



Newark Board of Education

Where Passion Meets Progress

Committee Report

Board Development and Governance Committee

Location	Date	Time
Virtual	9/26/22	5:02 PM
Board Members		
A. Norton, Co-Vice President		V. Santana, Co-Vice President
District Liaison & Superintendent Representative		
B. Liss, General Counsel		R. León, Superintendent
Other District Staff		
H. Nazario, Chief of Staff		P. Luke, Executive Legal Assistant
N. Deering, Director of Board Relations		A. Zartarian, Deputy General Counsel
V. Wilson, School Business Administrator		N. Johnson, Deputy Superintendent
K. Montalbano, Executive Assistant		
Guests		
A. Nelms, Executive Mentor		
Meeting Summary		
<p>The Committee received reports and engaged in discussion on the following topics:</p> <ul style="list-style-type: none">- Chapter 27 Emergency Virtual or Remote Instruction Programs for the 2022-23 School Year- Newark Enrolls- Summer Programs 2023- Staffing: Recruitment and Retention Strategy- Student Achievement Data- ESSER Allocations- NJQSAC- Comprehensive Equity Plan- Title I Parent Conference- Latina/o/x Heritage Month- Charter Schools: Reports, Requests, Leases <p>Additionally, the Committee received a report on pending legal matters from the Superintendent and General Counsel.</p> <p>Call to Order: 5:02 PM Adjournment: 8:08 PM</p>		

Chapter 27 Emergency Virtual or Remote Instruction Programs for the 2022-2023 School Year		
Lead(s): R. León, N. Johnson		Priority/Strategy: 1.1, 1.7, 4.6

Comments:

Pursuant to a law known as "Chapter 27" and guidance received from the New Jersey Department of Education, the Board is required to adopt an Emergency Virtual or Remote Instruction Program for the

2022-23 School Year. Per the State's guidance, the plan provides for remote instruction to count toward the required 180 school days only in the event of a school closure of more than three days due to a declared state of emergency, public health emergency, or directive to institute a public health-related school closure. The administration has prepared its plan, which must be approved by the Board of Education and submitted to NJDOE by September 30, 2022. A resolution approving the plan is on the agenda for this month's board meeting.

Item: Newark Enrolls	
Lead(s): R. León, H. Nazario	Priority/Strategy: 1.5

Comments:

The Committee received an update on Newark Enrolls MOU review and approval by participating schools, and reviewed the timeline for the enrollment process: the All Schools Fair will be held November 5; the application window will be open November 5 to February 3; auditions for high school performing arts programs will be conducted throughout November and December; the high school admissions test will be offered to District students February 10 and 17 and to students in other schools February 11 and 18; and match letters will be sent on or about April 18. The Committee discussed that the enrollment system benefits all participating schools by facilitating their admissions and enrollment process. The Superintendent noted that the alternate test dates have been established to accommodate students who are not currently enrolled in District schools.

Item: Summer Programs 2023	
Lead(s): R. León	Priority/Strategy: 2.1

The Superintendent presented current plans for summer programs to be offered by the district in summer 2023. Among other things, he reported and the committee discussed that credit recovery will not be offered in the high school summer program this year, but a wide range of program options and opportunities will be offered to elementary and high school students. A request for proposals (RFP) will be issued soon, for staff members to propose summer programs that they would like to lead during Summer 2023. The Superintendent invited anyone who has an idea or a passion to consider proposing it through this process to provide a summer program for Newark's students. Information regarding all summer program options will be sent to parents earlier this year so that families can make plans for students to participate.

Item: Staffing: Recruitment and Retention Strategy	
Lead(s): R. León, H. Nazario	Priority/Strategy: 1.4

The Committee received a report on this year's successful staff recruitment strategies, which have resulted in a record low number of teacher vacancies at the start of the school year. Specifically, at the end of last school year the District had 84 teacher vacancies; in addition, in this year's budget approved by the Board and the voters, the District had added 286 new teacher positions; based on past experience, it forecasted 250 separations. This resulted in a total of over 600 anticipated teacher vacancies for this school year. In fact, the district had 404 teacher separations at the end of the school year, including resignations, retirements, and non-renewals, resulting in a total of approximately 770 vacancies that needed to be filled. Through the District's efforts, the number of teacher vacancies is currently only 66. The Committee discussed the recruitment strategies, including the increased salaries and bonuses offered through agreement with the Newark Teachers Union; the Pathways to Teaching program and other partnerships with various institutions of higher education, encouraging non-instructional employees to obtain certification; and taking advantage of recent legislation allowing retirees to return to the teaching staff and relaxing certain requirements for certification. The Committee also discussed employee

retention strategies, including benefits and wellness programs. All of these initiatives are important investments in the district's instructional program.

Item: Student Achievement Data	
Lead(s): R. León, H. Nazario	Priority/Strategy: 2.1

The Superintendent gave the Committee a preview of recently received results of New Jersey Student Learning Assessments (NJSLA), which also will be provided to the full board and the public as required at this month's board meeting. Parents will also receive reports of each student's individual assessment results. The Committee discussed the overall district data and the data regarding various subgroups of the student population, which is being reviewed and analyzed in further detail by district staff. It also discussed that these test results, while important, are only one measure of the success of each student, each school, and the district as a whole.

Item: ESSER Allocations	
Lead(s): R. León, V. Wilson, A. Nelms	Priority/Strategy: 1.2

The Committee received an update on expenditures made with federal ESSER funds. Specifically, the District has made expenditures of CARES Act funds in the amount of \$20,676,760 to date, with a required liquidation date of October 2022; ESSER II funds in the amount of \$84,217,960 to date, with a required liquidation date of October 2023; and American Rescue Plan (ARP) funds in the amount of \$182,421,067 to date, with a required liquidation date of October 2024. The Committee discussed that these are reimbursement amounts, not grant funds, and the allocation of expenditures among facilities investments, student supports, and instruction. Committee members appreciate that the administration is ensuring that funds are being spent to address long-term needs and initiatives rather than short-term programs or personnel expenditures.

Item: NJQSAC	
Lead(s): R. León	Priority/Strategy: 1.1

Superintendent León and Ms. Nelms provided an overview of the current major effort underway in connection with the required three-year review of district performance pursuant to the state's school district accountability system known as the New Jersey Quality Single Accountability Continuum (NJQSAC). Documentation is being compiled to provide evidence to the State Department of Education regarding compliance in the five areas of school district effectiveness: instruction and program, personnel, fiscal management, operations, and governance. The compilation must be completed, reviewed, and certified as complete by the required District QSAC Committee by next month, when the Board is required to adopt a resolution authorizing the submission to the Executive County Superintendent. That submission is due November 15, 2022. Ms. Liss presented a power point deck summarizing the QSAC process; the purpose of the Governance District Performance Review (DPR), which reflects the Board's governance functions of policy making, planning, and appraisal; and an overview of the 14 Governance DPR indicators. She will provide a full report on the Governance DPR to the Committee next month, with the documentation compiled in the coming weeks to support compliance with each Governance DPR indicator.

Item: Comprehensive Equity Plan	
Lead(s): R. León, B. Liss	Priority/Strategy: 1.6, 2.3, 3.1, 3.2, 3.4

The District received NJDOE approval this month for its Comprehensive Equity Plan. Ms. Liss explained that this plan is required to be compiled every three years by the district's Affirmative Action Team (led by its Affirmative Action Officer, Dr. Yolanda Mendez), approved by the Board of Education, and submitted

to NJDOE for approval. The approved plan reviews and certifies compliance with all applicable laws and board policies providing for equal opportunity for students, employees, and parties doing business with the school district.

Item: Title I Parent Conference	
Lead(s): R. León	Priority/Strategy: 1.1

Planning is underway for the annual Title I Parent Conference, which will be held on November 15, 2022. All are invited, and several hundred people are expected to attend this major event. The Superintendent encouraged the Committee to have the Board participate in conference planning by having one board member join the planning team, and the Committee decided that Co-Vice President Santana will represent the Board in this role.

Item: Latina/o/x Heritage Month Resolution	
Lead(s): R. León	Priority/Strategy: 1.6

The Committee discussed a resolution recommended by Co-Vice President Santana, along with Board members Garcia and Gonzalez, to officially proclaim the month of September 15 to October 15 to be Latina/o/x Heritage Month. This is a nationally celebrated recognition. The resolution, which is on the agenda for this month's board meeting, recognizes the achievements and contributions of many Latina/o/x Americans in our nation's history. It also recognizes the contributions of individuals of Latina/o/x heritage among our employees and celebrates our students of this heritage. All schools are encouraged to plan recognition activities.

Item: Charter Schools: Reports, Requests, Leases	
Lead(s): R. León, H. Nazario, B. Liss	Priority/Strategy: 1.5

Comments:

The Committee discussed the District's role in supporting and collaborating with Newark's charter schools as appropriate, and ongoing facilities needs to address increasing enrollment in many district schools. Additionally, Ms. Liss reported that the Commissioner has denied two applications for new charter schools in Newark. The Committee discussed the process, pursuant to NJDOE regulations, for the District to submit comments on applications for new charters, charter renewal, and charter amendment requests.

Item: Legal Matters	
Lead(s): R. León, B. Liss	Priority/Strategy: N/A

Comments:

Ms. Liss and Superintendent León reported to the Committee on pending legal matters. This portion of the Committee discussion is subject to the attorney-client privilege. No legal matters require Board action this month.

The meeting adjourned at 8:08 PM.