

## **Board Retreat Notes: January 12, 2013**

### Attendance:

Gene Medio  
Susanne Morello  
Frank DiGiorgio  
Scott English  
Chris Jennings  
Carlos Mercado (by phone)  
Dr. Mary Gruccio  
Cherie Ludy  
Nathan Frey  
Dr. Joseph Rossi

### Absent

Diamaris Rios  
Dr. Alan Mounier  
Tom Ulrich

### **Frank DiGiorgio**

1. Safety of Students (cameras, guards, locks, hire professionals)  
Current guards on payroll could carry guns  
Send a strong message  
Medio: Guy with the gun will be killed first  
DiGiorgio: Consideration of a trained professional. Our security staff is adequate, but we could do better  
Morello: Give superintendent guidance and she comes back to us  
Jennings: Have a roaming patrol?  
Gruccio: We have a safety committee under Ruth Ann  
Gruccio: Double entrance doors and someone armed have been discussed
2. Student Achievement  
Buy in. Marketing campaign. Parent buy-in.  
Morello: Parent involvement necessary
3. Budget  
Reductions. Difficult. Health care costs rising. \$4 to \$5 million shortfall possible  
Have not increased taxes in years
4. Facilities  
Continue to improve. Getting older.
5. Transportation  
Reduce costs. Increase efficiencies
6. Image of our District.

Morello: We have Board driven committees such as facilities

**Carlos Mercado** (no particular order)

- His son suggested a suggestion box I'm excited to have this retreat
- County vocational school. Make it happen. Break ground before year end.
- Consistent discipline policy: Recent arrests. A lot of arrests. Why arrested. Who gets arrested? Who doesn't?
- Uniforms – consistent enforcement
- Technology: Committee. Stay on top of it. Keep up with latest. Kindles, iPads. Buy fewer books.
- Sabater Community School. As intended. Community doesn't feel it's being opened up to the community
- Staff Development: Training. Educate parents. Make an effort to provide it. In-house training. More professional development. Promote from within. Morello: a leadership academy had been discussed years ago.
- Stakeholder Involvement: Students, families, elected officials, involve them. Takes too long for board discussion. Residents who attend might just want to let you know they were there and how they feel.
- Students Achievement/Test Scores: College, career ready. Decrease drop outs.
- District-Wide Mentoring program
- Minority hiring: Please read submitted article
- Rebrand school district: PR campaign, new logo, new message, Channel split screen too small. Update Web site.
- Customer Service: How we answer the phone. Not optional. Must respond. Everyone on board.
- Budget: No tax increase. Show taxpayers we value them
- Shared Services: Vineland City and school board
- Overcrowding: space issues. Talk to schools. They know where the space is.
- Make Learning Fun: Winter concerts. Talent shows. Where are the kids? They don't attend.
- Security
- Communication
- Rules, Regulations, Policies: Review them with staff at beginning of the year. Certain ones they need to be aware of. Higher standard.

## **Scott English** (no order)

- Less emphasis on standardized testing
- More vocational programs, career readiness, print out own shirts. City and county government candidates campaigned on this. 30 percent of our kids go to college. What about the other 70 percent? Morello: This was a Trenton push years ago. Internships.
- Collaboration: all stakeholders. All they need to do is ask us. Are they afraid of what's happening?
- Grants: budget. A grant writer? No longer have one. Morello: Self-funded position
- Customer service: Should not get voice mails. 10 commandments of customer service his father gave to him.
- Facilities: Equipment/personnel
- Safety
- District Evaluations: Students/employees
- Redistricting: What needs to be done. We visited schools. Need more room. Teacher desks moved out of the room for more space. Overcrowding.
- Technology: Important. Grows every day. Equipment needed. Personnel in technology are low paid. Financial piece. Morello: You have to have it up and running. Infrastructure. Building level technical coordinators need someone comfortable and who understands it. They need to troubleshoot at a basic level. Every does. Technology is something everyone must be conversant in.
- "Choice" School: Delsea is. Why are we not a choice school? Rebranding. We need to promote ourselves. We talk about arrests but we don't talk about achievements.
- Parent Portal: Get that updated. Morello: Step in and don't overwhelm people. Learning curve for new things.
- Guidance Counselors: Would like to see them more involved. They get lost in the shuffle. "Quiet Middle." Morello: 12 month school with rolling admissions. Classroom aides needed in K, 1, 2. Third grade should be enough maturity. English: Huge special education population here and it's growing. We could be a choice school for special education. Morello: Are they ready to learn when they arrive at our school?

## **Chris Jennings**

- Agrees with what everyone has said to this point
- Give real answers when we get complaints
- Discipline code should be followed consistently and should be defined

Medio: Tell them what you're going to cut and how much you're going to cut. Then come up with new programs.

DiGiorgio: Should we merge finance and facilities committees?

## **Susanne Morello**

1. Student Achievement
2. Safety
3. Customer Service
4. Special Education
5. Rebranding: Improvement. Rebrand. Welcoming. All employed in service to the public.

We must put students first.

## **Dr. Gruccio**

Agree with all that's been said. A lot of suggestion that cost money. Keep technology updated. Need training and equipment. Comes back to budget. We need a strategic plan. Start with goals and objectives and then seek buy-in. Image, all for it. We work non-stop in Central Office. We depend upon Mr. Sabrana and the principals to tell us. Deb Marko is called by two schools. Morello: Evaluate the building level administration. Need improvement plans. Have Mr. Sabrana go to the schools.

Dr. Gruccio (distributes Strategic Plan draft along with 2012 accomplishments and 2013 ideas). Bring in School Boards Association. September 29 retreat was canceled. Put goals together. New administrative team finally in place.

## **Eugene Medio**

Aside from what's already been said, improve the sports program in this District. English agrees. I will meet with superintendent and individual board members. We don't need committees to resolve some of these things. Some of these things should take five minutes. We can do things the right way or the wrong way

## TOP GOALS

- Student Achievement
- Safety (District Wide Plan)
- Public Interaction

Gruccio: They must be measurable. They are one year goals. Budget may not belong among the goals. When does the Board of Education want a report? Which meeting? March 1.

Ludy: Budget laws in 18A statute. Mandated for adoption and sent to the County. Board reviews the superintendent's budget. Discussion by everyone but it is superintendent's budget submitted for approval. Superintendent performance evaluation is due March 31.

Adjourned 11:28 a.m.

Respectfully submitted,

Cherie Ludy  
Board Secretary

Dr. Joseph Rossi  
Exec Dir of Personnel