millburn	15
Montgomery	16
WWP-North	20
Summit	21
Glen Ridge	23
Ridgewood	24
Haddonfield	25
Mountain Lakes	26
MADISON HIGH SCHOOL	Unranked
Governor Livingston	Unranked
New Providence	Unranked

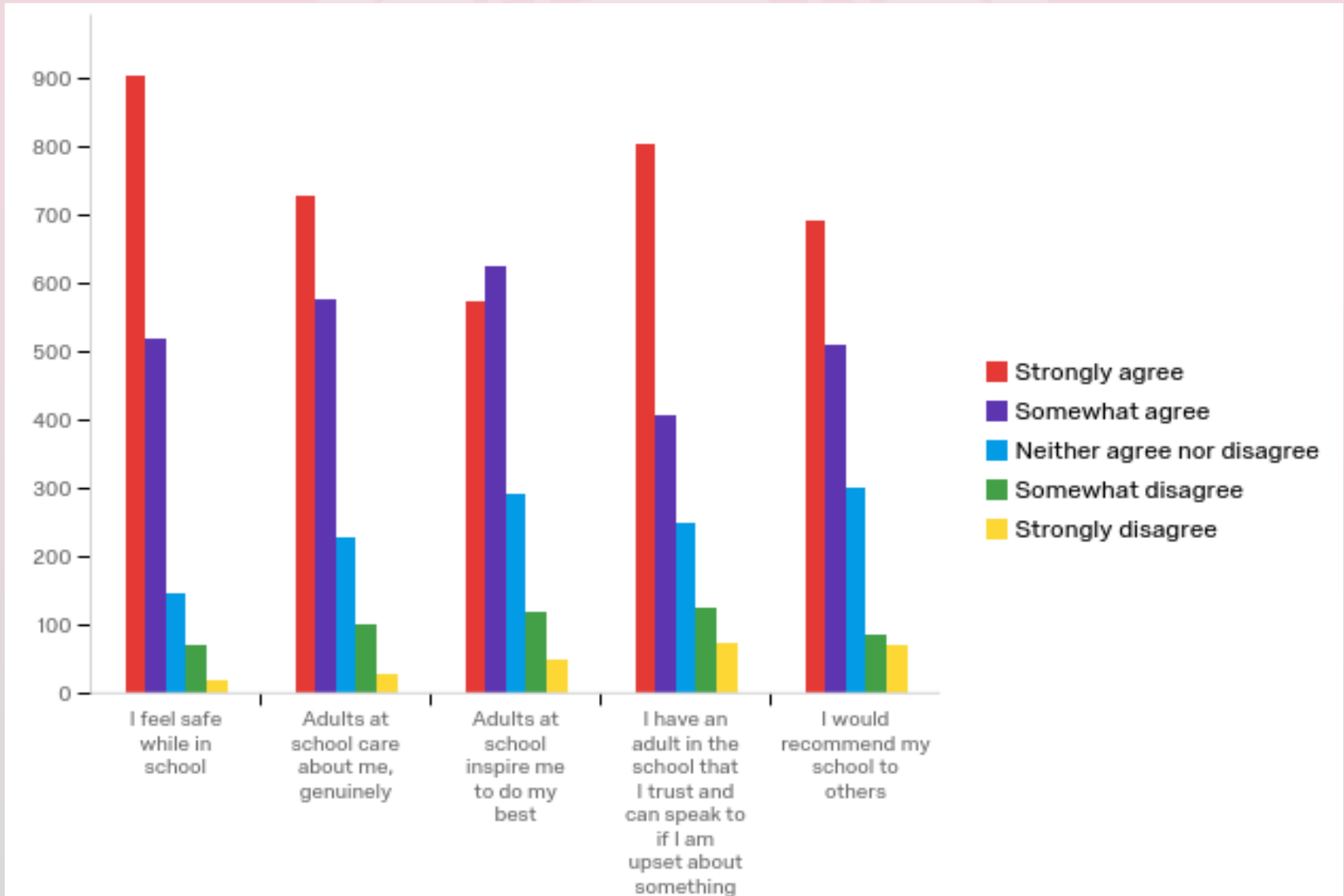
Student Surveys

- Survey items were developed by identifying guiding questions and evidence indicators
- 1678 of 2127 in grades 3-12 took our confidential survey (78% participation)
- Response distributions were similar between grade levels, but differed significantly by students' perceptions of their individual academic ability



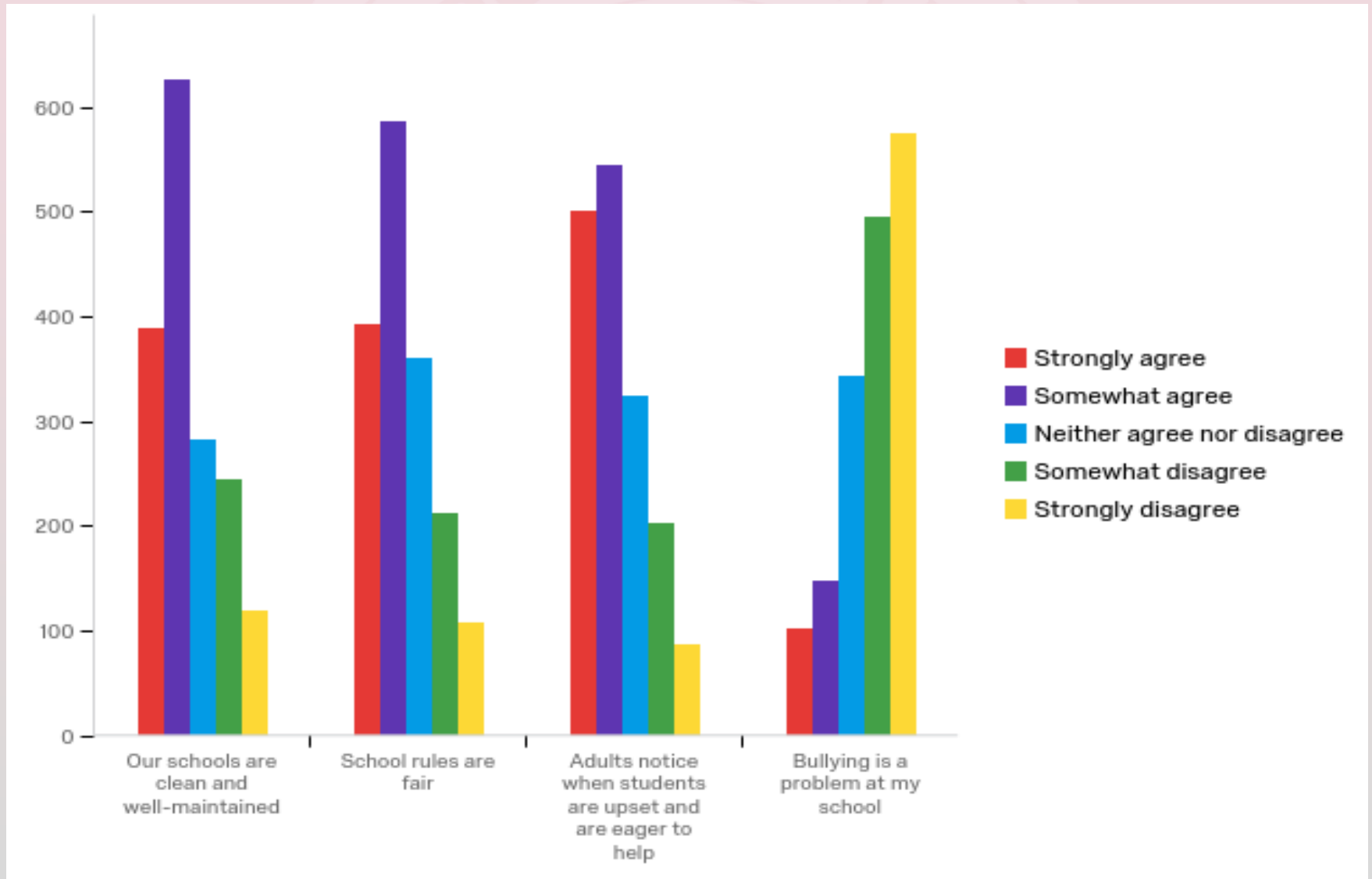
School Climate Indicators – Areas of Strength

The generally positive nature of these responses are clear indicators of positive school climate. These are the indicators in which negative and neutral responses are at their lowest.



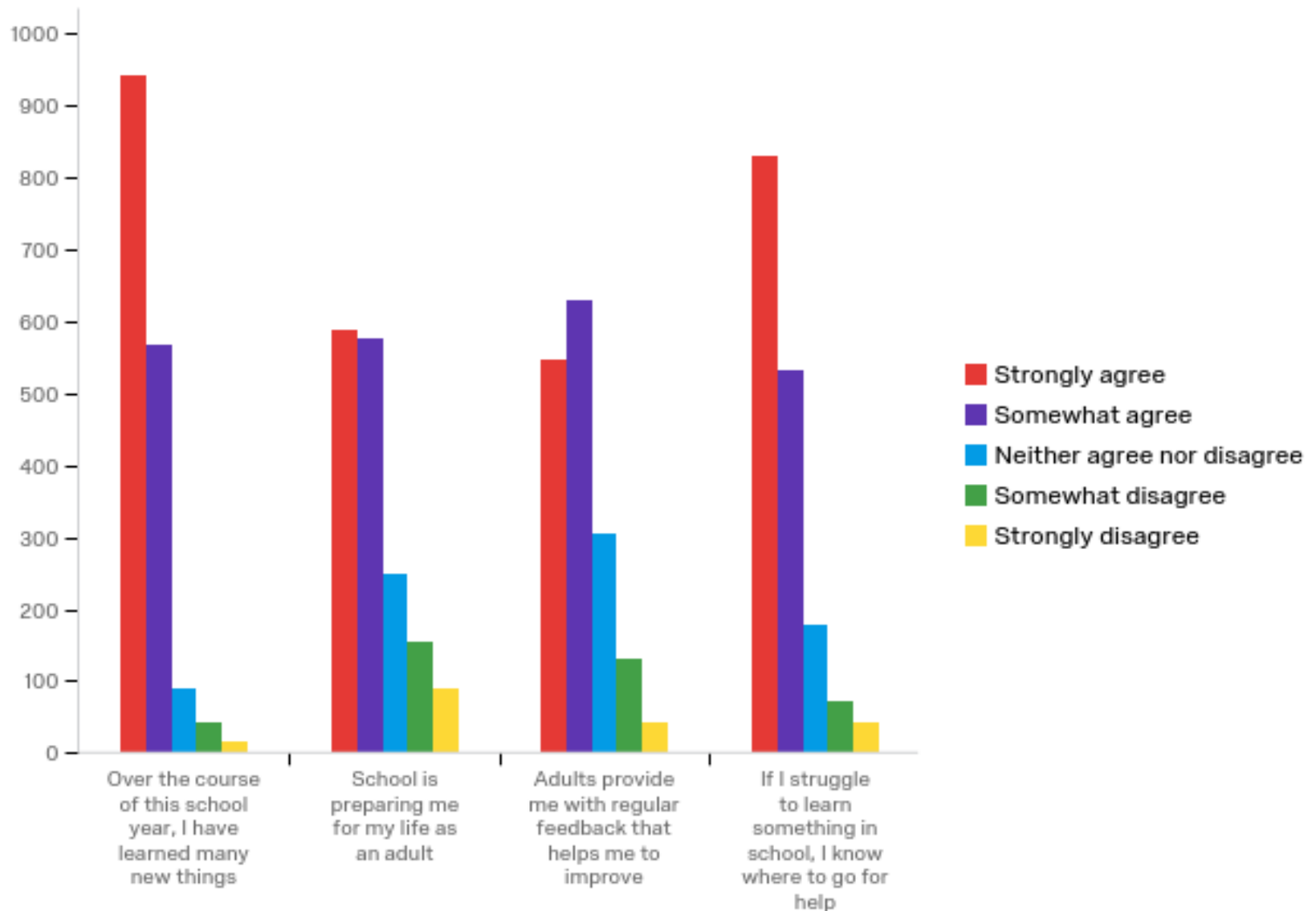
School Climate Indicators – Areas for Improvement

These data show areas in which perceptions are generally positive, however the number of neutral and negative responses indicate an opportunity for our schools to increase our focus on building a proactive and equitable school culture.



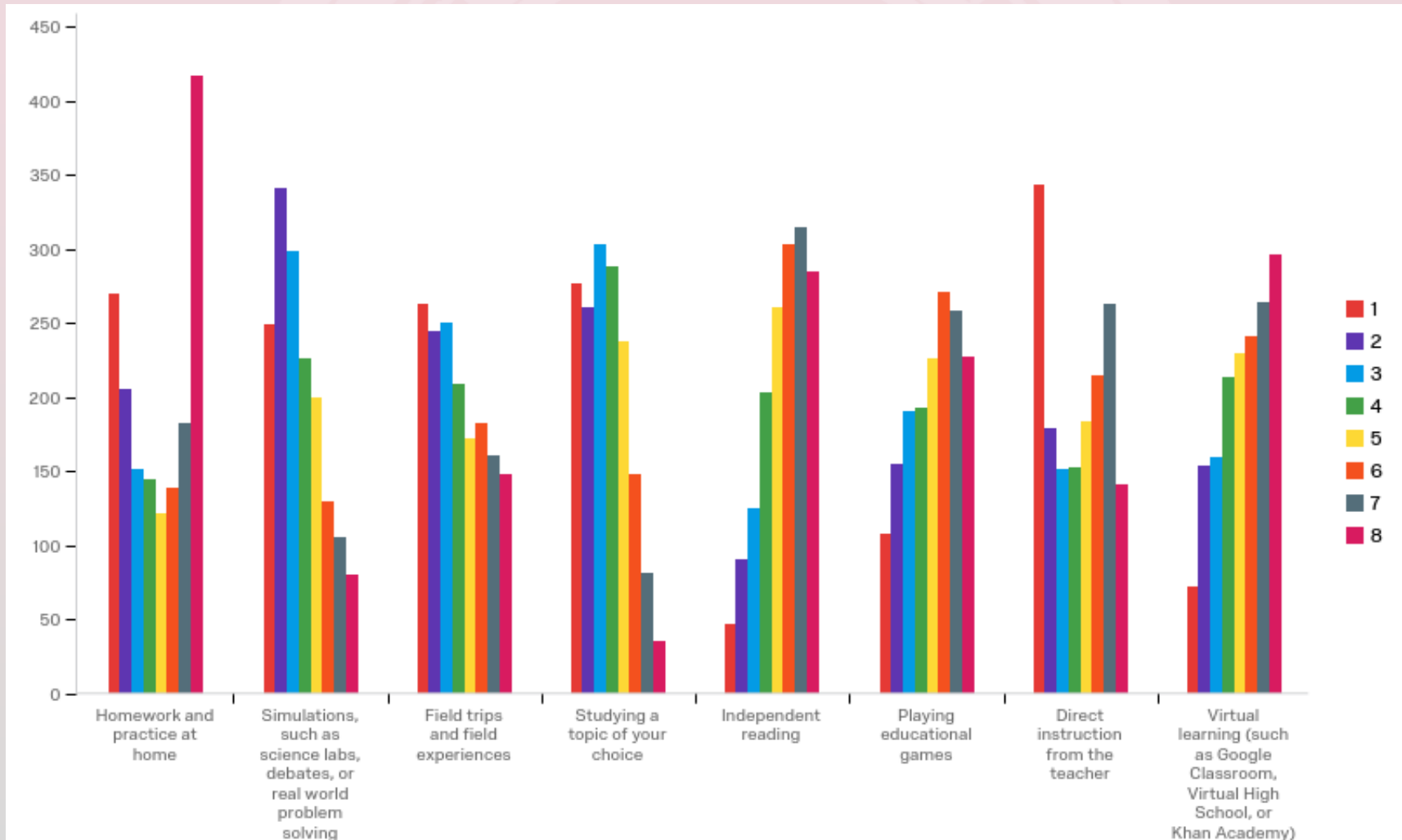
School Climate – Academic Indicators

Student responses indicate a strong academic culture in our schools with some room for improvement in the area of academic feedback and support.



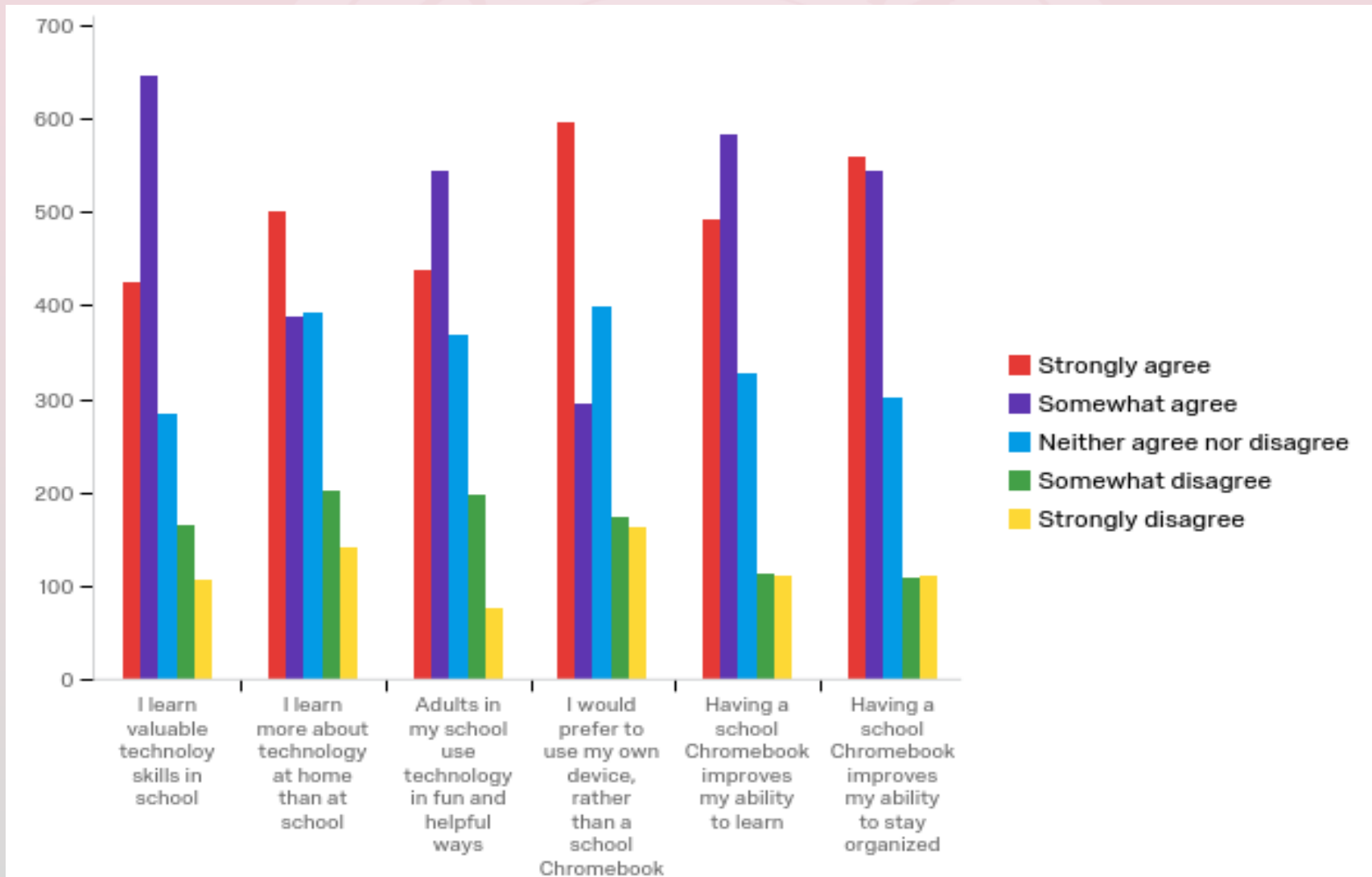
Student Academic Preferences

For this item, students were asked to rank their preferred learning activities, with 1 being most preferred and 8 being least preferred. Traditional methods such as HW and Direct instruction received the most polarized responses. Virtual learning, educational games and independent reading were least preferred. Simulations, field experiences and choice were ranked the highest.



Student Perceptions of Educational Technology

The data suggest that the use of technology in our schools has a positive impact on students, however the # of responses that are neutral or negative, combined with student dissatisfaction with virtual learning, suggest that we should revisit our vision for educational technology.



Characteristics of “below avg/struggling”

Students that identify as “Below Average” or “Struggling” perceive a more negative condition in the schools. While perceptions of bullying are similar, the group was more excited about technology classes, such as STEM, engineering and video production. These data indicate that support and engagement strategies may help these students to develop a stronger academic identity.

Indicator	Below Avg/ Struggling	Avg / Above Avg/ Excellent	Difference (more negative is indicated in red)
Look forward to coming to school everyday	17.7%	52.3%	34.6%
Report strong friend base	70.6%	88.7%	18.2%
Believe bullying is a problem	17.6%	14.9%	2.72%
Feel that students celebrate differences	39.2%	60.0%	20.7%
Usually feel burned out by school	46.0%	18.0%	28.0%
Have a career vision	49.0%	68.5%	19.5%
Know where to go for support	60.8%	82.8%	22.0%
Excited by Technology Classes	56.0%	48.7%	7.3%

Current Practices that Promote Equity and High Achievement for All

- **Data driven instruction**
 - STAR Pilot
 - Reading levels and running records
 - PARCC analysis
 - School-based professional learning communities
- **Interventions for unique learners**
 - Fountas and Pinnell Leveled Literacy Intervention
 - Reading Recovery
 - Columbia University's Readers and Writers Workshop
 - REACH 2.0
 - Special Education Supports
- **Curricular Programs**
 - Broad curricular offerings including 17 AP courses
 - More than Madison end of year service learning projects
 - Day of Service
 - K-12 STEM Offerings
 - Wellness initiatives

Tentative Goals and Efforts for 2018-19

- **Creating Academic Equity**

- Development of a more focused teacher evaluation model
- STAR assessment data for all students grades 1-8
- Expanded access to STEAM labs

- **Student Wellness**

- Addition of an elementary guidance counselor
- Addition of a school psychologist
- Additional therapeutic services
- PE Exemption pilot for MHS student athletes
- Development of standards and protocols for student work load

- **Student Engagement**

- Development of a new grading and assessment vision
- Collaborative professional development models to explore best practices in district
- Expanded AP offerings
- Expanded REACH Program
- New Senior Internship Pilot

What can parents do to help our schools?

- **Promote our schools** - Speak your mind about your positive experiences online and leave ratings to ensure our schools get the credit they deserve
- **Promote inclusiveness** – Teach your students to be up standers, to value diversity and make sure that all students are included and supported
- **Encourage your child’s career ambitions** – Help them develop passions and high expectations with an open mind; the world economy is changing rapidly and is full of exciting opportunities
- **Partner with your child’s school** – You are the first line of support – if your child is struggling or disinterested in school, reach out to your child’s teacher, guidance counsellor, case manager or principal





State of the Schools Address

Madison Public Schools

Mark Schwarz, Superintendent of Schools

June 4, 2018