

APPROVED
Bd. Mtg. 4-14-11

BOARD OF EDUCATION
(Official)

March 8, 2011
Elizabeth, New Jersey

A special meeting of the Board of Education was called on March 8, 2011 at 5:30 p.m., in the Multi Purpose Room, Donald Stewart Center for Early Childhood Education, 544 Pennsylvania Avenue, Elizabeth, New Jersey.

Board Vice President Marie Munn presented the following statement at 6:45 p.m.

“Ladies and Gentlemen, good evening. This is a special meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to The Star Ledger and Cablevision of Elizabeth on Friday, March 4, 2011. In addition, this notice is posted on the Bulletin Board in the lobby of 500 North Broad Street, and pursuant to this act, a copy has been filed with the City Clerk of Elizabeth.”

“I wish to extend a warm welcome to everyone present to this March 8, 2011 meeting of the Board of Education. We are here to govern, provide management oversight, and make policy for the district. The Superintendent manages the district. This is a meeting of the Board in public, not a meeting of the public.”

“This meeting is being recorded and will become part of the Elizabeth Board of Education permanent record. In order that the recording will adequately reflect the proceedings, please refrain from talking while others are speaking. I also ask that you silence the sound on your electronic devices. Since it is legally mandated that these proceedings be accurately recorded, I may have to ask for order periodically should noise begin to interfere with our recording capabilities. I am pleased that you have taken time this evening to join us. Thank you for your interest in the Elizabeth Public Schools.”

“There will be a public portion for citizens to address the Board. Participants for the public portion must sign in one hour prior to the advertised start of the meeting so that they may have the opportunity to speak. The sign-in sheet states the name, address, telephone number and reason that the person wants to comment, whether it is an agenda item or a general education comment.”

Present: Pastor Burgos, Mrs. Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Mr. Nazco – 6

Absent: Messrs. DaSilva, Perreira, Trujillo – 3

Superintendent of Schools Pablo Muñoz, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Board Attorney Kirk Nelson, Assistant Superintendent for Schools Jennifer Barrett, Assistant Superintendent for Family and Community Outreach Jerome Dunn, Assistant Superintendent for Schools Aida Garcia, Assistant Superintendent for Teaching and Learning Olga Hugelmeyer, Executive Director of Human Resources/Labor Attorney Karen Murray, and Assistant Board Secretary Donald Gonçalves were in attendance. There were no members of the public in attendance.

Pastor Burgos gave the invocation.

Pledge of Allegiance

Pledge of Ethics

Core Beliefs and Commitments

Mrs. Munn presented the following public participation statement.

“At this time, the microphones are open for public comment to those who have signed in prior to this session. I shall call individuals to the microphones based on the order of the sign-in. Each statement made by a participant shall be limited to three minutes in duration. The total time of public comment shall be limited to sixty minutes. No individual is able to yield their time to another individual. All statements shall be directed to the presiding officer; no participant may address or question Board members individually. The following rules for public participants shall apply: time limits will be strictly enforced, no personal attacks on individuals, no vulgar or indecent language, a person may address the Board no more than once during a single meeting, speakers should refrain from naming individuals, and comments or questions posed during public participation will not be debated. As a reminder, this is a meeting of the Board in public, not a meeting of the public.”

Since there were no citizens to address the Board, Mrs. Munn declared this portion of the public meeting closed.

Mrs. Munn introduced Julian Trevino, Senior Consultant, Center for Reform of School Systems, who facilitated a board training program to sustain the reform tools developed and established during the Reform Governance in Action[®] program sponsored by the Center for Reform of School Systems (CRSS).

Mr. Trevino stated that the district and CRSS have been working together for more than two years and completed the Reform Governance in Action[®] program sponsored by the Center for Reform of School Systems (CRSS) and funded by The Broad Foundation. Mr. Trevino stated that this is the first training session of the Sustainability Institute. Mr. Trevino explained the agenda includes two leadership principles to know yourself and to improve yourself that will be reviewed as individuals and then coalesce as a team for discussion.

Mr. Trevino stated that tonight we are discussing knowing yourself and seeking self improvement and that we want to look at the leadership principles. Mr. Trevino stated that the Board is the leadership of the team and that the community has entrusted the Board to lead the system. Mr. Trevino asked the administrators and Board members how many decades or groups of people with whom do you communicate and led a group discussion on the groups of people besides school staff. The administrators and Board members responded that the list includes children in the schools, parents, grandparents, great-grandparents, and constituents. Mr. Trevino asked how many decades of people with whom do we work and led a group discussion of the percentage of employees born during generation intervals beginning with the silent generation born between 1925-1945, baby boomers born between 1946-1965, generation x born between 1966-1985, the millennials born 1986 and after. Mr. Trevino asked how the generations are described and led the administrators and Board members in a group discussion. The responses included the silent generation being described as frugal and conservative; the baby boomers described as innovative, entrepreneurial, and compliant; the generation x described as carefree, and using credit; and the millennials want things now and are very high tech.

Mr. Trevino explained that there can be difficulties if the generational issues are not understood, for example if a baby boomer is supervising a generation x, then the supervisor is complaining that the generation x is lazy and the generation x complains that the supervisor is too controlling. Mr. Trevino commented that in some districts there are Board members in their twenties and he noticed last week during a work session after Don McAdams requested that everyone put away their electronic devices that it was very challenging because they came in with iPads, iPhones and other electronic devices and had them out in front of them. Mr. Trevino stated that Don McAdams had to tell them again to put all their electronic devices away. Mr. Trevino commented that he has had some issues with young Board members and he finally realized that they were not attentive because they were attuned to their electronic device. Mr. Trevino stated that when it was his turn to present a workshop to them he encouraged them to take notes on their iPads and they were very attentive and it was a complete change. Mr. Trevino stated that when

there are meetings with cross generational groups and you know the percentages of each generational group then it's time to figure out the generational issues, and possibly more frequent breaks for the millennials for them to use their Blackberries and iPads. Mr. Trevino explained that one of the goals of a leader is to know the different generational groups and the characteristics associated with each group. Mr. Trevino asked how does that translate into the workings of the Board and how many were born in each generational group. The Board members responded that here tonight there are three in the baby boomer generation and three in generation x. Mr. Trevino stated that this has a lot of value in a large organization to understand direct reports, to understand management and for management to understand direct reports because it can have gratifications, consequences, and implications.

Mr. Trevino stated that in addition to the generational issues there are also personality styles determining how we interact with each other. Mr. Trevino commented that situational leadership is using your leadership style differently depending on the situation. Mr. Trevino stated that there are personality conflicts when you don't like the personality of someone else. Mr. Trevino stated that you choose your friends but as a Board someone else chooses them for us and we have to work together for the betterment of the children.

Mr. Trevino stated that there are several leadership styles and the two being discussed tonight are to know yourself and to improve yourself. Mr. Trevino stated that otherwise it is very difficult to lead. Mr. Trevino stated that tonight we are going to use a self assessment instrument developed by Anthony Gregorc, an industrial psychologist who developed the Gregorc Style Delineator.

Mr. Trevino explained that the Gregorc Style Delineator is a research-based, self assessment instrument designed for identifying and quantifying the four style types of mind qualities and their respective style characteristics that reveal a special set of mental qualities and mediation channels available for handling the demands and opportunities of life. Mr. Trevino explained the directions and instructed the administrators and Board members to complete the word association instrument ranking a series of words to assess individual power and capacity in each of four mediation channels. Mr. Trevino explained the scoring and graphing of the word association instrument and stated that these are personality styles in which we operate, sometimes like leadership styles, and that depending on the circumstance sometimes we need to be Concrete Sequential as opposed to Abstract Random. Mr. Trevino commented that his personality style is Abstract Random but he had to operate out of the Concrete Sequential personality style in order to do his work during military school and as an officer in the Marine Corps. Mr. Trevino separated the team members into four groups based on their scoring including Concrete Sequential, Abstract Sequential, Abstract Random and Concrete Random. Mr. Trevino explained the group work to read and summarize each personality style. Discussion in work groups ensued. Mr. Trevino led the administration in a discussion of the group personality traits and effective working relationships.

Mrs. Munn thanked Mr. Trevino for the wonderful training.

On a motion by Pastor Burgos, seconded by Mrs. Castillo-Ospina, the meeting was adjourned at 9:12 p.m.

The motion was carried by the following vote:

Affirmative: Pastor Burgos, Mrs. Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Mr. Nazco – 6

Negative: None

Harold E. Kennedy, Jr.
School Business Administrator/Board Secretary