

**AVON-BY-THE SEA BOARD OF EDUCATION  
2014 - 2015 PROFESSIONAL DEVELOPMENT IMPROVEMENT PLAN**

**BOARD GOAL:** Increase board Training and effectiveness by developing a plan for receiving board certification

Major Activities	Board/staff	Resources	Timelines	Indicators of Success
1. Each school board member completes the NJ School Boards training program regarding the skills and knowledge necessary to serve as a local school board member <i>as required by</i> NJSA 18A:12-33.	Board of Education members	School Board training session and/or School Board webinars	State timelines based on years of service on board.	Certificate of completion.
2. Participate in professional development activities directed towards increasing knowledge of Student Achievement goals, PARCC, Ethics, or other topics of interest to the BOE.	Board of Education members Admin team NJSBA	In-house workshops delivered by Superintendent, Administrative Team, and NJSBA.	During 2014-15 school year.	Earn credits towards becoming a Certified BOE.
3.				
4.				

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**BOARD GOAL:** Negotiate a contract that meets the needs of the district as well as the community

<b>Major Activities</b>	<b>Board/staff</b>	<b>Resources</b>	<b>Timelines</b>	<b>Indicators of Success</b>
1 New Jersey School Board Association (NJSBA) to review contract and evaluate it	Negotiations Committee	NJSBA	November	Written report by NJSBA
2. Collect Board of Education and Administrator feedback on contract	BOE & Administration		Dec. 1	Compiled list by committee and set date for meeting with Teacher Association
3. Evaluate feedback and develop priorities and strategy	Negotiation Committee		Dec. 15	Report finalized and finished
4. Negotiations Committee to have meetings with the Teacher Association	Negotiation Committee		Dec. 15	Meeting scheduled and starting point for salary schedule signed off on by both parties
5. Finalize a new contract with the Teacher Association	BOE & Administration		June 30	Contract ratified by both parties

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**BOARD GOAL:** At the mid-year staff review, the Board and Superintendent will give a formal update on goals

<b>Major Activities</b>	<b>Board/staff</b>	<b>Resources</b>	<b>Timelines</b>	<b>Indicators of Success</b>
1 Board sets annual district goals	Board Superintendent	Set meeting for goal setting Adequate funding in budget to implement	October 2014	Have board approved district goals
2. Superintendent to present action plans for goals	Board Superintendent	Adequate funding in budget to implement	October 2014	Board accepts and adopts action plan
3. Superintendent presents Board with updates on status of goal achievement	Board Superintendent	Superintendent	February 2015 June 2015	Updates reflected in Board meeting minutes
4. Board presents an update on the status of goal achievement	Board Superintendent	Superintendent Board	February 2015 June 2015	Updates reflected in Board meeting minutes