

The business meeting of the Board of Education of the Borough of New Providence was called to order at 7:00 p.m. on October 20, 2022, at the New Providence High School/Middle School Media Center, 35 Pioneer Drive, by the Board President, Mrs. Misiukiewicz.

Present on roll call were Rebecca Coniglio, Bernadette Cuccaro, Stacey Gunderman, Amanda Marano, and Mary Misiukiewicz. Also present was Dr. David Miceli, Superintendent of Schools, James E. Testa, School Business Administrator/Board Secretary; Lauren Zirpoli, Assistant Superintendent; Jonathan Keaney, Director of Curriculum, Instruction, and Supervision; sixteen (16) members of the public.

Mrs. Misiukiewicz led in the salute to the flag.

Mrs. Misiukiewicz read the following statement. This is a public meeting of the Board of Education of the Borough of New Providence. Adequate notice of this meeting has been given in accordance with PL 1975, Chapter 231, in that an actual notice was made in conformance with Section 13 of the Act.

Whenever the business of the Board requires it to convene to Closed session, the session will begin no later than 9:30 p.m. At the conclusion of the need for Closed Session, the Board will reconvene to the public portion of the meeting. At that time, the Board will complete any other business that may be before it and the public will then be given an opportunity to be heard before the meeting is adjourned.

Mrs. Misiukiewicz greeted everyone. She began by summarizing the bond referendum roadshow progress since the last board meeting. Mrs. Marano and Mrs. Gunderman spent a Saturday morning at Bagel Cafe answering questions and speaking to many residents. Last Tuesday, Mrs. Misiukiewicz had the opportunity to attend and speak to the Athletic Booster Club. On Monday night, Dr. Miceli hosted a Zoom call for the community. Yesterday, Dr. Miceli and Mrs. Misiukiewicz had a wonderful mid-morning meeting with the Senior residents at the DeCorso Center; there were many great questions and dialogue. Next week, there will be a lunchtime community Zoom call, that will be at 12:00 p.m., this is a perfect opportunity for parents and community members working from home. The link for this meeting will be posted on our website, but will also be pushed out on all our social media outlets and in the Thursday Board of Education News. On Sunday, October 30, 2022, the Board will be at the New Providence Street Fair all day. On November 1, 2022, The Board was invited to a social gathering at Untied Brewery here in New Providence to present the details of the Referendum, we want to publicly thank the Marshall family for hosting this event. Our final destination for the Road Show will be right here in the New Providence High/Middle School Media Center on November 3, 2022 at 7:00 p.m. This session will be led by Dr. Miceli and will be an informal session for dialogue and last minute questions. We have invited vendors to join us as well. Mrs. Misiukiewicz shared with the Board two questions that she has frequently been asked; the first question surrounds the cost of the HV and cost of the AC in comparison to the other projects

and the second question is when will these projects start? To answer the first question regarding clarity on the cost breakdown; the Bond Referendum question on the ballot will indicate the total of all projects equals \$22.2 million; \$17 million of that total cost is the HVAC component, this represents 77% of the total cost. If we break down 77%, 12% or \$2.1 million, is the AC component and 65% represents the HV component, assuming the bond passes we will be replacing the HV in all of our buildings. We have referenced on our Road show, the HV equipment in our buildings is the original equipment from the late '50's early '60s. The capital improvements that will take place at the high school, middle school and Salt Brook School equals 14%, or \$3.1 million, of the total cost and the flexible furniture for all students grades K-12 is 9%, or \$2.1 million. To answer the second question, assuming the Bond passes on November 8, 2022, all work will begin Summer of 2023 and the HVAC project is planned to be completed over a few summers as this work can not be completed while the students are in the buildings.

Dr. Miceli, before I turn the meeting over, I want to take another minute to thank the Administration for the Character Education Program and unique theme this year, "I Belong, You Belong, We Belong". The planning and enthusiasm that goes into the kick-off ceremonies must be recognized. The Character Education Program is an integral component to our curriculum and has proven to be fundamental for all students as they journey from Pre-K through the High School and beyond, the program provides our students with lifelong character skills that will serve them well far beyond their high school years with us. I would like to give a special shout out to Mrs. Kwiatkowski for the logo design on the t-shirts and banners. I love to drive by the schools and see the banner on the front lawn. Our entire staff and community are committed to teaching the lessons of belonging, respect, kindness, and empathy for others. Our teachers model and integrate these core values into their everyday lessons and empower our students to practice them. The program will foster a culture of "belonging" and help the students to develop friendships, act in an inclusive way, go out of their way for others, and appreciate all, for who they are. I have already enjoyed the photos and videos that have been uploaded to the Character Education page on the district website. Incredible program we have here in the district. Thank you. Mrs. Misiukiewicz then turned over the meeting to Dr. Miceli.

## **REPORT OF THE SUPERINTENDENT OF SCHOOLS**

Dr. Miceli introduced Reese Marzynski as the student representative asked for her report.

## **STUDENT REPORT**

Ms. Marzynski shared that the character education team was announced earlier this month on Friday, October 7th, but leading up to the announcement the student had the week of respect that started on October 3rd; every day students would be walking into school and getting ready the students would be listening to songs that were about respect, it was great and very motivating way to start the beginning of the school day. Then, at the first period of every day there was a name that tune, where a song would play over the announcement and we had to try and guess what it was. It was a great way for students to bond with each other. On Friday, all

the teachers wore their character ed. shirts with the logo on the back and everyone was trying to guess the theme. Last week, there was a middle school open house that was led by the peer leaders. They walked through parents and showed them the new school updates. School clubs were also there and it was a great way for students to see what they can do in the future at our high school. We have also had a very successful past weeks in sports, the girls tennis team earlier this week won the sectional final and then today they won the group one state championship, they played Haddon Township today so they are state champions. And two weeks ago our band placed first in their MetLife competition. Last month, we had our home football game. We beat Johnson, 27-14, who was undefeated at the time. Sadly tomorrow night is our last home game, but this is the alumni invite recognition game, we have a fun game and the students section will be neon. Boy soccer played Immaculata High School last Saturday and won 6-0, what was really great about this game was that there were nine total players that either had a goal or an assist so there was a really good team effort from the field. Last Saturday, the girls volleyball had there annual Dig Pink game where they raised \$4,000 for the Side Out Foundation for breast cancer awareness; the game went into three sets; Governor Livingston won the first, New Providence won the second, and unfortunately we lost 25-23 in the final set but Governor Livingston put on a great game. The girls cross country had their counties today and they placed 4th place overall. This week was Spirit week which was very fun leading up to our pep rally which is tomorrow. Monday was Adam Sandler Day, Tuesday was Twin Day, Wednesday was Pink Day, Thursday was Jersey Day, and Friday we are finishing up with Class Color Day.

Dr. Miceli and Mrs. Misiukiewicz thanked Ms. Marzynski for her report.

### **ENROLLMENT REPORT**

Mrs. Zirpoli reported the following enrollment numbers for the schools; Allen W. Roberts is 676 students, Salt Brook is 607 student, New Providence Middle School is 399 student, New Providence High School is 666 students, the total number of 2,348 student, and the number of out of district students is 35. Grand total of 2,383 students.

### **REFERENDUM UPDATE**

Dr. Miceli gave an update on the presentations that will be presented tonight to the Board. Mr. Keaney will present the Assessment Report and Mrs. Zirpoli will present the Diversity, Equity, and Inclusion presentation. Next month we will have a presentation on full day Kindergarten; in December we will have the audit presentation and will hopefully be talking more about the referendum. We will also add a presentation at the end of January for our Middle School capstone project. In April, we also added a presentation on math across the district. With respect to the referendum, I wanted to share with the Board and the community an updated video. (video was presented) This video was created by our architect and consultants, it is specific to the HVAC project, it walks us through the history and specific details in terms of those projects. Our plan is to get this video out to the community this week, I will be speaking with Mrs. Mangel and we will post it on the website. Continuing with the referendum topic, in front of

the Board, we found a document this week as we were going through the archives and I thought it would be special to share it with you. This was one of the original documents from 1960. This was back in 1960 when the community was going out for referendum, it was the fourth referendum in about ten years. So the community was growing very quickly and it's interesting that 62 years ago that many of the same issues that were grappling with today existed then and a lot of the same sentiments around student achievement and trying to build from an economic perspective as you will see as you read through that document. I would imagine that this was probably the only document in that time available to the entire community. It is a nice little booklet that explains everything, but I wanted to just walk through some fun facts from that time. 60 years ago, this document went out at the time Milton Anderson, who we all have spoken about and have talked about for many years, was the Board of Education president and Allen W. Roberts was the Superintendent at the time. Enrollment was a real issue at that point in 1960; capacity for kindergarten was at 200 students and we had 300 students at the time. In 1962 the purpose of this referendum was to build an entirely new elementary school which at the time was called West End School, which is now Allen W. Roberts School was going to be short for two years, 440 seats and that's why there was such a necessity. The annual increase in enrollment was 12%. It was considered the second growing municipality. Our first graduating class at New Providence High School was in 1960, they graduated with 88 students, at the time the kindergarten class had 303 students. It is very interesting how times have changed. At the time they had two session days so they could manage the enrollment numbers. Different issues at different times, but Allen W. Robert School was built and we had seats for all of our students.

Dr. Miceli invited Mr. Henry up to talk about the class reunions that have been occurring over the past couple of weeks.

Mr. Henry had that wonderful opportunity over the past few years to bring back a lot of our alumni to have these reunions and to see our facilities many years later. On October 1st, which was Saturday, we welcomed the class of 1962, this was their 60th year reunion. On October 7th, we had our class of 1977, which was their 45th reunion. For Mr. Henry, personally, it is something that is very exciting to get that rich history lesson from the group, but for them to be able to come in to see our facilities and to see how it has transitioned over time it was very nostalgic for them. They are so appreciative, receiving emails and comments after taking them through our tours and opening up our building to them. It was really special and only speaks to remind me of a rich tradition we have here in New Providence. The pride that everybody has coming through these doors many years later; they're coming from all over the country to join us and to see the school and share in this wonderful experience. The class of 1962 was the first graduating class to graduate all four years at New Providence High School. They also shared the story as to how we became the pioneers, there was a time when the students were given the opportunity to have a say on our mascot. They had voted for the Blue Devils and then the Turkeys for Turkey town, but then they said Principle Nixon said we were going to be the Pioneers. Many years later, it was the right choice.

#### **PRESENTATION: ASSESSMENT REPORT- JON KEANEY**

Mr. Keaney began by thanking all the administrators here in the room for tonight's presentation, those who have been available for discussions to provide insight as to what the data means etc. etc. so I really appreciate your help. I know Mr. Richter is here, I'd like to thank him for the five years of assessment reports that he left, very extensive assessment reports with all of his notes. A variety of different assessments have been taken over the course of last year from the state mandate, the state testing, scholarships we have received, advanced placements tests, and the project lead the way, and how we address the needs of our English language learners. This is a 79 page slide that will be posted on the website for the community.

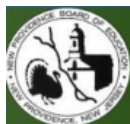


## *New Providence School District Assessment Report 2022*

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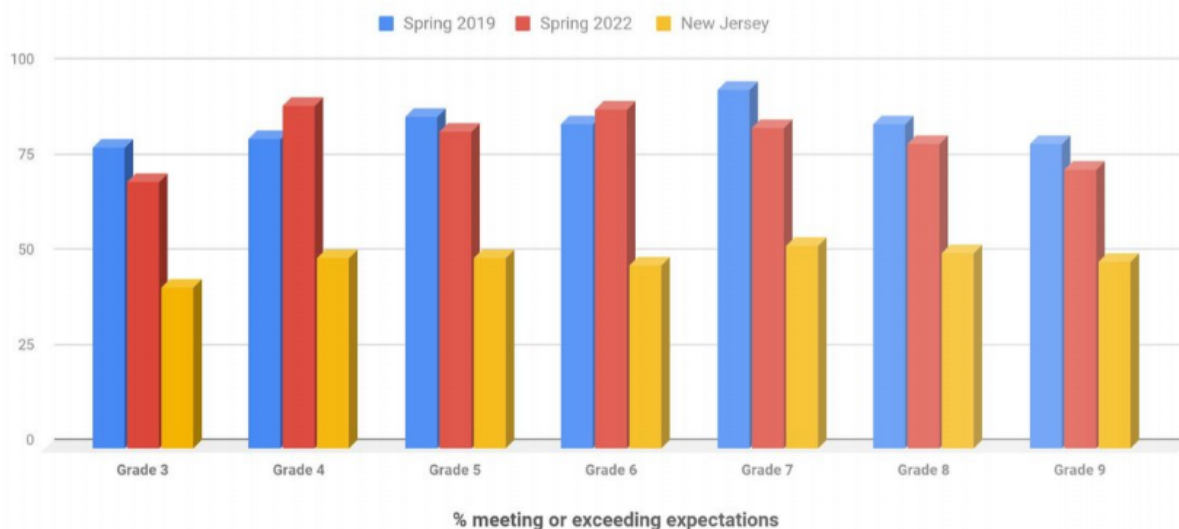
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Regarding the NJSLA, as you may know the NJSLA was canceled in 2020 and 2021 so this year and 2022 is first time that the NJSLA has been taken, consequently because of that we had third, fourth, and fifth graders who had not ever taken the test and have sixth grades who hadn't taken the test in three years so we had a whole disparity of test takers across the board.

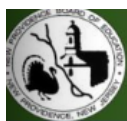


## New Providence School District Assessment Report 2022

# NJSLA ELA Scores 2022



If you look at our language arts scores, we have the comparisons of the State of New Jersey and as you know we have traditionally done really well compared to the State of New Jersey. But if you look at the scores and you look at the 70 percentile line that comes across you can see that we have achieved quite highly with regards to that. The last time we took those tests was in 2019 and consequently in those two years, with the pandemic, you would expect that type of learning loss to have taken place but I think that this shows the testament to the language arts program we have in place, with the reading specialist we brought in with the teacher college program, with the hard work from teachers, our scores have remain relatively high which is good to see.



## New Providence School District Assessment Report 2022

# NJSLA Math Scores 2022

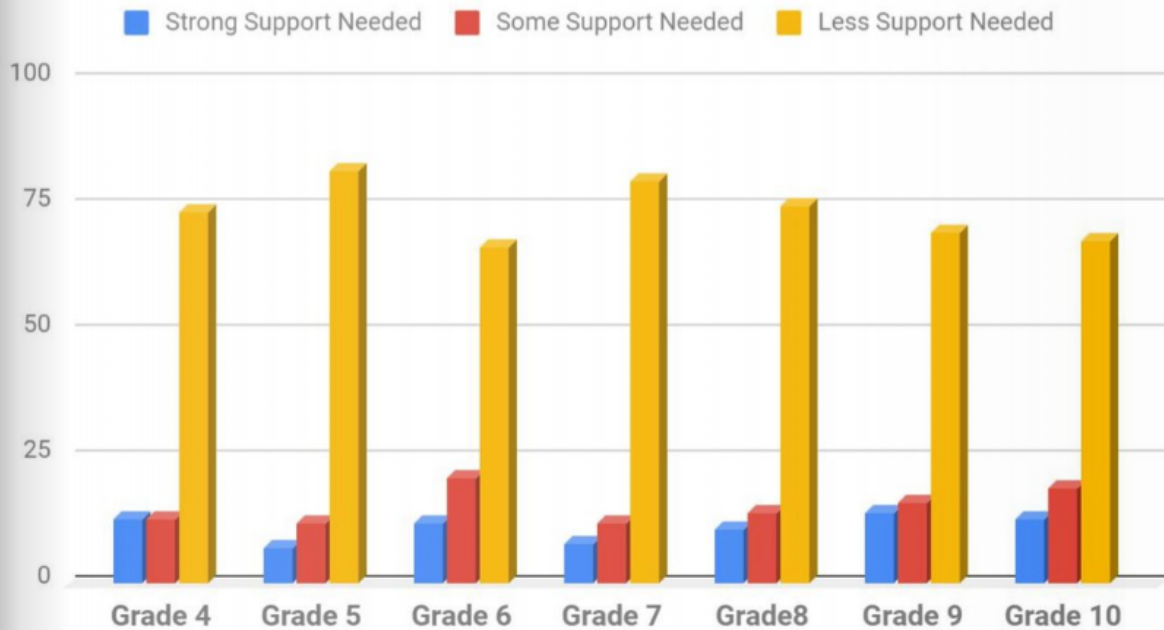


With the Math scores, again high blue columns there. I think that it has been recognized that the pandemic, with online learning, hybrid learning and math instruction and math learning was more of a challenge than language arts; lack of the manipulatives, lack of that intense one-on-one help as needed when students struggled and had problems; so we do you know math scores have dipped compared to a language arts scores. The good thing about the New Jersey Student Learning Assessment Scores is that it gives the opportunity to see where the students are at and give a detailed breakdown of the various areas, to look at what needs to be done to address student needs as appropriate. We have also introduced a new Math Coach this year as part of our ESSER funds. This Math Coach is for our K-6th grade students, which I believe will work very well and will give positive feedback. We are also introducing a K-6 math program next year; we are in the process of going through some pilot studies.



## New Providence School District Assessment Report 2022

# Start Strong ELA Scores 2022

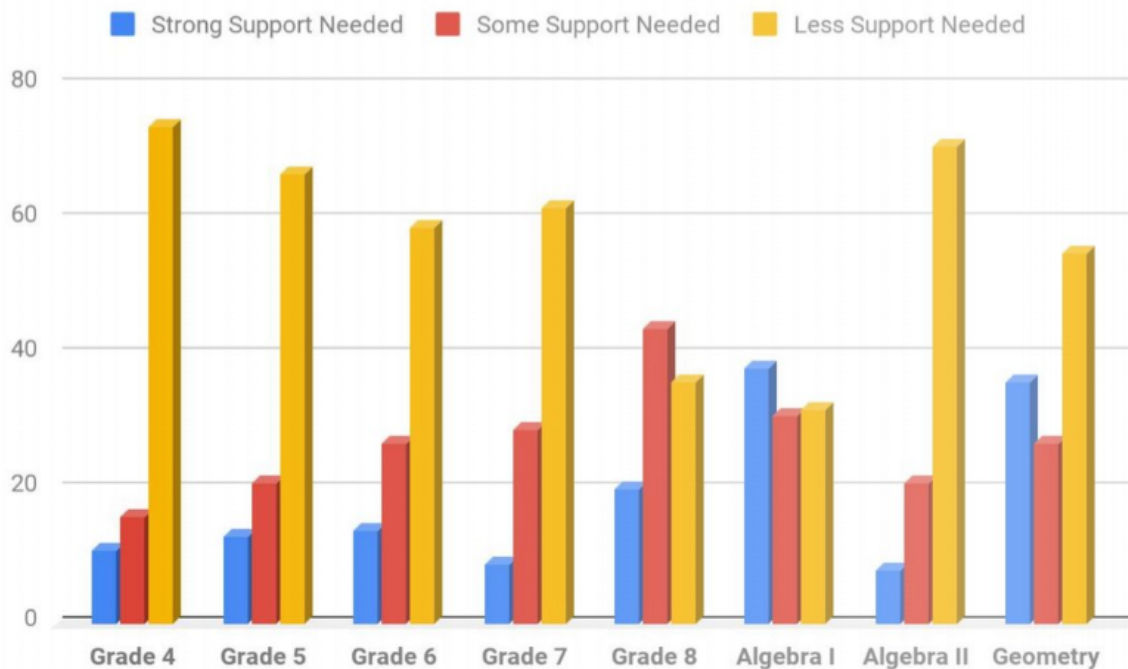






## New Providence School District Assessment Report 2022

# Start Strong Math Scores 2022



Start Strong Program, back in 2021, back when the NJSLA was canceled, the State of New Jersey had a federal requirement to test our students so they could continue with their federal funding, so they introduced the Stars Strong Assessment. This was a quick diagnostic tool taken in October of last year which then provided information as to where students were by grade level. The test was seen back in the Spring semester. It had to be taken in the beginning of September, there was only a month window for students to take this assessment after coming back from a difficult time.

There are three categories that students are segregated into, depending on the support that they need. (as seen in the chart) We can see specific areas of weakness in the grades.



## New Providence School District Assessment Report 2022

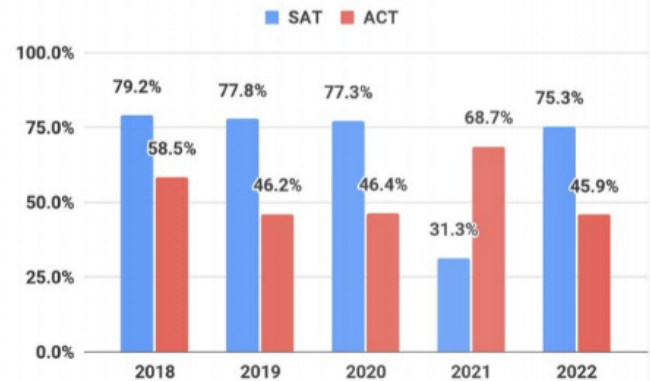
# SAT and ACT Testing Trends

### Total Number of Students Tested

Class	SAT		ACT	
	NPHS	NJ	NPHS	NJ
2022	110		67	
2021	85	54,415	46	*
2020	116	82,988	70	*
2019	133	84,602	79	26,266
2018	126	84,672	93	32,590

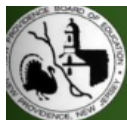
\*Information not released.

### Percentage of Total Class



Data from SAT Cohort Final Report for New Providence High School 2019-2021; [SAT Suite of Assessments Annual Report New Jersey 2020 & 2021](#); SAT Profiles of School Testers at Your School 2014-2016; ACT Profile Report for New Providence High School 2018-2019; ACT Online Reporting 2021; New Jersey Performance Reports for New Providence High School 2013-2017: PowerSchool

The SAT, (as seen in chart) we went up in our SAT scores in both languages arts and math. Four years ago, we allowed 7th and 8th grade students to take more advanced math scores. The more math courses you take before you take the SAT's the better your score will be.



## New Providence School District Assessment Report 2022

### SAT Mean Scores 2018-2022

Class of		2022	2021	2020	2019	2018
Language Arts (ERW / CR) <i>Max -800</i>	<i>NPHS</i>	613	586	607	612	607
	<i>NJ</i>		562	541	544	547
	<i>National</i>		533	528	531	536
Math <i>Max -800</i>	<i>NPHS</i>	617	592	614	623	615
	<i>NJ</i>		563	540	545	547
	<i>National</i>		528	523	528	531
Totals	<i>NPHS</i>	1230	1178	1221	1235	1222
	<i>NJ</i>		1125	1081	1090	1094
	<i>National</i>		1060	1051	1059	1067

Data from SAT Cohort Final Report for New Providence High School 2019-2022, SAT Suite of Assessments Annual Report New Jersey, SAT Suite of Assessments Annual Report Total Group SAT Annual Report for New Providence High School 2018, and Profiles of SAT Testers at Your School for New Providence High School, 2016-2017



## New Providence School District Assessment Report 2022

### SAT Benchmarks

Evidence-Based Reading and Writing	Mathematics
"The Evidence-Based Reading and Writing benchmark is associated with a 75% chance of earning at least a C in first-semester, credit-bearing, college-level courses in history, literature, social science, or writing."	"The SAT Math benchmark is the section score associated with a 75% chance of earning at least a C in first-semester, credit-bearing, college-level courses in algebra, statistics, precalculus, or calculus."
<b>480</b>	<b>530</b>

### Percentage of Students Meeting College-Readiness Benchmarks

Year	Evidence-Based Reading and Writing	Mathematics	Both
<b>2022</b>	<b>92%</b>	<b>83%</b>	<b>82%</b>
<b>2021</b>	<b>81%</b>	<b>73%</b>	<b>67%</b>
<b>2020</b>	<b>94%</b>	<b>83%</b>	<b>80%</b>
<b>2019</b>	<b>95%</b>	<b>81%</b>	<b>80%</b>
<b>2018</b>	<b>93%</b>	<b>72%</b>	<b>72%</b>

Data from SAT Cohort Final Report for New Providence High School 2019-2021 SAT Annual Report for New Providence High School 2018

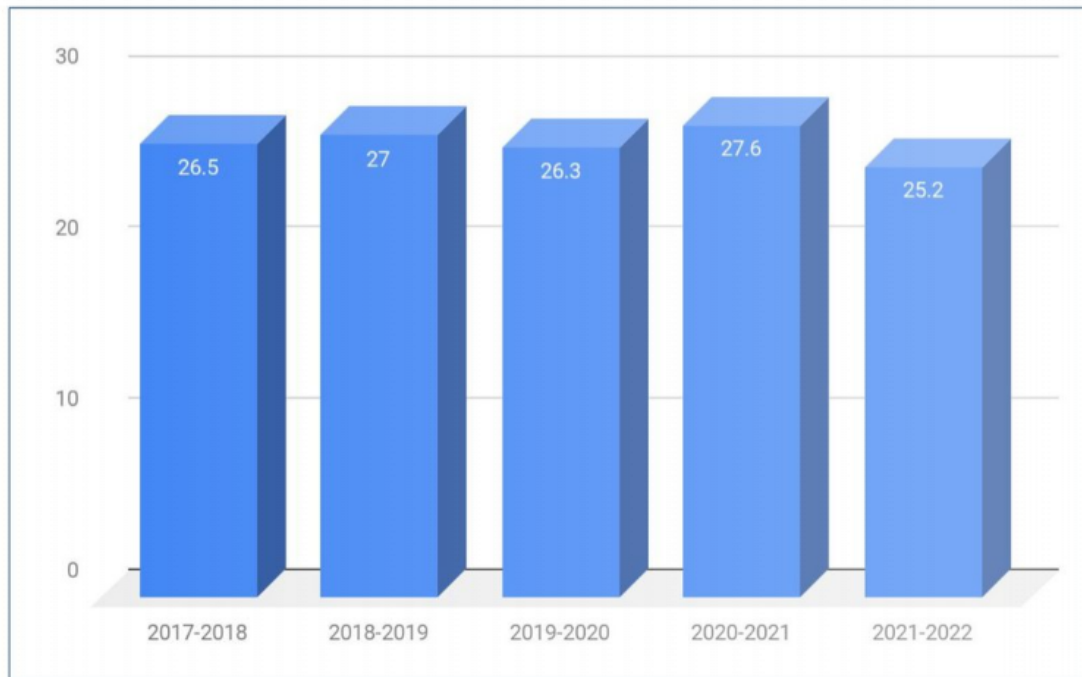
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Also when we look at our SAT benchmarks which are determined by the SAT College Board, these are bench marks that determine who proficient students will be in getting a C in college course when they graduate. You can see in 2022 the 92% of our students in evidence reading and writing, 83% for math, 83% for both subjects that will rise over the next five years. So again, programs that we have had in place pre-pandemic and the hard work for your teachers over the course of the past couple of years has been able to keep our scores high.



## New Providence School District Assessment Report 2022

### ACT Average Scores 2017-2022



Data now reported by school year.

Max score = 36

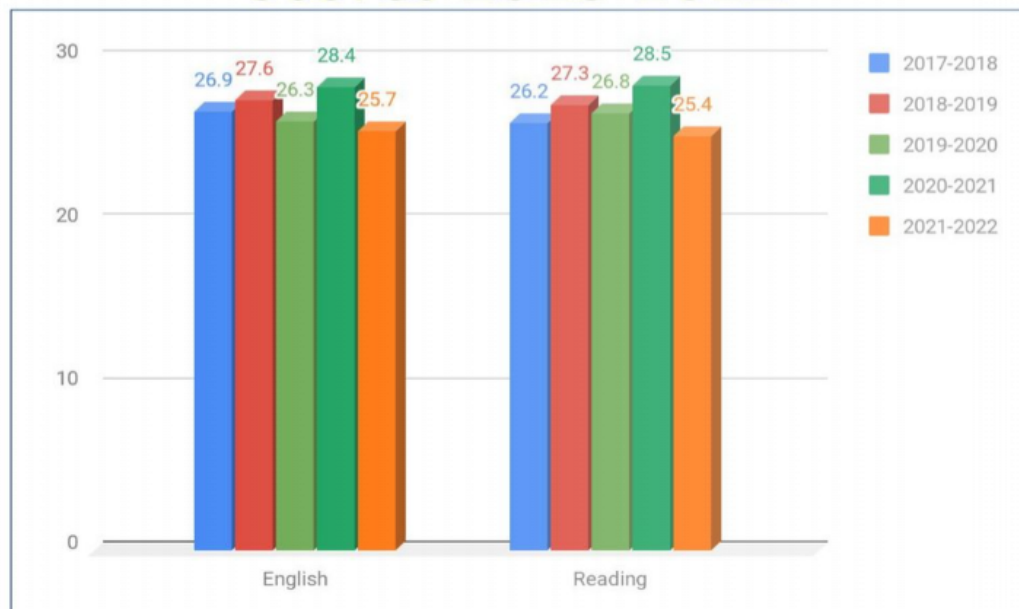
If we look at our ACT, conversely, our ACT scores actually came down 25.2 being the lowest that you can see up there for reading, math, and for science. I was a little bit alarmed, and began looking for reasons. We want to look for reasons for these things and why they've happened and then there was a report last week that said that the ACT scores this year were the lowest they've been since 1991. We started giving the ACT test during the school day, which allows students to take it during their normal routine and do not need to wake up early on a Saturday morning. We will repeat this next year as well, hopefully this sense of preparedness and less anxiety to take the ACTs. We are also looking into the possibility of giving the pre-ACT, which is another assessment to prepare for the ACT.





## New Providence School District Assessment Report 2022

### ACT Average English and Reading Scores 2018-2022

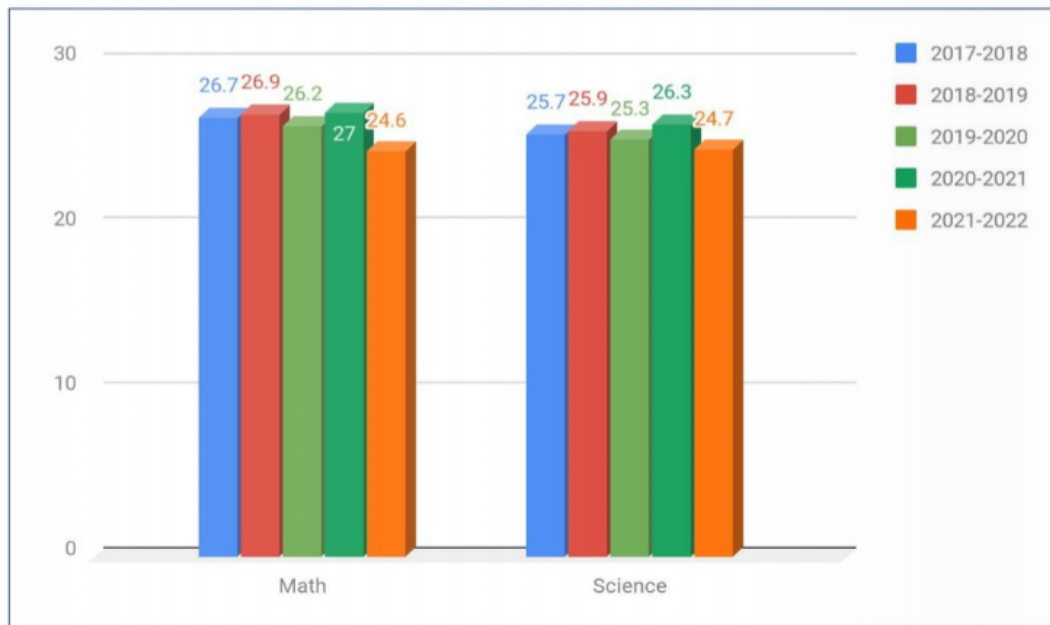


Max score = 36



## New Providence School District Assessment Report 2022

# ACT Average Math and Science Scores 2018-2022



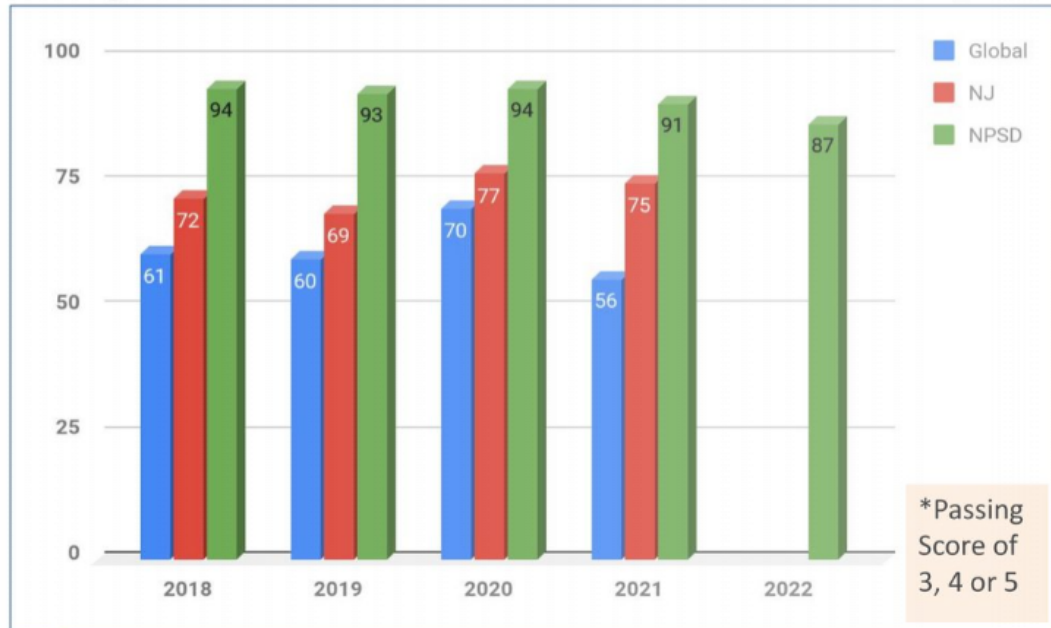
Max score = 36



## New Providence School District Assessment Report 2022

### AP Achievement 2018-2022

Percentage of AP Students with at least one Passing Score



2022 State and Global information will be available in the Spring of 2023.

Regarding our PSAT scores, the three years that we have, the one that stands out is 2020 which is higher. In 2020 the only people taking the PSAT due to COVID restrictions were Juniors. In 2019 and 2021 there was a mixture of Sophomores and Juniors and some Seniors. This mix of students makes it a little difficult to compare the data. But compared to the Nation and State we can see it was still higher. The PSAT determines National Merit Scholars, the top 34,000 of Juniors are awarded the commended scholars, this year we had nine which was higher than the last couple of years.

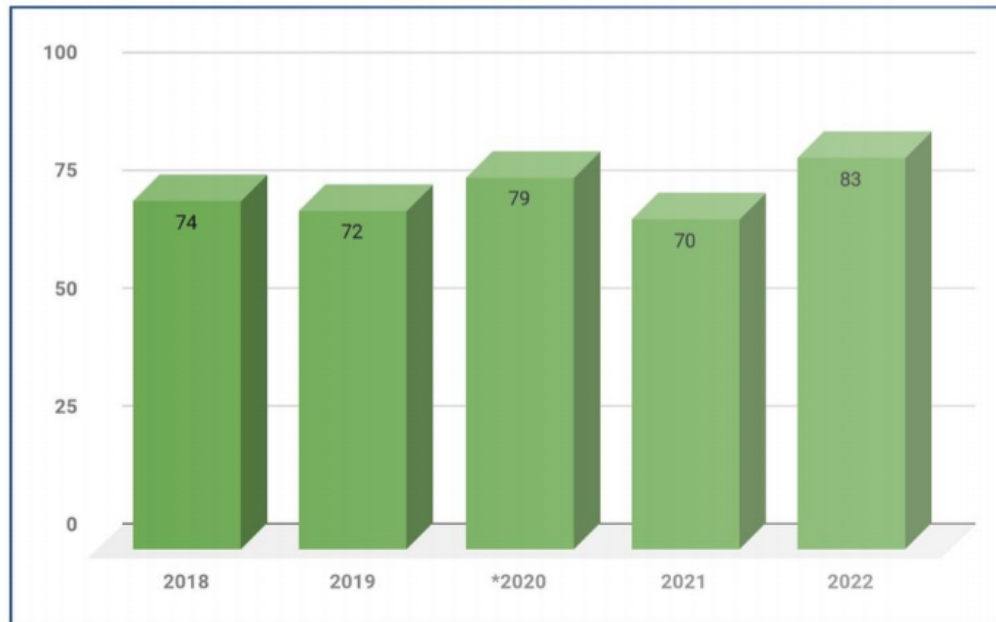




## New Providence School District Assessment Report 2022

# 2022 AP Test Enrollment

Percentage of Students Enrolled in an AP Course who took the AP Exam

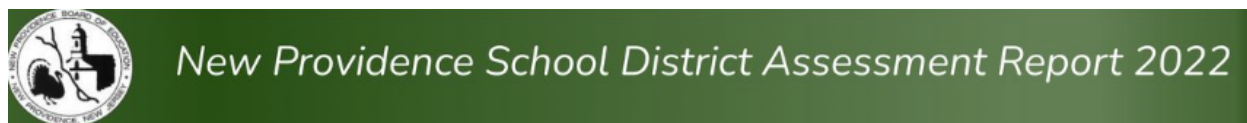


\*Due to COVID-19, 2020 AP Exams were taken at home.

This year with the implementation of the AP World History, we are now able to provide AP courses for every grade level at the High School. We have 25 courses ranging from all subject areas. You can see on the chart that there has been more enrollment in AP courses than from previous years. The actual percentage of passed AP expansion did dip a little but I'm not overly worried right now, I am more happy about the enrollment. This means students felt comfortable enough to try to take the classes.

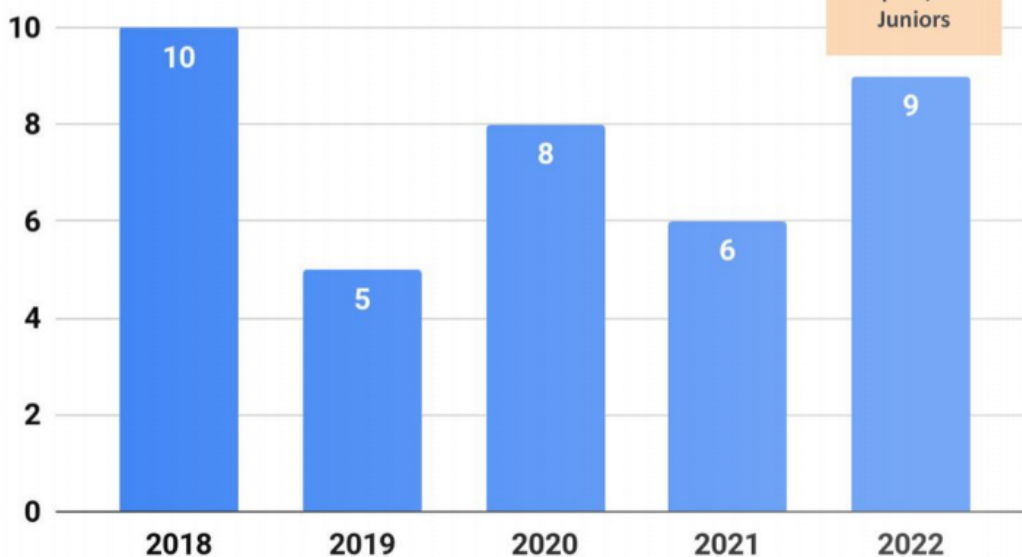
It takes time to train teachers and understand the course and help students feel comfortable when learning and taking the course.

Mr. Keaney thanked Mr. Henry, Mrs. Kwiatowski, Ms. Shadis, and all admins that are working hard to work with AP Cohorts and study groups.

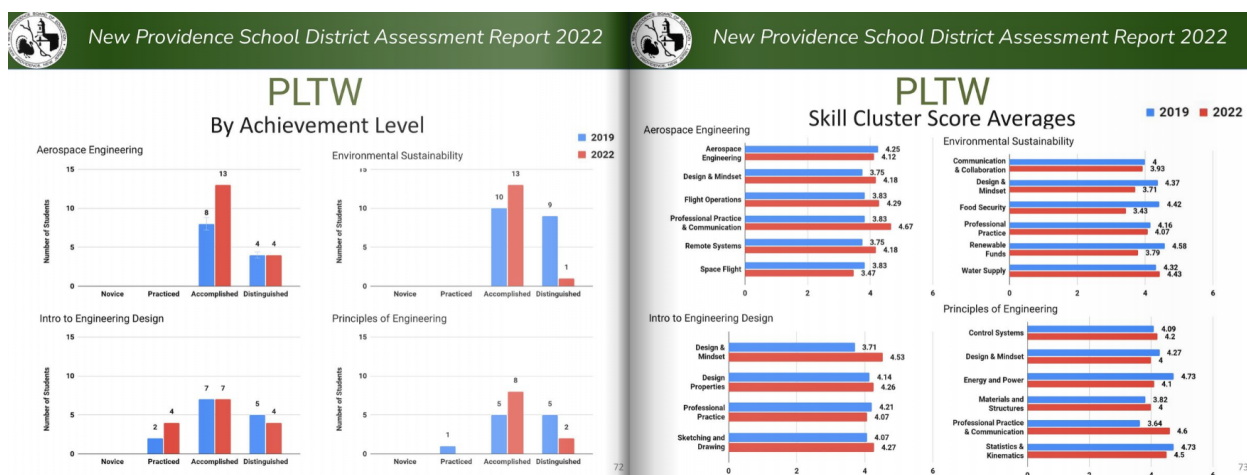


## National Merit Scholars

### NPBS Commended Scholars



The AP Scholars chart is a bit up and down but our numbers have been higher than the past years.

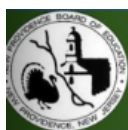


Project lead the Way was introduced five years ago, this program has a two week training period in South Carolina where we send our teachers to training during the summer, to develop

certain techniques and skills during. Due to the pandemic, the training was held online for only a few days before school started and then with continual training throughout the year online. This had affected some of the teachers, so new teachers were brought in so they could get that effective training. Even though our scores are still good, we look forward to seeing how this manifests itself now that we have the training to offer.

The four courses shown in the chart are aerospace engineering, environmental sustainability, intro to engineering design, and principles of engineering. You can see here that our students are still achieving high in the accomplish and the distinguished level which is great to see, a testament to all the work that our teachers are doing in the classroom. I believe Project Lead the Way is the further for assessment because their assessment tests students on a whole variety of things, a lot of transposable skills.

ELLS/WIDA testing is given to students coming to the district that is an English language learner. This test is based on proficiency in the English language, this test is given every year. In the chart, you can see the number of students per grade that will be taking the WIDA test, a total of 48 students.



## *New Providence School District Assessment Report 2022*

### 2022 ACCESS for ELLs Enrollment -

Grade	Number of Students
K	4
1	8
2	4
3	3
4	4
5	5
6	1
7	0
8	5
9	6
10	3
11	3
12	2
<b>TOTAL</b>	<b>48</b>

The WIDA test also allows us to see where students are regarding their acquisition of the English language, and this provides us with a tremendous amount of data for ELL teachers for

them to be able to design instruction for our students. For level 2- emerging we could have a kindergartner and a twelfth grader, which makes it a challenge with instruction, but our intention is to get every student to the level 6 reaching and graduate from the ELL program and feel more comfortable with the language arts.



## *New Providence School District Assessment Report 2022*

### 2022 ACCESS for ELLs Composite Scores

Level	Number of Students
1 - Entering	6
2 - Emerging	7
3 - Developing	12
4 - Expanding	16
5 - Bridging	5
6 - Reaching	2
<b>TOTAL</b>	<b>48</b>

78

A brief overview of where we are, why we are there, and what we are going to do moving forward; I think it is important for us to realize that we have always said this as a board of education and educational community, these testing scores are data points for us, points that are apart of a portfolio that we collect.

Dr. Miceli then opened the floor for any questions from the Board.

Mrs. Misiukiewicz wanted to ask that due to the pandemic and the colleges changing their application processing, a lot of schools went test optional. So when you were going over the SAT numbers, is that the percentage of our students taking the test going because it is not required?

Mr. Keaney stated that he had this discussion with Ms. Shadis, because we are seeing different numbers because of the test being optional, however we are not seeing any significant changes in our numbers.

Mrs. Cuccaro thanked Mr. Keaney for making this comprehensible and asked that in the past years we were able to have a comparison between similar sized districts, however I no longer see that here, is it because it is no longer available?

Mr. Keaney answered that some of that data is not available, for the ACT information is not available until the performance reports come out, they come out anytime from November to January in the last couple of years, so that is what gives us that data. Traditionally, a little later, after the NJSLA data comes out we are able to get those comparisons as I reach out to my colleagues and I get data from them. Everyone is in the same stage right now, presenting to their board of education. Once I have that data, I will be passing it along to you. Informally, I know we have some DFGI data from Linked In. They did not allow access to the data that we were a part of, but we did score very highly compared to other schools in DFG1 schools. I did not include this data as it is informal and not all DFG1 schools are included.

Mrs. Cuccaro followed up to ask how the achievement level in the project lead the way courses are graded? Is there a test that students take at the end?

Mr. Keaney confirmed that the students do take a test at the end. He referred the board to look at page 70 of the report provided to them and stated that there was a change in their reporting system in 2018, it used to be a scale from 1-9 and now 100-600. The test is summative and is taken towards the end of May. It is a very extensive test.

Mrs. Cuccaro wanted to make a last comment to say thank you for providing the SAT testing in school. She commented that as a parent with a student in the district it is difficult to schedule around sports and extracurricular activities. And having this opportunity to take the SAT in school takes the pressure off of the students.

Dr. Miceli wanted to clarify and circle back to say that the Department of Education no longer recognizes DFG or socioeconomic groups, they are not developing and generating data any longer from a comparative analysis perspective to the old DFG, that being said there are some data companies that are still trying to track that and then with respect to our own colleagues and different districts later on in the year they will collaborate and share of the informations they have and they'll have a little more of a comparative analysis to comparable socioeconomic district and size. The department is no longer utilizing that anymore, so this is part of the reason why information is not available as soon as possible.

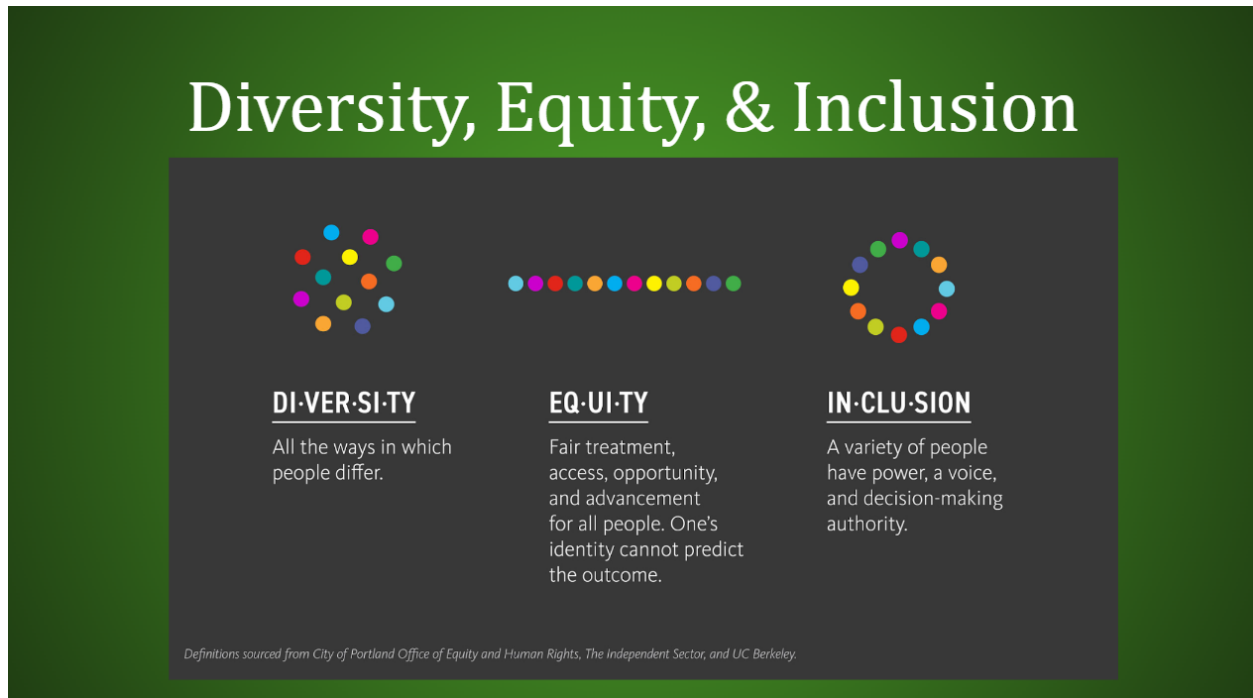
Dr. Miceli went on to ask Mr. Keaney and possibly Ms. Shadis with respect to Project Lead the Way and AP, when we took on Project Lead the Way there was supposed to be any opportunity for Project Lead the Way AP Scholars, did they do away with this?

Mr. Keaney responded yes.


Dr. Miceli commented that it was because of COVID that it no longer that that opportunity did not progress.

**PRESENTATION: DIVERSITY, EQUITY, AND INCLUSION- LAUREN ZIRPOLI**

Mrs. Zirpoli began her presentation by explaining that this will be a broad overview of where we have been, where we currently are, and where we would like to go when it comes to diversity, equity, and inclusion. DEI (diversity, equity, and inclusion) has many definitions, however, they are very similar. These definitions were the most straightforward definitions for DEI.




# Diversity, Equity, & Inclusion




**DI·VER·SI·TY**

All the ways in which people differ.



**EQ·UI·TY**

Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.



**IN·CLU·SION**

A variety of people have power, a voice, and decision-making authority.

Definitions sourced from City of Portland Office of Equity and Human Rights, The Independent Sector, and UC Berkeley.

# Diversity, Equity, & Inclusion

The New Jersey Student Learning Standards (NJSLS) are designed to support the development of curricula that highlight the contributions and experiences of individuals with diverse abilities, cultures, identities and perspectives.

These are in line with the legislative requirements of:

## [N.J. Stat. § 18A:35-4.35](#)

### 2019 History and Contributions of Individuals with Disabilities and LGBT:

include instruction on the political, economic, and social contributions of persons with disabilities and lesbian, gay, bisexual, and transgender people, in an appropriate place in the curriculum of middle school and high school students as part of the district's implementation of the New Jersey Student Learning Standards.

## [\[N.J.S.A. 18A:35-4.36a\]](#)

### Diversity and Inclusion Statutes 2021:

*Instruction to highlight and promote economic diversity, equity, inclusion, tolerance, and belonging in connection with gender and sexual orientation, race and ethnicity, disabilities, and religious tolerance;*  
*Examine the impact that unconscious bias and economic disparities have at both an individual level and on society as a whole;*  
*Encourage safe, welcoming, and inclusive environments for all students regardless of race or ethnicity, sexual and gender identities, mental and physical disabilities, and religious beliefs.*

## [\[N.J.A.C. 6A:7\]](#)

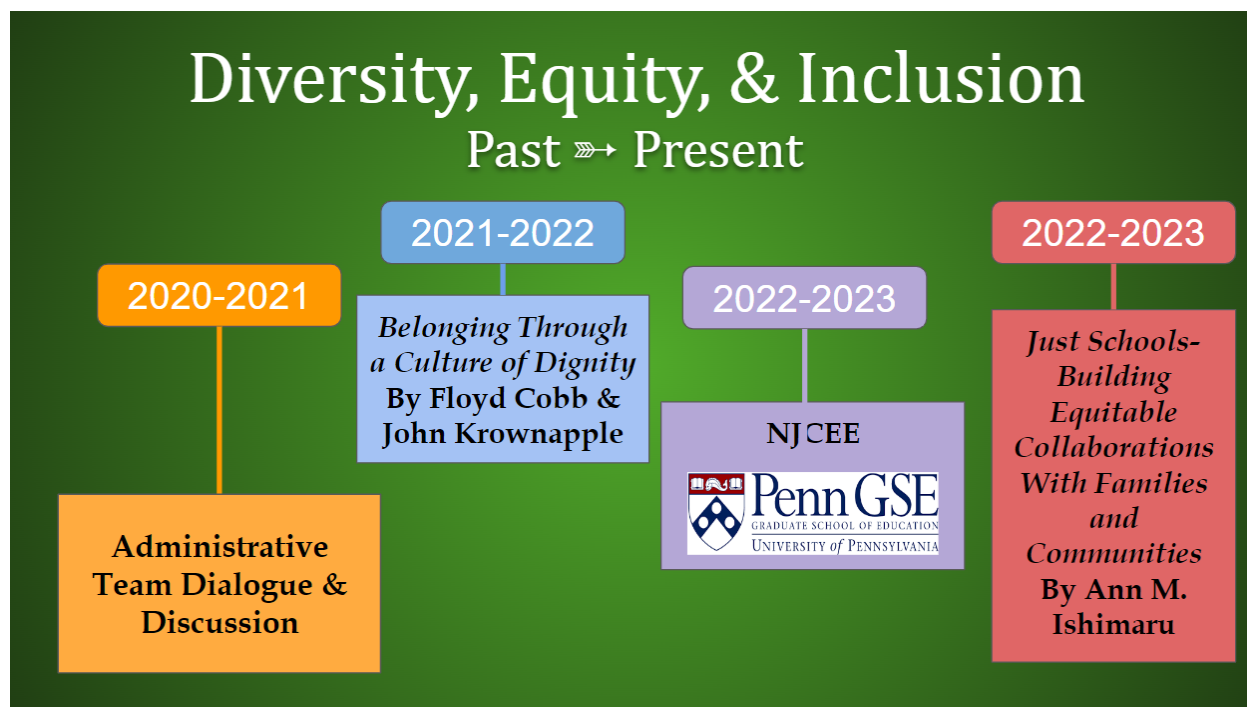
### Equitable Access 2020:

to ensure all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status, are provided equal access to educational programs and services by district boards of education.

New Providence District Policy - [2422 - COMPREHENSIVE HEALTH AND PHYSICAL EDUCATION](#)

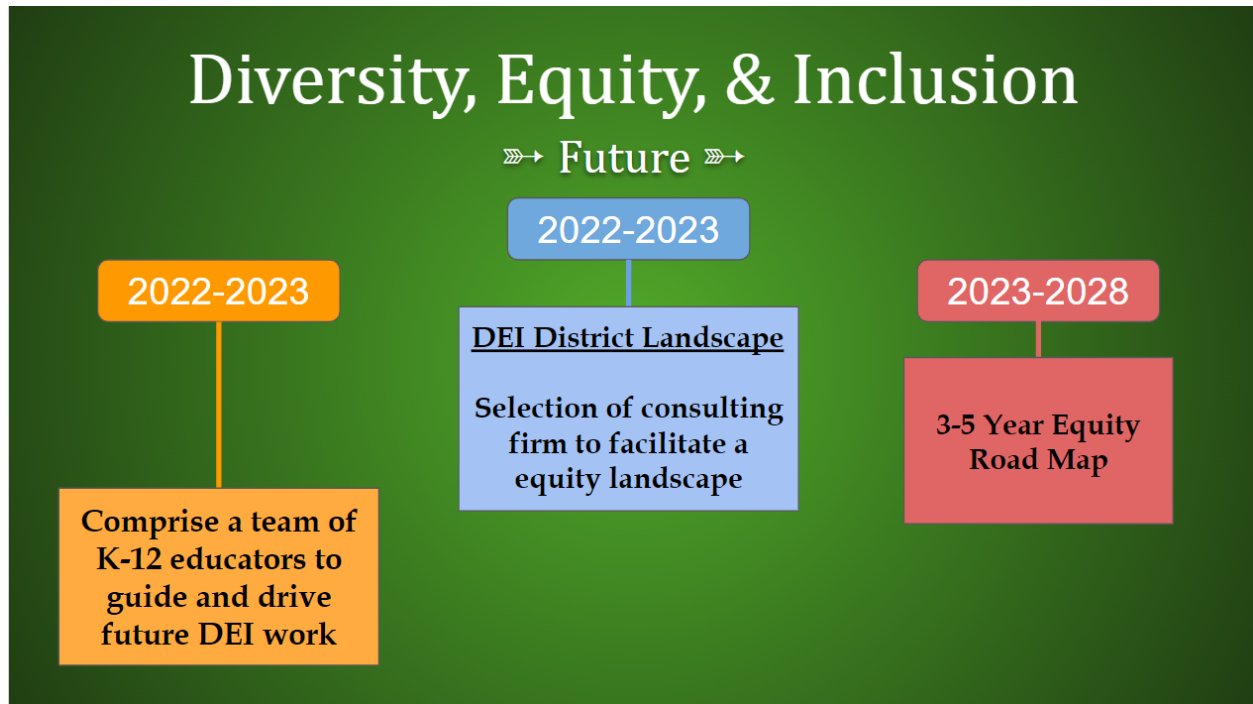
Mrs. Zirpoli invited Mr. Keaney up to explain NJSLS standards. Mr. Keaney began by explaining that this is mandated work. Equitable access for all different types of people for education, athletics, and facilities. This combined with the History and Contributions of Individuals with Disabilities and LGBT are not separate standards, it is a statute that these need to be infused into our instruction as we write the curricula. The Diversity and Inclusion Statutes takes about instruction to highlight diversity, equity, and inclusion tolerance, belonging, our character ed theme this year, the belonging that comes with that. All of these statutes are embedded into our standards. There is no standard 6.2, they are embedded into our standards so that students across a number of grade levels, across a number of different subjects are exposed to these concepts of diversity, equity, and inclusion.



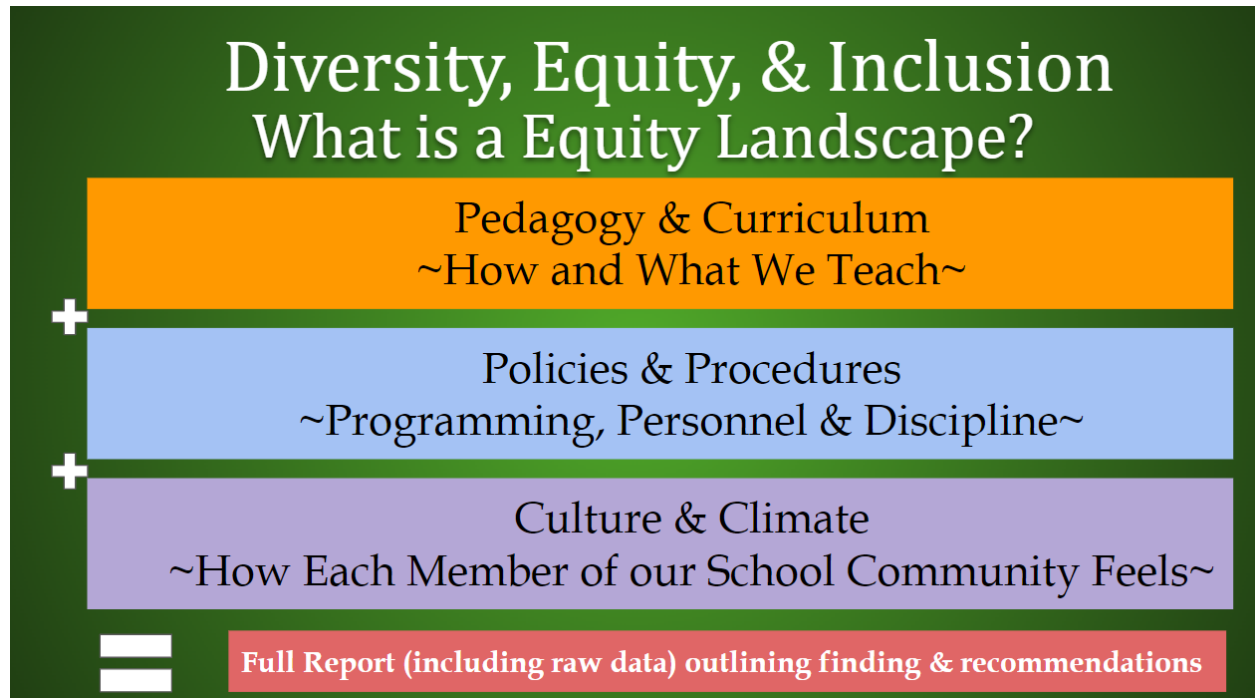


Mrs. Zirpoli came back up and thanked Mr. Keaney for his explanation. The reason why Mrs. Zirpoli wanted Mr. Keaney to come up and explain the one of the first slides that was reviewed is because as we go through the timeline to clearly explain the time that we spent going back 2020-2021 when the administration had dialogue and discussion about DEI, we had anticipated and knew that these were going to be statutes that were approved and were going to ultimately be apart of the infusion of our curriculum, so we started that discussion together as an admin team. Last year, we then partnered together with the fourteen of us, and started reading a book; “Belonging through a Culture of Dignity” that Dr. Miceli and I were able to go to a seminar and some of our neighboring districts such as Millburn were already engaging in reading this book together. In this book you are able to learn how the anchors of DEI are really the belonging and dignity in order to be the gateway to the student relationship that you have. Moving into this year we have now partnered with the New Jersey Coalition of Equity and Excellence who has partnered with University of Pennsylvania Graduate School of Education and these two authors Cobb and Krownapple are one of the first sessions that we attended through University of Pennsylvania with our entire administrative team on this book and tomorrow will be our second session where we meet again with via Zoom to learn more about the book. Thanks to the University of Pennsylvania, we are offering 18 workshops for our administrators and teachers. Through our administration we have selected teachers that will attend certain workshops, these workshops will begin in September and will go all the way through May. During this year, we purchased this new book “Just Schools Building Equitable Collaborations with Families and Communities” which was recommended through the Graduate School of UPenn. We will also have workshops for this book as well.

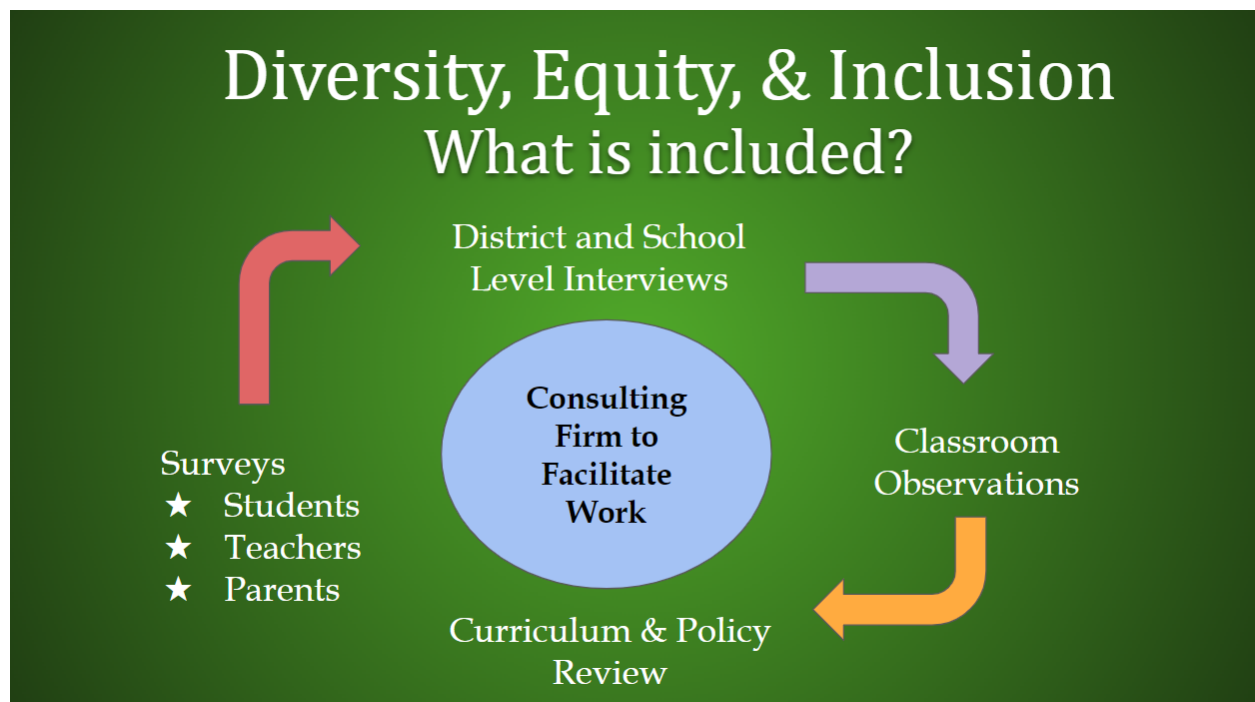




This is where we would like to head, the first thing that we would like to do this year is to comprise a team of K-12 educators to guide and drive the future DEI work, what we mean by that is engaging with our principals and assistant principal in order to identify teachers that are interested in this work so that they could collaborate with us. The next step, we would like to select a consulting firm that will help us facilitate an equity landscape. The last piece as a result of all those that were just discussed came together, including the equity landscape. We would like to create a 3-5 year equity road map moving forward.



What the consulting firm will do is look at three different areas through the lens of equity; pedagogy and curriculum, policies and procedures, and culture and climate. Ultimately, they will provide us with a full report outline findings and recommendations moving forward.



In the center of the graphic is the consulting firm, they would conduct district and school wide interviews, classroom observations, review curriculum and policy, and survey students, teachers, and parents in order to finalize their report.

## Diversity, Equity, & Inclusion Why is this important to New Providence?

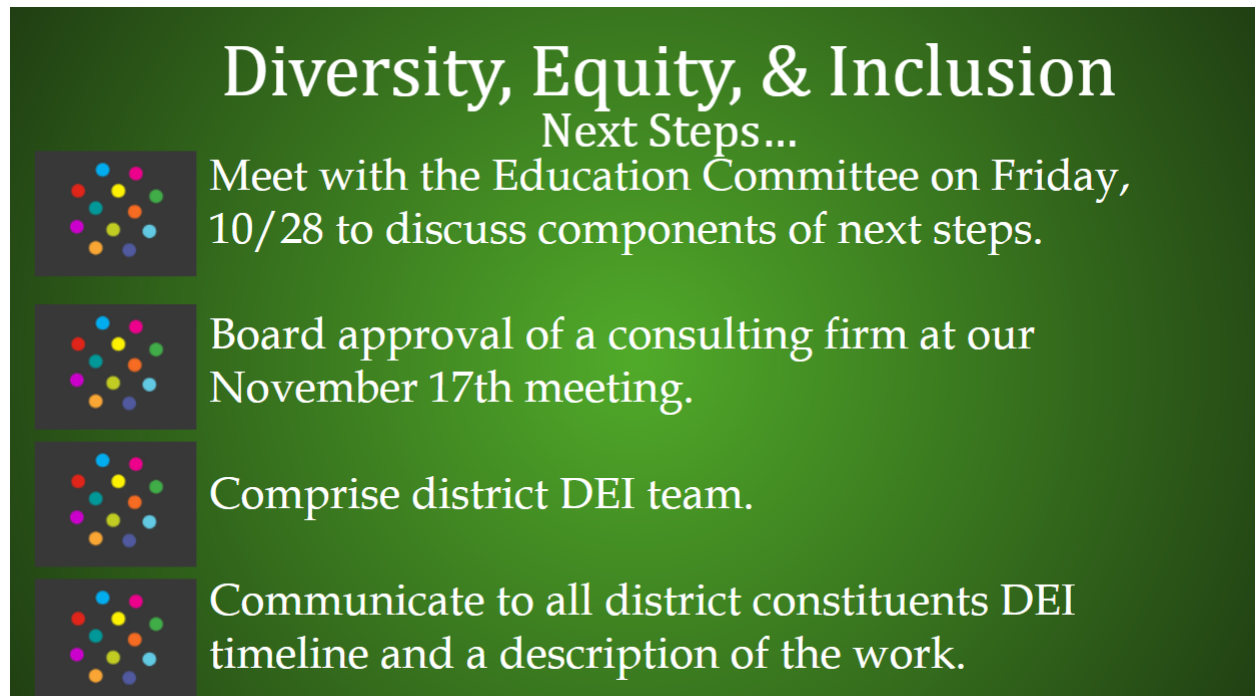
### Mission Statement

In partnership with students, teachers, parents and community, the mission of the New Providence School District is to prepare our students academically for their pursuits, to develop the appropriate social and emotional skills to be productive, empathetic, global citizens, and to stimulate a growth mindset for continued, lifelong learning in a culturally diverse society.



Why is this important? The reason is that when we go back to 2020 and we see what the state is now mandating us to do in terms of DEI and it being embedded within our curriculum and our mission statement, before we even knew in 2020 that that was going to come about; it is very important to us here in New Providence that we are partnering with our students, teachers,

parents, and community that we are preparing our students to be global citizens.



## Diversity, Equity, & Inclusion

### Next Steps...

- Meet with the Education Committee on Friday, 10/28 to discuss components of next steps.
- Board approval of a consulting firm at our November 17th meeting.
- Comprise district DEI team.
- Communicate to all district constituents DEI timeline and a description of the work.

Mrs. Zirpoli read what the next steps are in the above slide. Dr. Miceli passed out information to the board about a consulting firm that the district is strongly considering.

Mr. Miceli commented that there is quite a bit of information in front of the board right now and the goal of the presentation served as an overview, break it down to the committee next week and then circle back to the board for further discussion.

There were no questions at this time from the board.

### **PUBLIC COMMENTS**

Mrs. Misiukiewicz opened the meeting for the Public to be heard (on specific agenda items) at 8:12 pm. Before moving onto the opportunity for the public to be heard on specific agenda items, Mrs. Misiukiewicz thought it was a good time to pause and refresh everyone on the “hows and whys” of the public portion of our agenda. The public portion of the meeting is state mandated, it is a mandate from the State to have at least one opportunity on the agenda for public comments, here in New Providence, we have two opportunities for the public to be heard. The first opportunity is on specific agenda items and the second opportunity is at the end of our meetings for any item. In order to facilitate both portions of the meeting we ask the public to limit comments to two minutes. This is our Board policy, so that everyone has a full understanding. The purpose of a board of education meeting is to conduct the business of the Board in public. Our meetings are the only time the seven of us can get together in public to discuss board business, which we do once a month, unless of course, we give notice to the public that we have added another business meeting. The opportunities for the public to be

heard is exactly that, we ask you to come to the microphone to make your comments, concerns, accolades; whatever it may be we are listening. All seven of us and the Administration take every comment very seriously. This is not an opportunity for dialogue or to debate issues. I urge anyone in the public that would like dialogue to please call the board office to reach any of us, or use email and include your phone number and we will call you. Always feel free to email or call Dr. Miceli to set up a meeting, that is the best time for dialogue. However, with that said, there are instances whereby comments are made and we can immediately address and provide clarity and we will do that. As we all know from local and national news, public education can touch upon emotional issues. The Board strives to maintain a certain level of decorum at our meetings and this is because we are not only recording our meetings but most often than not, we have students attending and/or participating in our meetings. We want to hold the highest standard of respect, civility and courtesy to all our constituents.

### **APPROVAL OF MINUTES**

Mrs. Marano moved to approve the minutes for:

Business Meeting:	September 29, 2022
Closed Meeting:	September 29, 2022

Mrs. Gunderman seconded the motion and it was carried on the following vote:

Roll call vote:

<u>Yea</u>	Mrs. Coniglio
<u>Yea</u>	Mrs. Cuccaro
<u>Yea</u>	Mrs. Gunderman
<u>Absent</u>	Mrs. Killea
<u>Yea</u>	Mrs. Marano
<u>Yea</u>	Mrs. Misiukiewicz
<u>Absent</u>	Mr. Walsh

### **ACTION ITEMS**

Mrs. Marano, in the absence of the Finance Chairperson, moved to approve items 1 through 11 as listed below:

### **BOARD SECRETARY AND TREASURER REPORT APPROVED**

1. After review, we hereby accept the Board Secretary and Treasurer reports for September 2022. No major account or fund has been over expended in violation of financial obligations for the remainder of the fiscal year.

**BILL LIST APPROVED**

2. Approve the payment of bills for October 2022, in the amount of \$3,971,435.08.

**JERSEY AQUATIC CLUB AGREEMENT APPROVED**

3. Approve the swimming pool rental agreement between the New Providence School District and the Jersey Aquatic Club for the 2022/2023 school year.

**NONPUBLIC SCHOOL SECURITY INITIATIVE PROGRAM SPENDING PLAN FOR THE PRESBYTERIAN PRESCHOOL & KINDERGARTEN APPROVED**

4. Approve the Nonpublic School Security Initiative Program spending plan for the participating school located within the District, New Providence Presbyterian Preschool & Kindergarten, for the 2022/2023 school year.

**CYBEREASON EDR ANNUAL RENEWAL APPROVED**

5. Approve the Cybereason EDR Annual Renewal from Software House International through NJSBA #E-8801-NJSBA ACES-CPS, in the amount not to exceed \$32,349.40 for the 2022/2023 school year.

**ACCOUNT TRANSFERS APPROVED**

6. Ratify the action of the Superintendent in making the following transfers for the 2022/2023 school year.

**September 2022**

From:		
Account	Description	Amount
11-000-219-105	Salaries- Secretaries	\$574.20
11-000-230-331	Professional Services- Legal	1,410.00
11-000-270-615	General Supplies	336.00
11-000-291-270	Employee Benefits	333.00
		Total: \$2,653.20
To:		
Account	Description	Amount
11-000-219-199	Unused Vacation Payments	\$574.20
11-000-230-332	Professional Services- Audit	1,410.00
11-000-270-593	Purchased Services- Insurance	336.00
11-000-291-260	Worker's Compensation Ins.	333.00
		Total: \$2,653.20

**VOIDED CHECK APPROVED**

7. Approve the following voided check:

Voided

<u>Check #</u>	<u>Date</u>	<u>Amount</u>	<u>Account</u>	<u>Reason</u>
1128	7/20/22	\$1,000.00	Scholarship Account	Canceled

**ADDITIONAL GRANT FUNDS FROM THE NEW PROVIDENCE EDUCATION FOUNDATION**  
**APPROVED**

8. Approve the additional grant funds from the New Providence Education Foundation in the amount of \$3,273.52.

**DONATION FROM HIGH SCHOOL PTSA APPROVED**

9. Accept the generous donation from the High School PTSA in the amount of \$1,200.00 for replacement appliances in the Teacher's Workroom.

**JOINTURE TRANSPORTATION AGREEMENT APPROVED**

10. Approve the Joint Transportation Agreement between the Morris Union Jointure Commission and the New Providence School District for the 2022/2023 school year as stated below:

<u>Route</u>	<u>Total Route Cost</u>	<u>Aide Per Diem</u>
919	\$ 37,971.70	\$ 103.09
920	\$ 48,999.74	\$ 74.01
966	\$ 80,051.07	\$ 222.04
980	\$ 35,610.47	\$ 71.23
984	\$ 38,662.29	\$ 74.01
952	\$ 23,453.32	N/A

**DONATION TO THE NEW PROVIDENCE HIGH SCHOOL CLASS OF 1962 SCHOLARSHIP**  
**FUND APPROVED**

11. Approve the generous donations to the New Providence High School Class of 1962 Scholarship Fund in the amount of \$600.00.

Mrs. Gunderman seconded the motion:

Roll call vote:

<u>Yea</u>	Mrs. Coniglio
<u>Yea</u>	Mrs. Cuccaro
<u>Yea</u>	Mrs. Gunderman
<u>Absent</u>	Mrs. Killea
<u>Yea</u>	Mrs. Marano
<u>Yea</u>	Mrs. Misiukiewicz
<u>Absent</u>	Mr. Walsh

### **FACILITIES ACTION**

No Facilities Actions to be approved.

### **EDUCATION ACTION**

Mrs. Coniglio, Education Chairperson, moved to approve Items 1 through 4 as listed below:

#### **2022/2023 HARASSMENT, INTIMIDATION, AND BULLYING INVESTIGATIONS APPROVED**

1. Per the 2011 Anti-Bullying Bill of Rights Act, approve the recommendations of the Superintendent of Schools regarding the following 2022/2023 Harassment, Intimidation, and Bullying investigations:

<b><u>School</u></b>	<b><u>Incident Report Number(s)</u></b>
Middle School:	1
Allen W. Roberts:	1, 2

#### **2022/2023 NEW PROVIDENCE BOARD OF EDUCATION REVISED SCHOOL SAFETY AND SECURITY PLAN APPROVED**

2. Approve the New Providence Board of Education Revised School Safety and Security Plan for the 2022/2023 school year and approve submission of the Revised School Safety and Security Plan for the 2022/2023 school year to the NJDOE.



**SUBMISSION OF THE AMENDED FISCAL YEAR 2023 INDIVIDUALS WITH DISABILITIES  
EDUCATION ACT (IDEA-B) CONSOLIDATED GRANT APPLICATION APPROVED**

3. Approve the submission of the amended Fiscal Year 2023 Individuals with Disabilities Education Act (IDEA-B) Consolidated Grant Application, in the amount of \$570,436.00 (Basic: \$536,071.00; Preschool: \$34,365.00), for the period 7/1/22 through 6/30/23.

**CURRICULUM GUIDES APPROVED**

4. Approve the following curriculum guides with the recommendation of the Superintendent of Schools. Each of these curricula has been written by a District teacher and revised by the appropriate Department Head according to the New Jersey Student Learning Standards and District expectations, including UbD format. The Director of Curriculum, Instruction, and Supervision has reviewed and approved each curriculum, and each one has been reviewed and approved by the Board of Education Curriculum Committee.

**Gifted and Talented**

Gifted and Talented (Grade 4)	Revised
Gifted and Talented (Grade 5)	Revised
Gifted and Talented (Grade 6)	Revised

Mrs. Marano seconded the motion:

Roll call vote:

<u>Yea</u>	Mrs. Coniglio
<u>Yea</u>	Mrs. Cuccaro
<u>Yea</u>	Mrs. Gunderman
<u>Absent</u>	Mrs. Killea
<u>Yea</u>	Mrs. Marano
<u>Yea</u>	Mrs. Misiukiewicz
<u>Absent</u>	Mr. Walsh

**PERSONNEL ACTION**

Mrs. Cuccaro, Personnel Chairperson, moved to approve Items 1 through 6 as listed below:

**2022/2023 APPOINTMENTS APPROVED**

1. Approve the appointment of the following people with the recommendation of the Superintendent of Schools subject to the requirements of Chapter 116 of P.L. 1986 for the 2022/2023 school year:

- a. Gladis Finny, speech/language specialist, \$56,175.00 (base \$70,219.00), effective 11/1/22
- b. Amanda Cavaliere, student teacher, effective 10/21/22-6/30/23 (subject to criminal history review procedures)
- c. Russell Anderson, teacher, \$41,782.00 (base \$69,637.00), effective 1/1/23 (subject to criminal history review procedures)
- d. Donna Gangi, substitute secretary
- e. Alexa Graham, substitute secretary
- f. Emily Mellow, substitute secretary
- g. Yvette Way Hawkins, substitute secretary
- h. Dana Gottdiener, SB STEM club, 1<sup>st</sup> grade, advisor, \$2,064

**2022/2023 ESSA APPOINTMENTS APPROVED**

2. Approve the appointment of the following people with the recommendation of the Superintendent of Schools subject to the requirements of Chapter 116 of P.L. 1986 for the 2022/2023 school year. These teachers will be reimbursed through the Every Student Succeeds Act Consolidated Grant "ESSA" for the 2022/2023 school year:
  - a. Shawna Damon, Title III Consortium Teacher, 25 hours @\$54.87/hr.
  - b. Heather Maguire, Title III Consortium Teacher, 25 hours @\$54.87/hr.
  - c. Deborah Leonard, Title III Consortium Teacher, 25 hours @\$54.87/hr.

**2022/2023 ESSER APPOINTMENTS APPROVED**

3. Approve the appointment of the following people with the recommendation of the Superintendent of Schools subject to the requirements of Chapter 116 of P.L. 1986 for the 2022/2023 school year. These teachers will be reimbursed through the Elementary and Secondary School Emergency Relief Grant "ESSER" for the 2022/2023 school year:
  - a. Laura Freeman, elementary and secondary robotics after-school program teacher, 37 hours @ \$54.87/hr.
  - b. Scott Rahner, elementary and secondary robotics after-school program teacher, 37 hours @ \$54.87/hr.

**2022/2023 REVISIONS APPROVED**

4. Approve the following revisions for the 2022/2023 school year:
  - a. Conceicao Da Silva, playground/lunch assistant, (3.0 hrs./day), \$9,348.00 (base \$10,560.00), effective 10/11/22
  - b. Tara Alberse, basketball (winter), girls, first assistant, \$6,614.00

- c. Egil Rostad, teacher, from Step 8, Column IV (\$69,637.00), to Master's, Step 8, Column V (\$72,416.00), effective 9/1/22, due to course credits
- d. Julie Triana, playground/lunch assistant, (3.0 hrs./day), \$9,108.00 (base \$10,560.00), effective 10/17/22

**2022/2023 RESCINDED APPOINTMENTS APPROVED**

5. Rescind the following appointments for the 2022/2023 school year:

- a. Erika Vanadia, SB STEM club, 1<sup>st</sup> grade, advisor, \$2,064
- b. Cathie Morgan, Intramural-For Students with Special Needs K-8, (fall/winter/spring), advisor, \$2,064.00

**REQUESTED UNPAID MATERNITY LEAVE APPROVED**

6. Approve the request of Erika Vanadia, teacher, for unpaid leave under the federal Family Leave Act for a period of 11 weeks commencing 10/21/22 and ending 1/12/23, with continued health insurance benefits pursuant to law.

Mrs. Coniglio seconded the motion.

Dr. Miceli took a moment to introduce Russ Anderson. Mr. Anderson was a New Providence alumni. Dr. Miceli reminisced about seeing Mr. Anderson in the classrooms and on the field. It has been eight or nine years since he graduated high school, went to college and taught at Watchung Regional High School, was teacher of the year at Watchung, and coached at New Providence as well. We are super excited to finally have you here teaching out classrooms, welcome aboard and congratulations, we look forward to seeing you in the classroom.

Roll call vote:

<u>Yea</u>	Mrs. Coniglio
<u>Yea</u>	Mrs. Cuccaro
<u>Yea</u>	Mrs. Gunderman
<u>Absent</u>	Mrs. Killea
<u>Yea</u>	Mrs. Marano
<u>Yea</u>	Mrs. Misiukiewicz
<u>Absent</u>	Mr. Walsh

**BOARD POLICY**

No Board Policy for approval

## **COMMITTEE REPORTS**

1. Curriculum, Instruction, and Technology: Mrs. Coniglio commented that curriculum is done and is looking forward to next Friday's meeting regarding Mrs. Zirploi's presentation tonight.

2. Finance, Facilities, and Safety/Security: No report

3. Personnel, Management, and Communication: Mrs. Cucarro commented that the communication committee met last Wednesday, reviewed the survey that was sent home to parents regarding how we are communicating with them. As a result of the meeting, the committee will keep an eye out on what is going on as far as how we are communicating and re-evaluate that at the end of the year.

Dr. Miceli added that one of the items that the committee agreed to was continue to maintain the emergency management phone calls as such and to not utilize the call system for any type of day to day information purposes, in speaking with the administration and with Mrs. Mangle is going to continue to enhance our email system that we are utilizing since that was the number one preferred method amongst our parents and our staff as well. We will continue to ensure that we are doing that in the most efficient manner with respect to email. Similarly, we want to make sure that the website is as current as possible and updated. We recognize that that is another tool that the community is using on a regular basis, so we will continue to take a hard look at the website and make sure that tool is as effective as possible. Powerschool also came up with a critical tool, not as much as a communication tool but as a resource for parents and students. We recognize that Facebook is getting some utilization, much more than Instagram at this time. But we will maintain our Instagram account throughout the year and see if it gets usage from parents. We will also look into utilizing Twitter, it is used more for athletic updates. Our district app is also a worthwhile tool that is updated when the district website is updated.

## **OLD BUSINESS**

No old business to discuss.

## **NEW BUSINESS**

No new business to discuss.

## **OPPORTUNITY FOR THE PUBLIC TO BE HEARD**

Mrs. Misiukiewicz opened the meeting for the Public to be heard (on specific agenda items) at 8:23 p.m.

Thu Novak, 119 Ryder Way, commented that she appreciates the Board looking into the DEI, and felt that there were some missed opportunities in the schools, for example, Black History Month, it is a big month for a lot of people. I felt that at the curriculum level the students were never spoken to about it. My children did not know anything going on for Black History Month. I had to encourage them to look up historical figures in the library and investigate and tell me

about it. As you guys start to do more of these DEI curriculum evaluations, I would hope that you guys would make it more transparent for parents as well, to understand what you guys are looking at, what you guys are assessing; this way we have a better understanding of what's really going on with DEI. Opposed to once you have finalized everything, then you guys present it. I know you do a lot of surveys but I feel that these surveys are not detailed enough, I know surveys are good and bad, with this DEI survey I feel like you have to be detailed and ask the hard questions. When you ask something to the general public, people will not answer truthfully. This is my request for the Board of Education.

Dr. Miceli commented that in respect to the consulting firm we are hiring, the evaluation and surveys will be done by the consulting firm themselves. It won't be something that will be generated from the district. We are doing that by design so that there are no biases whatsoever. And the firm that we have consulted with has a lot of experience in this.

Dr. Miceli wanted to thank the Marshal family for taking the time to put together the private party essential to share more information about the referendum at Untied on the 1st of November. We appreciate your contributions.

Mrs. Misiukiewicz, Board President, declared the public portion of the meeting closed at 8:28 p.m.

### **CLOSED SESSION**

Mrs. Coniglio moved to adopt the following resolution:

This body shall on October 20, 2022 at 8:39 p.m. in the New Providence High/Middle School Media Center, 35 Pioneer Drive, discuss in closed session, pursuant to Section 7 of the Open Public Meetings Act, specific matters which may generally be described as follows:

- Student matters related to HIB

The minutes of the discussion in closed session of the aforementioned matters may be disclosed to the public after final determination of action has been reached.

Mrs. Cucarro seconded the motion, which was carried unanimously.

### **RETURN TO PUBLIC SESSION**

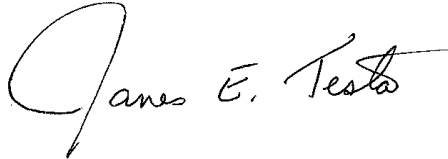
The Board reconvened to a public session at 9:02 p.m.

Mrs. Misiukiewicz called the Board to order.

Members present were Mrs. Coniglio, Mrs. Cuccaro, Mrs. Gunderman, Mrs. Marano, and Mrs. Misiukiewicz.

**ADJOURNMENT**

There being no other business before the Board, on a motion by Mrs. Marano, seconded by Mrs. Gunderman, and carried unanimously, Mrs. Misiukiewicz declared the meeting adjourned at 9:02 p.m.

A handwritten signature in black ink that reads "James E. Testa". The signature is written in a cursive style with a large initial "J" and a stylized "E".

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**James E. Testa, School Business Administrator/Board Secretary**