

**Hempstead Union Free School District  
Third Quarter Updates  
May 15, 2022**

**Academic/Instructional Recommendations**

<b>2020-2021 Recommendations</b>	<b>Actions</b>	<b>2021-2022 Recommendations</b>	<b>Quarter 3 Updates</b>	<b>STATUS of May 15, 2022</b>
	Add	District administrative staff shall provide to the Superintendent (“the superintendent”) by February 1, 2022, a plan of action to have 90% of elementary and middle school students sit for the state language arts and math exams. The plan shall be implemented upon approval of the Superintendent.	The district does not believe in the opt-out movement and requires all eligible students to participate in state exams.	GREEN
	Add	By the end of this school year, all elementary and middle school teachers shall be trained how to interpret NWEA and i-Ready test data and shall use the data to inform instruction in the classroom as reflected in teacher observations.	<ul style="list-style-type: none"> <li>• Teachers in elementary schools have been trained on how to administer and use NWEA and I-Ready.</li> <li>• Teachers in middle school do not use NWEA, but all English language arts (ELA) and math teachers have been trained on</li> </ul>	GREEN

			<p>how to administer and use data from I-Ready.</p> <ul style="list-style-type: none"> <li>The district is looking into an informal evaluation tool to monitor whether or not teachers are using data from these assignments to drive and inform instruction.</li> </ul>	
The district must continue its commitment to having each school become an International Baccalaureate (IB) school by the end of next year.	Amend	By June 2022, all elementary schools and the middle school shall be registered IB schools.	The district is still waiting for the authorization dates for Rhodes Academy. The middle school authorization is set for May 11–12, 2022.	YELLOW
	Add	By January 15, 2022, the district shall develop a plan and commence activities to have the average daily attendance for all schools in the district be 90% or better for the second semester of the 2021–2022 school year.	The district did not develop a specific plan for the elementary schools. Chronic absenteeism is part of the secondary schools' demonstrable improvement indicators. This information is reported on in the monthly receivership reports.	YELLOW

	Add	By March 1, 2022, a review of the efficacy of the districtwide language arts/reading program for all elementary grades along with a recommendation for maintaining, modifying, or replacing the program shall be presented to the Board of Education (“the board”). By no later than April 7, the board shall make a decision on what funds shall be included in the 2022-2023 budget for maintaining, modifying, or replacing the program.	The district did not present to the board regarding the efficacy of its language arts program. However, monies are in the budget to maintain or modify the current curriculum and needed resources.	YELLOW
	Add	By March 1, 2022, a review of the efficacy of the districtwide math program for all elementary grades and the middle school through grade 7 along with a recommendation for maintaining, modifying, or replacing the program shall be presented to the board. By no later than April 7, 2022, the board shall make a decision on what funds shall be included in the 2022–2023 budget for maintaining, modifying, or replacing the program.	The district did not present to the board regarding the efficacy of its language arts program. However, monies are in the budget to maintain or modify the current curriculum and needed resources.	YELLOW
		Baseline data, including growth, for all elementary and middle school students shall be collected during the 2021–2022 school year using the NWEA and i-Ready testing programs for uploading to the Nassau Boards Of	No update in this area, but on track to upload NWEA data for elementary students with BOCES. Middle school students do not	GREEN

		Cooperative Educational Services (BOCES) Data Warehouse and in future years to examine growth over time.	take NWEA, but I-Ready results will be uploaded.	
Although there is a curriculum for each grade level and general agreement across the district on the use of programs connected to that curriculum and the standards at each elementary grade level, data to inform instruction in the classroom needs to be more effectively utilized.	Amend and add specificity	<ul style="list-style-type: none"> <li>• By January 15, 2022, the district shall develop or select a platform for aggregation of all student data to include but not be limited to attendance, participation and performance on all assessments, discipline, services provided, and student demographics for the purpose of developing summary reports at the school and district level.</li> <li>• By February 1, 2022, all staff who shall be involved in implementing the platform shall be trained to carry out their responsibilities.</li> <li>• By February 1, 2022, all users of the platform shall be trained.</li> <li>• By March 1, 2022, the platform will be fully operational and in use.</li> </ul>	<ul style="list-style-type: none"> <li>• The district is now using Forecast 5 to upload data.</li> <li>• All key building and central office leaders have been trained. Training is ongoing.</li> </ul>	GREEN
	Add	Algebra and either Earth Science or Living Environment will be the courses of study for all 8 <sup>th</sup> grade	All 8 <sup>th</sup> grade students (except for some special education students) have been scheduled for	GREEN

		students in the 2022-2023 school year.	Algebra and Living Environment for the 2021-22 school year.	
	Add	Beginning with the 2022–2023 school year, each middle school student who meets the criteria specified in Commissioner’s Regulations 100.4(d)(3) shall be enrolled in at least two high school level courses by the end of grade 8. Beginning with the 2023–2024 school year qualified middle school students shall be enrolled in three high school level courses.	All 8 <sup>th</sup> grade students (except for some special education students) have scheduled for Algebra and Living Environment for the 2021-22 school year.	GREEN
The Regent’s graduation rate needs to continue incremental growth even though achieving in the mid-seventies is a laudable change.	Amend	Annually, by the last board meeting in June each year, the superintendent or his/her designee shall present to the board the action plan that the district shall take the following school year to raise the 4-year graduation rate by August of the following school year by 2 percent over the current school year. Upon approval of the plan by the board, the district shall implement the activities in the plan in accordance with the timelines specified in the plan.	This recommendation is a part of the high school receivership plan. The high school presents once a year to the community and board of education at the annual Receivership Community Forum in August as to how the high school addresses increasing the graduation rate. It is also included in the district comprehensive	GREEN

			educational improvement plan.	
<p>The high school should continue to prepare all students for lifelong learning by establishing goals and measures of progress in terms of the percent of students earning a Regents Diploma with Advanced Designation and the percentage of students enrolling and being tested in Advanced Placement (AP) classes.</p> <p>Student schedules that reflect a commitment to education beyond high school need to include courses leading to a Regents with Advanced Designation.</p>	Amend	<p>By June 1, 2022, the district shall provide to the board the action steps that the district shall take to:</p> <ul style="list-style-type: none"> <li>• increase the percentage of students who graduate with a Regents Diploma with advanced designation to 40% by June 2024.</li> <li>• increase the percentage of students participating in AP courses by 10% compared to participation in the 2020-2021 school year.</li> <li>• Ensure that 90% of those who start the Smart Scholars Program complete it.</li> <li>• Increase by 50% compared to the 2020–2021 school year, the number of graduates from the 2019 high school graduation cohort involved in a sport or extracurricular activity.</li> </ul> <p>Upon approval of the Board of the plan, The district shall implement the activities in the plan in accordance with the timelines specified in the plan.</p>	<p>This recommendation is a part of the high school receivership plan. The high school presents once a year to the community and board at the annual Receivership Community Forum in August as to how the high school addresses increasing the graduation rate, the number of students receiving Regents and Advanced Regents diplomas, and students taking AP courses. Smart Scholars Program – No update in this area. Although the district has made available and encourages students to participate in sports and extracurricular activities, the district feels it cannot control students desire to participate in sports or extracurricular activity. Many students</p>	GREEN

			<p>must work to help take care of their families. This recommendation should be removed.</p>	
<p>The spectrum of services in special education needs to be reexamined to ensure that students are in the least restrictive environment.</p> <p>Where appropriate place fewer students in more restrictive environments.</p>	Amend	<p>Integrated coteaching models will be implemented in all buildings for the opening of school in September 2022.</p>	<p>The district has expanded its co-teaching model to three elementary schools in the district at the start of the 2021–2022 school year. Implementing a co-teaching model in the other elementary schools will be based on the recommendations of the Committee on Special Education (CSE). As of the date of this report, there are not enough students whose Individualized Educational Plan specifies a co-teaching model to expand the model to the other three elementary schools.</p>	GREEN
<p>Carefully examine the efficacy of the bilingual program to determine reasons for the continued low performance of</p>	Amend	<p>By the end of this school year, the district shall present to the board an analysis of the academic performance of ELL students on the NWEA and the i-Ready, disaggregated by the</p>	<p>No update for this reporting period, but the district is on track to implement this</p>	GREEN

English language learner (ELL) students on all state measures of ELA and math.		different service models in The district	recommendation by the end of June 2022.	
Increase the time ELL students spend in regular class settings.		The district shall use the results of the efficacy study of district ELL models to modify and change ELL student placements, as appropriate, for the 2022–2023 school year.	No update in this area for this reporting period.	YELLOW
More social-emotional learning (SEL) programs need to be brought into the district at every level of schooling and models of evaluation connected to student behavior need to accompany implementation.	Amend	By July 30, annually, the superintendent shall receive a report on participation rates in SEL programs by grade and school as of June 30.	No update in this area for this reporting period.	YELLOW
Although in the short term the current organizational configuration is working to bring about specific changes in the instructional program, the district needs to determine the degree to which the district would benefit from putting in place a more traditional organizational structure.	Amend	By January 1, 2022, the superintendent shall submit to the board an amended table of organization (TO) that shows how main functions of the district operations and instructional programs and services are assigned under the newly organized central office.	This recommendation has been completed. The board received an updated TO in January 2022 outlining the duties and responsibilities of Central Office staff.	BLUE



Ensure that all instructional staff are appropriately evaluated and the recommendations for improvement included in the evaluations be monitored for implementation.	Amend	Beginning immediately, all teacher evaluations shall be submitted with required observations to the Personnel Office by the contractual deadline.	All teachers' evaluations have been completed for the 2021 - 2022 school year.	Green
		By May 1, 2022, and by May 1 of each successive year, tenure recommendations with appropriate backup information for the current school year and those through the first semester of the next year will be made available for review by the board.	This recommendation has been completed. The board will vote on tenure recommendations at the May and June board meetings. Recommendations for tenure have been submitted by principals or central office staff.	GREEN
Schools should conduct virtual online PTA meetings to which parents are invited.	Amend	During the 2021–2022 school year, Parent Teacher Association (PTA) meetings shall continue for each school to be held virtually. Every effort shall be made to record attendance at each meeting. By the end of the school year, each school shall submit to the superintendent a summary of attendance at each PTA meeting held during the school year.	No update in this area for this reporting period.	GREEN
Monitor carefully the participation of students in	Amend	By August 15, 2022, attendance and academic performance for the 2021–	No update in this area for this reporting period.	GREEN

all grant programs and study the connection to success on Regents and AP coursework.		2022 school year of all participants in supplemental programs supported by Federal and State grants — including American Rescue Plan (ARP) and Elementary and Secondary School Emergency Relief (ESSER) II — will be maintained and shared with the superintendent.		
	Add	The district shall develop for inclusion in the proposed 2022–2023 school year budget a plan for providing substitutes for all classes and instructional programs, which shall include but not be limited to the hiring of permanent substitutes.	No update in this area for this reporting period.	GREEN
	Add	By August 15, 2022, a summary report of teacher and other professional personnel attendance at professional development activities during the current school year will be prepared and provided to the Superintendent	No update in this area for this reporting period.	GREEN
Provide staff development opportunities to bilingual classroom teachers on the effective use of all reading and math tools used in regular classes.	Removed			
The district should carefully review the data for sixth grade students,	Removed			

<p>some of whom are in the elementary schools and some of whom are in the middle school to determine if there are differences in the performance of students related to the grade configuration of the school the student attends. The district should then use the data to consider an appropriate configuration of the sixth grade.</p>				
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**Hempstead Union Free School District  
Third Quarter Updates  
May 15, 2022**

**FINANCIAL PLAN**

2020-2021 Recommendations	Actions	2021-2022 Recommendations	Quarter 3 Updates	STATUS of <b>May 15, 2022</b>
	Add	The district shall take such actions as are necessary to ensure that the district does not overspend the 2021-2022 budget.	No update in this area for this reporting period.	GREEN
	Add	Assuming accurate approved operating expense (AOE) data is available, the district shall use the state formula for developing its annual charter school tuition estimate for inclusion in the 2022–2023 school year budget.	The district estimated the cost per pupil to create a balanced budget to present to the public for the 2022–2023 school year.	GREEN
	Add	The district shall develop and include in the 2022-2023 budget the first of a multiyear replacement plan for all its electronic equipment, to include but	The district will utilize Smart Bond monies to address this	YELLOW

		not be limited to laptops, desktops, classroom smartboards, Wi-Fi nodes, servers, telephones, and any device that operates on its current Wi-Fi network.	issue. The district will move forward with this recommendation as soon as the district hires a new Director of Technology.	
	Add	The district shall include in the 2022–2023 school year budget a plan for inventorying, repairing, maintaining and, where appropriate, insuring all district owned electronic devices.	The district Information Technology Specialist and Stock Assistant are currently being used to address this recommendation.	GREEN
The district shall include in the 2021–2022 school year budget a plan to fully staff the business office.	Amend	All positions in the Business Office will be filled by the end of this fiscal year.	The district is still taking steps to hire all needed positions for the Business Office.	YELLOW
	Add	The district will include in the 2022–2023 budget a plan to house the	This recommendation is complete.	GREEN

		students and programs displaced by the closing of Front Street School.		
		A Smart Bond plan to fully use the remaining funds will be submitted to the state for approval prior to the end of this fiscal year.	The district will move forward with this recommendation as soon as the district hires a new Director of Technology.	YELLOW
	Add	ARP and ESSER II funds will be used in accordance with the plan approved by the State Education Department (SED), and the budgets shall not be over expended.	The district is spending monies according to the plans approved by the New York State Education Department and the monitor.	GREEN
The district will work with the legislature and the executive to secure additional aid to compensate for the cost of charter students	Amend	By January 15, 2022, the district shall share with the legislators representing the district a proposal to reduce the fiscal impact of charter school tuition.	No update in this area for this reporting period	RED

<p>During the school year the board will select counsel who have the knowledge and experience necessary to provide a full range of services and will seek to enter into retainer agreements with these attorneys to serve as labor and general counsel, so as to significantly reduce the cost of representation.</p>	<p>Amend</p>	<p>By April 1, 2022, the district shall issue a Request for Proposals (RFP) for all legal services with the goal of selecting a legal firm or firms for appointment at the July 2022 reorganization meeting.</p>	<p>The board decided to utilize the results of the RFP from 2021 to determine who the attorney will be for the 2022–2023 school year.</p>	<p>YELLOW</p>
	<p>Add</p>	<p>The district shall identify a treasurer and District Clerk pro tem and appoint them at the annual reorganization meeting</p>	<p>The Treasurer was hired and will be rehired at the reorganization meeting. The appointment of a district clerk pro</p>	<p>GREEN</p>

			tem is scheduled to take place at the reorganization meeting.	
	Add	The district shall develop a proposed budget for the 2022–2023 school year in accordance with the budget calendar adopted by the Board.	This recommendation is complete.	BLUE
	Add	All 2020–2021 recommendations from the external auditor will be implemented fully during the 2021–2022 school year.	This recommendation is complete. The Corrective Action Plan is available on the district’s website.	BLUE
	Amend	100% of Medicaid reimbursement for which the district is eligible during the 2021-2022 school year, shall be applied for timely.	The district has hired an account clerk to ensure the district is receiving timely all monies from Medicaid. The business office maintains records of all monies received from	GREEN



			Medicaid reimbursements.	
Until The district can fully fund a position or positions in The district to process System to Track and Account for Children (STAC) forms and Medicaid reimbursement The district should continue to retain the services of its current consultant	Amend	100% of STAC forms shall be submitted on time.	The district has hired an account clerk to ensure the district is receiving timely all monies from STAC.	GREEN
	Add	All service providers shall be monitored to ensure that their services are provided on time and in the manner described in their contracts. As permitted by the terms of the contract, the district s shall modify or terminate contracts of vendors who do not perform satisfactorily.	The district has created an evaluation tool to review and monitor all vendor work to ensure it is aligned to contracts and the needs of the	YELLOW

			district. All vendors will be assessed by August 31, 2022.	
	Add	By September 15 of each fiscal year, settlement amounts from outstanding litigation shall be submitted to the Business Office and the external auditors by district attorneys	No update in this area for this reporting period.	YELLOW
Financial reports will continue to be sent monthly for the Board's review and acceptance.	Removed			
		The Human Resource department and the Business (payroll) department will collaborate with one another and coordinate operations so as to increase the accuracy in staff pay to 100% by June 2022.	No update in this area for this reporting period.	GREEN