

Special Meeting  
Rutgers Implementation Committee  
South Orange-Maplewood  
Board of Education  
December 18, 2024

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 as well as utilizing the online video conference platform on December 18, 2024.

Board President Qawi Telesford called the meeting to order at 6:34 p.m.

ROLL CALL: Present: Board Member Callahan, Board Member Duvall Wilson,  
Board Member Eckert, Board Member Gifford (v)  
Board Member Meyer, Board Member Sackett-Gable,  
Board President Telesford, Board Member Wittleder (v)

Absent: Board Member Vadlamani

*EIGHT VOTING MEMBERS PRESENT*

Pledge of Allegiance

NOTICE OF THE MEETING

Adequate notice of this meeting has been provided in the following manner:

- A. That written notice was sent from the Office of the Secretary of the Board at 11:49 a.m. on December 11, 2024.
- B. That said notice was sent via email to Maplewood and South Orange Township Clerks and the Editors of the News Record, Star Ledger, TapintoSOMA and the Village Green.

BOARD PRESIDENT'S STATEMENT

The school board meeting is a business meeting in public and not a meeting with the public. Oftentimes it may appear to members of our audience that the Board of Education takes action with very little comment and in many cases a 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/Chief School Administrator (CSA). If the Superintendent of Schools/Chief School Administrator 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 Administration and the Superintendent to assure that the members fully understand the matter. After the committee discusses the matter, it is then shared with the other Board members for consideration. Only then is it placed on the agenda for Board discussion and action at a public meeting.

HEARING OF INDIVIDUALS AND DELEGATIONS

No speakers were present.

Update on the District Implementation of the Rutgers Equity Audit & 5 Year Work Diversity Plan -

Dr. Kevin Gilbert, Asst. Superintendent for Access and Equity, Kerri Waibel Director of Access and Equity and Tunde Adedoyin Director of Human Resources presented the Update on the District Implementation of the Rutgers Equity Audit & 5-year Work Diversity Plan.

Update on Implementation of Rutgers Equity Audit included the following:

- Rutgers Equity Audit Guided Philosophy (page 8 of Equity Audit)
- Curriculum and Instruction Recommendations
- Intervention Recommendations
- Develop Pedagogical Capacity with an Equity Lens Recommendations
- Intentional Integration
- Rutgers Equity Audit Expected Implementation (page 8 of Equity Audit)
- SY 24-25 (Yr 2) Progress Update
- Curriculum Recommendations 1-7
- Intervention Recommendations 1-4
- Equity Pedagogical Capacity Recommendations 1-7
- III Recommendation Progress SY 24-25 (Yr 2)
- High Quality Instruction
- Parent Involvement
- Key Performance Indicators by Year
- Math Course Selection
- Interventions/I&RS
- Review I&RS
- I&RS Fergus Recommendation #'s 2, 3 & 4
- Development of Pedagogical Capacity with an Equity Lens
- Equity Professional Development Series
- Teacher Knowledge Assessment
- Teacher Empathy
- Curriculum Audit
- Hiring Teachers of Color
- Affinity Spaces
- Intentional Integration Initiative - III Fergus Recommendations #1-5

SOMSD 5-YEAR DIVERSITY WORKFORCE DEVELOPMENT PLAN JULY 2024-2029

The presentation included the following:

- DEI - Mission Statement
- DEI - Core Values
- Theory of Action - Recruitment and Retention
- Year 1: Foundation and Initial Implementation
- Year 2: Building Infrastructure and Expanding Outreach
- Year 3: Evaluation and Adjustment
- Year 4: Scaling and Sustainability
- Year 5: Review and Future Planning
- Key Performance Indicators (KPI)

- Data-Driven Decision Making
- Risks and Mitigation
- Year 1: Foundation and Initial Implementation - SMART Goals
- Year 2: Building Infrastructure & Expanding Outreach - SMART Goals
- Year 3: Evaluation & Adjustment - SMART Goals
- Year 4: Scaling and Sustainability - SMART Goals
- Year 5: Review & Future Planning - SMART Goals
- Embracing Diversity, Enriching Education
- Diversity Workforce Development Committee

Board Members were given the opportunity to ask questions regarding the presentations.

[Presentations on file in Board Secretary's Office]

HEARING OF INDIVIDUALS AND DELEGATIONS

None.

NEW BUSINESS

None.

Future Meetings

Board President Telesford made the following motions:

The Board of Education will meet in Public Session on Thursday, December 19, 2024 at 6:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Immediately following the opening of Public Session, the board will move to go into a Closed Session in the Superintendent's Office, 525 Academy Street, Maplewood, NJ, as well as using an online video conference platform to discuss personnel, matters within the attorney-client privilege, legal, negotiations, and other matters that may arise and require discussion, to be announced at a later date. Immediately following the Closed Session, the Board of Education will meet in Public Session (estimated to be 7:30 pm) in the District Meeting Room, 525 Academy Street, Maplewood, NJ in person, utilizing an online video conference platform which will include Hearing of Individuals. The community can view the meeting by following the steps which will be listed on the agenda. If there are members of the community who would like to attend the meeting in person, please note that masks and social distancing are optional in accordance with the guidance received from the local DOH and the CDC. Action will be taken.

Board President Telesford made a motion seconded by Board Member Sackett-Gable to adjourn. Motion unanimously approved at 8:19 p.m.

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Imani Moody, Board Secretary