

iii. Documentation of communication notices and recruitment efforts (for example, advertisements placed, colleges that were contacted, etc.) to employ a qualified individual;

iv. Identification of all appropriately certified individuals who applied for this position, if any; and

v. Provision of a reason/justification, if applicable, why the certified applicant(s) is(are) not suitable for employment in the position.

2. The board shall receive a waiver only upon the approval of the Commissioner.

(d) The board shall ensure that DHS-licensed child care providers comply with the contract requirements including the requirements of (b) above and shall conduct ongoing, on site monitoring to assess compliance.

Amended by R.2000 d.278, effective July 3, 2000.
See: 32 N.J.R. 1329(a), 32 N.J.R. 2470(a)
Rewrote section.

6A:24-3.4 Early childhood education program operational plan

(a) The board shall operate its early childhood education program consistent with its early childhood education plan approved by the Department, which was developed pursuant to requirements specified in N.J.A.C. 6A:24-3.3(a). The board shall amend its plan so that all four-year-olds and all three-year-olds are offered full-day, full-year early childhood education programs by the 2001-2002 school year. The district shall provide any necessary information to the Department to ensure that the program implementation is consistent with that plan.

1. Upon offering full day, full year early childhood education programs, the district may request a waiver of this requirement under N.J.A.C. 6A:5, as applicable, to provide families with options to enroll their children in a half-day program and/or a program that follows the school year calendar, providing that program meets all of the requirements of this subchapter.

(b) No additional early childhood education programs or services shall be approved unless a particularized need is demonstrated pursuant to N.J.A.C. 6A:24-5.

Amended by R.2000 d.278, effective July 3, 2000.
See: 32 N.J.R. 1329(a), 32 N.J.R. 2470(a)
Rewrote section.

tional materials and all instructional processes in the model with the Core Curriculum Content Standards. The Department shall provide an analysis of that alignment for use by schools implementing the model. All schools that are WSR schools shall continue to implement the WSR model selected, except as provided in N.J.A.C. 6A:24-4.5.

(b) By January 30, 2001, all secondary schools shall submit to the Department an application for implementation of whole school reform for the 2001-2002 school year. The application shall be for:

1. A research-based WSR model; or
2. A whole school alternative program design.

(c) In addition to the requirements in (a) and (b) above, a high school shall identify its assessed needs and consider its unique characteristics by incorporating an effective combination of the following research-based strategies for high schools:

1. Create small learning communities so that schools are organized into small units of students and use a variety of instructional strategies that engage students and accommodate individual learning styles;
2. Utilize flexible time for teaching and learning so that schools may organize the day, week and month to lengthen blocks of instructional time;
3. Develop instructional content so that the schools are able to structure learning around careers and student interest and link out-of-school experiences to classroom instruction;
4. Develop student assessment so that schools assess student progress by what they are capable of doing and use rich assessments that include portfolios, performance tasks and examples of student accomplishments to measure progress in meeting HSPA and other State assessments;
5. Establish community partnerships so that schools work collaboratively with parents, community and business for the purpose of enabling students to achieve the Core Content Curriculum Standards; and
6. Establish partnerships with institutions of higher education so that the schools establish an articulation agreement with institutions of higher education to implement a WSR model or the whole school alternative program design, use a variety of assessments and evaluations to measure the effectiveness of WSR implementation and improve the transition between high school and post-secondary education.

(d) Upon selection of a model, secondary schools shall incorporate the required programs for secondary schools pursuant to N.J.A.C. 6A:24-6.1 into that model.

(e) The Commissioner shall assign an intervention team to work with any elementary school that has not selected a

SUBCHAPTER 4. WHOLE SCHOOL REFORM

6A:24-4.1 Implementation of whole school reform model

(a) To be an approved whole school reform (WSR) model developer, a WSR model developer must align all instruc-

WSR model or alternative program design by June 1, 2000 and any secondary school that has not selected a WSR model or alternative program design by January 30, 2001. The Commissioner shall direct the team to:

1. Identify barriers which are affecting the school's ability to implement comprehensive school reform; and
2. Make recommendations for corrective action.

(f) Based on the team's recommendation, the Commissioner may direct the following actions to occur at the school site under the supervision of designated Department staff:

1. Restructuring of curriculum and all school based services and programs;
2. Redirection of all building allocations and expenditures to support comprehensive school reform which will result in student attainment of the Core Curriculum Content Standards;
3. Assessment of the roles and responsibilities of all school personnel;
4. Reallocation of staff, including reallocation to other schools in the district, to support school reform; and
5. Development and implementation of a comprehensive professional development plan for all staff, which will ensure increased student achievement as demonstrated by the results of the State assessments and other assessment tools.

(g) The SRI shall work with the building principal, SMT, central office and local board of education to ensure the effective implementation of site-based management and comprehensive school reform. If, after the intervention, the school fails to select a model or have a design approved, the Commissioner shall direct the school to implement a whole school reform model during the 2000-2001 school year that meets the particular needs of the school.

(h) Any elementary or secondary school that opens after (the effective date of this amendment) shall, within 90 days, consult with the Department to develop a plan for submitting an application to participate in the implementation of WSR.

(i) Each of the following elements of whole school reform shall be addressed in a WSR model adopted by a school in an Abbott district:

1. Improved Student Performance: The model shall lead to improved student achievement focused on the Core Curriculum Content Standards, as measured by the State assessment program (Elementary School Proficiency Assessment, Grade Eight Proficiency Assessment, and High School Proficiency Test/High School Proficiency Assessment).
2. Research-Based Program: Each school shall provide a research-based program of curriculum and instruction supported by, and integrated with, an appropriate array of research-proven supplemental strategies (for example, SFA/R&W).

3. School-Based Leadership and Decision-Making: The school shall maintain its own planning and decision-making structure, including establishment of an SMT pursuant to N.J.A.C. 6A:24-2, and shall be led by a strong, effective principal. The principal shall involve parents and teaching staff members in setting annual student achievement targets. School staff and members of the community shall be committed to working together in a comprehensive, concerted effort to ensure that each child achieves success and maintains his or her self-confidence and enthusiasm for learning.

4. Integration and Alignment of School Functions: The school shall use a comprehensive approach, rather than a piecemeal one, to assure effective school-level implementation pursuant to N.J.A.C. 6A:24-4.3. All school functions shall collectively support student attainment of the Core Curriculum Content Standards. The school shall have an effective and compatible program of curriculum and instruction, supported systematically by a well-planned school budget pursuant to N.J.A.C. 6A:24-4.4.

5. Educational Technology: Educational technology shall be infused in all aspects of curriculum and instruction, throughout the entire WSR model, to support achievement of the Core Curriculum Content Standards pursuant to N.J.A.C. 6A:24-1.4(f) and 6A:24-2.2(b)4. Educational technology includes acquisition and maintenance of necessary equipment and infrastructure, provision of appropriate professional development activities and designation of appropriate staff to implement plans and activities.

6. Professional Development: All staff of the school shall be engaged in an organized, continuous program of staff training, focused on the acquisition of knowledge and skills directly related to the achievement of the Core Curriculum Content Standards and the implementation of the selected WSR model.

7. Safe School Environment Conducive to Learning: The school climate must be safe and conducive to learning. There shall be a code of conduct that clearly defines acceptable and unacceptable student behaviors and the consequences for them. The district shall provide required security staff and other necessary protective devices as set forth in N.J.A.C. 6A:24-1.5(h).

8. Student and Family Services/Coordination of Resources: Each elementary school shall maintain a Family Support Team or other comparable entity that encourages parent involvement in the school and in students' learning; trains parents for volunteer roles; intervenes to resolve behavioral, nutritional, attendance and other issues; receives teacher referrals of students who are not making progress; and makes referrals to appropriate health and human services agencies, including KidCare and Medicaid. Each middle and secondary school shall provide health and social services in accordance with N.J.A.C. 6A:24-1.4(i) and 6A:24-6.