

A Special Public Meeting of the Board of Education of the Township of Teaneck, County of Bergen, New Jersey, was held in the Eugene Field, Administration Building's Margaret Angeli Staff Development Room, One Merrison Street, Teaneck, New Jersey, on Sunday, August 10, 2014, at 12:40 p.m. Dr. Ardie Walser, President of the Board, presided.

FLAG SALUTE

PRESIDING OFFICER'S MEETING NOTICE STATEMENT

"I hereby call to order the Special Public Meeting of the Teaneck Board of Education, held on Sunday, August 10, 2014, in the Eugene Field Administration Building's Margaret Angeli Staff Development Room. Adequate notice of this meeting has been sent to The Record, The Suburbanite, filed with the Municipal Clerk of the Township of Teaneck and posted inside the Teaneck Board of Education, One Merrison Street, on Friday, August 8, 2014."

ROLL CALL

Board Members Present: Dr. David Diuguid
Dr. David Gruber
Mrs. Sarah Rappoport
Mrs. Gervonn Rice
Mr. Sebastian Rodriguez
Mr. Howard Rose
Dr. Ardie Walser
Mrs. Clara Williams
Ms. Shelley Worrell

Absent:

Others Present: Ms. Barbara Pinsak, Superintendent of Schools
Mr. Robert S. Finger, Business Administrator/Board Secretary
Mr. Vincent McHale, Assistant Superintendent of Curriculum
and Instruction
Ms. Isabel Machado, Board Attorney (left the meeting at 4:50pm)
Ms. Natasha Pitt, Assistant Principal, BFMS
Mr. Dennis Heck, Principal, High School
Ms. Patricia Dent, Supervisor, Language Arts Literacy/ESL
Mrs. Suzanna Kaplan, Principal, Whittier School
Mr. John Dean, TTEA Representative
Mr. Edward Wilson, Assistant Principal, TJMS
Mrs. Karla Starks, Assistant to the Business Administrator
Ms. Linda Kuhran, Exec. Assistant to the Superintendent

Please Note: It may be necessary, from time to time, to remove or make changes in a motion(s) between the time this agenda is prepared and when the Board takes action. This will be accomplished by an actual removal or change in the motion and noted on the Errata and Change Sheet, or will be announced by the Board President at the start of the meeting.

PUBLIC HEARING ON MEETING AGENDA

The public hearing on matters appearing on this meeting's business agenda commenced at 12:42 p.m. No one wished to address the Board on any agenda matters and the hearing was then closed.

BOARD RETREAT

Summary of 2013-2014 Board Goals

- Objectives and Results
- Break 2:30pm to 2:45pm
- Focus Activity
- Dialogue with School Leaders – BOE and Administrators
- Recommended District Goals for 2014-2015

Resolution to enter into Executive Session

Motion made by Dr. Diuguid seconded by Mr. Rose;

BE IT RESOLVED by the Teaneck Board of Education that:

1. It does hereby determine that it is necessary to meet in Executive Session on Sunday, August 10, 2014, to discuss matters of personnel, involving specific individuals, negotiations, anticipated litigation and/or alleged incidents of Harassment, Intimidation or Bullying.
2. These matters will be made public when the need for confidentiality no longer exists.
3. The time that the Board anticipates to be in Executive Session is 30 minutes.

Roll call approved 9-0

Time In: 4:15 PM

Time Out: 5:25 PM

Superintendent Merit Goals for 2014-2015

Overview of Testing Changes and Staff Assessment – Board members agreed to move the presentation to the August 20, 2014 Special Public Meeting

Facilities Review

- Parent Paid Preschool Program
- Temporary Classroom Units
- Safety & Security Measures

Future of Community Education

- Ad Hoc Committee Report

Review NJSBA Code of Ethics and Board Member Role/Responsibilities

Board Operations Motion #45

On a motion made by Dr. Diuguid seconded by Mr. Rose, the Board, by roll call vote of the members present, approved the following resolution:

45. the Board approved and adopted the **Board Goals for the 2014-2015** school year. The goals are appended to and made a part of the minutes.

Roll call on Board Operations Motion #45. Motion approved 9-0.

Personnel Motions #315 and #316

On a motion made by Dr. Diuguid seconded by Mr. Rose, the Board, by roll call vote of the members present, approved the following resolution:

315. the Board approved the inclusion of **qualitative and quantitative merit goals** in the contract for Barbara Pinsak, **Superintendent of Schools** for the **2014-2015** school year and furthermore, that the goals be submitted to the Executive Bergen County Superintendent of School for review and approval. The merit goals are appended to and made a part of the minutes.

316. the Board **amended** Personnel Motion #265 of the June 11, 2014 Minutes to increase remuneration to **Summer Child Study Team** clinicians as indicated below:

Sandra Beckford	Social Worker	\$5,339
Leslie Fishbein	LDT/C	\$4,466
Shamara Guidry	Speech/Language Specialist	\$4,344
Nicole Hampton	Social Worker	\$6,170

Roll call on Personnel Motion #315-316; Motion approved 9-0.

PUBLIC HEARING ON OTHER THAN MEETING AGENDA

The public hearing on matters other than those appearing on this meeting's business agenda commenced at 6:40 p.m. No one wished to address the Board and the hearing was then closed.

ADJOURNMENT

On a motion made by Dr. Diuguid and seconded by Mr. Rose, the meeting adjourned at 6:42 p.m.

Respectfully submitted,

Robert S. Finger, CFE, CGFM, QPA
Business Administrator/Board Secretary

Recommended District Goals/Objectives 14-15



GOAL 1: Students attending the Teaneck Public Schools will acquire the skills, knowledge and understanding in order to be successful in the twenty first century, as measured by:

Objective 1: Students will demonstrate improved performance on primary indicators of college readiness and success.

- Indicator 1a: All District schools will meet the annual performance targets, established for them by the New Jersey Department of Education, in each subgroup and for all student groups.
- Indicator 1b: A 3 % increase in the percentage of Advanced Placement examinations that receive a score of 3 or higher, without a decrease in the percentage of examinations taken (based on # students in AP classes).
- Indicator 1c: Seventy percent of Algebra I students will achieve mastery on the Algebra I end-of-course exam. For 2014-2015 and 2015-2016, include a 5 % increase in the year- over-year percentage of students passing the Algebra I end-of-course assessment.

Objective 2: Students will engage with curriculum that is relevant to the real world, reflecting the knowledge and skills that they need for success in college and careers.

- Indicator 2a: Instruction will be aligned with the Common Core Curriculum Standards (CCCS) and assessment aligned with The Partnership for Assessment of Readiness for College and Careers (PARCC), across subject areas and grades.
- Indicator 2b: A minimum of one technology project will be infused into each core subject area at each grade level.
- Indicator 2c: The District will explore and select new programs and review/revise existing programs in order to expand learning opportunities for students.

Objective 3: Identification of students who are considered to be "at risk" academically or socially and interventions for those students will be reviewed and/or developed at District secondary schools.

- Indicator 3a: Middle and high schools will review process for identifying students "at risk" and develop system for ongoing identification.
- Indicator 3b: Schools will review and assess current interventions for their effectiveness and develop new systems of intervention.
- Indicator 3c: Schools will develop an action plan by October 1, 2014 to support the achievement of the targeted students.

Recommended District Goals/Objectives 14-15

GOAL 2: Teachers and administrators in the Teaneck Public Schools will acquire the skills, knowledge and understanding necessary to support student achievement as measured by:

Objective 1: Administrators and teachers will participate in anti-bias and cultural competency workshops in order to support the transfer of anti-bias concepts and methods into classroom instruction and to sustain inclusive classrooms and school environments.

- Indicator 1a: One hundred percent of district administrators and teachers will receive general anti-bias training during the 14-15 school year.
- Indicator 1b: Curriculum for pre-tenure Foundation Training will be reviewed/revise for the school year so that it includes awareness of community and students we serve.
- Indicator 1c: Secondary teaching staff will be provided with procedures for identifying "at risk" students, with knowledge about the resources of the school and district that will address concerns and with strategies for supporting these learners.

Objective 2: The District will provide professional development for teaching staff that will focus on differentiating content, assignments and assessments.

- Indicator 2a: Professional development focused on using instructional strategies to engage students while meeting Core Curriculum State Standards (CCSS) will be provided to teachers.
- Indicator 2b: Teams of administrators in each school will conduct at least nine (monthly) Academic Learning Time (ALT) academic walkthroughs to ensure that students know and understand lesson's objective, actively manipulate the lesson's content, and experience a 75-95% success rate.
- Indicator 2c: Provide professional development to teachers and administrators in the use of Performance Tracker software and support the use of the tool in developing groups for instruction. At minimum, teachers will learn how to access information about their students and to create achievement reports.





Recommended District Goals/Objectives 14-15

GOAL 3: The environment in the Teaneck Public Schools will be safe and respectful, with students and adults appreciative of the unique contributions of members of the community, as measured by:

• **Objective 1: Teaneck's discipline regulations/schools' Code of Conduct will ensure equity, alignment with code and statutes, consistency and a philosophy that develops and sustains good character and citizenship.**

- Indicator 1a: Yearly review and revision of Code of Conduct by principals and BOE attorney.
- Indicator 1b: Create a district level Code of Conduct, and publish on district web site to provide students, parents and the community with access.
- Indicator 1c: Code of Conduct will be communicated to all parents and staff yearly through website, student handbooks and staff handbooks.

• **Objective 2: The District will continue to educate staff and students about Harassment, Intimidation and Bullying (HIB) and continue to seek and develop curriculum that will aid students in learning to respect themselves and others.**

- Indicator 2a: Teaneck's staff, students and parents will receive a minimum of two in-service workshops/programs to inform them of policy and procedures for incidents of Harassment, Intimidation and Bullying (HIB).
- Indicator 2b: Guidance counselors, outreach counselors and interns will develop and implement a guidance scope and sequence plan, with curriculum for character education, social skills and bullying prevention.
- Indicator 2c: Students in the middle schools (grades 7-8) will receive anti-bias leadership training.

Recommended District Goals/Objectives 14-15

GOAL 4: The Teaneck Public Schools will communicate effectively with parents and with the community, as measured by:

• **Objective 1: The Teaneck Public Schools will continue to improve/enhance communication between schools and between schools and parents in order to support student achievement and social success.**

- Indicator 1a: Update District website to include District Curriculum standards or Common Core State Standards for all grades and content areas.
- Indicator 1b: All schools will update websites at a minimum of one time each month, with notice of updates sent to the Superintendent of Schools.

• **Objective 2: The District and the Board of Education will communicate effectively with the school community and greater community concerning policies, programs and budgets.**

- Indicator 2a: Budget information, policy changes and program effectiveness and results will be communicated with PTO, PTA, PTSO, BQMT, DAT and other committees and/or organizations via email and/or other media.
- Indicator 2b: Schools and the district will seek new ways to strengthen the liaison between schools and home and between schools and the community.
- Indicator 2c: Improve communication of information about programs within the District, such as TAG, Title 1, and ESL through scheduling of parent meetings, improved web postings and other means.

Recommended District Goals/Objectives 14-15

GOAL 5: The Teaneck Public Schools will provide funding for Goals 1-4 and sustain school facilities while respecting community resources, as measured by:

Objective 1: The District will prepare annual budgets that keep the increase to the tax levy below the 2% state limit.

- Indicator 1a: District will continue an ongoing review of programs and personnel needs to find cost savings and efficiencies.
- Indicator 1b: District will search for and submit grants that will support and expand effective programs and services to students and families.

Objective 2: The District will seek and find alternative funding sources and efficiencies that will support school initiatives.

- Indicator 2 a: District will expand upon current relationships with TOPS, civic organizations, businesses and the Teaneck HS Alumni Association to solicit volunteers, donations and in-kind contributions.

Objective 3: District schools will be safe and well-maintained facilities that are renovated and repaired in a responsible manner.

MERIT GOAL SUBMISSION FORM

SCHOOL YEAR 2014-2015

NAME OF INDIVIDUAL	Barbara Pinsak	TITLE	Superintendent				
QUANTITATIVE GOALS	<input checked="" type="checkbox"/>	PERCENTAGE	3.33%	QUALITATIVE GOAL	<input type="checkbox"/>	PERCENTAGE	
		DOLLAR VALUE	\$5,577.75			DOLLAR VALUE	

DESCRIPTION OF GOAL:

DISTRICT GOAL 1: Students attending the Teaneck Public Schools will acquire the skills, knowledge and understanding in order to be successful in the twenty first century.

Superintendent Goal 1: Replicate, where possible and still viable, Towards Excellence and Equity, A Study on the Achievement Gap in the Teaneck Public Schools, by June 1, 2015. (Quantitative)

EVIDENCE OF COMPLETION:

Updated study, replicated and enhanced, presented to the Teaneck Board of Education by May 30, 2015.

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Barbara Pinsak

TIMELINE TO COMPLETE THE GOAL FOR THE 2014-2015 SCHOOL YEAR:

September, 2014 through May, 2015

***ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT**

DATE SENT TO
ECS

SIGNATURE AND DATE
APPROVED BY ECS

MERIT GOAL SUBMISSION FORM

SCHOOL YEAR 2014-2015

NAME OF
INDIVIDUAL

Barbara Pinsak

TITLE Superintendent

QUANTITATIVE
GOALS

PERCENTAGE 3.33%

DOLLAR
VALUE \$5,577.75

QUALITATIVE
GOAL

PERCENTAGE

DOLLAR
VALUE

DESCRIPTION OF GOAL:

DISTRICT GOAL 1: Students attending the Teaneck Public Schools will acquire the skills, knowledge and understanding in order to be successful in the twenty first century.

Superintendent Goal 2: All district schools will meet or exceed the annual progress targets developed by the NJDOE, in all subgroups. (Quantitative)

EVIDENCE OF COMPLETION:

Progress target achievement, from NJ DOE, will indicate that annual targets have been met. Present report to the board by June 2015 or when assessment data is available for 2014- 2015 school year.

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Barbara Pinsak

TIMELINE TO COMPLETE THE GOAL FOR THE 2014-2015 SCHOOL YEAR:

September, 2014 through June 30, 2015

***ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT**

DATE SENT TO
ECS

SIGNATURE AND DATE
APPROVED BY ECS

MERIT GOAL SUBMISSION FORM

SCHOOL YEAR 2014-2015

NAME OF INDIVIDUAL Barbara Pinsak TITLE Superintendent

QUANTITATIVE GOALS	<input checked="" type="checkbox"/>	PERCENTAGE	3.33%	QUALITATIVE GOAL	<input type="checkbox"/>	PERCENTAGE	
		DOLLAR VALUE	\$5,577.75			DOLLAR VALUE	\$

DESCRIPTION OF GOAL:

DISTRICT GOAL 3: The environment in the Teaneck Public Schools will be safe and respectful, with students and adults appreciative of the unique contributions of members of the community.

Superintendent Goal 5: A 3% year-over-year decrease in the percentage of students suspended from school (ISS and OSS), based on number of total students and number of students suspended. (Quantitative)

EVIDENCE OF COMPLETION:

Development of strategies to support student school behavior and to find alternative ways to provide consequences for behavior that is not school successful. Implement strategies, collect data on monthly basis and review success of strategies monthly. Provide comparison with 13-14 to show that suspensions were reduced by at least 3%. Present Final Report for board approval.

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Barbara Pinsak

TIMELINE TO COMPLETE THE GOAL FOR THE 2014-2015 SCHOOL YEAR:

September, 2014 through June 30, 2015

***ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT**

DATE SENT TO
ECS _____

SIGNATURE AND DATE
APPROVED BY ECS _____

MERIT GOAL SUBMISSION FORM

SCHOOL YEAR 2014-2015

NAME OF INDIVIDUAL	Barbara Pinsak	TITLE	Superintendent
QUANTITATIVE GOALS	<input type="checkbox"/>	PERCENTAGE	QUALITATIVE GOAL
	<input checked="" type="checkbox"/>	PERCENTAGE	PERCENTAGE
		DOLLAR VALUE	DOLLAR VALUE
			2.5%
			\$4,187.50

DESCRIPTION OF GOAL:

DISTRICT GOAL 1: STUDENTS ATTENDING THE TEANECK PUBLIC SCHOOLS WILL ACQUIRE THE SKILLS, KNOWLEDGE AND UNDERSTANDING IN ORDER TO BE SUCCESSFUL IN THE TWENTY FIRST CENTURY.

SUPERINTENDENT GOAL 3: CONTINUE THE REDESIGN OF SEVENTH AND EIGHTH GRADE SCHEDULING AND CORE AND ELECTIVE CURRICULUM IN ORDER TO INFUSE TECHNOLOGY AND INCORPORATE STUDY SKILLS AND OTHER 21ST CENTURY ELEMENTS OF THE NJ COMMON CORE, AS EVIDENCED BY CURRICULUM UPDATES AND NEW COURSE OFFERINGS. (QUALITATIVE)

EVIDENCE OF COMPLETION:

Redesign, that includes new scheduling and new elective curriculum will be submitted to the Board of Education. Obtain board approval. Middle School schedules reconfigured to accommodate redesign.

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Barbara Pinsak

TIMELINE TO COMPLETE THE GOAL FOR THE 2014-2015 SCHOOL YEAR:

September, 2014 through June 30, 2015

***ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT**

DATE SENT TO
ECS _____

SIGNATURE AND DATE
APPROVED BY ECS _____

MERIT GOAL SUBMISSION FORM

SCHOOL YEAR 2014-2015

NAME OF INDIVIDUAL	Barbara Pinsak	TITLE	Superintendent
QUANTITATIVE GOALS	<input type="checkbox"/>	PERCENTAGE	_____
		DOLLAR VALUE	_____
		QUALITATIVE GOAL	_____
	<input checked="" type="checkbox"/>	PERCENTAGE	2.5%
		DOLLAR VALUE	\$4,187.50

DESCRIPTION OF GOAL:

DISTRICT GOAL 5: The Teaneck Public Schools will continue to improve/enhance communication between schools and between schools and parents in order to support student achievement and social success .

Superintendent Goal 4: Improve communication and improve technology and other means to support information sharing with the community and improve vertical communication and program articulation between schools, as evidenced by improved website, new or improved methods of communication and document of articulation of articulation information. (Qualitative)

EVIDENCE OF COMPLETION:

Enhanced website, a qualitative analysis of pre-and post-test data and a 5% increase in the number of "hits" on the district website. Produce communication document for schools and parents. Produce document as evidence that there is an improved plan/protocol for transitions between schools. Present to board and obtain board approval.

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Barbara Pinsak

TIMELINE TO COMPLETE THE GOAL FOR THE 2014-2015 SCHOOL YEAR:

September, 2014 through June 30, 2015

***ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT**

DATE SENT TO ECS _____

SIGNATURE AND DATE APPROVED BY ECS _____