

**Watchung Board of Education
Board Goal - Action Plans
2022-2023**

Goal 1: Continue to engage in professional development as a board to work toward the elimination of inherent bias, promote equity and inclusion to ensure a school climate where all students can succeed.

Major Activities	Staff	Resources	Timelines	Indicators of Success
Complete NJSBA board training on Diversity, Equity and Inclusion.	Board of Education Members	NJSBA Training	Complete by June 2023	Equity training conducted by the NJSBA
NJSBA Workshop in October will provide additional opportunities for development on the topics of bias and equity in education. Attend a minimum of one seminar on a related topic.	Board of Education Members	NJSBA Conference	Complete by December 31, 2022	Board members bring back key takeaways to present in committee and/or at a full board meeting.
Plan and offer speakers to present and facilitate discussion during board meetings on the topics of race, equity and inclusion in education, at least once during the 22-23 school year	Board of Education Members in collaboration with Administration	NJSBA, NAACP, NJDOE, NJ Office of Diversity & Inclusion, Diverse Speakers Bureau, Sending School Districts, WHRHS, & Watchung IDEA Committee	Complete by June 2023	Speaker presents to the board at least once during the 22-23 school year.
Board Retreats include discussion and further opportunities for promoting equity and inclusion.	Board of Education Members, Superintendent, & Business Administrator	NJSBA Facilitating	Complete by June 2023	Board discusses and decides on additional goals/ action plan for the 23-24 school year at the board retreat.
Board Members work with Administration to promote growth through ongoing collaboration, feedback, self-reflection, and service to others.	Board of Education Members & Administration	Committee Structure	Complete by June 2023	Committee Chairperson presents strategies and accomplishments at board meetings at a minimum of two times during the 22-23 school year.

Goal 2: Creating a successful school referendum that concentrates on fiscal responsibility, educational goals of the district, communication to the community, and being mindful of creating an environment of student success and elevating our district.				
Create outreach opportunities for the public to engage in the referendum process. Establish an ADHOC for the community to engage with the board.	Board of Education Members, Administration, WBEA, PTO, WEF, SEPAG, Watchung IDEA, and stake holders	All purpose room, external group meetings/ events, town events, & ADHOC	Complete by November 2022	Provide opportunities for the Board of Education to engage with the community on referendum topics. Create and ADHOC which provides recommendations to the Operations Committee.
Work with our NJSBA representative to workshop ideas and strategies throughout the referendum process.	Board of Education Members & NJSBA Representative	NJSBA	Complete by November 2022	Set up NJSBA representative to attend board meetings if necessary and communicate any ideas and strategies provided through email or calls to the board through the committee structure.
Market the referendum to explain all educational and facility enhancements to the district. Provide the community with which projects are in the referendum and the tax impact per household.	Board of Education Members, Administration, WBEA, PTO, WEF, SEPAG, Watchung IDEA, and stake holders	Board Committee Structure & ADHOC	Complete by April 2022	Provide all board members with the final draft of the board vision in time to come to a consensus on the final board vision by our May 2022 board meeting.
Develop projects for the referendum being mindful of fiscal responsibility and the needs of the school district.	Board of Education Members, Administration, WBEA, PTO, WEF, SEPAG, Watchung IDEA, and stake holders	Board Committee Structure & ADHOC	Complete by September 2022	ADHOC provides the Operations Committee with recommendations, Operations Committee provides full board with recommendations, and the Board of Education votes to establish a fiscally responsible referendum with focuses on the needs of the district and raising student achievement.

Goal 3: Develop a shared vision around Board of Education norms.

Work within the committee structure to discuss current board norms and possible additions.	Board of Education, Administration, & NJSBA Representative	Committee Structure	Complete by March 2023	Topics are brought up during public board meetings for the board to discuss.
Discussions during board meetings as to what is proposed during committee meetings for the full board to discuss and provide an outcome.	Board of Education, Administration, & NJSBA Representative	Board of Education Meetings	Complete by June 2023	The board agrees to current practices and any changes.

Goal 4: Foster a more positive and supportive working environment during board of education meetings and more straightforward communication among board members and the Superintendent during board committee meetings.

Board of Education Members conduct themselves in a professional and respectful manner during Board of Education meetings and committee meetings.	Board of Education, Administration, & NJSBA Representative	Board of Education Meetings & Committee Meetings	Ongoing	Board members provide each member adequate time to speak and maintain professionalism. Board members will refrain from personal attacks on others and falsely accusing others at Board of Education meetings and within the committee structure.
Utilize NJSBA to assist board members in understanding proper conduct during all meetings and communications with the Superintendent.	Board of Education, Administration, & NJSBA Representative	NJSBA	Ongoing	Board members contact the NJSBA representative individually to assist in answering questions on proper Board member conduct.
Board of Education Members conduct themselves in a professional manner in all electronic communications and	Board of Education & Administration	Email & Phone Calls	Ongoing	Board members maintain professionalism in all electronic communications and phone calls between each other and the Administration. Board

phone calls with one another and the Superintendent.				members will refrain from personal attacks on others and falsely accusing others in all communications.
Goal 5: Prepare to develop a 5-Year Strategic plan for year 2024 to 2028.				
Work through the committee structure to educate the board members on the strategic plan process.	Board of Education Members & Administration	Committee Structure & Board of Education Meetings	Ongoing	Board members are provided with an explanation of a strategic plan through the committee structure
Establish a timeline for the 5-Year Strategic plan.	Board of Education Members & Administration	Committee Structure & Board of Education Meetings	Ongoing	Board of Education agrees to the timeline proposed
Work through the committee structure and board meetings to design the steps that will be taken to conduct the 5-Year Strategic plan. Discuss the priorities, goals, and vision for the district.	Board of Education Members & Administration	Committee Structure & Board of Education Meetings	Ongoing	Board of Education will work to inform the community through board meetings and any other means of the opportunities to collaborate in the 5-Year Strategic plan process and any priorities, goals, and vision that the Board of Education and Administration identify.