

West Essex Regional School District Board of Education Meeting

December 12, 2022



Reports

- Board President's Report - Deb Calderone
- Superintendent's Report - Damion Macioci
- Student Board Representative Report - Lucas Sabol
- HIB Report - Julie Hoebee and Lisa Tamburri
- WEHS Principal's Report - Caesar Diliberto
- WEMS Principal's Report - Gina Donlevie
- Strategic Plan Presentation - The Madison Institute (TMI)

Superintendent's Report

- Thank you Ms. Marcus and Ms. Skelton
- Niche Ranking 2023
- Super Essex Conference Winter Sportsmanship Workshop
- Athletic Director - Sectional Merit Award 2023
- Class III Special Law Enforcement Officer Update
- School Safety Symposium - January 19, 2023
- Strategic Plan Presentation - The Madison Institute (TMI)



Student Board Rep Report

Lucas Sabol

- Communication with students
 - Surveys
 - Emails
 - Meetings (with the student council)

Harassment, Intimidation, & Bullying Report

Juliann Hoebee and Luisa Tamburri

September 2022 - December 2022

	Reported Cases	Founded	Pending
High School	3	1	0
Middle School	7	1	3

HIB
Protected
Categories

Race	X	Color		Religion	
Gender		Sexual Orientation		Mental, physical sensory disability or other distinguishing characteristics	X

Type/
Nature of
Discipline

Counseling	X	Social Probation	X	Report to Police	X
Suspension	X	Remediation Measures	X	Written Assessments	X

High School Principal's Report

Caesar Diliberto

- Two annual charity drives:
 - Angelwish Foundation
 - Annual Holiday Toy Drive
- Congratulations on fantastic recent performances Choir Winter Concert, Orchestra Winter Concert, and *Play On!*
- Only 1 winter concert left on Thursday, December 15 - Winter Band Concert.
- Thank you to all sponsors and participants in the Turkey Classic!
- Congratulations to more senior athletes who have committed to playing in college: Joseph Ganton, Gianna Macrino, Jack Massotto, Alexa Sedicino and Nitya Vyas.



Middle School Principal's Report

Gina Donlevie, Principal



Bobby Lenoy
Dodgeball Tournament

Spirit of Giving

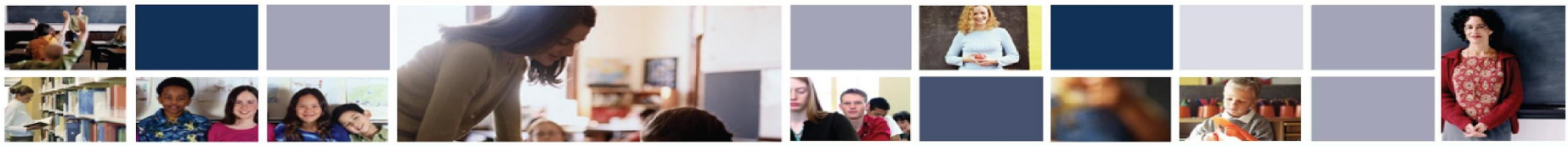
- Toy Drive
- Animal Drive



West Essex Regional School District

Presentation of the Strategic Plan 2027

Rich Panicucci
December 12, 2022



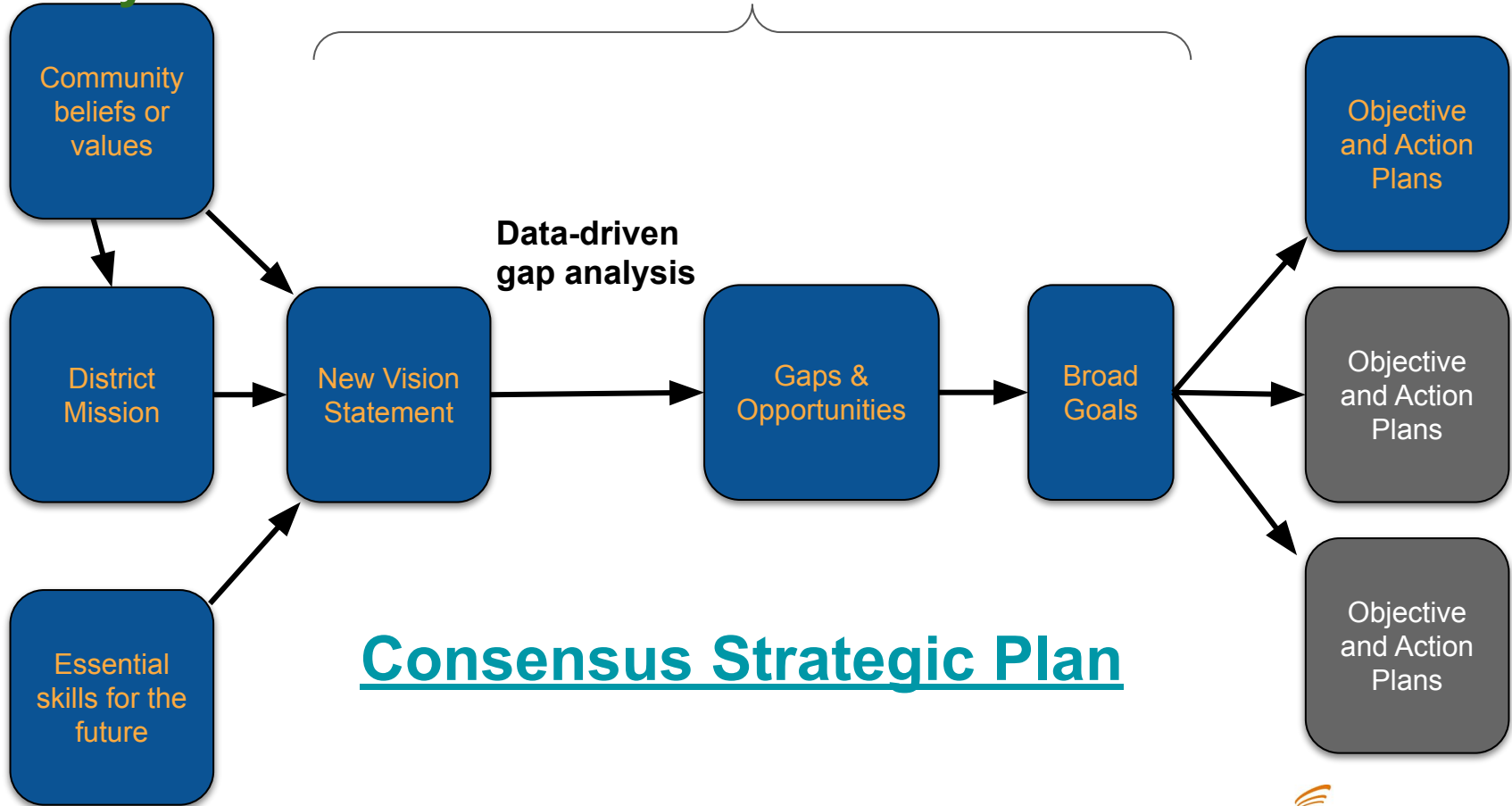
Our goals for today...

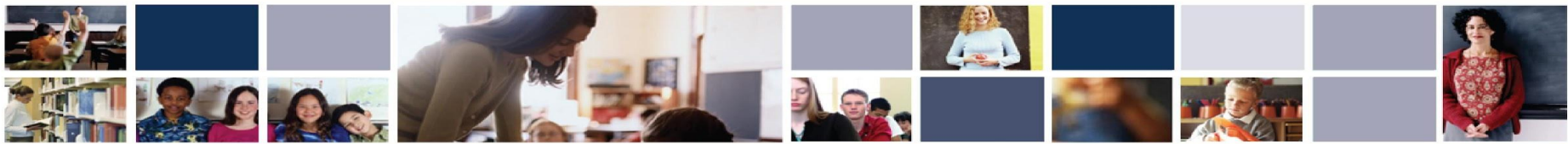
- Review our Core Team's process
- Share their consensus values, mission, vision, and long-range goals
- Discuss the ongoing process of collaborative, strategic planning

Why?

What?

How?





What is a statement of values?

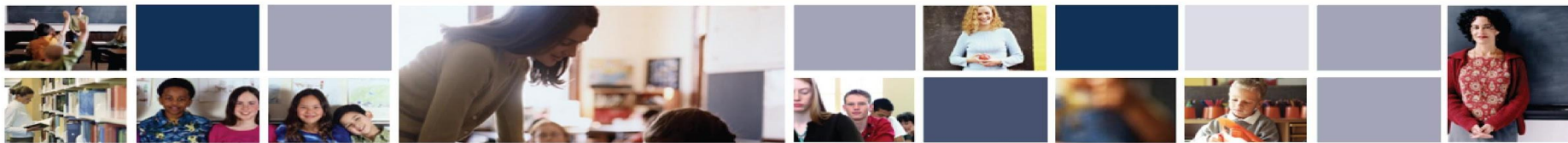
Values are:

- ❑ Strong community beliefs
- ❑ Priorities to help make tough decisions
- ❑ **Foundation for your mission**



Example: (We believe that...)

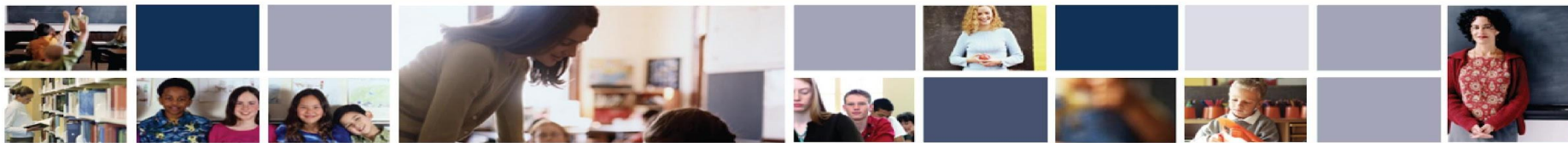
Relief should be guided solely by need, not nationality, race, religion, class, or political opinion



Highlighted value statements

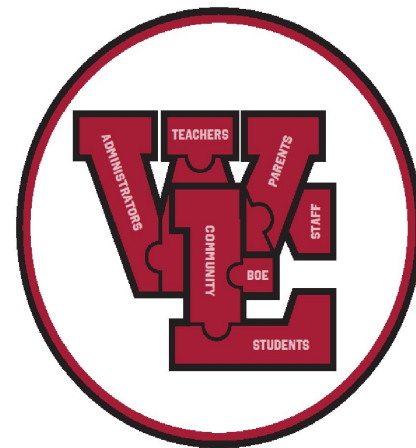
As an educational community, we believe that...

- We make decisions based upon the academic, social, and emotional needs of ALL of our students today and tomorrow.
- Students and educators should be encouraged to take intellectual risks, pursue their passions, and inspire one another.

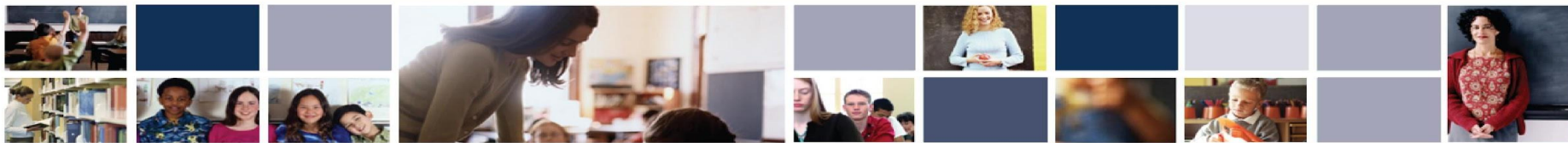


What is a mission statement?

- Something that puts what you **value into practice**
- Why you come to work each day
- A **communication or branding tool**



WE engage. WE empower. WE aspire.



What is a vision?

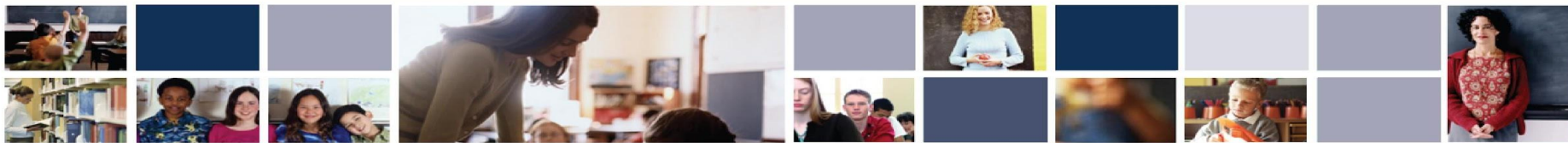
Keep utility in mind

A vision is:

- a list of **specific, concrete** indicators of success
- What you should **see** if the mission is being accomplished and values embraced

Example:

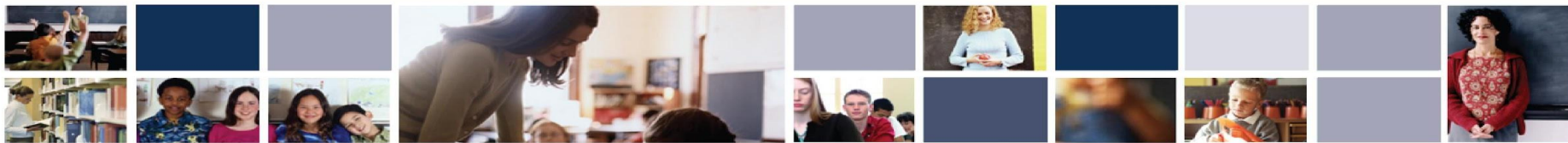
Students developing global competencies in language and cultural awareness



Highlighted vision bullets

Our values are being embraced and our mission is being accomplished when we see:

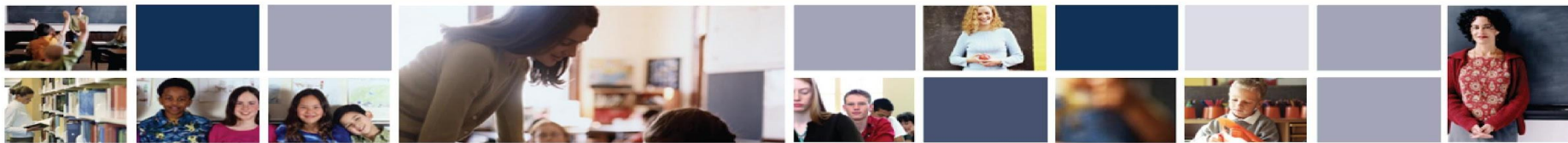
- Students engaging in real-world learning experiences that promote career readiness skills such as critical thinking, collaborative problem-solving, and grit
- School stakeholders working together to plan and monitor progress towards district goals



Gap analysis highlights

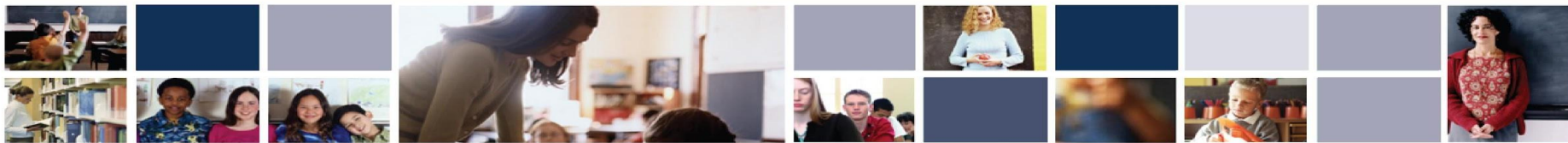
Based on a review of relevant data sets, the following have been identified as areas where we may be falling short of our vision

- Only 57% of students reported feeling comfortable approaching their counselor if they have a problem.
- Less than half of the student population agree that teachers make a strong connection between academic topics and their relationship to the real-world.



Our long-range goals

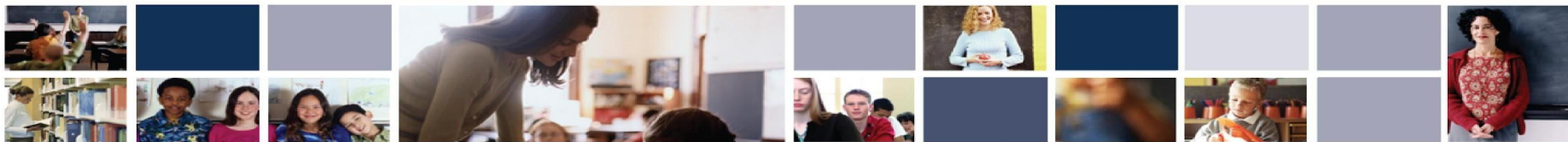
1. Strengthen connections that promote student and staff safety and wellness
2. Cultivate career readiness and real-world learning experiences for students
3. Improve communication and embrace collaborative decision making with all stakeholders
4. Ensure a positive, inclusive school culture and climate
5. Align budget, resources, and district priorities



Each goal broken down (example)

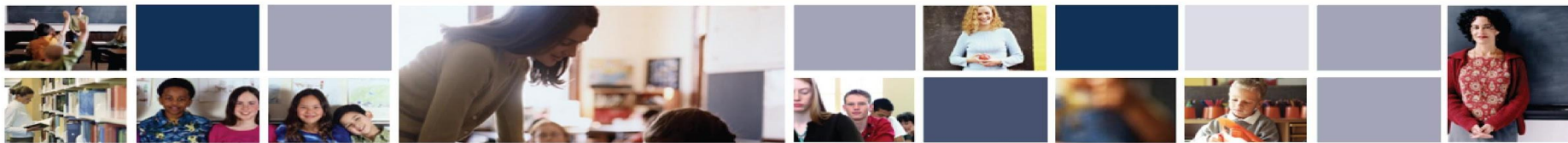
Goal #3: Improve communication and embrace collaborative decision making with all stakeholders

- *By June 2023, the district will create a new stakeholder leadership group and gather perspectives on current obstacles to communication and collaboration.*
- *By June of 2024, create a process for the ongoing sharing of progress made on district action plans with all stakeholder groups that includes opportunities for additional feedback.*
- *By June of 2025, increase the collection of student feedback from postgraduate students to include an alumni database and follow-up survey.*
- *By June 2026, at least 60% of stakeholders responding to a survey will agree that our district embraces collaborative decision making.*
- *By June 2027, at least 70% of stakeholders responding to a survey will agree that our district embraces collaborative decision making.*



Our action plans for next school year

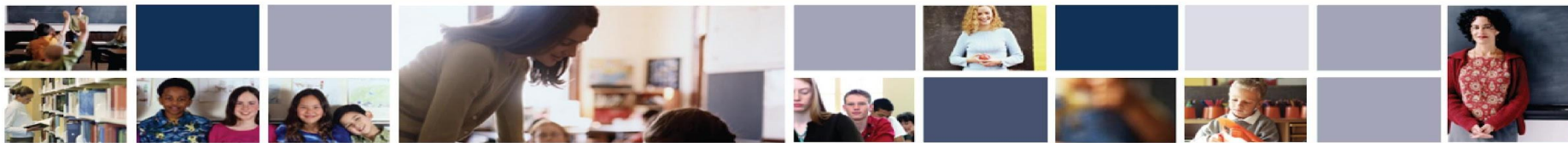
Goal 1	Goal 2	Goal 3	Goal 4	Goal 5
Julie	Lisa H.	Damion	Gabe	Damion
Lisa T.	Ryan	Caesar	Marie P.	Melissa
Tony E.	Carly	Gina	Alicia	
Michelle L.	Joe	Lauren	Kim	
Michelle G.	Maria	Toni-Anne		
	Dave	Melissa		
	Crystal			
<u>G1 Action Plan Template</u>	<u>G2 Action Plan Template</u>	<u>G3 Action Plan Template</u>	<u>G4 Action Plan Template</u>	<u>G5 Action Plan Template</u>



Where do we go from here?

- Meet each month to monitor/modify your action plan as needed
- Be sure to change last revised date
- Adopt a basic protocol that you are comfortable using

View [Where do we go from here?](#) handout



Celebrate along the way

- Create a process to share a progress report publicly quarterly or twice each year
- Recognize those that have contributed to the completion of key benchmarks
- Be honest about challenges, but confirm your commitment to district goals

Upcoming Board Meeting

Reorganization Meeting

Thursday, January 5, 2023 at 7:00 p.m.

West Essex High School Auditorium

[West Essex Youtube](#)

For Board Information:

https://www.westex.org/district/board_of_education