

GLASSBORO BOARD OF EDUCATION

2019 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 Carole E. Larsen 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. Credits are awarded depending on the number of hours of training. Typically a program that is 2.5 to 3 hours is awarded one credit; longer programs carry more credit. NJSBA keeps a permanent transcript of each member's credits. NJSBA offers a variety of certification programs for board members. Three current members hold certification (CBL, MBM, CBM). The Action Plan is outlined below:

Action	Who	Date
a. 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	1/11/19
b. 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	12/31/19
c. 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	2/2/19
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	10/20/19 – 10/23/19

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 2019.

2. Bring all board members up to speed on bargaining unit contracts and the negotiations process.

This goal was developed in order to ensure all members were aware of the content of the current agreements that were recently ratified and in collaboration with the CSA and administration, identify areas to be addressed in predecessor agreement(s) and obtain training on the negotiations process.

Action	Who	Date
a. Forward copies of all agreements to board members.	BA	1/16/19
b. Upload agreements onto the Glassboro Board of Education Agenda Website at schoolboard.net	CSA Secretary	1/31/19
c. Provide questions or recommendations to the BOE president, CSA, and the chair of the negotiations team, regarding future agreements.	All BOE members	2/11/19
d. Have NJSBA review the district’s salary guide to identify potential problems and provide strategies and advice for dealing with them. NJSBA membership provides an analysis of the district’s expiring guide and one set of proposed guides. The BA can provide copies to NJSBA and ask for a dues based review with recommendations.	BA	2/28/19
e. Participate in an NJSBA sponsored training program such as “Preparing for Bargaining,” which is offered for members interested in being appointed to the negotiations committee and offered by NJSBA at: Ready, Set, Bargain - 1/25 https://www.njsba.org/news-publications/school-board-notes/november-7-2018-vol-xlii-no-14/ready-set-bargain-njsbas-new-negotiations-training-kicks-off-in-november/	Negotiation Committee BA/CSA	1/25/19
f. Read about various negotiation tools, resources, and strategy opportunities at: https://www.njsba.org/services/labor-relations/negotiations-advisor/negotiations-advisor-subscription-service/	All BOE Members	Ongoing
g. Consult with Parker McCay and CSA on strategies, recording of tentative agreement(s), and ratification.	CSA Negotiation Committee	Ongoing through ratification

Measure of Success: All current agreements are accessible and available to BOE members. The members have taken the time to review the agreements and provided feedback and recommendations.

3. 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	1/3/19
b. 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	2/2/19
c. Draft action plans and present to the board for feedback and ratification.	BOE President	2/15/19
d. Provide BOE with recommended committee goals for feedback, consideration and ratification. (Sample Attached).	Committee Chairs	2/27/19
e. Once adopted, the committee chairs will ensure the goals are discussed during monthly committee meetings.	Committee Chairs	Monthly
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	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.