

Dear Families and Staff;

As we discussed during our previous presentations, realigning the school buildings as part of the creation of Full Day Kindergarten would also necessitate a realignment of the K-5 staff. Before we approve the staff assignments for the 2021-2022 school year, I would like to take a brief moment to outline the process used. We began with the administrative team reviewing data, including observations, evaluations, and where available, testing. While this was being reviewed staff members were surveyed and asked to indicate in rank order their preferred choices for building and grade and which area - building or grade - was more important. Our primary goal was to create the best, most balanced teams possible in every building and grade level. In order to do this, we followed the following guiding principles (in no particular order):

**Guiding Principles:**

- Establish staffing assignments that:
  - accommodated first or second teacher choice, where possible.
  - placed teachers at the appropriate grade-band and grade-level.
  - effectively utilized staff member strengths, talents, and district contributions.
  - fostered the creation of collaborative teaching teams at each grade level.
  - allowed for vertical and horizontal articulation within and across buildings.
  - maintained successful co-teaching teams, where possible.
  - balanced veteran and new teachers where possible.

In addition, while not a guiding principle we felt that it was important for students switching schools to see a familiar face. Therefore, some staff were moved (in conjunction with our guiding principles) to make sure that this would happen.

Looking at the realignment of staff, globally 46% of all teachers experienced no change - they remained in the same building and at the same grade. 35% of our teacher population moved buildings, but stayed at grade level, 9% stayed in their current building but moved grade level, and 10% - 7 teachers moved both building and grade level. I think that these numbers indicate that staff realignment was not done on a whim. Rather, available data and teacher input were used to build the best possible teams at every grade level and in every building.

I know that these changes will be difficult. But I also have every confidence in the professionalism and talent of our teachers and that they will do everything that they can to help our students be successful. It is my core belief that the realignment of schools and the addition of FDK will provide the generations of our students with an excellent educational and social foundation.

Finally, we are SO excited to let you know that a Hughes fifth-grade student, Avni Toolsidas, was selected as the Google Doodle winner from NJ. Voting is now open to the public to select the 4 national finalists. Please vote here: <https://doodles.google.com/d4g/>

There are no new Covid cases at this time.

Sincerely,  
Dr. Melissa Varley