

William H. Johnson EdD

New York State Monitor

The Hempstead Union Free School District (HUFSD or "the district") is located in the center of Nassau County. By several important metrics, the district is one of the poorest and neediest in the county. In terms of need, the percent of students who are free and/or reduced-

Over the last decade, there have been significant problems with inconsistent leadership in key administrative positions and constant turnover on the board of education (“the board”). Turnover in board and administrative positions seriously undermined the ability of the district to maintain stability or consistency in the district’s efforts to install new and better ways to provide and support instruction at every level of schooling. Since the monitor’s assignment to the district in 2020, board positions have continued to turn over each year. Incumbents, except for one in 2022, either chose not to run for reelection or were defeated. During the 2022–2023 school year, administrative leadership stabilized, and key vacancies were

After the district had failed to successfully recruit a Director of Technology, the monitor worked with the superintendent and other administrators to develop an alternate plan for securing a director through contracting with the Nassau Board of Cooperative Educational Services (BOCES). The monitor's assistance resulted in the district hiring a coordinator who developed districtwide short- and long-term plans for the purchase of technology that included components focusing on communication, security, and instruction.

The monitor focused on the following areas during the 2022–2023 school year:

- Securing the approval of the board for the 2022-2023 school year plan updates, which was delayed until January 2023 because of board concerns pertaining to a proposed recommendation regarding the timeline for the board deciding whether to renew the superintendent's contract.
- Developing plans to add space to the elementary schools and eliminate the need for all the remaining portables that have been used for instruction.
- Estimating what costs would be if the district-based transportation eligibility on the state aid-ability limit of 1.5 miles from the school of attendance.

The monitor's effort contributed to the ili(u)-2 ()9-cD0

Assistant Superintendent for Curriculum and Instruction, made a concerted effort to clean up attendance data and make sure that every teacher knows their role in taking attendance and entering the correct information daily into PowerSchool. Despite those efforts, there were continuing problems with the

for students whose education was disrupted by the pandemic is phased out, the district will be hard pressed to increase or even maintain this graduation rate.

In the short-term, the district's fiscal situation has improved, as reflected in the district having a year-end surplus for the 2022–2023 school year, which has allowed the district to increase its cash reserves while also moving forward with a number of capital construction projects and continuing the practice of asking voters to adopt a budget with a zero percent tax levy increase.

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The monitor's priorities for the 2023–2024 school year are much the same as they were during the past two years. The monitor's areas of focus will continue to be student and staff attendance, graduation rate, elementary and middle school student proficiency in ELA and math, the collection and use of data, and professional development.

While ADA appears to be improving in response to district efforts, ADA continues below 90% across all schools and all grades. The chronic absenteeism rate was over 50% for the 2022-2023 school year, which meant that more than half of all students were absent for more than 10% of instructional days or at least 18 days for students who had been enrolled for the entire school year. A critical component for effective instruction is attendance. The district will continue to work on revising strategies for increasing ADA and decreasing chronic absenteeism.

The four-year graduation rate through August 2023 for Hempstead High School students who first entered Grade 9 in the 2019-2020 school year is comparable to the August 2022 rate for students who first entered Grade 9 in the 2018-2019 school year. The district needs to continue to work to operationalize the commitment the district has made to finding a path by which every student graduates with a Regent's diploma.

Assessment results in ELA and math for elementary and middle school students have shown that approximately two-thirds of students are making satisfactory growth, meaning a year of growth for a year in school, but persistent gaps remain between the

Ensuring that the district implements with fidelity the expenditure plan approved by the voters for the 2023

In reviewing the district's annual report on implementation in the 2022–2023 school year of the district's academic improvement and financial plans, the monitor finds that the priorities identified by the superintendent are the same or similar to those of the monitor,

In addition, the superintendent highlighted other success stories, which included the continuation of the My Brothers Keeper program for one year despite the program not being funded by the State; the inclusion of foreign language in the elementary curriculum; afterschool grant supported tutoring, and a new grant supporting the parent resource center.

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1. The district shall continue to upload into Forecast 5, Branching Minds, or their equivalents student performance data, to include, but not be limited to, attendance, enrollment, participation and performance on all assessments, discipline, support program service enrollment. To the extent possible, all data will be disaggregated by demographic and /or service eligible subgroups.

The district continues to use Forecast 5 and Branching Minds data warehouses. All administrators and staff have been trained in how to



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<p>5. The district shall continue its activities designed to reduce the percentage of students chronically absent and increase the average daily attendance. During the summer following the school year, the district will evaluate the effectiveness of these activities and modify, where appropriate, activities for the upcoming school year.</p>		<p>The district's attendance staff tracked students' daily attendance. The Attendance Department received ongoing training on monitoring attendance, coding attendance in PowerSchool, and how to properly discharge a student. Our daily average attendance was around 87% for the school year.</p> <p>Appendix 1 summarizes the data for each school for 2021-2022 and for 2022-2023</p>		<p>Even though additional staff were added, and progress made, activities need to be reassessed for their efficacy and modified where warranted.</p>
<p>6. Consistent with 100.4(d) of Commissioner's Regulations, the District shall during the 2022-2023 school year enroll 8th grade students in Regent's math, science, and social studies courses.</p>		<p>The 8th grade students in the middle school took the Algebra I and Living Environment Regents. Those students who did not pass attended summer school. The Algebra I pass rate was 77% and the Living Environment passing rate was 83%.</p>		<p>All students who enrolled in Algebra took the Regents exam. The pass rate for June reflects those who passed the course and scored 50 or above. For Living Environment, only students who had completed their labs were permitted to sit for the exam and the pass rate reflects a passing score</p>

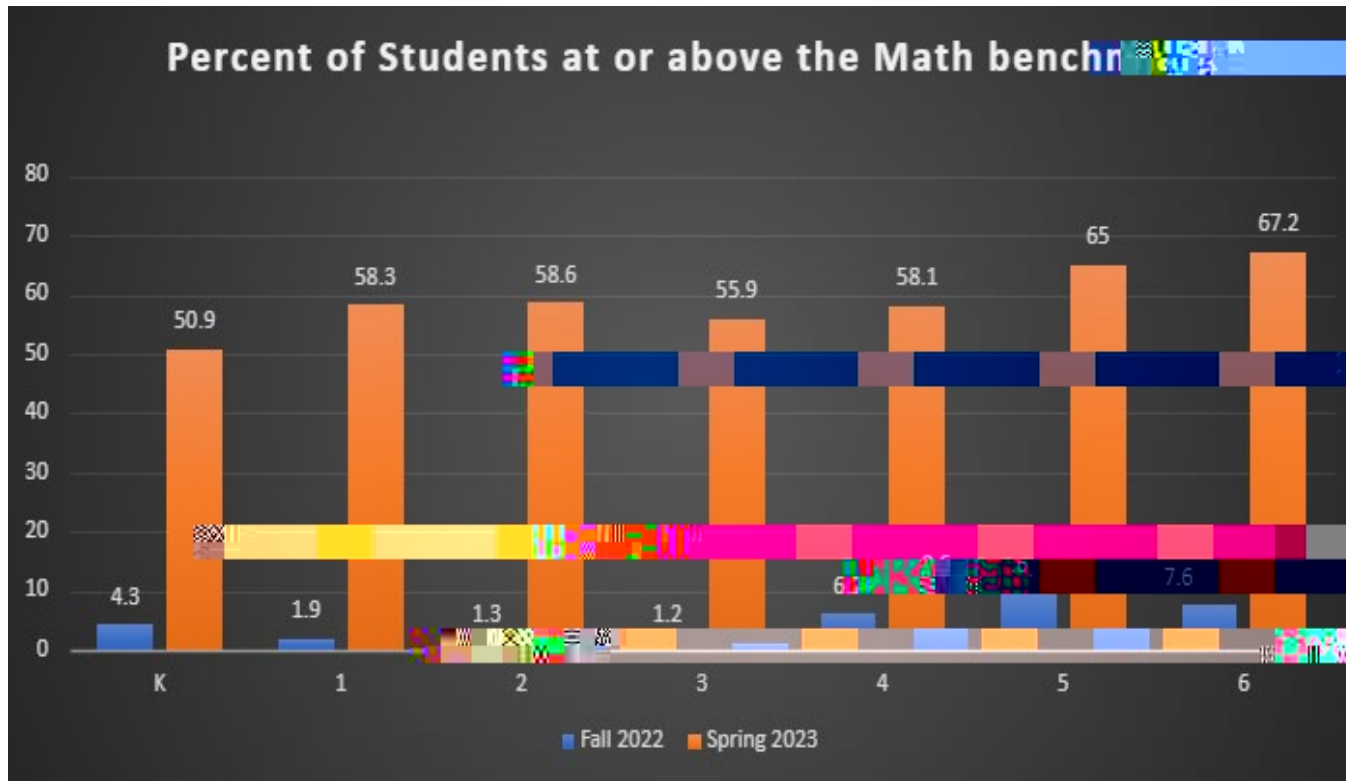
				on the exam of 50 and passing the course.
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7. The district shall take such actions as are necessary to increase, compared to the 2021-2022 school year, the District's June, and August 4yr Regents' graduation rate, the percent of students graduating with a Regents Diploma with Advanced designation, and enrollment in and the number of students enrolled in Advanced Placement classes and taking AP exams.

		<p>kindergarten at our Early Childhood Center. There is a total of 129 students with ICT elementary class placements: Rhodes – 46, David Paterson – 39, Barack Obama – 37 and Prospect – 7.</p>		<p>Center a new class for autistic children who would have in the past been sent to out-of-district placements.</p>
<p>9. The district will reexamine reading and math English and Spanish test performance of students enrolled in various ELL (English Language Learners) programs to determine program efficacy and will modify offerings and placements based on the data.</p>		<p>In addition to the NYSESLAT and NYSISTEL, the district used Renaissance assessments to ensure we have the most accurate data to determine the needs of our ELL students. The information is used to place students in the appropriate MTSS Tier and for progress monitoring.</p> <hr/>		<p>STAR (Renaissance) is administered in English and Spanish to a select population. Results are used to measure growth, determine support services, and inform instruction. The use of STAR needs to be coordinated with the administration of NWEA and i-Ready.</p>

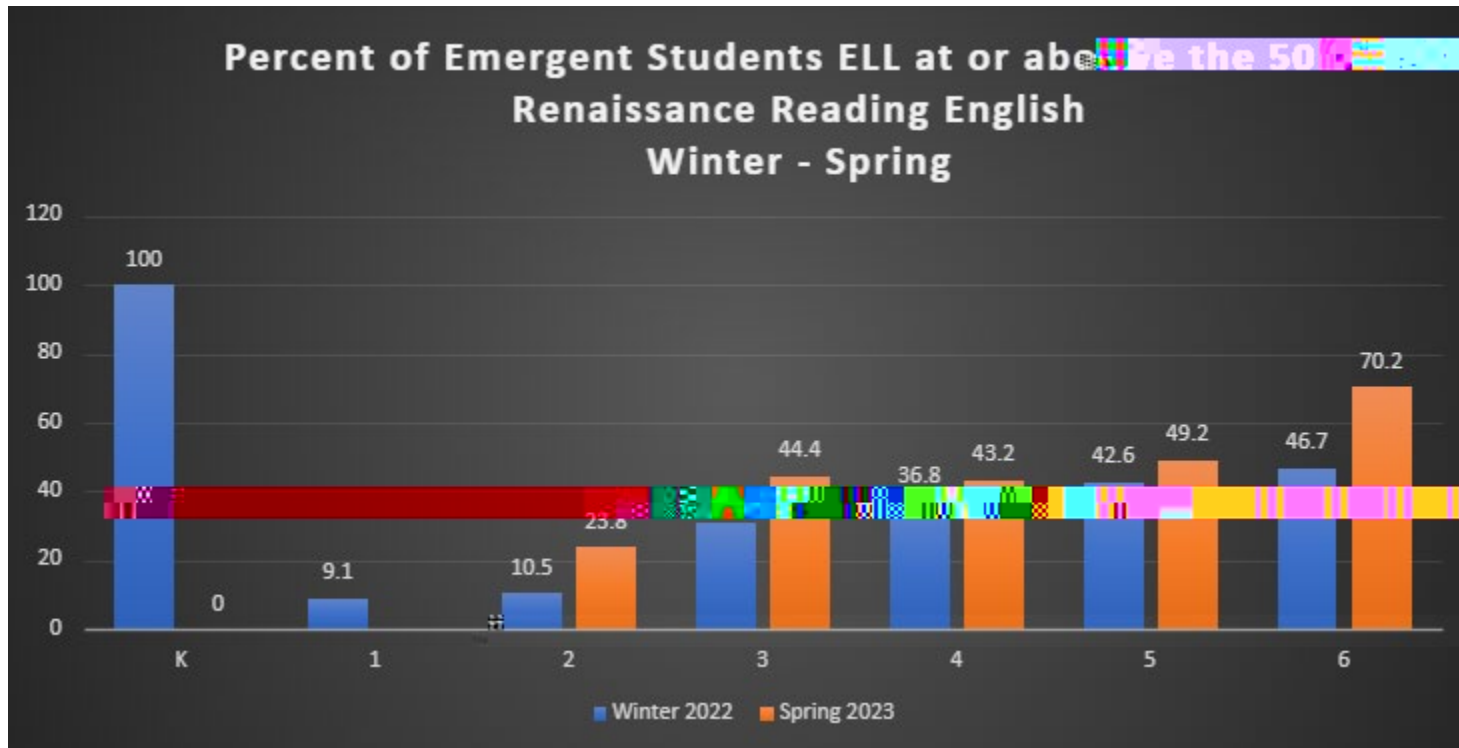
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10. The district will facilitate PTA meetings at each		See Appendix 5 for a summary of Star test data. Districtwide PTA meetings are held virtually led by the		PTA meetings are being held at the buildings virtually and

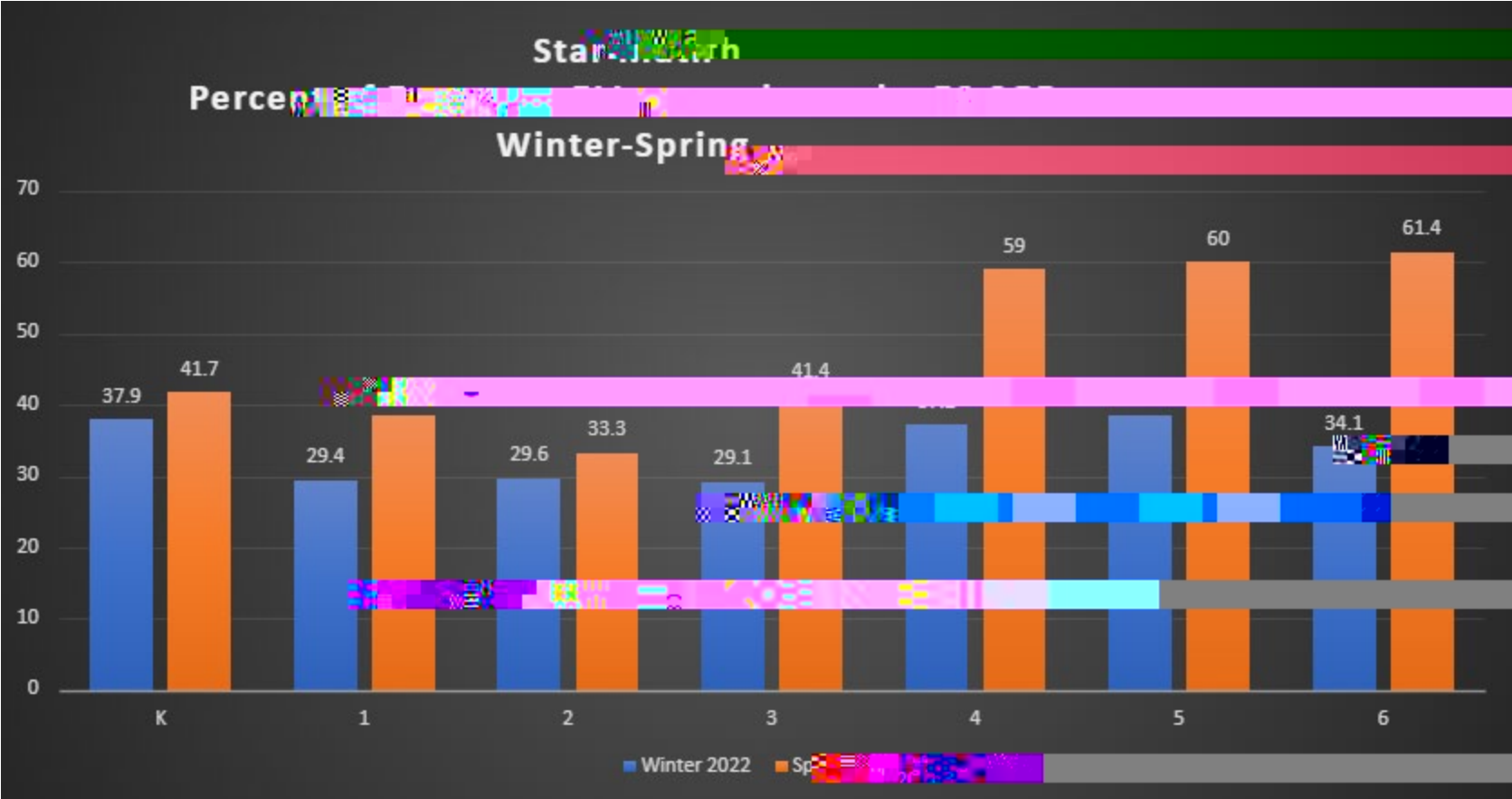
Appendix 1:



Appendix 2:

Appendix 3



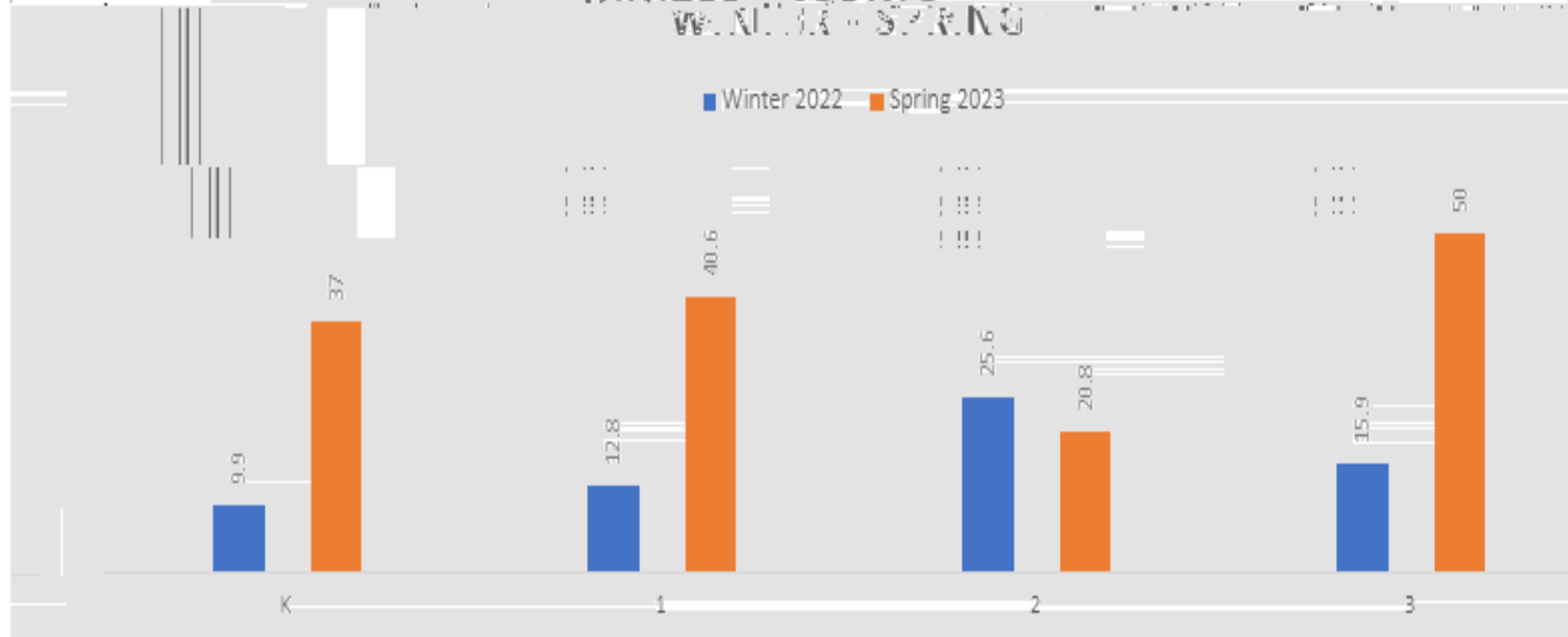


STAR EARLY LITERACY

PERCENT OF EMERGENT FL AT OR ABOVE THE 50 SGP

WINTER - SPRING

■ Winter 2022 ■ Spring 2023



The percent meeting benchmark reflects the percent of students with a performance level of "At/Above Benchmark." The percent at/above growth reflects the percent of students with a "Student Growth Percentile (SGP)" of 50 or higher. This is similar to how NWEA MAP Growth reflects students meeting/exceeding growth expectations as the average growth expected would be at the 50th percentile. The Winter score uses the Fall-Winter SGP and the Spring score uses the Winter-Spring SGP.

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1. The district should continue to work with legislators, the State University of New York, and the Board of Regents to reduce the fiscal impact of charter school tuitions on the

2. Agreements with attorneys representing the district will clearly and specifically outline services and costs covered by retainers and hourly chargers to better contain costs.

This recommendation was implemented

<p>4. By September 15 of each fiscal year, settlement amount or estimates from outstanding litigation shall be submitted to the Business office and the external auditors by District Counsel</p>		<p>No update in this area. We will provide this during the 1st quarter of the new school year.</p>		<p>Labor counsel did not notify the district of its full liability until October, when the external auditor made its report to the board. Steps have been taken to ensure that this does not happen again in the 2023-2024 and subsequent school years.</p>
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<p>schedule established by the Board.</p>				
<p>Board members will at all times follow Board policy when visiting school buildings.</p>				<p>Some, but not all board members, follow policy recommendations for school visitations. Board members should abide by or change the policy.</p>
<p>The district will develop, by the end of the 2022-2023 school year, a plan and timeline on how the district can improve and better use its website and a variety of electronic platforms to provide the community with current and accurate information that helps the community better understand what the district provides to its children. Upon approval of the plan, the district will implement the plan</p>		<p>The district has hired a webmaster. The webmaster is working on making the website easily to navigate. Our Public Relation Firm continues to work with the Media to put out positive stories about the district.</p>		<p>A plan to improve the website is in place and the individual to complete the work has been hired.</p>

in accordance with the timeline contained in the plan.

When a new position is needed or a position is being redefined, the Superintendent will bring a proposal to the Board of Education that includes a title, a job description and an estimated cost for Board consideration and approval. Should the position be approved by the Board, the Superintendent will put in place the agreed to hiring process for the position and bring a recommendation before the Board at the earliest



BOE Meeting	Contractor	Service	Contract Dates	Source	Amount
1/11	Spring Board Incubators	Film editing software training of students	2x/month. Feb to June	Grant	\$14,075
1/18	Park East	Construction management	Thru end of bond issue construction	May 2022 Bond	\$1,739,000
3/15	Antillana Film	Communication strategy, produce documentaries about HS programs	2022-2023 school year	SIG A Grant	\$20,000
4/15	Laser	Construct HS field	Summer 2023	May 2022 Bond	\$2,294,600
4/15	More Construction	Roof replacement at HS, MS & Patterson	2023-2024 school year	May 2022 Bond	\$10,126,000

4/15	Arrow Construction	Window replacement at Jackson & Obama	2023-2024 school year	May 2022 Bond	\$2,060,000
4/18	TCA Consulting	Executive consulting for principals & administrators	3/2023 to 9/2024	ARP Grant	\$120,000
4/18	Derner Center Adelphi University	SEL services for students, parents & staff	5/1/2023 to 6/30/2027	21 st Century Learning Gran	

BOE Meeting Date	Contractor	Service	Dates of Contract	Source of Funding	Amount
5/24	Textbook Central	Provide textbooks for Private school students	Summer 2023	General Fund	\$18.75 to \$32.60 per student depending on enrollment
6/21	Maximum Fit Club	After school student fitness activities (all grades)	2023-2024 school year	21 st century grant	\$40,000
6/21	National Alliance for Mental Illness	Mental health services for staff and students including residential	2023-2024 school year	Mental Health Supports Grant	\$30,000
6/21	North Shore Family and Guidance Center	Individual and group therapy for students and families	2023-2024 school year	Mental Health Supports Grant	\$30,000
6/21	EAC Network's Parenting Institute	Parenting institutes and education	2023-2024 school year	21 st Century Learning Centers Grant	\$15,000

6/21	Sensei Darren	Anti-bullying and martial arts	2023-2024 school Year	21 st Century Learning Centers Grant	\$20,000
6/21	Morrison Mentors	STEM enrichment activities for students	7/1/2023 to 8/31/2023	21 st Century Learning Centers Grant	\$30,000
6/29	Aramark Ed Services LLC	Districtwide food services	7/7/2023 to 6/30/2024	School Lunch Fund	\$1,428,103.84