

**PRESIDENT'S REPORT**  
**2/19/20**  
**GLASSBORO BOARD OF EDUCATION**

<b>INSTRUCTION</b>	<b>OPERATIONS</b>	<b>ADMINISTRATION</b>
Elizabeth Volz – Chair	Chris Esagro – Chair	June Longley – Chair
Ray Cibo	Michele Ricci	Ben Stephens
Ryan Hughes	Ray Cibo	Stacie Tattersdill

**1. General Announcements**

- a. Student Recognitions: This evening, we will be recognizing students from J. Harvey Rodger and Dorothy L. Bullock schools for their achievements as students of the month, academic achievement, classroom leaders, and superstars. We will also hear a presentation from Mr. Rich Booth, our Supervisor of Buildings and Grounds.
- b. CSA Mid-Year Evaluation: In furtherance of board policy 1240, the Board of Education completed a mid-year evaluation of the superintendent. A copy of the evaluation was provided to the board and reviewed with the superintendent. The evaluation included areas of strength and those needing improvement based on the board approved job description and performance standards aligned with district's goals, program objectives, policies, instructional priorities, State goals, and statutory requirements, and indicators of student progress and growth toward program objectives. I am pleased to report the consolidate evaluation resulted in an overall commendable rating. I thank the board for exceeding the state requirements and providing mid-year evaluations to supplement the statutory annual evaluation and commend the CSA on a job well done. I ask the board's approval and adoption of the mid-year evaluation.

**2. Meetings:**

- a. County School Boards Association: I attended the joint Gloucester/Camden County SBA meeting on Thursday, January 23, 2020 at Auletto's in Deptford with fellow board members Michele Ricci and Ryan Hughes. The topic of the meeting is Diversity and Inclusion.
- b. BOE Retreat: The Glassboro Board of Education held its annual retreat on Saturday, January 25, 2020 at the Beach Building. Ms. Terri Lewis, NJSBA Field Service Representative provided us with the results of our self-evaluation, which was used to help establish our goals, celebrate our accomplishments, and address any weaknesses. I want to thank the board and administration for their participation.
- c. NJSBA Leadership Training: On Saturday, February 8, 2020 I participated in a Regional Leadership Training with fellow Board Member Michele Ricci in Washington Township. The program assisted board members in understanding the critical role the board plays in the equity and equality process and how to work collaboratively with their district leaders and communities in eliminating barriers to ensure all students succeed.
- d. Citizens Advisory Committee on Capital Improvement Bond: Last evening I attended the Citizens Advisory Committee meeting with fellow board members Ray Cibo and Chris

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Esgro. The feedback regarding projects that focus on safety, infrastructure, and programs was extremely valuable and the committee was well represented. A summary of the meeting will be distributed to participants and a follow-up meeting has tentatively been scheduled for March 16, 2020. Thanks to the administration and our Architect for their participation. The committee is charged with making recommendations to the board of education regarding a proposed capital improvement bond.

**3. Board Committee Reports/Action Items**

**a. Instruction (Ms. Volz, Chair)**

- 2020 MAP Presentation – I recommend all BOE members review item 1.G.5 MAP presentation as it is used as the basis for measuring student progress. The administration did a great job of presenting this information to the instruction committee last week. We look forward to seeing continued growth as we near the end of the school year. The presentation helps to drill down on grade level improvement and expected improvement in reading and math, focusing on area in which we are progressing and areas needing additional supports.
- Suspensions – Item 1.G.2 shows the suspension rates for each school through January 2020. We have seen an increase in suspensions at the Glassboro Intermediate School. I ask the committee to discuss strategies being implemented to reverse this trend and to ensure a continued positive culture. An analysis of the suspensions should be provided to determine the root cause or whether there are trends in the administration of discipline that need to be resolved.

**b. Operations (Mr. Esgro, Chair)**

- Quotes were obtained from Helix Technology Group (\$169,007) related to cameras and door readers. A supplemental quote was provided for additional panic buttons (\$60,667). The total project cost is \$229,674. Discussion with the Borough have resulted affirmation that they will not be able to support the project. The board needs the administration to determine whether the funds can be transferred from current expense or free balance. The board also needs affirmation that the exterior lights are installed at each facility in compliance with the Alyssa law. The action plan included as item # 2.F.3.f shall be updated in its entirety by the next BOE meeting with a copy forwarded to the Borough Administrator, Mayor, and Chief of Police.

**c. Administration (Ms. Longley, Chair)**

- CSA Appointments – Dr. Silverstein
- I want to thank the administration for providing additional detail into the recommendation to adopt the Strangers to Friends Volunteer Club at GHS in support of Special Olympics.

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- CAO and Transportation Supervisor – Provide information regarding when a recommendation or start date for these critical positions.

**Old Business**

**New Business**

**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:  <a href="https://www.njsba.org/training/board-member-academy/individual-certification/">https://www.njsba.org/training/board-member-academy/individual-certification/</a>	All Members	3/1/20
c. Commit to earning or upgrading status in the following areas: 1) New Board Member (NBM) Boardmanship 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: <a href="https://www.njsba.org/counties/gloucester/">https://www.njsba.org/counties/gloucester/</a> . 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 – 10/22/20

**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
<b>MAP Assessments</b>		
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 <a href="https://teach.mapnwea.org/impl/maphelp/Content/Data/SampleReports/FamilyReport.htm">https://teach.mapnwea.org/impl/maphelp/Content/Data/SampleReports/FamilyReport.htm</a>	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
<b>Financial Reports</b>		
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) <a href="https://www.njsba.org/meetings/">https://www.njsba.org/meetings/</a>	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) <a href="https://www.state.nj.us/education/finance/">https://www.state.nj.us/education/finance/</a>	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 that 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**

- 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.