

COMMITTEE GOALS AND OBJECTIVES
Glassboro Board of Education
2021

ALL: Serve with pride and honor

- a. Acknowledge to 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

- 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.

GLASSBORO BOARD OF EDUCATION 2021 ACTION PLAN

1. 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
a. Appoint committee and committee chairs during the annual reorganization meeting.	BOE President	1/6/21
b. Initiate BOE Self-Evaluation and BOE members and administrators complete the evaluation.	BOE Admin	1/22/21
c. 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.	All	2/13/21
d. Draft action plans and present to the board for feedback and ratification.	Committee Chairs	2/24/21
e. Once adopted, the committee chairs will ensure the goals are discussed during monthly committee meetings.	Committee Chairs	Ongoing
f. Monitor and report progress to the full board during monthly BOE meetings.	Committee Chairs	Monthly
g. Prepare and present a year-end report of goals and progress toward achieving the goals.	Committee Members	12/15/21

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 adjust based on time, resources, and expertise.

NOTES:

2. Each Board Member will pursue a level of certification. (All Committees)

This goal was created to ensure board member engagement and to assist the board in regaining 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 will be provided during the BOE retreat.	All Members	1/22/21
b. BOE Members will review the various certification programs available through the NJSBA Board Member Academy .	All Members	1/22/21
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	12/31/21
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 NJSBA workshop.	All members	10/18/21 – 10/21/21

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 2021.

NOTES:

3. Develop strategies to improve student achievement as measures by MAP assessments. (Instruction)

This goal was developed in order to ensure all members understood MAP and how progress is being measured, strategies are being implemented to improve outcomes, and improvement is being realized. This will also require the district to quickly and safely resume in-person instruction.

Action	Who	Date
a. Provide benchmark assessment data to the Board of Education for review. Discuss outcomes, growth, challenges, and reflections.	CSA/CAO	4/28/21
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.	All	3/1/21
d. Review schedule for 2020-2021 MAP Assessments.	All	1/29/21
e. Provide YE progress report to the BOE with recommendations.	CSA/COA	6/17/21

Measure of Success: All current BOE members respond favorably regarding their understanding of MAP and improvement in student achievement is being realized.

NOTES:

4. Develop strategies to improve BOE member understanding of District Financial Reports (Operations)

This goal was developed in order to ensure all members increase knowledge of financial reporting and support efforts to eliminate audit findings.

Action	Who	Date
a. As necessary, schedule a meeting with the BA to review the various reports. Understand SFRA, DFG, FICA, and various reports. Emphasis in management of board contribution from budgeted fund balance and impact on future year budget.	BOE	Ongoing
b. Register for NJSBA online Finance Webinar (Gov II). To register for this training, please ask the Business Administrator for assistance.	BOE/BA	3/31/21
c. Participate in Budget Hearing. BA to provide advanced detail to BOE members.	BOE/BA	4/28/21
d. Review state aid figures when published. (Est. March 8, 2021)	BOE/CSA	3/8/21
e. Ensure all financial reports are uploaded to the agenda (schoolboard.net) for review at committee meetings.	All	Monthly
f. Provide a status report on current or anticipated audit findings.	BA	5/26/21
g. Participate in Audit Report Debriefing.	All	11/17/21

Measure of Success: All current BOE members respond favorably regarding their understanding of district budgets and financial reports. Improvement recognized in audit report.

NOTES:

5. Initiate and updated Strategic Plan for the District

The current [Strategic Plan \(2016-2021\)](#) will be ending in 2021. 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. Schedule and conduct a meeting with members of the strategic Planning Committee to review survey results and begin the process of goal development.	CSA Public Relations	1/11/21 and 1/25/21
b. NJ School Boards Association representatives will initiate Planning Council Conference and help development of Vision, Beliefs, Mission, Goal areas, and Strategies.	All	Feb TBA
c. Initiate Action Plan Committee Meetings – NJSBA to train Committee Chairs and assist in Plan Development – Committees will work independently.	NJSBA/FS Committee Chairs	Mar TBA
d. Schedule Planning Council Meeting to Finalize Draft Action Plans and Conduct a Cost Benefit Analysis	BA, NJSBA/FS, and Chairs	Apr TBA
e. Finalize Action Plans	Central Office	4/28/21
f. Presentation and Approval of 2021-2026 Strategic Plan – Invite all members to attend the meeting.	BOE	5/26/21

Measure of Success: An approved 2021-2026 Strategic that has created a vision that is truly collaborative.

6. 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	2/24/21
b. Schedule and conduct a key communicator meeting to review projects.	PR/CSA	3/8/21
c. Appoint a Citizens Advisory Committee for Capital Improvement Bond	President	3/15/21
d. Conduct initial meeting with Citizens Advisory Group to solicit feedback on proposed, safety, and wish list projects.	PR	3/29/21
e. Update listing of projects and additional requests from Advisory Group and distribute. Schedule second meeting.	CSA/A&E	4/9/21
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	5/26/21
h. Consult with Bond Council.	CSA/BA	6/30/21
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	8/22/21
j. Schedule and Hold Elections	Board of Elections	11/2/21

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