

SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD
Public Board of Education Meeting
March 19, 2018

FOR ACTION

RESOLUTION NO. 3709 A

SUBJECT: APPROVE EXCELLENCE & EQUITY COMMITTEE CHARGE

BE IT RESOLVED THAT, pursuant to Policy 0155, for Calendar Year 2018, the Board of Education charges the Excellence and Equity Committee of the South Orange-Maplewood Board of Education to facilitate the monitoring of the district's efforts to implement the Access and Equity Policy (5755.1), comply with the OCR resolution agreement, and oversee administration's progress toward achieving district 2018 Goals (#2, #3, and #4).

District 2018 Goal #2

Realign curriculum, develop significant systemic support structures, and promote a more culturally sensitive climate to foster student-centered learning, empower student critical thinking, and enhance student engagement as a means to increase student achievement across all groups and implement the Access & Equity and Placement Policies:

- a) Focus curricular realignment on Math and Science in 2017-18 for implementation in 2018-19.
- b) Strengthen guidance and advisory structures in 2017-18 to ensure that all students, especially unrepresented student groups, are encouraged to enroll in higher level courses and receive support to persist in rigorous coursework.
- c) Research various data platforms in 2017-18 to provide systemic structures in 2018-19
- d) that will:
 - i. capture multiple measures of disaggregated student data (i.e. summative and formative assessments; both state and teacher-generated, referrals to I&RS and Special Education, and indicators of success such as attendance);
 - ii. facilitate the longitudinal analysis of student performance; and
 - iii. inform professional development, lesson planning, teaching practice, assessments, budgeting, and staffing
- e) Foster a positive school climate and ensure that instructional practices and school communities are culturally responsive and inclusive by providing ongoing professional development; by the start of the 2018-2019 school year, professional development and school climate initiatives shall be informed by multiple measures of student data.
- f) Finalize and roll out a revised Code of Conduct and H.I.B. policy (with implementing
- g) regulations where necessary) for implementation in the 2018-2019 school year, with community and student education, and professional development with respect to positive climate and restorative practices.

Goal 3: Preparation for and Successful Completion of the District's QSAC Review for the 2017-18 school year:

Complete compliance plan for curriculum revision
Develop Gifted & Talented Programming that complies with State mandates

Ensure compliance with all Special Education code.

Goal 4: Conform District- and school-wide administrative reporting practices and Board oversight processes to the recently-revised QSAC requirements, against which the District will be assessed in 2020-21

Details to follow after release of new QSAC requirements.

Monitoring of excellence and equity shall include, but not be limited to:

Work with the superintendent to prepare for a Review by the full Board information about curriculum, instructional programs and assessment;

Work with the superintendent and administration to maintain oversight in the implementation and development of Access and Equity Policy and the OCR resolution;

Monitor effectiveness of Special Services delivery to our students and families by exploring best practices in programming, compliance, monitoring, communication and parental supports.

Accept and address other business referred to the Committee by the Board.

SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD
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FOR ACTION

RESOLUTION NO. 3709 B

SUBJECT: APPROVE FINANCE, FACILITIES, AND TECHNOLOGY COMMITTEE CHARGE

BE IT RESOLVED THAT, pursuant to Policy 0155, for the calendar year 2018, the Board of Education charges the Finance, Facilities, and Technology Committee to work with the Superintendent as follows:

BUDGET

- Engage full Board in establishing budget priorities for 2018-2019 school year that support achievement of district goals and are in line with appropriate revenue estimates;
- Manage community workshops in order to share information clearly and solicit timely and robust feedback;
- Manage budget approval process with full Board;
- Work with administration to capture lessons learned from 2018-2019 process and codify systemic changes for 2019-2020 cycle;
- Establish policy/procedures for all extra-District organizations' (e.g., PTAs, HSAs, clubs, etc.) giving that ensures equitable resourcing of schools & alignment with goals

FACILITIES / BONDING

- Oversee comprehensive assessment of all district real properties, their cleanliness, maintenance, facility improvements, safety;
- Update Board of School Estimate (BSE) on budgeting process and priorities for 2018-2019 school year and progress of district facility projects;
- Ensure budget-related line items and bonding levels are appropriate to address district's facility's needs are fiscally responsible, and are aligned to District Goals and policies;
- Ensure that District's Long-Range Facility Plan is updated in compliance with State law;
- Work with administration on the development of the elementary organizational/zoning model to ensure better integration for the 2018-2019 school year;
- Prepare for approval by full Board a long-range capital improvement plan that identifies priorities and projects, supports public engagement, and gains the approval of BSE

SECURITY

- Recommend to full Board those priorities, actions and budgets necessary for the proper care, maintenance, and security of district properties to ensure an environment that supports educational excellence and equity, both in near and long term, and to preserve community investment;

TECHNOLOGY

- Recommend to full Board those priorities, actions and budgets necessary to provide a technology infrastructure, usage, and training that effectively supports consistent educational excellence and equity for all students, both in the near and long term;
- Work with administration to identify and address specific variables contributing to the digital divide in our district;
 - Availability/access at school, in the community, and at home
 - Equitable and consistent distribution of resources
- Oversee more robust utilization of PowerSchool – specifically for registration, data gathering, and third-party systems integration, etc.;
- Ensure that new District website launches for 2018-2019 school year, with community engagement and periodic Board review, in alignment with short- and long-term needs;
- Ensure inclusion of long-term technology needs in long-range capital improvement plan

REGISTRATION / ENROLLMENT

- Move registration process online utilizing PowerSchool
- Digitize annual emergency contact cards utilizing PowerSchool
- Establish process for non-digital enrollment for families with that preference or need
 - Include evening and weekend hours at Seth Boyden, with Community Coordinator, open to entire community

NEW BUSINESS

- Accept and address other business referred to the Committee by the Board.

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FOR ACTION

RESOLUTION NO. 3709 C

SUBJECT: APPROVE LABOR RELATIONS & PERSONNEL COMMITTEE CHARGE

BE IT RESOLVED THAT, pursuant to Policy 0155, for Calendar Year 2018, the Board of Education charges the Labor Relations & Personnel Committee of the South Orange-Maplewood Board of Education to administer the Board evaluation of the Superintendent; negotiate employee contracts within the district; and make recommendations to the Board for possible Board action:

- 1) Negotiate, within the parameters approved by the Board, all employee contracts within the District; provide regular updates to the Board concerning the progress of negotiations
- 2) Monitor compliance with and enforcement of the terms and conditions of any negotiated labor contract within the District
- 3) Monitor and keep the Board informed regarding all litigation arising out of applicability and enforcement of any labor relations contract
- 4) Monitor employee contractual grievances and resolution thereof
- 5) Monitor District's human resources practices including recruitment, hiring, retention, discipline and termination to ensure identification of and adherence to best practices aligned with District programmatic goals, including compliance with affirmative action and non-discrimination policies, and State/Federal monitoring standards related to Personnel including QSAC
- 6) Ensure that job descriptions are prepared for all jobs within the District and monitor the District employee evaluation program
- 7) Recommend to the Board evaluation of Board solicitor, labor relations attorney, auditor, architect and other special employees of the Board
- 8) Receive updates from Administration regarding the status of recruitment and hiring of key personnel, midyear vacancies, and annual hiring and onboarding of new District staff.

The Personnel and Labor Committee's work is aligned to District Goal 2.5/Personnel and Goal 4 (QSAC alignment)

Meetings: Monthly, except during contract negotiations, when more meetings will be held.

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RESOLUTION 3709D

FOR ACTION

SUBJECT: APPROVE POLICY & MONITORING COMMITTEE CHARGE

BE IT RESOLVED THAT, Pursuant to Policy 0155, for the 2017-2018 school year, the Board of Education charges the Policy & Monitoring Committee of the South Orange-Maplewood Board of Education to:

- Develop, review and evaluate district policies for recommendation to the full Board to i) ensure consistency with District goals, State and Federal law and regulations, and ii) guide the formulation and implementation of educational programs and management operations.