

**BOARD OF EDUCATION
CITY OF LONG BRANCH
NEW JERSEY**

MINUTES

JULY 2, 2013

The Annual Retreat Meeting of the Long Branch Board of Education was held at 540 Broadway, Long Branch, New Jersey. The meeting was called to order by Mrs. Beams Board President, at 9:00 A.M.

A. ROLL CALL

Mrs. Beams - President	Mrs. Perez	Mr. Dangler - absent
Mr. Parnell - Vice President	Mr. Grant	Mr. Zambrano - absent
Mrs. George	Mrs. Critelli	Mr. Menkin

Administrator's Present

Mr. Salvatore	Mr. Genovese
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Also Present

Kathy Winecoff, New Jersey School Board Association representative

A-1. STATEMENT OF THE MANNER OF NOTIFICATION OF THE MEETING

Peter E. Genovese III, RSBO, QPA, School Business Administrator/Board Secretary stated adequate notice of the meeting of the Long Branch Board of Education has been provided by a Schedule of Public Meetings published in the Atlanticville and the Asbury Park Press. He further stated a Schedule of Public Meetings has been posted in the Board of Education Office and the Office of the City Clerk, Long Branch, New Jersey.

Mr. Genovese made the following announcement: Fire exits are located in the direction indicated. In case of fire, you will be signaled by bell and/or public address system. If so alerted to fire, please move in a calm and orderly fashion to the nearest smoke-free exit.

A-2. OBJECTIONS, IF ANY, TO THE VALIDITY OF THE MEETING

The objecting member must give supporting reasons.

B. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Tara Beams, Board of Education President saluted the flag and led the Pledge of Allegiance.

C-1. STATEMENT TO THE PUBLIC

Mrs. Beams made the following announcement: Often times it may appear to members of our audience that the Board of Education takes action with very little comment and in many cases by unanimous vote. Before a matter is placed on the agenda at a public meeting, the administration has thoroughly reviewed the matter with the Superintendent of Schools. If the Superintendent of Schools is satisfied that the matter is ready to be presented to the Board of Education, it is then referred to the appropriate Board committee. The members of the Board committee work with the administration and Superintendent to assure that the members fully understand the matter. When the committee is satisfied with the matter, it is presented to the Board of Education for discussion before any final action is taken. Only then is it placed on the agenda for action at a public meeting.

C-1. STATEMENT TO THE PUBLIC (continued)

Time may be allocated for public comment at this meeting. Each speaker may be allotted a limited time when recognized by the presiding officer. Individuals wishing to address the Board shall be recognized by the presiding officer and shall give their names, addresses and the group, if any, that they represent. Although the Board encourages public participation, it reserves the right, through its presiding officer, to terminate remarks to and/or by any individual not in keeping with the conduct of a proper and efficient meeting. The Board will not, during the public portion of this meeting, discuss matters involving employment, appointment, termination of employment, negotiations, terms and conditions of employment, evaluation of the performance of, promotion or disciplining of any specific or prospective or current employee.

C -2. OPPORTUNITY TO ADDRESS THE BOARD RELATING TO AGENDA ITEMS

No one addressed the Board.

D. BOARD OF EDUCATION RETREAT – SETTING OF BOARD GOALS FOR 2013 - 2014

Presented by Kathy Winecoff of New Jersey School Boards Association.

Kathy Winecoff from the New Jersey School Boards Association led the Board Retreat discussion. Enclosed herein are the discussion items from the Retreat as well as the self evaluation review and professional development improvement plan for the current year, a calendar of Board responsibilities and other field services offered by New Jersey School Boards (Attachment A).

At 12:10 P.M. the Board recessed.

At 12::40 P.M. Mr. Zambrano arrived.

At 12:45 P.M. the Board continued the meeting.

ROLL CALL

Mrs. Beams - President	Mrs. Perez	Mr. Dangler - absent
Mr. Parnell - Vice President	Mr. Grant	Mr. Zambrano
Mrs. George	Mrs. Critelli	Mr. Menkin

E. PERSONNEL ACTION

1. EMPLOYMENT OF CONFIDENTIAL SECRETARY

That the Board approve the appointment of **NOEMI TORRES** as a Confidential Secretary at a salary of \$42,193, effective date July 3, 2013 (replaces: N. McCaskill) (Acct #11-000-230-100-000-01-00) (UPC # 0828-10-OFCSA-CONSEC).

Following a satisfactory performance over a three-month period, the above named individual will be retained for the balance of the contractual year. This employment is contingent upon the successful completion of a medical examination required by the Board of Education.

E. **PERSONNEL ACTION (continued)**

2. **EMPLOYMENT OF 12 MONTH SECRETARY**

That the Board approve the appointment of **JAMIE HAYES** as a Secretary – 12 months, High School at a salary of \$44,473, effective date July 3, 2013 (replaces: V. Jopson) (Acct #20-431-240-105-00-020-00) (UPC # 1086-01-SBYSV-SEC123).

Following a satisfactory performance over a three-month period, the above named individual will be retained for the balance of the contractual year. This employment is contingent upon the successful completion of a medical examination required by the Board of Education.

3. **RETIREMENT**

That the Board accept with regret and best wishes the retirement of the following individuals:

MELANIE ALDERMAN, Middle School, teacher, effective July 1, 2013. Ms. Alderman has a total of thirty-nine (39) years of service.

GLORIA DAVIS, West End teacher, effective July 1, 2013. Ms. Davis has a total of thirty-three (33) years of service.

Mr. Salvatore – We may not be replacing Melanie Alderman. Instead we may possibly consider making home economics a club.

Mrs. Beams – Can sewing be incorporated into the industrial arts class?

Mr. Salvatore – It can be.

Mrs. Critelli – We could also look into including interior design and fashion design into the curriculum as well.

4. **RESIGNATION – CONTRACTUAL POSITIONS**

That the Board accept the resignation of the following individuals:

JESSICA STRUBLE, High School mathematics teacher, effective June 30, 2013

MARIE HEROD, Gregory School special education teacher, effective June 30, 2013

MICHAEL CAPIELLO, High School mathematics teacher, effective June 30, 2013.

Mr. Salvatore – In all of our ads for staff replacements we are stating that bilingual candidates are preferred but not a requirement.

E. **PERSONNEL ACTION (continued)**

5. **ADMINISTRATOR TRANSFERS**

That the Board approve the administrator transfers for the 2013-2014 school year as listed below:

NELYDA PEREZ, from Special Services Coordinator to Audrey W. Clark School Principal.

MARISSA FORNICOLA, from Audrey W. Clark School Principal to Special Services Coordinator.

Mr. Salvatore – Next year, with the opening of the new school, there will be a tremendous amount of staff transfers including administration.

Mr. Salvatore outlined the possible school configuration for FY15.

Mr. Salvatore – The Morris Avenue School, Lenna W. Conrow School and Joseph M. Ferraina Early Childhood Learning Center would be configured as Pre-K 3 through kindergarten. Those schools would feed into the 3 elementary schools; Amerigo A. Anastasia School, Gregory School and George L. Catrambone School. The configurations in those elementary schools would most likely be grades 1 – 5, but may also include grade 6 depending on enrollment in the Middle School that year.

A lengthy discussion ensued with the Board regarding grade 6 students not being incorporated in the Middle School. The concern was mainly due to participation in sports.

Mr. Salvatore, being sensitive to the concerns of the Board, assured the members that the administration is currently in the planning phases and when they are closer and have more definite numbers, a final decision will be made with Board input.

Mr. Salvatore also discussed with the Board the creation of content supervisors and the phasing out of facilitators for the upcoming school year.

6. **STAFF TRANSFER**

That the Board approve the staff transfer for the 2013-2014 school year as listed below:

VIRGINIA JOPSON, from High School Guidance Department secretary to Middle School Secretary.

E. **PERSONNEL ACTION (continued)**

7. **STIPEND APPOINTMENTS – SUMMER (July 8, 2013 – August 8, 2013)**

That the Board approve/ratify the following stipend positions for Summer, 2013:

Corridor Aide

Cesaer Iengo

ELEMENTARY ENRICHMENT CAMP

Substitute Teachers

Anne Marie Cieri
Crystal Houston-Bey
Lupe Kiy
Jennifer Knaup
Elizabeth Muscillo
Cheryl Scuorzo

Dahemia Stewart
Janise Stout
Gina Vodola
Megan Mazza
Kim Pagan
Bernadette Sherman

Substitute Instructional Assistants

Emmanuel Itzol Yolanda Umana
Desirea Medina Maureen Fragale

Substitute Secretary

Kathleen Curley

HS SUMMER ORIENTATION LEARNING VOLUNTEER EXPERIENCE (SOLVE)
July 8 – Aug 16, 2013 (M-Th) Hrs: 7:30 AM - 12:30 PM

Teacher

Francis Pannullo

\$474.08/wk (prorated)

F. **STUDENT ACTION**

8. **PLACEMENT OF ATYPICAL TUITION-IN STUDENT FOR THE 2012-2013 SCHOOL YEAR**

That the Board approve the placement of the following tuition-in student to our district for the 2012-2013 school year:

FROM:

OCEANPORT PUBLIC SCHOOL DISTRICT/
SHORE REGIONAL HIGH SCHOOL

Student: ID #9802862017

Placement: Long Branch High School
(Special Class/MCI)

Tuition: \$996.30

Effective Dates: 6/17 – 6/26/13

Mr. Salvatore discussed with the Board the possibility of stopping the amount of item pull outs that take place at each Board of Education meeting due to conflicts. The Board was in agreement.

9. **CORRECTIONS/REVISIONS TO MINUTES**

That the Board approve the following corrections/revisions to minutes indicated:

June 19, 2013

APPROVAL OF SCHOOL TIMES

2013-2014 School Hours - Middle School - 8:00 A.M. – 2:50 P.M. This should have read Middle School - 8:00 A.M. – 2:48 P.M.

May 22, 2013

APPROVAL OF NON-AFFILIATED SALARY

Salary for JONATHAN FRIEDMAN, Information Systems Operator, read 0% increase for FY2012 - 2013. This should have read a 2.75% salary increase for FY2012 - 2013.

Motion was made by Mr. Parnell, seconded by Mrs. Perez and carried by roll call vote that the Board approve the items listed (1 – 9).

Ayes (8), Nays (0), Absent (1) Mr. Dangler

At 1:55 P.M. Mrs. Beams left the meeting.

DISCUSSION

Mr. Salvatore discussed comments made by Mrs. Kate Billings regarding the districts reduced summer camp, the city's involvement and the need for the Recreation Department's budget to increase by \$60,000. Mr. Salvatore explained that we are working closely with Recreation and they will be using our facilities to support the program.

Mr. Zambrano commented on the fact that there is little content on the district TV station. He is concerned since it is a stipend position.

Mr. Salvatore – I am aware of the issue and we are making some changes. Currently we are editing the High School graduation and that will be on our channel very shortly.

Mr. Salvatore briefed the Board on the need to locate bays in which to provide bus and vehicle maintenance. He stated that we are currently looking at many alternative locations to include T.J.'s property.

At 2:04 P.M. Mrs. Perez left the meeting.

Mrs. George inquired about the status of the old High School.

Mr. Salvatore – We have a cost estimate from one architect and we are in the process of receiving a second one. We will submit them to the Department of Education and the SDA. Our hope is that we will secure a certain dollar amount to start the project. I am also looking at alternatives to the old High School to include a pool and a theater to try to generate revenue.

G. **ADJOURNMENT – 2:15 P.M.**

There being no further discussion, motion was made by Mr. Menkin seconded by Mr. Parnell and carried by roll call vote that the Board adjourn the meeting at 2:15 P.M.
Ayes (6), Nays (0), Absent (3) Mrs. Beams, Mrs. Perez and Mr. Dangler

Peter E. Genovese III, RSBO, QPA
School Business Administrator/Board Secretary



New Jersey School Boards Association

MEMORANDUM

To: Long Branch Board of Education

From: Kathy Winecoff, Field Service Representative

Date: July 2, 2013

Re: 2013 Board Retreat

A meeting was held with 8 members of the Board of Education, the Superintendent and the Business Administrator on **July 2, 2013 from 9:00 a.m. – 1:00 p.m.** for a Board Retreat. Topics on the agenda included: review of the board self-evaluation, development of board goals for the 2013-2014 school year and a discussion on Board Governance issues.

We began by discussing expectations for the Retreat.

- Board Goals
- Self-evaluation review
- “Good” board discussion on roles and issues
- AchieveNJ

We reviewed the *Data Informed Goal Setting* Packet that included several aspects of the state’s educational reform initiatives, including the NCLB waiver which has led to the development of Priority, Focus and Reward Schools (and interventions necessary), the Turnaround Principles, Regional Achievement Centers (RACs), the Common Core State Standards and the new teacher evaluation system. There are numerous handouts in your goal-setting packet and I hope they will be a valuable resource in the upcoming year.

We began the board goal setting session by reviewing the Board Self-Evaluation that had been completed by the board in March 2013. In the **eight (8)** of the nine (9) indicators of the Board Self-Evaluation; Policy, Student Achievement, Finance, Board Operations, Board Performance, Board/Superintendent Relationships, Board/Staff Relationships and Board and Community, the Board had averaged scores of 3.1 to 3.5. These scores would indicate that the board is high functioning and has proper processes and procedures in place. The board is to be commended on these scores. However, in the area of Planning the board could focus attention.

The board then answered the following questions in regard to the Board Self-Evaluation:

What was the most interesting observation contained in the evaluation?

- Student Achievement – a majority of the Board did not rate as commendable
- Decision-making process – Board’s view of itself is not in alignment with what I thought
- For every category, there was one negative outlier

What strengths did the evaluation points out about the team?

- Finance
- Policy
- Board operates well
- Community Relations – trying to reach out
- Information and articles about the District are in the newspaper

What is the most critical concern the evaluation noted?

- Look at Board Operations list
- Communication
- Attendance / non-attendance at Committee Meetings

Is there one particular area in the evaluation that you think should become a priority for the board in the upcoming year?

- Creating Action Plans for goals
- Attendance at Committee Meetings
- Each board member is 1 of 9 and accountable for preparation for and attendance at both Committee and Agenda Meetings
- Board member training for individual professional development

We transitioned in to a discussion on Board Governance issues which may have an impact on the development of Board Goals for the upcoming year. Board members voiced the following concerns / issues:

- Committee Meetings
 - ✓ Attendance is critical as a majority of work is done at committee meetings
 - ✓ There is an Alternate assigned to each Committee. If a member of the committee is unable to attend, they should contact the Chairperson or Board President so that the Alternate can be notified of the meeting
 - ✓ If the Alternate cannot attend, call the Board President so that she can attend or contact someone else to attend
 - ✓ Committee Chairs to take notes on extraneous conversation which MAY generate future agenda items
- Agendas
 - ✓ When possible, direct questions to the Board President so that she can contact the Superintendent so that he can come to the meeting prepared to answer member questions. This would help to shorten the length of the meetings.
 - ✓ Committee agendas and ALL backup information is distributed to full Board in the Friday packets. This enables non-committee members to formulate questions to get to the Committee Chair prior to the meeting
- Board Meetings
 - ✓ President needs to manage meeting. Allow "good" conversation to continue and to stop the conversation that is going nowhere. If the Board President cannot stop the conversation, board members can / should assist through parliamentary procedure
 - ✓ Community members tend to leave the meetings after the Presentations – A possible solution - Adjust the Superintendent's Report so that an update can be given at the meeting on monthly happenings prior to the Presentations
- Process and Procedure
 - ✓ Put a process into place to get items to Superintendent or Board President for individual board member questions; why more information is needed or the need for more conversation
 - ✓ Items can then be placed on the agenda or referred to committee

Based on our discussion of the Board Self-Evaluation and discussion throughout the meeting the board came to consensus on the following board goals:

2013 – 2014 Long Branch Board of Education Goals

Goal 1: Board Committees to complete Action Plans for board goals and put a plan into place to report out on the goals at meetings throughout the year.

Goal 2: Provide increased opportunities for Board Professional Development

- Action Plan may include the following activities:
 - Invite NJSBA Governmental Relations in to do a presentation on the Board's legislative responsibility
 - Move forward with in-district training to earn Board Certification
 - Board members to attend County Meetings and Academy Trainings together to foster team building
 - Attend Workshop as a Board and create a training plan to use at Workshop to foster team building

Next steps . . .

- The Board and Superintendent will meet and develop District Goals for the 2013-2014 school year
- The superintendent will develop Action Plans for each of the District Goals and will review them with the board in Aug. /Sept.
- The board develops Action Plans for the board goals.
- District and board goals should be formally approved and the action plans should be formally accepted at a future board of education meeting (Aug. /Sept.) and the district goals should be posted on the district website.
- Board monitors progress toward the achievement of both the District and Board of Education Goals. This should be done at a presentation at a Board Meeting at least twice (or more frequently, if desired) during the year
- Board evaluates the Superintendent on progress toward achievement or achievement of the district goals by **June 30, 2014**
- Board completes the Board Self-Evaluation
- Schedule Goal Setting for 2014-2014

Attachments to this memo will include:

- Professional Development Improvement Plan (blank)
- Board Planning Calendar (NJQSAC based)
- Sampling of Field Service Programs

Thank you again for inviting me in to facilitate your goal-setting workshop. The board and administrative team engaged in a very positive and lengthy discussion regarding student achievement. Your effectiveness as a team was very evident in the open sharing of information and in your collaborative decision-making. It was a pleasure to work with you and I look forward to continuing to serve as a resource for the board.

Kathy

Long Branch Board of Education

Self-Evaluation Review 2012 - 2013

Processed by:
Kathy Winecoff, Field Services Representative
NJSBA Member Services Department
Phone (609) 448-1623
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kwinecoff@njsba.org



Professional Improvement Plan Synopsis

As part of an on-going self-improvement process the board undertook a self-evaluation to improve board effectiveness and help achieve best practices. You are to be commended for taking this step every year and making it part of your annual evaluation process.

Eight (8) of nine (9) Board Members participated in the 2012-2013 board self-evaluation process. The total compilation (numbers, averages, and comments) was delivered to the board on **March 20, 2013**. Observations on your scores, and suggested areas of concern were made that you may wish to discuss. At the end of the evaluation, I have given you the groupings of challenges and solutions that you identified.

Chart I: Plots the value you have given each of the nine areas against the scores that you have given to full board achievement in that area. This is useful when matching performance to importance. You will see that you place a value on every one of the areas, and in all areas your board scores are compared between expectations and performance.

Chart II: Plots the scores you give the full board in each area as opposed to the scores you give to your individual performance in that area. This is useful when looking at correlation between group performance and individual contribution to that performance. What I look for in this chart is a marked discrepancy between how you rate yourself as an individual and how you rate the board as a whole. The indicators on the left side (task areas) it is normal for the board to be viewed as more effective than the individual. The indicators on the right side measure those inter-personal areas of your work and here, the greater the discrepancy, the more signals go off about the possibility of a split board.

Professional Improvement Opportunities

- | | | |
|--|---|--|
| <input type="checkbox"/> Planning | <input type="checkbox"/> Finance | <input type="checkbox"/> Board/Supt. Relations |
| <input type="checkbox"/> Policy | <input checked="" type="checkbox"/> Board Operations | <input type="checkbox"/> Board/Staff Relations |
| <input type="checkbox"/> Student Achievement | <input checked="" type="checkbox"/> Board Performance | <input type="checkbox"/> Board/Community Relations |

2013 – 2014 Long Branch Board of Education Goals

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 - Invite NJSBA Governmental Relations in to do a presentation on the Board's legislative responsibility
 - Move forward with in-district training to earn Board Certification
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 - Attend Workshop as a Board and create a training plan to use at Workshop to foster team building



2013-2014 PROFESSIONAL DEVELOPMENT IMPROVEMENT PLAN

BOARD GOAL:

NJSAC Governance District Performance Review Indicator:

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
1				
2.				
3.				
4.				
5.				



New Jersey School Boards Association

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BOARD RESPONSIBILITIES 12-MONTH AGENDA PLANNING

MAY

- ☐ Board reorganization (April elections)
- ☐ In-house orientation for new board members (April elections)
- ☐ Approve written curriculum that clearly and specifically aligns with the most recent State Board adopted version
- ☐ End of Year Staff Review (All staff: Non-tenured, Tenured, & Administration)
- ☐ Report on compliance of submitting Financial Disclosure Statements to the Ethics Commission
- ☐ Act on personnel recommendations
- ☐ Review Board Member mandatory training requirements
- ☐ _____

JUNE

- ☐ CSA provides end-of-the-year report on district goals
- ☐ Board provides end-of-the-year report on board of education goals
- ☐ Review and revise as necessary the Superintendent evaluation instrument for upcoming year based on goals and objectives
- ☐ Board Annual Goal Setting Retreat
- ☐ Board Code of Ethics Discussion with NJSBA Representative
- ☐ Review results of compiled Board Self-Evaluation
- ☐ _____

JULY

- ☐ Board of Education approves District & BOE Goals
- ☐ Superintendent develops Action Plans to achieve District Goals
- ☐ Board develops Action Plans to achieve Board Goals
- ☐ Review and approve staff development plans for next year and the connection to student achievement
- ☐ Review the district Mentoring Plan
- ☐ Approve Board Professional Development Improvement Plan
- ☐ Review curriculum writing process and the connection to increased student achievement
- ☐ _____

AUGUST

- ☐ Review progress of all students at key grade levels in mastering the Common Core State Standards (CCSS) and on the performance of student subgroups on state tests
- ☐ Superintendent presents Action Plans for achievement of District Goals
- ☐ Approve personnel recommendations
- ☐ Annual review of student code of conduct
- ☐ _____

SEPTEMBER

- ☐ Approve the Comprehensive Maintenance Plan
- ☐ Approve the Long Range Facility Plan
- ☐ Approve the Safety and Security Plan
- ☐ Board of Education publicly affirms District & BOE Goals
- ☐ _____

OCTOBER

- ☐ Public hearing of the Violence and Vandalism Report
- ☐ Develop budget parameters focusing on student achievement based on strategic planning goals and/or district annual goals
- ☐ Up-date on curriculum writing / pilots / cycle
- ☐ CSA provides update on progress toward achievement of district goals and objectives
- ☐ Board provides update on progress toward achievement of Board goals and Professional Development Improvement Plan
- ☐ NJSBA Workshop
- ☐ _____

Revised 2012

NOVEMBER

- ☐ Board election (November elections)
- ☐ Approve submission of the QSAC Statement of Assurance (SOA)
- ☐ Review audit report / approve and oversee the corrective action plan if needed
- ☐ Review and/or approve Technology Plan
- ☐ _____

DECEMBER

- ☐ Review budget priorities, ensure planned purchase of materials and curriculum development support student achievement
- ☐ Negotiations begin if teachers contract ends in June of upcoming year
- ☐ _____

JANUARY

- ☐ Board reorganization (November elections)
- ☐ In-house orientation for new board members (November elections)
- ☐ Review the requirements of Superintendent contract renewal (For contracts expiring July 1st see 18A:17-15)
- ☐ Meet with NJSBA Representative to review superintendent and board evaluation process and set timelines for completion
- ☐ Review preliminary budget numbers
- ☐ _____

FEBRUARY

- ☐ CSA provides update on progress toward achievement of district goals & objectives
- ☐ Board provides update on progress toward achievement of Board goals and Professional Development Improvement Plan
- ☐ Report on teachers meeting definition of Highly Qualified or evidence of progress toward same
- ☐ Update on capital projects
- ☐ _____

MARCH

- ☐ Complete online CSA evaluation forms (all non-conflicted board members) once CSA has completed his/her goals portion
- ☐ Schedule Closed Session meeting to organize superintendent evaluation narrative (Rice superintendent)
- ☐ Hold budget hearing / adopt budget
- ☐ Complete online board self-evaluation form
- ☐ _____

APRIL

- ☐ Finalize the Superintendent's Evaluation and conduct closed session summary conference (Rice superintendent)
- ☐ Financial Disclosure forms to the Ethics Commission
- ☐ Approve the School Health Nursing Services Plan
- ☐ Approve the Comprehensive Equity Plan
- ☐ _____



NJSBA FIELD SERVICES

A Sampling of NJSBA Field Services Programs

Board Governance:

- Board Effectiveness & Team Charter
- Board Oversight & Appraisal
- Boards Role in Budget Development
- Boards Role in Curriculum
- Boards Role in Finance
- Boards Role in Policy
- CAPA Process
- Committee Effectiveness & Roles
- Conflict Resolution
- Continuous Improvement
- Consensus Building/"Getting to Yes"
- Dealing with Difficult People
- Education Reform Initiatives
- Effective Meetings
- Ethics
- Goal-Setting/Using Data Effectively
- Listening Skills
- Governance by Policy
- Norms
- Parliamentary Procedure
- Roles & Responsibilities
- Starting Right / Board-Building
- Strategies for Success
- Student Achievement
- 12 Common Mistakes
- Transitioning to a New Superintendent
- Work Styles

Communications:

- Effective Year Round Communications
- Key Communicators
- Public/Community Engagement

Evaluations:

- The Evaluation Process
- Board Self-Evaluation (Feedback)
- Superintendent/CSA Evaluation

Fee-Based Services:

1. Superintendent Search
2. Strategic Planning
3. Community Planning
4. Focus Group Facilitation

Questions?

Call Your Field Service Representative

Field Service Representatives

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