

GLASSBORO SCHOOL DISTRICT

Monthly Board Items

Date Submitted: 11/22/21

Proposed Effective Date: 12/16/21

Short description (title): PD session with Solutions Provided

Submitted by:
Catherine Torbik

Building:
CST

Proposed cost/amount:
\$4950

ESY:

Funded through:
Title II

Grade(s) impacted if any:

Board Action Requested:

Consideration to approve contract with Solutions Provided to implement PD sessions with Special Services Department

Details and ramifications:

As a result of action planning, a need for PD in team building and critical planning was determined. Solutions Provided will initiate development of team through baseline evaluation and self reflective practices. Work on team building will support the continuum of services provided to students from Pre-k through 21. Techniques learned during PD can also be turnkeyed on a classroom level to support community building within the classroom supporting behavior and self management.

Participants: Cathy Torbik, Christine Williams, Andi Giroux, Beth Torbik, Yvette Clark, Lora Krick, Gina Keating, Kyle Morris, Corey Grisi, Laura Forman, Courtney Carsillo, Beth Grygo, Serena Johnston, Michele Palumbo

Positives:

Concerns:

Other Comments:

FOR OFFICE USE ONLY:

Board Date: _____

Approved: Y or N

Index #: _____



Proposal for:

Catherine R. Torbik
Director of Special Services
Glassboro Public Schools
856-652-2700 ext 6405

November 22nd, 2021

For additional information, please contact:

Jacquelyn Wieland
Solutions Provided
732-701-1661 phone
732-581-9645 cell
jacquelyn@solutionsprovided.com
www.solutionsprovided.com

"The key to successful leadership is influence, not authority." — Kenneth H. Blanchard

Leadership is Influence, nothing more, nothing less! - John C. Maxwell

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Catherine,

Let me take this opportunity to thank you for your interest and introduce you to my firm, *Solutions Provided LLC* and some of the services we provide to help clients understand and unlock critical leadership skills, unravel communication styles, and recognize how mindset influences behavior. Awareness of self and others enhances our ability to engage with a voice of influence and impact.

Based on our conversation, my understanding of your objective is to better connect your team that has gone through several leadership changes in the last several years. You have been working with them on building as a team and are currently seeking additional supports to increase teamwork and communication from an outside perspective.

Our Approach:

Our workshops are highly interactive and engaging. Solutions Provided LLC utilizes various activities, games and interactions that create cycles of action and reflection into our workshop sessions. These sessions are facilitated conversations that question, discuss, and challenge the way participants think about themselves, their colleagues, and their own situations/challenges in the workplace. Solutions Provided LLC works to integrate mindset & thoughts, which influence our behavior, to impact outcomes and results.

Our approach to all adult learning, training and competency development is that participants learn by doing as opposed to passively listening to lectures. Therefore, we specifically structure our courses to have the following characteristics:

- Highly interactive sessions (virtual or on location)
- Behavioral tools that give people insights into their own behavioral needs, stress points and communication style
- Integration of emotional intelligence and communication skills
- Real play, analysis, and exercises for practicing skills and techniques
- Purposeful scenario examples (this is where we bring you in)
- Group work in session with presentations by participants of their conclusions, recommendations, & feedback from colleagues and the consultant

Kindly review the document and contact me with any questions.

Proposal for Personal Reports and Virtual Coaching/Consulting Series

- We unlock individual's innate & authentic leadership style so that they become engaged, impactful, and aligned leaders
- Understand Self
- Understand Others
- Understand impact of Productive & Stress Behavior
- Understand the value of Interest and Interpersonal Needs
- Connect understanding to Leadership behaviors, qualities, skills, and expectations
- Connect understanding to specific organizational business challenges from a leadership perspective
- Confidence to have a conversation and ask meaningful questions
- Ability to listen to learn and explore with questions of curiosity and clarification

Why Solutions Provided LLC

- We provide you with a Team Grid, Individual reports, Leadership and Coaching guides, Mindset Reports and Stress Guides depending on the assessments we are utilizing.
- Report sets are designed to enhance your learning treatment, connect with your culture, and elevate the skill set and performance of your talent.
- We can offer learning events but prefer lasting impact solutions.
- We are a Boutique Leadership Strategy firm focused on our clients' needs and unlocking individuals innate and authentic leadership style helping them become engaged, impactful, and aligned leaders, team members and individual with influence.
- We blend deep experience with leadership development, consulting, and coaching expertise.

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Overview & Self Awareness

Focuses on the individual as a leader, their communication style and impact, dynamics, and strategic issues/actions for moving forward to leverage themselves and their teams. The session also includes topic areas tailored to your specific needs for the group's development (This can be identified in conversations). The first step is self-awareness and understanding communication skills/styles. This includes a behavioral assessment that helps your team understand themselves, their communication style, their internal needs, their reactive stress behavior, and interest.

Assessment Tool:

- Identify and understand your communication style and receive coaching and actionable pointers on how to improve communication with others to enhance impact and ability to influence.
- Identify your personal brand equity and assess your impact and influence skills. This links to perception, influence, and persuasion.
- We introduce the elements of influential communication here which simply put is – What, Why, How and Who. This becomes a foundation to begin meeting the needs of others, asking questions, and listening with empathy and curiosity.

Unlock Your Adaptive and Influential presence

- Will provide participants with the techniques to move them into a position where they lead not only by authority, but more importantly by using skills such as asking the right questions, effective listening, presence, awareness, guidance, and strategic conversations and working as collaborative, connected team members.

Project Plan:

14 assessments

Team session for group debrief with team building on site

Follow up 1 hour session to go deeper in self-awareness and team interaction.



Project Investment

Project Price:

\$2450 for 14 assessments

Facilitated session

\$2500

TOTAL: \$4950

Prepared for: Catherine R. Torbik
Special Services Glassboro Public Schools
Submitted by: Jacquelyn Wieland
Proposal date: November 22, 2021

Director of

Stage 1 - WORKSHOP AGREEMENT:

This agreement is between Solutions Provided LLC, 1107 A Beaver Dam Road, Point Pleasant, NJ 08742 and Catherine R. Torbik Director of Special Services Glassboro Public Schools 856-652-2700 ext 6405

Virtual offering of complimentary follow up session TBD

Date: 12/16/2021

Program Time: TBD

Program Location: On site - TDB

Number of Participants: 14

Note: Travel fees for on-site visit(s) is additional & invoiced at cost or a fixed travel budget determined and agreed upon by Solutions Provided LLC and Client.

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Provide understanding of agreement: Solutions Provided, LLC. agrees to present the information and material contained in the program described above. Solutions Provided, LLC. also agrees to coordinate the details of this program with the Client to achieve the outcomes stated. Client agrees to provide the room setup and audio-visual equipment as required for the session if on site.

In exchange for the products and services provided, the Client agrees to compensate Solutions Provided, LLC. as follows:

Investment Includes:

\$2500 for Team Session

\$175 per person for individual assessment

Stress management report

Coaching guide

Complimentary 1-hour virtual team session on zoom to enhance communication and teamwork. TBD

CANCELATION

The Client may cancel the workshop 30 days prior to event. Cancellations within 20 days require full payment however, fee may be added to another service to be contracted within 60 days. The Client is responsible for all costs on the individual assessments once processed.

The Client is responsible for all costs associated with meeting site, audio visual equipment and logistics for the program, filming, assessments, printing, books, binders, etc.

The Client must notify Solutions Provided via conversation and gain agreement on any changes.

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This constitutes the entire agreement between both parties.

Proposal for Stage 1, as stated, agreed to and accepted by:

Signature Catherine R. Torbik
Name Catherine Torbik
Title Director of Special Services
Date 11/24/21

Agreed to and accepted by Solutions Provided, LLC.:

Signature _____
Name Jacquelyn K. Wieland
Title Solutions Provided LLC Founder & Chief Leadership Strategist
Date 11/22/2021

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Workshop Pre-requisites:

Each participant will complete The Birkman Method, Hogan, JMT DISC, Lumina or we can integrate your assessments if needed

In addition to the Team Session, each participant will complete a personal profile and receive a personal report. The report will provide an at-a-glance overview of their strong traits, behaviors, and characteristics, as well as potential blind spots and reactive behaviors. Patterns start to emerge revealing both potential strengths and development opportunities. At an individual level, participants can see where and how they fit with the team and gain insight into how they work with people that have different behavior preferences.

The behavioral model is brought to life during the first stage and is used to examine the way that different personalities affect the individual and group's interaction and task performance.

We work with fully integrated behavioral, personality, communication and motivational assessment tools that gives a clear and accurate picture of who they are – their interests, strengths, needs and stress areas. The better team members understand themselves personally and professionally, as a unique, multi-dimensional individual, the better they can understand how to relate with others more effectively, as well as determine the direction for the future.

Solutions Provided LLC. Integrates statistically valid tools to complement our efforts to develop influential leaders, collaborative teams and aligned organizations in our coaching, consulting, and workshop sessions.

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Jacquelyn K. Wieland, MS, BS

Solutions Provided, LLC.

Jacquelyn@solutionsprovided.com

732.701.1661

732-581-9645 cell

www.solutionsprovided.com

Jacquelyn specializes in unlocking individual's innate leadership style so that they can adapt, connect, engage, and align with their teams, clients and organizations to influence strategy and transformational shifts. As a leadership strategist who provides executive coaching and team-based coaching with a focus on the development of leadership behaviors that characterize extraordinary leaders, Jacquelyn brings insight and wisdom to her keynote speaking engagements and client workshops. Emphasizing leadership style, effective communication, and relationship building as critical building blocks to leadership success, she advises C-suite and senior leaders in Associations, Education and Financial sector of Fortune 300 companies. Jacquelyn has presented at NJSBA 2020 and 2021, ASBO 2021 and will be speaking at TASBO 2022. She has spoken to The Institute of Internal Auditors All Stars Conference in Las Vegas and the Women in Leadership Conference in Washington, The Birkman conference, Institute of Internal Auditors GAM Conference and NYC Financial Women's Association and Seton Hall Mentorship.

An alumna of Oklahoma State University, Jacquelyn holds an MS in Consumer Behavior and a B.S. in Education from Texas State University. She holds certifications in Hogan, Birkman Mindset, JMT DISC, Lumina Personality Profiles, Facilitation & Birkman Method a behavioral assessment. Jacquelyn is an Executive Director with certifications in Maxwell Method of Coaching & Leadership. She is a member of FWA, NJSBA, Empowered Living and holds an elected position on the NJ Board of Education. She is licensed in New Jersey as a health and life insurance producer.

Jacquelyn is passionate about communication, connection and influence and believes you control your Attitude and the Choices you make.



STATE OF NEW JERSEY
DEPARTMENT OF THE TREASURY
DIVISION OF REVENUE AND ENTERPRISE SERVICES
ANNUAL REPORT CERTIFICATE

SOLUTIONS PROVIDED LLC
0400474447

The Division of Revenue and Enterprise Services hereby affirms that the following annual report for SOLUTIONS PROVIDED LLC was submitted on 11/24/2021 for the year: 2022

Registered Agent and Office

SOLUTIONS PROVIDED, LLC
1107 A BEAVER DAM ROAD
POINT PLEASANT, NJ 08742

Main Business Address

1107 A BEAVER DAM ROAD
POINT PLEASANT, NJ 08742

Officers and Directors

CHIEF EXEC. OFFICER (CEO)
JACQUELYN K WIELAND
1107 A BEAVER DAM ROAD
POINT PLEASANT, NJ 08742



*IN TESTIMONY WHEREOF, I have
hereunto set my hand and affixed
my Official Seal, this
24th day of November, 2021*

Elizabeth Maher Muoio

Certificate Number : 2597679573
Verify this certificate online at
https://www1.state.nj.us/TYTR_StandingCert/JSP/Verify_Cert.jsp

Elizabeth Maher Muoio
State Treasurer

Request for Taxpayer Identification Number and Certification

Give Form to the
requester. Do not
send to the IRS.

► Go to www.irs.gov/FormW9 for instructions and the latest information.

Print or type.
See Specific Instructions on page 3.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank. Jacquelyn Wieland	
2 Business name/disregarded entity name, if different from above Solutions Provided LLC	
3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one of the following seven boxes. <input type="checkbox"/> Individual/sole proprietor or single-member LLC <input type="checkbox"/> C Corporation <input type="checkbox"/> S Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate <input checked="" type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ► P Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner. <input type="checkbox"/> Other (see instructions) ►	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from FATCA reporting code (if any) _____ <small>(Applies to accounts maintained outside the U.S.)</small>
5 Address (number, street, and apt. or suite no.) See instructions. 1107 A Beaver Dam Road	Requester's name and address (optional)
6 City, state, and ZIP code Point Pleasant, NJ 08742	
7 List account number(s) here (optional)	

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number								
			-			-		
or								
Employer identification number								
4	5		-	4	6	7	3	7 5 1

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here	Signature of U.S. person ► 	Date ► 11/24/2021
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.