

Special Meeting
South Orange-Maplewood
Board of Education
August 28, 2015

A Special Meeting of the Board of Education of South Orange-Maplewood was held in the District Meeting Room at the Administration Building, 525 Academy Street, Maplewood, New Jersey, on August 28, 2015.

Board President Wayne Eastman called the meeting to order at 8:15 a.m.

Adequate written notice of this meeting of the South Orange-Maplewood Board of Education was sent to the Township and Village Clerks, the Libraries, The Star Ledger, the News Record and all schools.

ROLL CALL: Present: Ms. Baker, Mrs. Daugherty, Mr. Eastman, Ms. Jones, Mrs. Lawson-Muhammad, Ms. Pai, Ms. Smith, Mrs. Wright

Absent: Mr. Bennett

Also present: Dr. Ramos, Mr. Memoli, Ms. Grierson, Ms. Rideau, Mr. Roth, Mr. Stern, Ms. Schneider, Ms. Turner

8 BOARD MEMBERS PRESENT

Board president Mr. Eastman introduced Dr. Theodore Haig who facilitated the Board Retreat.

Dr. Haig discussed the KIVA process and its design to collect a lot of information in a short period of time.

Board recessed at 9:30 a.m.
Board reconvened at 9:35 a.m.

The KIVA process was used to address three goals:

Goal#1 target conflicts in the values of all school Board members and leadership team members toward the leadership protocols used within the complex organization and identify the factors that contribute to any gaps that will emerge.

Goal#2 Identify the adaptive leadership strategies (innovations) organization leadership must put in place in diminishing the gaps between those values and the realities they face for the purposes of minimizing re-occurrences of those conflicts in the future.

Goal#3 To put in place a mechanism to monitor the implementation of innovations and change.

Board recessed at 11:35 a.m.
Board reconvened at 11:40 a.m.

MOTION made by Ms. Pai, seconded by Mrs. Daugherty, to adjourn.

Motion unanimously approved at 12:35 p.m.

Cheryl Schneider
Board Secretary