



# Newark Board of Education

Where Passion Meets Progress

## Committee Report

Board Development and Governance Committee

Location	Date	Time
Virtual	9/21/23	5:01 PM
<b>Board Members</b>		
D. Haynes, Co-Vice President		V. Santana, Co-Vice President
J. Garcia (left at 6:30)		
<b>District Liaison &amp; Superintendent Representative</b>		
B. Liss, General Counsel		R. León, Superintendent
<b>Other District Staff</b>		
H. Nazario, Chief of Staff		V. Wilson, School Business Administrator (left at 5:30)
N. Deering, Director of Board Relations		P. Luke, Executive Legal Assistant
K. Montalbano, Executive Assistant		
<b>Guests</b>		
N/A		
<b>Meeting Summary</b>		
Call to Order: 5:01 PM  The Committee discussed: <ul style="list-style-type: none"> <li>- CUBE Conference</li> <li>- CGCS Key Performance Indicators Report 2022</li> <li>- Policy 9120, Filling of Board Vacancies</li> <li>- Board Attorney; Policy 3327, Relations with Vendors</li> <li>- Annual Board Calendar</li> <li>- Committee Goals</li> <li>- Board Retreat Agenda</li> <li>- School Climate and Culture</li> </ul> Adjournment: 7:03 PM		

Item: CUBE Conference	
Lead(s): R. Leon, V. Santana, D. Haynes	Priority/Strategy:

**Comments:**

Committee members and the Superintendent reported on the annual conference of the National School Boards Association Council of Urban Boards of Education (CUBE). Conference sessions were timely and inspiring. They validated our Board's priorities and activities, and provided opportunities to learn from other districts and to reflect on what we do well in Newark. Highlights were sessions on communications, attendance, and fostering good relationships among board members and with the Superintendent. Materials obtained at the conference will be shared with all Board members and members of Executive Staff.

Item: Council of the Great City Schools KPI Report	
Lead(s): V. Wilson	Priority/Strategy:

Comments:

A report of the Council of the Great City Schools, “Managing for Results in America’s Great City Schools, 2022” includes detailed analysis of performance in the areas of finance, procurement, grants management, and human resources by reference to key performance indicators (KPI). The report rates our district’s performance in these areas in the highest quartile among similar large urban districts nationwide. It is available on the CGCS website, <https://www.cgcs.org/publications> , and copies will be provided to all board members.

Item: Policy 9120, Filling of Board Vacancies	
Lead(s): R. León, B. Liss	Priority/Strategy:

Comments:

The committee reviewed Board Policy 9120, Filling of Board Vacancies, and the timeline for filling the current vacancy on the board. The policy provides for a process that may be completed in less time than that permitted by statute, which is 65 days. The goal is to fill the current vacancy no later than at the November board meeting. The Committee discussed two amendments to the policy: (1) to provide for email notification to all board members when the vacancy is announced to the general public on the district website and social media; and (2) to require the Governance Committee to convene and review applicants no later than the next scheduled committee meeting after the deadline for submission of candidates’ letters of intent rather than no later than seven days after the deadline as currently provided. After discussion, the Committee agreed to recommend adoption of these amendments by the full Board at this month’s meeting. Copies of the policy with recommended amendments are being shared with all Board members with this report.

Policy 9120 will be implemented to fill the current vacancy.

The committee also reviewed Board Policy 9121, Election and Duties of Board President. In addition to election of the Board President, that policy provides for election of two co-vice-presidents, and states that in the President’s absence “the vice-president” shall act as president. Committee members discussed adding a provision specifying which co-vice-president shall act as president in the president’s absence.

Item: Board Attorney; Policy 3327, Relations with Vendors	
Lead(s): V. Santana, D. Haynes	Priority/Strategy:

Comments:

The committee reviewed proposed amendments to Policy 3327, Relations with Vendors, previously submitted and shared by Board Member Council. After discussion, the committee agreed to recommend adoption of these amendments by the full Board at this month’s meeting, with one addition to Section E.3, that would read: “, and shall make the log available to any and all Board members upon request.” Copies of the policy with recommended amendments are being shared with all Board members with this report.

Item: Annual Board Calendar	
Lead(s): V. Santana, D. Haynes	Priority/Strategy:

Comments:

The Committee continued discussion of the Annual Board Calendar. The calendar will be reviewed by the Board each year at the August Board Retreat. It also will be a standing item on the Governance Committee agenda each month, for reference only – not for modification unless additions or changes are recommended. The calendar will remain in draft form.

Item: Committee Goals	
Lead(s): V. Santana, D. Haynes	Priority/Strategy:

Comments:

The Committee established the following goals:

1. To maintain compliance with the Governance indicators of the New Jersey Quality Single Accountability Continuum (NJQSAC)
2. To monitor and provide oversight to ensure that all action by the Board is aligned with the Strategic Plan, *The Next Decade: 2020-2023*.
3. To monitor and provide oversight of the Board’s role in policy making, planning, and appraisal.

Item: Board Retreat Agenda	
Lead(s): V. Santana, D. Haynes	Priority/Strategy:

Comments:

The Committee reviewed the agenda for the Board Retreat scheduled for September 30, 2023, and agreed upon the following:

- Establishing Norms/Protocols
- Board Evaluation
- Board Goals
- Board Attorney
- Committee Goals
- Public Participation
- Executive Session
- District Goals + Action Plans

Item: School Climate and Culture	
Lead(s): R. León	Priority/Strategy:

Comments:

In response to questions about climate and culture from reported incidents at Newark School of Global Studies, the recommendations from the Creed Strategies report include, but are not limited to:

- Create and nurture a school culture where racial incidents and issues of race, culture, and other emotionally charged topics can be discussed openly and bravely and are integrated into the thematic foci, instruction, and learning of the school.
- Commit to culturally responsive-sustaining education transformation that develops the capacity of administrators and all school staff to identify cultural gaps in their practices and builds the knowledge and skills they need to integrate students’ race, ethnicity, and culture in all aspects of the environment, teaching and learning, and student supports.

- Assess how anti-Blackness and other deficit beliefs impact existing systems, policies, procedures, and practices and replace them with those that create a culture that is intentionally racially conscious and inclusive.

This disclosure of these recommendations does not constitute a waiver of the deliberative process privilege with respect to the Creed Strategies report.

In addition, highlights will be discussions of equity issues led by student ambassadors and discussions facilitated by school leaders, teachers, and community members.

Furthermore, the principals' evaluation framework has been modified to include equity indicators, including school climate.

Committee members expressed agreement with these steps.

The meeting adjourned at 7:03 PM.