

**Commissioner's Evaluation of the Lakewood School District
August 20, 2007**

The QSAC process is designed to evaluate the thoroughness and efficiency of all the public school districts in the State. This assessment will provide feedback to school districts both in terms of compliance with state and federal requirements and best practices in schools in five key areas – Operations Management, Personnel, Instruction and Program, Governance and Fiscal Management. In accordance with the statutory requirements of N.J.S.A. 18A:7A-10 et seq., the Lakewood School District was assessed by an evaluation team that made a preliminary determination of the status of the district on each of the indicators contained in the District Performance Review (DPR). That work was then reviewed by senior staff in the Department of Education, who used data and other information available in the Department, to recommend a final score in each of the five areas examined by QSAC.

After reviewing the recommendations of the senior staff delineated in the attached memorandum from Deputy Commissioner Willa Spicer, I have adopted those recommendations. Pursuant to N.J.S.A. 18A:7A-14 and N.J.S.A. 18A:7A-53, the Commissioner is obligated to review the results of the reports and examine all relevant data to ensure that the final determination of performance in each area is appropriate and accurately reflects the district's achievement of each of the performance indicators. Therefore, some adjustments have been made to the evaluation team's results to reflect information available to the Department and to ensure consistency within and among the DPR results. I have made the following determination as to the Lakewood School District's placement on the QSAC continuum in each of the five areas:

Operations Management - 100% of indicators met.

Personnel – 81% of indicators met.

Instruction and Program – 60% of indicators met.

Governance – 67% of indicators met.

Fiscal Management – 51% of indicators met.

Pursuant to the regulations governing QSAC implementation, you may appeal this decision to the State Board of Education within 30 days by following the procedures outlined in N.J.A.C. 6A:30-8.3. In addition, if you disagree with any of these determinations, you may present information to support your position and request that I reconsider my decision within 7 days of the date hereof, pursuant to N.J.A.C. 6A:30-8.3(h).

Because the Lakewood School District has met fewer than 80% of the indicators in three areas, the district will be required to prepare an improvement plan. Staff from the Division of School and District Improvement will work collaboratively with you to complete that process.

MEMORANDUM

To: Commissioner Lucille E. Davy
From: Deputy Commissioner Willa Spicer
Re: QSAC Report from Lakewood
Date: August 16, 2007

The Department of Education's senior staff examined the results of the QSAC review completed by an evaluation team and proposes the following modifications based upon information provided by the evaluation team as well as from data and other information in the department. A final weighting in each of the five areas examined by QSAC -- Operations Management, Personnel, Instruction and Program, Governance, and Fiscal Management-- is recommended to you as noted below.

Operations Management

Overall Score: Evaluation Team
Raw Score: 100 Possible Points: 100 Total Score: 100%
Overall Score: Department Recommendation
Raw Score: 100 Possible Points: 100 Total Score: 100%

- Department staff concurred with the findings of the evaluation team.

Personnel

Overall Score: Evaluation Team
Raw Score: 83 Possible Points: 100 Total Score: 83%
Overall Score: Department Recommendation
Raw Score: 81 Possible Points: 100 Total Score: 81%

- Department staff recommends rescoring indicator #B5c because regulations do not permit the supervisor of guidance to have access to employee medical records. The evidence indicates that some personnel medical records are housed at the high school and some in human resources. Regulations state that the school nurse and building principal can have limited access to parts of employee medical records with the individual's consent. Only the chief school administrator, medical inspector and employee are permitted to have access to the employee's medical information. This change reduces the total by 2 points.

Instruction and Program

Overall Score: Evaluation Team
Raw Score: 74 Possible Points: 120 Total Score: 62%
Overall Score: Department Recommendation
Raw Score: 72 Possible Points: 120 Total Score: 60%

- Department staff recommends rescoring indicator #D1c on the Tally Sheet to align with the scoring on the Field Version. This does not change the scoring.
- Department staff recommends rescoring indicator #D3a because the Gifted and Talented Program is not at all grade levels. The evaluation team's notes indicate

that the program is introduced at the third grade. This change reduces the total by 2 points.

Governance

Overall Score: Evaluation Team
Raw Score: 78 Possible Points: 100 Total Score: 78%
Overall Score: Department Recommendation
Raw Score: 67 Possible Points: 100 Total Score: 67 %

- Department staff corrected a typographical error on the tally sheet by rescoreing indicator #A2 to align with the Field Version, reducing the total by 12 points.

Fiscal Management

Overall Score: Evaluation Team
Raw Score: 51 Possible Points: 100 Total Score: 51%
Overall Score: Department Recommendation
Raw Score: 51 Possible Points: 100 Total Score: 51%

- Department staff concurred with the findings of the evaluation team.