

GLASSBORO BOARD OF EDUCATION

2020 BOARD GOALS

1. Each Board Member will pursue a level of certification

This goal was created to ensure board member engagement and to assist the board in maintaining its Master Board Certification (MBC) status. Individual board members can earn Board Member Academy (BMA) credits for each program completed, and these credits can be applied toward BMA certification programs. NJSBA keeps a permanent transcript of each member's credits. NJSBA offers a variety of certification programs for board members. The Action Plan is outlined below:

| Action | Who | Date |
|--|-----------------------------|---------------------|
| a. BOE members will pull transcripts from the NJSBA website (My Account) and determine their individual needs. Copies were provided during the BOE retreat. | All Members | 1/25/20 |
| b. BOE Members will review the various certification programs available to BOE members at: https://www.njsba.org/training/board-member-academy/individual-certification/ | All Members | 3/1/20 |
| c. Commit to earning or upgrading status in the following areas: 1) New Board Member (NBM) Boardsmanship Certification 2) Certificated Board Member (CBM) 3) Master Board Member (MBM) 4) Certified Board Leader (CBL) | Those without Certification | 12/31/20 |
| d. Register and attend NJSBA mandated, and other training programs offered at: https://www.njsba.org/counties/gloucester/ . Members should attend County meetings, Delegates Assemblies, and other training sessions, offered to increase individual academy credits. | All members | On-going |
| e. Attend and participate in training at the annual workshop in Atlantic City. | All members | 10/19/20 – 10/22/19 |

Measure of Success: Increase in cumulative academy credits by individual board members, the board as a whole and the number of members who have earned certification during 2020.

2. Bring all board members up to speed on Benchmark Assessments (MAP), Budgets and Financials

This goal was developed in order to ensure all members understood MAP and how progress is being measures. Additionally, increase BOE members knowledge of financial reporting. Both areas were noted in the self-assessment.

| Action | Who | Date |
|---|---------------------------------|-------------------|
| MAP Assessments | | |
| a. Provide benchmark assessment data to the Board of Education for review. Discuss outcomes, growth, challenges, and reflections | CSA/CAO | 2/19/20 |
| b. Work with the CAO to support strategies to improve performance through instructional supports, curriculum development, pacing, and professional development | CAO Instruction Committee | Ongoing |
| c. Review the presentation provided by MAP to understand the reports https://teach.mapnwea.org/impl/maphelp/Content/Data/SampleReports/FamilyReport.htm | All | 3/1/20 |
| d. Provide schedule for 2019-2020 YE MAP Assessments. | CSA/COA | 4/22/20 |
| e. Provide YE progress report to the BOE with recommendations | CSA/COA | 6/10/20 |
| Financial Reports | | |
| a. As necessary, schedule a meeting with the BA to review the various reports. Understand SFRA, DFG, FICA, and various reports | BA/BOE Members | Ongoing |
| b. Register for NJSBA School Finance Conference. (2/28/20) https://www.njsba.org/meetings/ | BOE/BA | Check Schedule |
| c. Participate in Budget Hearing. BA to provide advanced detail to BOE members. | BOE/CSA | 3/18/20 |
| d. Review state aid figures when published. (Est. March 7, 2020) https://www.state.nj.us/education/finance/ | All | 3/7/20 |
| e. Ensure all financial reports are uploaded to the agenda (schoolboard.net) for review at committee meetings. | BA | 6/30/20 |

Measure of Success: All current BOE members respond favorably regarding their understanding of MAP and district budgets and financial reports.

3. Initiate and updated Strategic Plan for the District

The current Strategic Plan (2016-2021) will be ending in 2021. The current plan is available at:

<https://www.gpsd.us/site/handlers/filedownload.ashx?moduleinstanceid=8250&dataid=11141&FileName=Glassboro%20Final%20Strategic%20Plan%20Document%207-27-2016.pdf>

The plan includes 4 primary goals - 1. Student Achievement, 2. Resources and Sustainability, 3. Promoting/Re-Branding our District, 4. Parent/Community Partnerships. Objectives and action plans are included.

| Action | Who | Date |
|---|-------------------------|----------|
| a. Contact NJSBA Field Services to obtain a proposal for the conduct of the Strategic Plan | President | 3/18/20 |
| b. Recommend approval of the proposal and ensure funding is available. | Operations Committee | 3/18/20 |
| c. Provide a progress report of the 2016-2021 plan and State of the Schools Report. | CSA | 6/30/20 |
| d. Develop a schedule for planning sessions and send out invitations to community members | CSA Public Relations | TBD |
| e. NJ School Boards Association representatives will guide the process. As the group identify strengths/challenges, a vision of the future and finally, goals and objectives, the plan's framework began to take place. | All | 10/14/20 |
| f. Create action plans to meet strategic planning goals and objectives. Presented the goals, objectives and action plans at the Board of Education Meeting | CSA Admin Council | 12/16/20 |

Measure of Success: An approved 2021-2025 Strategic that has created a vision that is truly collaborative.

4. Initiate a Capital Improvement Bond to address priority infrastructure, safety, and program needs through community involvement.

Through community participation, develop and implement a bond referendum of approximately \$10 million.

| Action | Who | Date |
|--|-----------------------|-------------------|
| a. Develop a listing of projects with estimated costs and present to the board with a proposed timeline | Architect SBG/GSA | 12/16/19 |
| b. Schedule and conduct a key communicator meeting to review projects. | PR/CSA | 1/14/20 |
| c. Appoint a Citizens Advisory Committee for Capital Improvement Bond | President | 1/19/20 |
| d. Conduct initial meeting with Citizens Advisory Group to solicit feedback on proposed, safety, and wish list projects. | PR | 2/18/20 |
| e. Update listing of projects and additional requests from Advisory Group and distribute. Schedule second meeting. | CSA/A&E SBG | 3/16/20 |
| f. Update costs and schedule additional meetings as determined by the Advisory Group. | CSA/A&E SBG/BA | Ongoing |
| g. Advisory Group to present recommendations to the Board of Education. | CAG Members | 5/27/20 |
| h. Consult with Bond Council. | CSA/BA | 6/30/20 |
| i. The board of education shall give the municipal clerk, and the county board of elections no less than 60 days' notice, in writing, of its intention to hold a special election. | CSA/BA | TBD |
| j. Schedule and Hold Elections | Board of Elections | 11/3/20 3/9/21 |

Measure of Success: Community support of the capital improvement projects.

5. Committees will work to set goals and objectives for achievement in the next school year.

The establishment of board and committee goals provides a foundation for planning, development, and implementation that promotes continuous measurable improvement. The Glassboro Board of Education is governed through a committee process consisting of Instruction, Operations, and Administration Committees. Committee Chairs, in collaboration with the administration and members of the committee will develop, communicate, and implement goals and objectives for achievement.

| Action | Who | Date |
|--|-----------------------------------|-------------------------|
| k. Appoint committee and committee chairs during the annual reorganization meeting | BOE President | 1/6/20 |
| l. Schedule and conduct a Board Retreat to welcome new members, solicit feedback on effective governance, come to consensus on board goals, and introduce committee goals. | President NJSBA Field Services | 1/25/20 |
| m. Draft action plans and present to the board for feedback and ratification. | BOE President | 2/19/20 |
| n. Provide BOE with recommended committee goals for feedback, consideration and ratification. (Sample Attached). | Committee Chairs | 2/19/20 |
| o. Once adopted, the committee chairs will ensure the goals are discussed during monthly committee meetings. | Committee Chairs | Monthly |
| p. Monitor and report progress to the full board during monthly BOE meetings. | Committee Chairs | Monthly |
| q. Prepare and present a year-end report of goals and progress toward achieving the goals. | Committee Members | December BOE Meeting |

Measure of Success: Each committee has developed and the Board has approved the goals. Ongoing monthly discussions and reports are provided. The year-end reports demonstrate goals and objectives, promote continuous improvement and/or inform the need to make adjustments based on time, resources, and expertise.

COMMITTEE GOALS AND OBJECTIVES
Glassboro Board of Education
2020

ALL: Serve with pride and honor

- a. Adopt and follow the Code of Ethics for School Board Members N.J.S.A 18A:12-24.1.
- b. Participate fully in meetings, school events, and annual graduation and promotion exercises.
- c. Implement a revised Strategic Plan that includes a rebranding of the district.

Measure of Success: Outstanding relationship with the board, administration, and community

INSTRUCTION: Promote Student Achievement for all Students

- a. Promote inclusion, reductions in achievement gap, and reductions in suspension rates for all students.
- b. Improvement attendance, graduation rates, and continue to review the efficacy of block scheduling.
- c. Monitor MAP assessment outcomes and make recommendations to address weaknesses
- d. Examine potential CTT offering at the High School

Measure of Success: Improved student attendance and student achievement at all levels while exploring educational options for student career readiness.

OPERATIONS: Promote Fiscal Integrity and Accountability

- a. In collaboration with the Citizens Advisory Group for a capital improvement referendum to address infrastructure, safety/security, and program needs.
- b. Collaborate with Mayor and Council to support capital improvements through impact, transfer, or development fees, with emphasis on projects not included in capital improvement bond.
- c. Ensure full implementation of Lockdown Enhancements in compliance with the Alyssa Law.
- d. In collaboration with PTO/PTA and Architect of Record, develop and implement plans for playground renovation at Bullock.

Measures of Success: The district operates efficiently, efficiently, and safely within established budget. Capital projects are initiated and completed in a safe and timely manner. Revenue is maximized with no audit concerns.

ADMINISTRATION: Build Staffing Resources and Capacity through the CSA in recommending appointment of critical positions.

- a. In collaboration with the CSA, develop systems to attract and retain high quality staff in all areas of district operations.
- b. Complete fair and reasonable negotiations for all collective bargaining units and adopt new agreements.
- c. Encourage and support professional growth and development opportunities.

Measures of Success: Limited labor grievances and litigation. Staff morale and pride evident throughout the district.