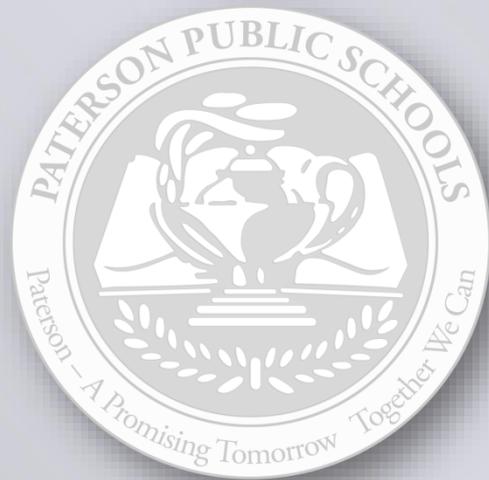


PATERSON BOARD OF EDUCATION RETREAT SUMMARY OCTOBER 19, 2024



Presented By:
Commissioner Kenneth L. Simmons
Board Vice President

Goal 1: Strengthen Financial and Business Operations for Compliance, Efficiency, and Accountability

The Paterson Board of Education aims to enhance financial transparency, operational efficiency, and compliance with regulatory standards across all business and operational services. This includes refining policies, improving financial practices, and ensuring cost-effective, compliant program management.

- **Financial Services:** Update financial policies and practices to align with current regulations, increase transparency, and establish long-range planning processes.
- **Federal Programs Oversight:** Strengthen program evaluation and audit processes to ensure regulatory compliance and cost-effectiveness.
- **Food Services:** Implement strategies to reduce revenue loss, offset operating deficits, and enhance meal distribution processes.
- **Technology Systems:** Integrate and streamline the district's operating systems and communication platforms, completing a thorough assessment of individual system needs.
- **Facilities Management:** Refine organizational structure, prioritize projects, and develop a long-range facilities plan with cost estimations.
- **Procurement and Contracts:** Enhance compliance through a legal review, prioritize diversity in the bidding process, and provide timely updates on contracts needing board approval.
- **Transportation:** Restructure leadership and improve service consistency, including mileage tracking, route planning, and communication standards.
- **Central Registration:** Enforce centralization in registration processes and transform enrollment into a comprehensive, user-friendly service.
- **Central Stores:** Address safety and storage standards by securing a new location and exploring partnerships for improved warehouse conditions.

FINANCE & BUSINESS OPERATIONS:

Business and Financial Services

Update financial practices and policies to conform with regulations, increase transparency, and improve long-range planning.

- Update policies
- Create processes
- Tie to long-range plans

Federal Programs

Improve program evaluation and oversight.

- Confirmation of audits
- Cost effectiveness

Food Services

Implement strategies to offset lower revenues and reduce operating deficit.

- Improve Apple ___??? Process
- Review policies

Technology

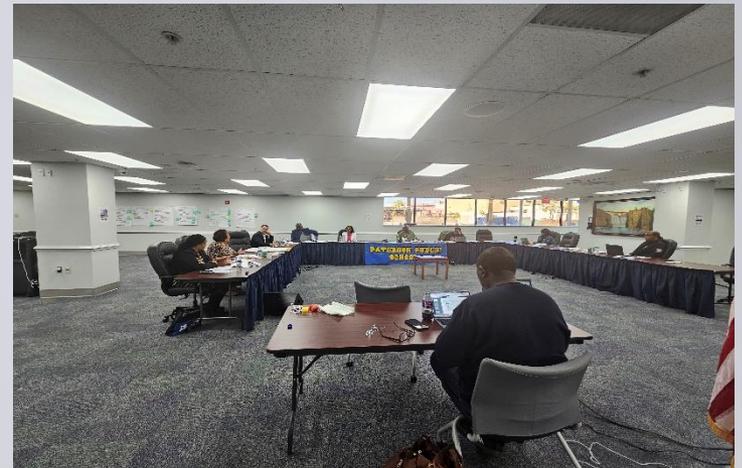
Address the challenges of having two operating systems (Windows and Mac and multiple email systems).

- Streamline and integrate
- Review individual systems/needs assessment

Facilities Management

Improve organizational structure and financial operations.

- Presentations, audits, and long-range facilities plan
- Prioritize list of projects and their costs



Procurement

Review contracts and the bidding process to ensure compliance to promote diversity.

- Legal review
- Timeline of upcoming contracts (that need Board approval are accessible to the Board)
- Checklist for minority set-aside contracts/all things

Increase legal review of items for Board review.

- Expectations
- Evaluation

Transportation

Rethink leadership and organizational structure of the transportation department.

- New Jersey Law Procurement
- Mileage (accuracy); bus routes (consistency); and communication

Central Registration

Ensure schools know they cannot override central registration.

- Monitoring current system/changes
- Pre-registration/online/scheduling

Enhance services to be a one-stop shop for all aspects of enrollment.

- Customer service

Central Stores

Improve warehouse conditions, ensuring they meet safety and proper storage standards.

- New location
- Partnerships



Goal 2: Enhance Family Engagement through Strategic Alignment and Inclusive Practices

Develop a comprehensive family engagement strategy that aligns with national best practices. The strategy should focus on building effective partnerships with families, providing support for families in crisis, and fostering active participation in student learning.

- **Framework Development:** Adopt a strategic framework for family engagement and develop supportive policies, including communication, involvement in learning, and inclusive practices.
- **Metrics for Accountability:** Establish key performance indicators to evaluate family engagement, monitor impact, and ensure alignment with budget allocations.
- **Engagement Opportunities:** Encourage family involvement through structured volunteering, collaborative decision-making, and recognition of family contributions.
- **Support Mechanisms:** Implement resources and support systems for families in crisis alongside education opportunities to equip parents and guardians to help their children's learning.

FAMILY AND ENGAGEMENT PROGRAM:

Develop a strategic plan that aligns to national best practices.

- Develop a framework and adopt
- Develop/update policies
- Review budget
- Metrics for evaluation/accountability

Include key performance indicators to evaluate and monitor activities.

- Adopt a framework for parent engagement
 - Communication
 - Family involvement in learning
 - Inclusive practices
 - Parent education and support
 - Volunteering opportunities
 - Collaborative decision making
 - Building relationships
 - Support for families in crisis
 - Feedback mechanisms
 - Celebrating success



Goal 3: Improve Access and Equity in Gifted and Talented Programs

Utilize data-driven approaches to identify and support students requiring advanced educational services, ensuring equitable access to enrichment opportunities for all eligible students across the district.

- **Data Utilization:** Use CogAT and other relevant data to identify students eligible for gifted services and determine clustering needs within neighborhood schools.
- **Equitable Enrichment:** Develop a consistent approach to provide advanced learning opportunities in all schools, ensuring that identified students benefit from tailored enrichment programs.
- **Budget and Resource Allocation:** Assess budget needs to sustain and expand gifted programs, focusing on equitable access and quality of services across the district.

GIFTED AND TALENTED:

Use CogAT data to inform who needs advanced education services, how students are clustered in their neighborhood school, and ensure all students benefit from enrichment.

- Presentation on the data (i.e., selected, tested, and placed)
- Budget implications



Summary

This approach aims to address critical audit findings and build effective systems that support the educational experience of all students, fostering accountability, inclusiveness, and alignment with best practices.

Next Steps

There are three areas that remain to be reviewed:

- Academic Services
- Special Education
- Human Resources

THANK YOU