

**Watchung Board of Education
Board Goal - Action Plans
2021-2022**

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 2022	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 21-22 school year	Board of Education Members in collaboration with Administration	NJSBA, NAACP, NJDOE, NJ Office of Diversity & Inclusion, Diverse Speakers Bureau, Sending School Districts, WRRHS, & Watchung IDEA Committee	Complete by June 2022	Speaker presents to the board at least once during the 21-22 school year.
When conditions permit, plan and offer opportunities for informal listening sessions on the topics of race, equity and inclusion for district stakeholders. This is basically a "Bagels with the Board" type gathering that is done in many other districts	Board of Education Members, Superintendent, Director of Special Services, & Principals	Community Members & Stakeholders	Complete by June 2022 if conditions permit	Listening sessions are held and information is brought back to be presented in committee.

with less than a quorum of board members and representatives from the administration, staff, parents and community members.				
Board Retreats include discussion and further opportunities for promoting equity and inclusion.	Board of Education Members, Superintendent, & Business Administrator	NJSBA Facilitating	Complete by June 2022	Board discusses and decides on additional goals/ action plan for the 21-22 school year and for the 22-23 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 2022	Committee Chairperson presents strategies and accomplishments at board meetings at a minimum of two times during the 21-22 school year.
Goal 2: <u>Develop a shared vision around where we want the district to go.</u>				
Reach a consensus on a shared board vision.	Board of Education Members		Complete by May 2022	Come to a consensus and decide at the May 2022 board meeting.
Work with our NJSBA representative to workshop ideas for a board vision.	Board of Education Members & NJSBA Representative	NJSBA	Complete by February 2022	Set up NJSBA representative to attend board meetings to assist in developing the board's vision. Come to a consensus and decide at the February 2022 board meeting.
Work through committee structure or other small groups to collaborate and develop the board vision.	Board of Education Members & Superintendent	Board Committee Structure	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.
Establish a goal setting training by the NJSBA	Board of Education & NJSBA Representative	NJSBA Training	Complete by July 2022	Goal Setting training conducted by the NJSBA. Set

based on the vision statement.				board goals for the 22-23 school year based on the established vision statement.
Goal 3: <u>Complete the negotiations on the new teachers contract with the WBEA focused on financial and educational goals of the district and mindful of creating an environment of student success and elevating our district.</u>				
Complete a negotiations training by the NJSBA.	Board of Education & NJSBA Representative	NJSBA Training	Complete by November 2021	Negotiation's training conducted by the NJSBA.
Conduct meetings with the WBEA	Board of Education & WBEA		Ongoing	Provide periodic updates on the negotiations process to the full board.
Come to an agreement on the WBEA contract.	Board of Education & WBEA		Ongoing	WBEA teachers contract is negotiated and established by July 2022.