

**TOWNSHIP OF UNION BOARD OF EDUCATION
PLANNING SESSION MINUTES
AUGUST 22, 2017**

NOTICE OF MEETING:

The Planning meeting of the Board of Education of the Township of Union was held on Tuesday, August 22, 2017 at 5:00 p.m. at the Administration Building, 2369 Morris Avenue, Union, New Jersey 07083.

Mr. McDowell called the meeting to order at 5:10 p.m.

Mr. McDowell stated we are here for our annual planning session tonight and this session will go for two hours. We will have a half hour break and then go into our regular meeting at 7:30 p.m.

PRESENT AT ROLL CALL:

Mr. David Arminio, Mr. Ron McDowell, Mrs. Nancy Minneci, Mr. Jeffrey Monge, Mr. Vito Nufrio, Mrs. Nellis Regis-Darby, Mrs. Mary Lynn Williams

ABSENT AT ROLL CALL:

Dr. Guy Francis (arrived at 6 p.m.), Mrs. Nancy Zuena

ADMINISTRATORS PRESENT:

Mr. Gregory Tatum, Mrs. Annie Moses, Mr. Gerry Benaquista, Mr. Gregory Brennan, Mr. Barry Loessel, Mrs. Ann Hart, Mrs. Sandra Paul

Mr. Monge led the Board and audience members in the Pledge of Allegiance.

Mrs. Minneci read the Mission Statement of the District.

Mr. Brennan read the statement required under the "Open Public Meetings Act", a copy of which is on file in the office of the Board Secretary.

Mr. McDowell stated there are no resolutions tonight so there is no need for public comment about resolutions but there will be public comment at the end of this meeting. We have two hours and there are six areas we will be discussing. We will try to get as much of this covered as we can; hopefully a lot if not all.

The YMCA is here and we will let them to do their presentation.

Danielle Cioffi stated I am the District Executive Director of the Gateway Family YMCA and this is Jessica Smallowitz and she is the Associate Branch Executive at the Five Points YMCA and is Director of Oversight of the before and after care programs and she will give a quick update and thank you for inviting us tonight.

Jessica Smallowitz stated our goal for this upcoming school year is to build up our success from last school year and focus on staff development and continuing to hire teachers within the school district. We had one teacher who supported us at Washington School and we did find a lot of success with this especially in the area of homework. We had a lot of positive feedback from the parents and that is our goal this school year to carry that on to other schools.

In March, we received approval from the State of New Jersey Childcare Licensing for a middle school program at both Kawameeh and Burnet and we opened that in March with success and so both Kawameeh and Burnet will be opening in September. In the spring there were a lot of clubs and other activities. We are excited to offer that age group in the fall.

Last spring we started something new – we piloted a new program at Washington School and incorporated some additional STEM. We did start with Washington because it is our biggest site and when we met with Mr. Matthews he was really excited about it. We started a mad science program. It is an outside program that came into our program and we had parents sign up if they were interested and each week they came once a week for about an hour and did different experiments with the children. We had a lot of positive feedback from that. We are looking to extend it to another school next year; possibly Connecticut Farms or Livingston because they are some of our larger programs.

Last year in June we did an additional survey at the end of the school year to compliment the one we did in the winter time and I just want to share with you two parent comments that were included on the survey. The first one is “This is where my child starts and ends her day. This program and the staff are the link between home and school. She is happy at drop off and pick-up which makes me feel at ease.” Another comment from a parent at one of the schools was “my son sometimes lacks confidence in his abilities when it comes to sports and interacting with other boys of his age. He gets excellent grades in schools; however, he shy’s away from anything sports related because he does not think he is good at any sport. By going to the YMCA aftercare and having the opportunity to play sports in gym built his confidence with other students and currently in the spring he was a wrestler on a Union recreation department which has helped him a lot.” See those comments – the socialization aspect of the aftercare program is just as important for these students as much as getting the homework done, providing the STEM and providing with that a well-rounded program.

Another program that we wanted to share with you and it is actually something we did in the summer and I think we can work together on building it for next summer. It was called Power Scholars Academy. It is a partnership between Y-USA and BELL, which is building educative leaders for life. It is a non-profit organization and well known around the nation. We were chosen and we were the first New Jersey YMCA to do the pilot program. It is a 5-week program. During the summer, starting July 10th, the children for three hours in the morning they did 90 minutes of language arts and 90 minutes of math and the target is children that are in lower income families where they may not be getting that additional support at home because the parents may not be able to provide that support. However, we did open it up to everybody. We had 15 children from Union – with a couple from almost every school. The most were from Franklin School because we advertised it first to our aftercare students and we had a lot of interest from that school. One of the teachers is from Franklin as well. We had to hire certified

teachers to lead the groups. We focus on grades 1st through 4th so it is rising 1st graders and it was utilizing a scholastic curriculum which was fantastic. Scholastic curriculums are engaging and colorful and there's a lot of manipulatives and engaging hands-on activities because the whole point of the program is that the children don't necessarily feel like they are in school but they are getting that link between the end of the school year and the fall and hopefully they don't have that learning loss during the summer months. We did have positive feedback on that. We had about 35 participants. We can have up to 60. We are gearing up for next summer. It was an amazing experience for everybody. The kids loved coming every day. We let them be outside in our pavilion so that they didn't feel like they were in school.

In addition they had swimming lessons. We took them on some enrichment trips. We went to One World Observatory. We are going to the museum tomorrow and we also took them to Kean University. For a lot of them they never experienced a college campus or they may be the first children or people in their family to go to college, if that is the track that they choose. We were able to get a tour of the facility; see a lacrosse scrimmage so it was an amazing experience to see that through their eyes. It was an overall good experience and we are hoping to do it again next year and we would love to be able to filter that through Union schools first and if possible fill all 60 spots with Union residents. I think it is a great experience. We had some children from charter schools that already went back to school and one of the parents called me the other day and said that her son went back in August and his teacher felt that his reading was even better than it was last spring when he graduated from the last grade because she has him for two years. The mom thought it was due to the program. Just that 90 minutes make such a difference.

Danielle stated all the students were pre and post tested so as soon as we get the results back in the fall, we will share them with you. I think that will help tell a story of what they learned and achieved from start to finish.

Jessica stated they were able to take home the books. Scholastic is a great company to work with. We really enjoyed it. It was a great program for us and it is something that we would love to work with Union Board of Ed on to bring more Union students to the program.

Mr. McDowell stated so they got to take home the language arts and the math books? Jessica stated the math workbook they got to take home. The books were actually the reading books that they did with the lesson. Each lesson paired off with a book. They got to bring those home.

Mrs. Moses stated 1st through 4th. Jessica stated we chose to do 1st through 4th. You are able to pick the grades that you choose to do. We thought those were the best grades to start with. Mrs. Moses asked is there a fee for that? Jessica stated the program has no additional fees to the children that come to our summer program. It is part of the YMCA. We cover the entire cost. We don't want the cost to be the problem. We got chosen for this program in May so it was late in the game – other YMCA's were starting in September and October and gearing up for the summer. We got a late start but we did get a lot of feedback from parents during the summer stating they wanted their child in that program but the catch is they have to be in all five weeks and they have to have 90% attendance so there are certain requirements and a parent needs to be

committed to bring their child. We had kids telling their parents that they need to go to Power Scholar this morning and get to school on time. There is parent engagement as well so if we have more planning time, myself, Laura and Danielle, we are going to have a parent meeting because they have to be on board as well because they can't drive themselves. I think they were into it especially since there wasn't a fee holding them back.

Mrs. Zuena called into the meeting.

Mr. Arminio stated I was personally impressed. Two years ago where you came and said we are going to do this and this and you have more than surpassed where we thought you should go. I have a question. The program you are going to start in the middle school in Burnet/Kawameeh – is that going to be 6th, 7th and 8th graders? Jessica stated yes. Mr. Arminio stated which students are eligible for free membership at the Y? Jessica stated 7th graders. Mr. Arminio stated that is something you can push those kids to join.

Jessica stated our Director of Healthy Living, he works with the principals in Union and the principals are extremely supportive with letting him come in and he speaks during the lunches to the kids and then he sends things home. If there are other ways that we can get that message out there, we would love for every 7th grader to take advantage of it. You can use the facilities to play basketball, workout or just hang out with their friends and be a teenager. Especially for the athletes in their off season we have trainers that can work with them. Seventh grade membership is something we are really proud of and we would love to push that out to any 7th grader and there is no limitation. Mr. Arminio stated thank you very much.

Mr. Nufrio stated maybe we can have our new PR department do a special expose about that. Mr. Tatum stated absolutely a good point. I would like to echo the words of Mr. Arminio and I think I said this the last time you guys were here; last year we really gave you a challenge from our administration to this Board in terms of your program and I think you have gone beyond where we were asking you to go. One of the concerns that was brought to me was the middle school program, I was happy the last time you guys came and said you had the inspectors out and now we are ready to go. I think a lot of times people don't realize how much we can do by just working together and talking. We had several meetings with Mrs. Moses and we talked about the staffing issues and I think everybody who was here at that time can see the progress. The key point for me is I didn't have any parental concerns the entire year with the YMCA and all I am hearing is praise. Thank you so much for working so hard for us.

Mr. Nufrio stated I think we can pat ourselves on the back because there was a competitor who came to the Board and in our absolute wisdom we chose you to do this and you have outdid yourselves. Danielle stated we appreciate you giving us the opportunity to step up and I am glad to hear that we have risen to the challenge. We are only looking to continue that and to meet and exceed your expectations.

Mr. Monge stated I know I have seen some of your materials, my family is part of the Y, and you have some great material. Do you have something of that sort that summarizes the educational programming opportunity that you all spoke about in an electronic flyer that can be shared? Maybe a newsletter or something that gives a highlight of everything you spoke to. Is

there something that speaks to that and that you can share with parents. Danielle stated we have multiple flyers. We can definitely send something out that has all the different aspects that we cover. Mr. Monge stated that would be great.

Mr. Tatum stated I am also hearing that some of your schools are filling out. Danielle stated they are. Mr. Tatum stated keep up with the good work.

Mr. McDowell stated I would like to thank you on behalf of the Board for partnering with us and this feels now like a true partnership. The kids are benefitting from you. Jessica stated thank you for your feedback. We are open to any line of communication and we are always looking to make changes because kids and the world of education is changing every day. Please do not hesitate to reach out to us. We are open to any data. If you have any ideas for other programs outside of aftercare and before care and we have a lot of other programs from infant to seniors – if you have an idea for something and you want to bring in or an event, we are more than willing to partner and if we are not able we will make something work.

Mr. Monge stated as it pertains to special needs kids, what has been the experience and what have you done as it pertains to that? Jessica stated we are an all-inclusive and some parents are open with us and some are not. Last year we had a child from Franklin and he was autistic and not even verbal when he came to our program and his mom is a special ed teacher in another district and it was a very rough first month with him. His teacher was phenomenal with him at Franklin and his mom was very cooperative with us. She provided strategies, we worked with his teacher to get strategies and as this year went on he joined our before care program so he was going from 7 a.m. to 6:30 p.m. which is a very long day for any 5-year old. He had limited verbiage and he finished our school year and he is one of our success stories. One of our teachers who did our power stars program, she works at Franklin, she talks about him in her personal success stories. He is coming back this year and we are excited to have him. We are all inclusive and we are willing to work with parents and make it work. The teachers and the principals as well as we can be supportive. The safety and well-being of the child is the most important. The parent, as well as the school, and us fits the most appropriate program for the child. We have had several success stories this year and he is one of them.

Mr. Nufrio stated he must have felt so comfortable to be there that long. Jessica stated we might have spoiled him a little bit. Some extra hugs and he is a great child and I owe to the teachers at the school because I know he grew from start to finish and he was a huge success story for us. Every parent needs aftercare. We have another child from Hannah Caldwell where the mom is not working but she puts her child in the program two days a week just for the socialization.

Mr. Nufrio stated I would like to applaud these ladies.

Jessica stated we were talking before about hiring teachers if you have any ideas on the best avenue to advertise to the teachers and try to offer this kind of opportunity and I don't know if it would be through the individual school principals. Last year Mr. Matthews was very supportive of that and I know some of the teachers also sent stuff out. I know that teachers are doing stuff after school for you as well as their own personal stuff. We want it to be open to

anyone who is open to it. I don't know if you have any suggestions or the best avenue to market that or get that out – would that be through the individual schools? Mr. Tatum stated Mr. Benaquista is taking notes and he has the personnel department so we will provide you some assistance. Mr. Benaquista stated we will communicate. Mr. Nufrio stated also our classroom assistants that are certified or the long-term subs that are certified should be eligible. Mr. Tatum stated absolutely. Mr. Nufrio stated I don't think it would violate the contractual obligations.

Mr. Tatum stated I think you mentioned last year that you had a particular criteria of your own and background checks. They are going to be able to assess with their own investigation as to whether or not the people they hire even from us meet their criteria. Mr. Nufrio stated they already met our criteria. Jessica stated we did have five paraprofessionals last year that worked for us at various schools. That is something that we are also looking to pursue and a lot of them are also looking for additional hours and they are very in-tuned because a lot of them move around to different classes throughout the day with the children. It is a huge support for us especially our children with special needs. Mrs. Moses stated you will get some teachers from the middle school. Jessica stated the other schools know that we are there but the middle school will be the new school and I think that would be a huge help.

Mr. Nufrio stated Mr. Tatum I think this is a real turnaround story without revisiting the past. There were some issues that needed to be addressed. I think the Y has stepped up to a level where my expectations were definitely at a different level and you have gone beyond that and since I initiated it a few years ago an inquire into situations that were being posed and brought to the table, it prompted some additional criteria that had to be met. Thank you for proving us right.

Mrs. Minneci asked before and aftercare starts immediately when school opens? Danielle stated the first day of school. Mrs. Minneci stated my children who are 28 and 30 went to the aftercare at Hamilton and when I would go pick them up they would say "you're here already". Even back then, and there were students from Kean, and they were excellent. If anyone ever asked about the program I always said it was worth it. This is way better than when my kids were there. Jessica stated we are looking forward to a continued partnership and we are very open-minded.

DISCUSSION ITEMS:

1. Educational Developments/Inquiry
2. District Goals: SY 2017-2018 September - July
3. Re-registration: SY 2017-2018 and Plans for Moving Forward
4. Operations: Improvements of Schools
5. Update: Educational Relationship with Kean University (UHS as a Professional Development School)
6. Update: Morning and Afterschool Provider YMCA

Mrs. Moses stated there are 17 inquiry questions and very lengthy. I want to thank the Education Committee for all their educational knowledge and for sharing with me the goals and expectations that they have for our educational classroom instructional programs.

I am going to first talk about things that happened over the summer. Students wrote the Board of Education letters and I'm going to read some of the sayings.... "like the writing, met new students became friends, hope the program doesn't stop, APEX is the way to learn, group projects work, fantastic, learn in productive manner, grown academically" and that is self-reflection. "Project based learning has helped me to manage budget, project based learning has helped me in public speaking, have learned life lessons, Ted Talk was awesome, was cool, I was able to present a Ted Talk discussion to my peers".

We talked about some of the data and we don't have all of it, just the first set which says whether or not we met or didn't meet. Third grade math and English met the expectation. Fourth grade districtwide English met expectation and math grew points. Fifth grade English met expectation and math stayed the same. When we talk points we don't talk percentage when it comes to State assessments.

Sixth grade English decreased by one point; math grew. Seventh grade English met expectation, math stayed the same from last year. Eighth grade English met expectation, math grew. Ninth grade English grew, eleventh grade English grew, algebra I stayed the same, algebra II there was growth, geometry there was growth.

This is a clear indication that the District is moving in the right direction with some of the practices that we are putting in place. The growth – what we see here, the State says in QSAC you can have one point growth, two percent growth, three percent growth so we are looking at possibly three percent growth and that is a big deal in QSAC. It may seem small but these are very rigorous tests. It is no more AYP but it is growth. When we talk about growth we talk about the outcome of student growth and that is in every avenue.

The District goal based on the evidence that we have right now that speaks to the District is to increase the English language arts and mathematic outcome with effective instruction for all students. We are talking about all students – ELL, ELA, special students, students that are not either or but somewhere in the middle there. All students with effective instruction we believe will have some academic growth/outcome.

The professional development is very important. As a committee, we talked about professional development and for years we have had professional development on a building level and we know we are providing individual instruction to meet the needs of every student. As educators sitting in this committee we are talking about why not professional personalized development for teachers. This year we are doing personalized professional development and we use the data because our PD's are data driven. It is based upon what we need and what we know we need. We are going to be very focused in helping teachers deliver effective instruction. It is based upon the data.

A teacher from one school that may have some issues with management, but the building as a whole, may have some issues with higher forward thinking questions so that is what the building is doing but a building on the other side of town may be doing management so that teacher can go to that management building. She or He will still get the PD on higher order of questioning for students because we have PLC. There will be no missing giving people what they need – there will be no excuses why we can't provide teachers with what they need. Our job is to help teachers so they can help students. The mindset is the teachers are close to the students so we have to get close to the adults. We start with the principals and supervisors and they move to the teachers and the teachers move to the students. Our focus is the PD districtwide and we are starting with principals and supervisors and teachers and students. That concept will bring about a teacher, the only person in the classroom, but there are other intellectual aspects that are being brought into the classroom by their fellow colleagues. They work in collaboration and some of those ideas are funneled through but we have to keep that concept and we have to work with that angle and understand how to do that and that is our job as administrators – we have to make sure we carry that out. That is how the PD is going. We are going to personalize the PD.

Mr. McDowell stated the PD is personalized based on the data – what data – student performance? Mrs. Moses stated it is not student performance. We look at the teachers best practice. We have a DECA committee that Mr. Arminio is on with some parents and teachers, principals and supervisors. We meet every other month and we discuss teacher observation and the best practices that they use. We take that information at the end of the year and we look at the evaluation of teachers and we see where there may be some lag there and the data is like the bloodwork of the District. So we look at that information and the principal can say we are doing a great job but when I look in there and see these number and we need help here and there so we are focusing on that – the teacher's evaluations and we have data off that. We have the surveys that we put out. The surveys that we gave out at the first of the year for parents on the website and for teachers and we took all that information. We have a survey for the teachers and it talks about the school culture and it talks about a lot of things and there was no dismissing that and we have to address those things and all that plays a major factor on student outcome.

Mr. Nufrio asked have you also included the Association leaders. Mrs. Moses stated they sit on the DECA committee, they are on the SKIP team and it includes teachers of all expertise areas. We have people from child study team, we have teachers with special education certification, math teachers, guidance – everyone needs to be a part of that. You can't build a real community without all of that. Mr. Nufrio stated I was thinking more with regards to the Association. Mr. Benaquista stated the UTEA, they are involved. Mr. Nufrio stated it only takes one teacher to say they are uncomfortable with this and it sparks a whole review of everything. Mrs. Moses stated we have parents on it too and for the first time this year, parents went into schools because they can when they sit on the DECA committee. They call the principal and tell them they want to go in. The DECA is a level above the SKIP team. So when the SKIP team is meeting and talking about teacher observation and instruction, if you sit on this committee you can attend. She came back and delivered some information and something we had to work on and we did. It is not a spy thing, it is collaboration.

We talked about the Supervisors and we see now that some of the 6th graders and 7th graders math is not where we want it to be. We know our Central 5 teachers are K-15/K-5/K-6. We need some expertise in there. How do we stimulate the buildings desire of mathematics with students. So 5th grade math is moving to that higher level because they are going right into the middle school and they are expected to bounce just like that. We are moving in that direction because looking at the data in math – it states 744 and stayed 744 again so the practices are the same. You are not moving and it is not about the students. The teacher's teaching the same practices and not that it is bad, good or indifferent, we have to take them to the next level. We need a little more rigor in there. Challenge their thinking.

We are going to do the STEM and I'm excited about the STEM leader. A secondary science teacher will be the STEM leader and what that means is that person will ensure that every building and grade level from 2 through 8 have participation in two STEM projects. Every building will have a STEM Science Fair and we talked about inviting our PTA to partake in this community based activity. We expect our children to show some innovative ideas because we are working with the four C's – communication, creativity, collaboration, critical thinking – innovative ideas. That is one of the things that we are going to do for the very first time – a districtwide science fair for our schools. Our aim is to bring computer science to elementary, maybe not this year but the next year but we have to hit middle school first.

We are doing Naviance in the middle school. We want our kids to be college ready. How do we get them college ready? You have to expose them to Naviance.

The Code of Conduct – we talked about that and made some changes there. All the changes that the committee agreed upon are in red.

We talked about the standard base grade for K-6. Standard base grading is not new but it is meeting children where they are and ensuring that the foundation is solid. We talk about the standards and to make sure the kids have the standards. This is a lengthy process that we need to talk about now to get it moving forward in the next two years. We know that there are a lot of districts doing it already and you can't start it this year and finish it off. Parents need to be trained, teachers need to be trained, students need to understand the grading system. When we decide to move in that direction and Dr. Cohen is going to lead that and we will have a committee and how we are going to roll it out and how we are going to do it will be a two year thing. It will probably be in effect by means of a Board approval in 2020. Parents need to know how it is measured. It will change the conversation from teacher to parent and parent to teacher. Parents can go on the website of the Department of Education and there are questions that will tell parents exactly what questions they should start asking.

Mrs. Regis-Darby stated that is what we want to see as we continue. We want parents at teacher conference to ask what can we do at home and what can I do to support her because when the parents are able to speak to that than you know we are doing something. I think that is what we want to move to. Mr. Benaquista stated and they know specific areas that their child needs to improve. Within that discussion, the teacher can say in a month we are going to hit deeper on that. The reason it is not overnight because it is a huge mindset change for everyone to understand that they are not going to see the letters or numbers and every level is a little

different. It will be more specific to help that child. Mrs. Regis-Darby stated you have to start early in kindergarten.

Mrs. Moses stated our District's opening of school meeting will be September 5th with the DECA committee parents/teachers/board members, we decided on a former president of the New Jersey Department of Education and he will come in and talk about some of the educational policies, social/emotional learning and how it is important for student outcome. He will talk about the RTI and responding to interventions and which will help kids engage in the classroom, will minimize suspension and also minimize student absentees because they are engaged at the level that they need to be. They know that everyone cares about what they are doing. Board members are always invited.

I am going to talk about the initiatives for next year. The initiatives we are going to move districtwide and we are going to have our administrator district meetings – August 25 to August 31st and we are going to talk about leadership, importance of instructional leadership, how what is going on in this world impacts what is going on in the classroom – from social media to anything of that sort. When those things go forward, we need to know that there are going to be some misunderstanding with kids and adults. This year we saw some of that and you can only implement new ideas based upon the evidence that you have and I can tell you that we do have evidence.

I am going to start with one of the questions that was posed to the committee was “What will implementation of RTI look like?” We are going to implement the framework – New Jersey TSS and that is a tiered system support. The tiered system support has three tiers and the third tier is the most complex of where a child may be in parts of learning and then we have the second and the first. How does this help? It helps in I&RS referral. It helps with children that are receiving special services that might be “misunderstood” because sometimes they aren't going to express how they feel verbally, they are going to express through action. These are some of the things that we will be working on and taking that model from the NJ Department of Education so we don't have to pay for it. We are going to have all the teachers register for CARM – the connection action road map and if you go online you might see something you like – you can spend all day on it. With the RTI, it can't just go to the teacher. It has to start with the administrator. The administrator has to know what this looks like. At our meetings we are going to focus on the four C's – communication, collaborator, creative thinking and problem solving and critical thinking. We are going to focus on this with our principals. Why because we expect our kids to tell us what is wrong. We need to communicate. In old school, one leader – the principal but in the new school – every educator is a leader and every student is a leader. We have to model that and practice that. We are going to practice those four C's. These things are very important because we don't want our children suspended from school. There are times that kids need to be suspended from school but we need to have some clear cut relevance for them. When you have kids suspended from school, they will be the first to say they know why they should be suspended. If they are confused about it, there is a breakup someplace. We need to build that and the kids are here every day. When we provide these opportunities we will move. RTI is what we are going to do and we are going to use a New Jersey STT model.

The social/emotional learning will be from the CARM and everything on there. The videos are on there for the principals. The principals will have PLC's as the teachers will have PLCs. You can talk it if you can't walk it. We will have PLC's for supervisors and principals and they will be engaged in CARM and that is a road map that the State Department of Education has showed evidence – research evidence based that will move a district.

The District has priorities. The principals follow these District priorities; they will be able to move their building in the direction of where the District expectations are.

Mr. Benaquista stated we laid out about six areas with priorities set up where if they do meet and really analyze and follow priorities and one is in their mission – it is a road map for them on a daily basis to reflect and make sure they are staying on course to lead their teachers and it will trickle down to the students as well. It is really allowing them a map to follow and stay on course. We are again trying to bring everybody together and look at things the same way. We collaboratively work together to elevate our leadership because we have seen pockets of areas throughout the District over these last year where we feel leadership needs to improve and this roadmap and we started our collaboration meeting last year and this is really taking it a step further to a more direct conversation of different things they need to focus on.

Mrs. Moses stated I always feel we need a theme and every school year I always had a theme. We are working really hard and it takes an entire village. So the theme is “All Hands on Deck”. If I go into a building I see some custodians not doing what they need to do, my hands are on deck so I can say something. Mr. Benaquista stated we are not looking away. Mrs. Moses stated right we are not looking away – all hands on deck.

Mr. Benaquista stated it could be the classroom set up and you see a pattern on how the classrooms are set up and they are not conducive to lessons and so you are going to have a conversation with the leaders of the building to let them know what you are seeing.

Mr. Tatum stated there is a piece the Board needs to understand about what you are talking about. The professional development that we are talking about with the administrators this week and next week, it is a roadmap – the presentation is a roadmap of everything they are talking about right now. When you talk about development of leadership, you are talking in terms of everyone getting the message of expectations. Each day builds on one of those areas. Those things that you are going to speak to the building principal or administrator or teacher about is being infused based upon this training so that it won't be a foreign language. It is all tied to the Education Committee and it is all linked together and it is not an isolation in any way, shape or form. We talked about shifting the mindset and shifting the way school buildings are run. Even the idea of RTI, it is about understanding children and the needs. We identify what their needs are and move them forward and our principals and administrators need to be thinking in the same direction. The chaos is moving in the right direction and everyone is moving in the same direction then the cast is o.k. All hands on deck.

Mr. Arminio stated you need to create a dictionary of acronyms so we can understand what you are saying and on the top you say “LOB AHOD” - Leaders on Board – All Hands on Deck.

Mr. Nufrio stated it is about time. For the 6+ years I have been on this Board, we were always promised that we were going to do better next year. You have to have a plan. Sometimes the plan doesn't always work out the way you planned it to be but I never saw a plan and we are finally seeing a plan. Isolationism is no longer acceptable. The autonomous teacher is no longer viable. It is almost the revisiting of the open classroom concept from the 70's but a much more refined and controlled open classroom where teachers did collaborate and they were supposed to collaborate. They were creating a different kind of ambiance. Unfortunately that particular concept went to the extreme. Mr. Tatum stated it wasn't formalized. Mr. Nufrio stated it was let's try. I think this will be much more organized and I will continue to talk with you about this. My only concern is how much resistance will we have. As a veteran teacher/educator, there were things as veterans that they became so accustomed and acclimated that it is hard to peel the onion. You have to be ready for that. I don't expect you to have an answer. Mrs. Moses stated I am going to tell you that we started at our principal collaborative meeting to bounce to PLC. We didn't do PLC, you have to walk it before you talk it, we did our collaborative meetings, not principal meeting, we put everyone together and the first day they said this room is too small and this is where we are supposed to be because we are collaborating in here together and if I take you to a classroom I will be lecturing to you. I don't want that because we are all leaders in here. They got accustomed to that and they starting sharing ideas. Now they are ready to go into their PLC's. We are still going to have a collaborative meeting but they are going to have a PLC before they have a collaborative meeting. They also have a meeting just with the principals and Mr. Tatum.

The piece where there is a resistance; we had the personal PD. Old school is you have to give to get so you give them options. People need options so they are not afraid and they are comfortable. We are not going to force them. People need to be highlighted. I worked for a district a long time and never got that. Mr. Benaquista stated the way we have been working with administrators and by the end of the year with their final evaluation, we were modeling ourselves on which direction we were going. The evaluation was not done in a day, it was ongoing and open document. We sat down with all the administrators. They were not use to it. Now they know it is part of the practice and it is going to continue.

Mr. Nufrio stated you gave them the heads up on how this is going to trickle down to the classroom as well. Mrs. Moses stated right. This paper that we have all the inquiries wasn't just me who did that. I got information from all the administrators. They already know what we are going to do. They know how we are going to do kids with situations. Those that did not will have to do research. They are learning along the way.

Mrs. Regis-Darby stated with Chris Christie and his renewal, I went to two meetings this week with the charter school and the whole talk. Can we talk a little bit about how we are preparing to keep our kids within District and to compete with those Charter Schools. It seems like they are moving this way so what is it that we are going to do? Mrs. Moses stated that question was proposed right to the administrators. This is a public school setting. Charter schools are also but it is a different type of setting. Do you want all the kids from here to go there? Where is that going to lead you?

Mr. Benaquista stated it is really about recruiting your own kids and enticing them in areas where they want to be enticed. Mr. Tatum stated we talk a lot about future planning and again trying to get something going at Hamilton School. I would like to have something that no one else has. We are starting to see some of our private school students come back to this District. It is based upon the word we are getting out there and what they are seeing. It is tangible evidence of what is happening and some of the programs we are trying to put in place.

I sat with the County Superintendent – the charter schools are there. You will be surprised how many times they try to collaborate with us and trying to find out what we are doing. A lot of charter schools fail because they are off on their own island and not sure of themselves. I think we have to make sure that we do a better job at displaying what we are doing and where we are going.

Vito asked a question a moment ago about the buy in and there is an old time theory in the 80's and it is called empowerment. One of the things about empowerment is as you recognize leaders, they start to speak the same message. The whole idea of being one collective voice makes a huge difference. There is a very hard nut to crack because I think there is a lot of mistrust. When we start talking about all of the technology stuff, one of the teachers stood up and said is this really going to happen because we take on so many initiatives and never see it through and finally they are starting to see some of these things we talk about are happening and that is where you start to change the mindset. It is called the belief system. Just like what you heard about the YMCA, we had issues with them before and not only have they stepped up to the plate and we are behind them and believing them and they are going to do more. As you said before, all hands on deck and everybody is speaking the same language and that is what we are trying to get to and I think that is how you outwit the charter schools.

Mr. Benaquista stated we are going to put a special emphasis on the arts and science, math, literature, great opportunities, more relevant courses. More parents are coming to the parent workshops that we are offering. I think the other thing is the Board approved the PR; the negative gets out quick and if that positive gets out and it will continue to grow. More people are going to come back as well as retained. As these things go and parents are more involved, they are going to understand what is going on. They will see all the positive stuff going on.

Mr. Tatum stated when we sit here and we are planning, without the support of the Board that we are a cohesive group that is trying to do things for children, unfortunately without that message being clear out there, people look upon us as it is business as usual. It is not business as usual. We are trying to turn the tide on how things are being done. I think it has to be echoed. We are not doing the same things that we were doing 20-30 years ago. The world has changed out there. We have to gradually change to meet what is going on and meet the needs of the students that are in front of us. Whatever the concerns they have whether it is homelessness but they have to know when they come to Union, there is something for everybody and that is the message that has to get out there.

Mr. Monge stated the unique thing about charter schools is that they thrive in low-income communities because that is the model. There are investors that invest in charter schools. We don't have enough low-income census tracts to be able to drive charter schools here. On the PR

side, every once in a while you hear about Great Schools and our rating sucks – which is a terrible rating system because there is no true methodology behind it and I don't know if you guys know but our ranking went up again on this very comprehensive rating system that is out there. Just for people to know this, the company that owns "Great Schools" is the company that owns Zillows. They are out there and you are going to have great ratings for Westfield and then you are going to have the terrible ratings for the lower-income places because they want to drive you to the charter schools because the hedge fund that is part of it and their investors are hedge fund investors in charter schools. We are here, the middle income stuck in the middle and we are getting the negative feedback which is no true methodology behind it but the reason why is because these investors and foundations that are supporting charter schools is all tied to the real estate. The PR part of it is huge but also this ranking – I went behind the numbers and it is decent stuff and we should take a look and maybe beyond the measurable goal is on the education side. Maybe we should look at the ranking in the State and the methodology that they use and maybe we latch onto that and we try to do better in those items. One of them was food service. We got a negative rating. It is coming from somewhere and we need to find out where this information is from because that is what everyone is judging us by. It doesn't come from nowhere. Mrs. Moses stated the food is the social piece.

Mr. Nufrio stated the buy-in for the teachers should be that it is to help them with the evaluations. The positive results will be reflected in the growth.

Mr. Tatum stated I want to talk to the Board about some areas that we need to continue and some of them tie into the goals and we need to work collaboratively and the Board will get a chance to do some talking tonight rather than just listening to me.

I want to start by saying that we need to continue our goals in technology. The question I will raise is we have gone as far as the Chrome Books but are there other aspects of that goal that we want to add to and put it in place as a part 2. I am giving that to the Board for discussion.

Mr. Monge stated I had a long conversation with Mrs. Paul yesterday and I have to say Mrs. Paul is always collaborating with other districts so a lot of good information comes out of it. One of the things we talked about is how to use Genesis more. We talked about electronic forms. One of the things that we were both stumped on the bus pass and the kid doesn't go there. My first question to Mrs. Paul was isn't it tied to Genesis? I would think Genesis for re-registration, for Chrome Books, bus passes – I would think everything would be one master list. That only makes sense to me so I think that on the technology side is making sure that we have one master enrollment list on Genesis and then when you are talking about electronic forms, we said we were going to look at the Chrome Book agreement as an electronic form, it shouldn't stop at that – it should be every form that gets sent home that you should be able to do electronic forms and signatures because it is unique to that parent.

Mr. McDowell stated I think re-registration is tied to Genesis. Mr. Tatum stated I don't know if we got there. Mrs. Hart stated the re-registration is through that – we are keeping track of everything – who re-registered and who hasn't through Genesis. When they do re-register, if they have an address change, we are updating the system. It is through Genesis but it isn't online through Genesis, they still have to come in.

Mr. Monge stated on Genesis you are able to know which kid re-registered. That is fantastic. To me, when bus passes go out...Mrs. Hart stated the bus transportation system has their own system. Mr. Monge stated that is a problem because you have a parent getting a bus pass and their kid hasn't gone to the school in a couple of years, that's a problem.

Mr. Tatum stated when I first came to Central Office from Jefferson School is one of the problems that they had was none of the systems were able to talk to one another. One of the goals was to find a system that is able to just that. I believe there is an ability to upload certain things from different systems but special services had that tracker system. Mrs. Hart stated yes the tracker system and that new one. Mr. Tatum stated there are different systems but like you said there should be a way to pull that all together. Genesis was the first system that was designed to do this. So what I'm hearing is we need some more professional development on Genesis to be able to understand. We should see what is offered and that may be a way to stop wasting time and efficiency if we could understand what that thing can do. Mrs. Hart stated I think transportation is the only one that is not working through it now. They use the transfinder program and it is older and it doesn't work well but we do updates on lists and things like that. I don't have access to that transfinder program so I can't go in and make sure everything is right. The food/lunch tickets, the PARCC, the assessments, the IEP, the two systems talk to each other every night. So when we make changes in Genesis, it goes to the other systems and vice-a-versa.

Mr. Tatum stated we will investigate what Genesis can do in terms of the areas we need to work on technology wise. Mr. Monge stated that goes with anything – like if you are paying dues. Mrs. Zuena stated last year when we went to the convention I sat through Genesis with the woman and we are not utilizing one quarter of the systems that Genesis has. I spoke briefly with Mrs. Paul and she tried to set up some dates but they were never on a day where somebody was off to go; so that is something that should be done because one thing every other district is doing, everyone of their forms are filled out over the summer for their kids – medical, emergency and everything is done and nothing is sent home to the parents and it is done online and you don't have to do it all in one night because you have a week or month to fill it out before school starts. Mrs. Hart stated the attendance forms, attendance letters and the Google forms was next on the list. Mrs. Zuena stated if you have multiple children, you only have to fill it out one time and then it gets appropriated to the appropriate school. Mrs. Hart stated the emergency contacts can be added straight to your account if you have a current access account and we allow them to do that already.

Mrs. Zuena stated as a parent I can't make any changes. Mrs. Hart stated you can't delete anything but you can add more contacts. Mrs. Zuena stated the 20 forms that come home for each kid on the first night and it takes an hour a kid to fill it out. I saw my girlfriends and they send you the form from the year before and if nothing is changed you don't have to fill anything out. You just resubmit it. Mrs. Hart stated some of our schools did that last year.

Mr. McDowell stated we need to put a serious effort to getting that done this year. Mrs. Hart stated I will try to set that up because Genesis is more my realm than Mrs. Paul. Mrs. Zuena stated I would love to be part of that.

Mr. Monge stated the Chrome Book agreement – to do it as an electronic form. Mrs. Hart stated we can do an electronic form through the parent access but not everybody has an account or valid email address that we have. Mr. Monge stated that should have been part of re-registration. Mrs. Hart stated I think it was but some just don't have an email account and some parents are just not interested in having one or at least not giving us it. Mr. McDowell stated we should stress that they do. Mrs. Hart stated we want them to. The girl in my office is going through the parent accounts and the contact information account and seeing if they are the same. Your parent account is your email address. Some of them have a parent account but if you look at their contact record they don't have an email address in there. I had Sheryl go through and try to find out and plug the other ones in so we can see how many email addresses we do have.

Mr. McDowell stated just a quick update on #3. Do we know how many children have not re-registered? Mrs. Hart stated I have by school so altogether there are 750 students that have not re-registered as of 4:30 today. For UHS it is 250, middle school is 178, Jefferson is 49 and the elementary schools is 227. Out-of-district kids is 42 and I made a phone call to the out-of-district kids today just reminding them that they are counted and they have to re-register. Mr. Tatum stated we have some deadlines for re-registration which I will announce later on. Mrs. Regis-Darby stated 750 x \$16,000 is a lot of money; what are we going to do? Mr. Monge stated we also are saying that we have people coming in now. Mrs. Hart stated we had about 50 today.

Mrs. Hart stated for the UHS we will assign the 250 students, assign them a homeroom of the auditorium so when they walk in and their homeroom is auditorium, that means you didn't re-register so now you have identified these kids. We will print out the schedules in a different color so that they can't print it at home. If a teacher sees a kid with a pink schedule, they know to send the kid to the office. Those are my ideas for the high school.

Mrs. Moses stated can the 11th and 12th graders bring in their own documentation? Mr. Tatum stated I think that depends on the circumstance. If they are an emancipated individual they can bring it in.

Mr. McDowell stated the moving forward part is getting the Genesis up to us being able to use at least 50% of what it can do and more online forms.

Mr. Nufrio stated I understand Anne's plan, how are the administrators going to handle this? Mr. Tatum stated we will know when we meet with them to discuss it. Last month it was 1500 and it is down to 750 so it will continue to go down.

If I understand correctly, one of our goals is the technology information/Genesis system and the other thing we will agree on is public relations. The girls are working on an action plan and procedures for public relations so I think that would be another one of our goals. What I'm not understanding with re-registration, do we want to make that a continuing goal or lump it into the technology goal because it crosses over to both of them. I think we are talking about how to improve the re-registration process that we started this year and that will be a goal separate in itself or are we incorporating it into technology.

Mr. Monge stated I would say it should be separate. Technology is a piece of it. Mrs. Zuena stated I think it should be by itself. Mr. Tatum stated o.k. that is why I'm asking. Mrs. Zuena stated it is a big part of technology but re-registration has to stay as an entity of itself. Mr. McDowell stated it will set a pattern if we do it next year or the year after that. It will set a pattern as a deterrent to the problem that we had in residency.

Mr. Monge stated the only other thing on technology is the website. I know we talked about that a couple of times and even the policy page of enhancing that but there are a lot of examples that are out there and I think a cleaner presentation than what we have. We have a lot of great information but it seems a little overwhelming. Mr. Tatum stated should that stand alone? I know it is technology but not a sub-goal. I think it should be an actual goal.

Also, I think it was on Jeff's list about the personnel and the revisions and restructuring of the process in some of the personnel areas that we deal with. We have an interview process but all the other additives that go along with the interview process.

One of my goals is how we do a better job of merging personnel and the business office so that there is better communication between those two parts of the building. Sometimes it is on this desk over here but it's supposed be down here and that is something internal that we have to sort through so that is another goal in personnel that we have to work on.

The preparation of the budget and we have to continue to refine that process for next year. I think we took a start this year and doing a different type of budget but I think we need to refine it just a little bit more.

Last one is operations – the improvement of the schools. I think that is another thing that we have to maintain as a goal because we have a 5-year facility plan and I think the facility plan really speaks to a lot of things that we need to do in the District but we need to make it a goal each year of what those priorities are and how we are going to go about financing them. I think that is the set of goals that I think we need to move forward this year. Everybody understands what the goals are and that is what we are working towards as a Board and a District.

Mr. Arminio stated one comment on the goals – to me a goal is something that is obtainable and measurable. I don't know if that personnel one is something that is obtainable and measurable. When you say a goal, it is something we can look to improve on but how do we measure it and how do we obtain it and how can we say at the end of the year we have achieved this goal? Mr. Tatum stated excellent question but all goals are not quantified by numbers and there are also qualitative outcomes. Some of the these goals should actually be from a qualitative point of view and it is the same with public relations. It is hard to quantify public relations; however, their overall improvement by the outcomes. Mr. Arminio stated the goal can be we will do this and this to achieve our goal in that area and if we do that o.k. we achieved that goal. Mr. Tatum stated think of this, even our implementation of the Chrome Books really wasn't a goal that had a measureable number to it but we have a sequence of which we are following. In year one we obtained the goal by implementation of the Chrome Book and infrastructure – so that we did. Mr. Arminio stated and that was the goal.

Mr. Monge stated if we are initiating a one-to-one initiative then that ends up being an action item underneath the overall goal. I do agree with the idea of putting the outcomes and we talked about the facility plan and we talked about Maplewood about how they work collaboratively with the Board members, the architect, the business office to really take this report and try to put an action plan behind it both what you want to do programmatically or how you have to do it fiscally to be able to pay for it. We should be held accountable for all. Mr. Tatum stated I'm glad you brought that up because think about what we have done in previous years. Usually I walk in here with an action plan. I did not do that tonight for a reason because I want more input from you guys. I already met with the public relations department, and we are talking about an action plan for that particular segment. The issue becomes, now that we have the goals to write the action plan and we put in the benchmarks and how we are doing. Normally what I do I come here in February and say these are the goals and this is where we are right now. The benchmark doesn't have to be February but that was just me reporting but it might be that the finance committee or the operation committee sets the goals with a benchmark may be shorter. The main idea is to get the goals together. Then we write the action plan and how are we going to get there. That is the next step. We agree on what those goals are and that is what we are going to get done tonight.

Mr. McDowell stated goals end up being building blocks to get us somewhere. As an example, one of our goals should be to have a Project Manager. (Mrs. Zuena dropped off call)

If we look at our goals that way – it is to achieve a higher goal. They are just small building blocks to build our District into something.

Mrs. Regis-Darby stated these goals are for the Superintendent's Evaluation for the 2017-2018. Mr. Tatum stated whatever you want. Mr. Monge stated we are talking about items that are essentially covered by the different committees and maybe we take this to the committee and coming out of the committee and saying here are our committee goals. Here are the three things that we are looking to achieve. Mr. Tatum stated it might also be where you talk about benchmarking too; before we put together the final plan and it is a working document and everyone has input in. The whole idea of the District improvements of school facilities may be totally different than an education goal and the timeline may be different. The benchmark will be let's see where we are at the next planning session. There is nothing that prevents us from being able to do that – even within committee meetings or reporting out. We can have an update on our goals at one of our planning meetings and you say your benchmark is going to be end of October. You can report on that in October and give an update on the progress. I will get everything together and I will make sure everybody sees this and then the respective committees will look at how they want to plan out those goals and then we will come together in our September meeting and have some type of action plan. Mr. McDowell stated divvy out the responsibilities and action plans from the committees. Mr. Tatum stated the administration and the Board will work together on this.

Mr. McDowell stated improvement of schools – we can talk about the physical improvements. Mr. Loessel stated we did over 65 projects this year in the schools. The main project is in the high school. At this point the second floor is completed and cleaned and waxed.

We are working on the first floor and we have about 70% of the rooms clean. The first floor are done with lights and ceiling tiles. All the offices are cleaned. The auditorium is probably not going to be done. They will work nights because they didn't get the proper lights for that. The cameras are done. The fire system is supposed to be done on the 28th and they will bring extra guys from the Town to inspect because they have to inspect over 3000 smoke heads.

Mr. McDowell stated the camera system – will the police have access to that? Mr. Loessel stated that is the new law. They will have it and I am always in touch with them.

Mr. Monge stated what is the cloud storage plan – we talked about where we are going to store some of this. Mr. Loessel stated we really haven't talked about that yet because they are still programing all the cameras; probably when they give us the training. Mr. Monge stated that is something that has to be comprehensive of Districtwide goals. You shouldn't have a cloud storage plan for the high school and not have the same for the others. Mr. Loessel stated we are putting the cameras into one plan. The camera pictures are high resolution and clear.

Mr. Monge stated one of the things and this is an overlay of PR, we had this whole idea of a lighting event and I know Mr. Nufrio mentioned that during the parent/teacher conference, and I know Barry took a lot of before pictures and I'm hearing the after is pretty great, that would be something to think about – “Union High School the Future is Looking Bright”.

Mr. Nufrio stated I suggested that we put together a video and all the parents report to the auditorium and they can actually see what they are going to see and that becomes a subsequent PR segment as well for the entire District.

Mr. Monge stated you can put a curtain going across. Mr. Loesel stated now you are getting carried away. Mr. Monge stated I can do it. I'll volunteer to do it. You come into the auditorium and then the hallway is right there. You can go straight across that says “Union High School the Future is Looking Bright” and go through the curtain to go to the classroom. It is a very simple thing to do. It is nothing compared to our musical productions. It is going with your theme “All hands on deck”.

Mr. McDowell stated that was the largest project, what was the second largest project? Mr. Loessel stated Franklin School roof project – all the product has been delivered, just waiting on the permits. All the bathrooms districtwide. Gym floors at Burnet have been sanded. All the asbestos has been removed from the floors districtwide – 25 floors that we did. The windows are going to be done in September at night at UHS recreational gym and Burnet gym too. Mr. Monge asked is this summarized. Mr. Loessel stated yes I have it right here. Mr. Brennan stated we have a listing of all the projects. List appended to minutes.

Mr. McDowell stated update on Kean University. Mr. Benaquista stated Mr. Tatum, myself and Mrs. Moses met with Dr. Pitman, Dr. Verdi and Dr. Burke on June 21st where we did resubmit our PDS contract after Mr. Griggs reviewed it and we are awaiting on Dr. Pitman to get it back to us. One of the newer things is Dr. Burke met with Mrs. Conti on July 6th to discuss potential collaboration with Kean's newest initiative. They brought him in to start a new initiative on autism and he has a lot of experience. We are working collaboratively with him.

We are looking at ways to work together in professional development for teachers and faculty. The college of education will move forward with the planning of several recruitment fairs. This is to help us to bring in more people on the substitute side. To increase our numbers because we are falling short with substitutes and it will also allow them to get into the schools a little earlier than when student teaching. Sometime in September and February to set this up and we will go there and recruit there for potential teachers. We are going to continue the conversation about space on their campus for different events – possibly the graduation and we spoke about it if it rains. We are still in discussion about that and possibly other events. They want to highlight their campus and they did offer us if it is available. They are more than happy to work with us and hosting events.

When we went to their newest building Dr. Pitman said if it is something you guys need just ask and we will see if we can make it work. Dr. Verdi, the coordinator of Kean's future teacher academy, has invited us to collaborate further on that. Students taking elective courses and focusing introducing them to education at the high school level to start their career path if they already know if they want to go into the education field. Students enrolled in class can participate twice yearly in future teacher academy events on campus at no charge. They are going to be offering college credits to students enrolled in the introduction to education courses at the high school for junior and seniors at a nominal fee starting in 2017. Mrs. Ahern and Mrs. Moses will meet with Dr. Verde on September 12th to discuss it further and try to bring that option to our kids. We are looking also to continue to collaborate and utilize each other for the best interest of our kids. The conversations are growing and going in many different directions.

Mr. McDowell stated with the YMCA here and looking to hire teachers, maybe we can possibly get some student teachers at the lower grades and it would work out for both us.

Mr. Monge stated that is fantastic and that is a lot of progress. Mr. Benaquista stated it shows what happens with collaboration.

Mr. McDowell stated we will move to comments from the public.

COMMENTS FROM PUBLIC:

Paul Casey stated congratulations on the Kean progress. Earlier in the meeting you were talking about the priorities of the school administrations and you said that there were six but you never said what they were. I was wondering if you could share what they are? Mr. Benaquista stated we are rolling that out next week. This is an intensive course with the administrators that we prepared and we haven't shared anything with them. We are going to roll it out day-by-day and it is going to grow on each other. We don't want to give out too much tonight. It is really tied to the relevance right now for the administrators that again the State is requiring of administrators and leadership and the new concepts that are being pushed and relevant for their success.

Mr. Casey stated I loved hearing about the 4 C's but one of the things that I wanted to add is in the last couple of weeks we have seen some awful things happen in this country in regards to tolerance and bigotry and anti-Semitism that has come out from Charlottesville which is upsetting and certainly something that I think as a District we need to be prepared for when

school starts. Hate is in Union whether we want to admit it or not. It is going to be important that we as a District and teachers and administrators are prepared to speak to that in the classroom and there are a lot of resources out there. I know it is something on everyone's mind but I just want to reinforce as a parent and community member that there is no more important time right now to add that. Mrs. Moses stated that is the social/emotional learning piece. Mr. Casey stated we should work that in at any chance. Mrs. Moses I sent you stuff on resources and I found a great one yesterday – powers in the school - and it had great historic information in it that I think would be great for history classes. Great job. Great to hear all of this stuff.

Gentleman in audience stated Mr. Tatum talked about technology goals so I know you alluded to go into phase 2 of it – I'm just wondering about phase 1. Did the teachers and students end up getting a full training on the Chrome Book platform, g-streets and all that – is that all completed? The Chrome Books came in midyear so was everyone in the high school trained? Mrs. Moses stated the beginning part of the training started way before the Chrome Books came in. At the beginning of September we started PD for teachers and for the District, every Thursday. We had our big leadership meeting the last full week of school where a Google consultant came in. Our PD moving forward will come from the Technology Department. It will continue – not just the technology piece, we will also have to use the other traditional piece to keep it blended.

Gentleman in audience asked what is the timeline for middle school for laptops? Mrs. Moses stated we are looking at February, March – somewhere around there.

Mr. Monge stated we talked about how we can push forward when the kids come back from vacation so that we can hit the ground running going into the second half of the semester versus midstream. We talked about some ideas about that and some of the PD happening prior to that as well so when the kids come in and they are excited and starting out in the class and looking how we can use technology with the lesson plan.

Susan Lipstein stated congratulations on all the work accomplished by the Board. I just have a question on the re-registration. Did you decide to do it again next year? Mr. McDowell stated it hasn't been decided yet. I'm leaning that way.

Mr. Monge stated in the committee we talked about shocking the system and doing it two years in the row so that was the thought process that came out of committee but nothing official.

Mr. McDowell stated I just want to remind everybody that there are a lot of goals and objectives that we will be looking to accomplish throughout the year.

MOTION TO ADJOURN:

There being no further business before the Board, it was moved by Mr. Arminio, seconded by Mrs. Regis-Darby, that the meeting be adjourned at 7:12 p.m.

AYE: Mr. Arminio, Dr. Francis, Mr. McDowell, Mrs. Minneci, Mr. Monge, Mr. Nufrio, Mrs. Regis-Darby, Mrs. Williams

NAY: None

ABSTAIN: None

MOTION CARRIED

RESPECTFULLY SUBMITTED,

GREGORY E. BRENNAN
BOARD SECRETARY