

# Newark Public Schools Board of Education

Rashon K. Hasan, Chairperson  
Ariagna Perello, Vice Chairperson

## Personnel/Policy Committee

\*\*\*Members shall also serve as Legal Subcommittee

Khalil S. Rashidi  
Rashon K. Hasan  
Deniqua Matias  
Ariagna Perello

### NPS Staff

Vanessa Rodriguez  
Kim Kassanove  
Charlotte Hitchcock \*\*\*Legal  
Arsen Zartarian\*\*\*Legal

## Program & Instruction Committee

DeNiqua Matias, Chair  
Donald G. Jackson, Jr., Vice Chair  
Dr. Rashied McCreary  
Antoinette Baskerville-  
Richardson

### NPS Staff

Dr. Caleb Perkins

## Finance Committee

\*\*\*Members shall also serve as Budget Committee

Rashon K. Hasan, Chair  
Ariagna Perello, Vice Chair  
Antoinette Baskerville-  
Richardson

### NPS Staff

Valerie Wilson, SBA  
Stacie Robinson

## Operations Committee

Marques-Aquil Lewis, Chair  
Donald Jackson  
Phillip C. Seelinger

### NPS Staff

Keith Barton  
Satish Desai

## Assistant Superintendent/School Network Assignments

Rashon K. Hasan and Donald G. Jackson, Jr.: Brad Haggerty, ASupt Network  
Ariagna Perello: Gary Bidelman, ASupt Network  
Khalil S. Rashidi: Roger Leon, ASupt Network  
DeNiqua Matias and Phillip C. Seelinger, Jr.: Peter Turnamian, ASupt Network  
Marques-Aquil Lewis and Dr. Rashied McCreary: Mitch Center, ASupt Network  
Antoinette Baskerville-Richardson: Aqua Stovall, ASupt Network

**NPS Board of Education  
ORGANIZATIONAL CHART  
SY2014/2015**



***Newark Public Schools Board of Education  
Committee Structure  
SY2014-2015***

The objective of the Newark Public Schools Board of Education committee structure is to provide the opportunity for Board members to formulate, review, analyze and deliberate policy recommendations and proposed actions by the Newark Public Schools District prior to consideration by the full Board. The proper development and alignment of committees is the foundation for the work and tasks that the Board should focus on during SY2014-2015. The proper execution of committees work will be the leading force in the Board's progress and accomplishments moving forward.

The New Jersey Quality Single Accountability Continuum is a statutory system used to "ensure that all school districts in the state of New Jersey are operating at a high level of performance" and to determine "the degree to which the through and efficient standards are being achieved." The NJQSAC monitors specific quality performance indicators and rates the performance of school districts within the area of five key components: (1) Instruction & Program; (2) Personnel; (3) Fiscal Management; (4) Operations; and (5) Governance.

The Newark Public Schools Board of Education is committed to building capacity and improving student achievement and district performance within the area of the five key components measured by NJQSAC. The first and most important step to improve performance within these areas is to restructure the Newark Public Schools Board of Education's standing committees and right-size the organization for greater alignment with the five (5) areas of NJQSAC. This restructuring will also allow for greater accountability of the operations of Newark Public Schools and alignment with the current organizational structure of the Newark Public Schools District.

High functioning Boards, whether they serve school districts or Fortune 50 companies have sound committee structures. Committees are the working bodies for the various disciplines and areas of operation with the organization. Proper committee structure is the foundation for sound oversight of Newark Public Schools. Improper committee structures have been a roadblock for the Newark Public Schools Board of Education over the past few years and the realignment of the committee structure will help foster a solid governance process going forward.

The Newark Public Schools Board of Education will operate with a five tiered committee structure that will overlay two critical sub-committees. Board members have also been assigned to each Assistant Superintendent Network within Newark Public Schools as part of the realignment. Board members will engage with Assistant Superintendent to keep a finger on the pulse of activities and strategies that are implemented within their respective networks. This new organizational structure will allow for operational efficiency and help drive accountability for the management of Newark Public Schools.

Current NPS policy states: “The State District Superintendent, in collaboration with the Newark Public Schools Board of Education Chairperson, may authorize the establishment of such standing committees from among its membership as necessary to study operations in specific areas in order to assist in submitting items to the full Board.”

In accordance with **NPS Policy File Code 9130**, the following Committees have been established for the 2014-2015 school year:

### **1. Program and Instruction Committee**

***Mission:*** To provide process guidance, standards and oversight of the curriculum approval process and consider matters related to PreK-12 curriculum and instruction. To strengthen student achievement by supporting the district’s efforts in ensuring all NPS students are college-ready, ultimately increasing high school graduation rates and decreasing the dropout rate among NPS students.

***Scope of Support:*** The Program and Instruction Committee shall review and make recommendations on proposal for adding, deleting, or modifying academic programs and courses offered by the district. In addition, the Program and Instruction Committee shall make recommendations to the Board/District regarding requirements for graduation, general education, and learning objectives. The Committee shall also addresses all curriculum-related matters referred to it by the public.

## **2. Finance Committee**

**Mission:** To ensure the financial solvency of the Newark Public Schools so that it provides quality academic programs to its students and their families. To strengthen the fiscal position of Newark Public Schools so that funds are used more effectively and efficiently at Central Office and in schools; while prioritizing spending to directly impact student achievement and operational efficiency.

**Scope of Support:** The Finance Committee shall review all vendor contracts, track District spending and budget to actual performance, monitor the district's financial position, review monthly financial statements and yearly financial audits. The Finance Committee shall also approve the payroll of NPS employees and conduct a thorough review of operational procedures in the area of Food Services, Transportation and Purchasing.

## **3. Budget Committee**

**Mission:** To increase capacity and transparency throughout the budget development process. The Budget Committee is tasked with ensuring that the Newark Public Schools District develops and produces a balanced budget that is succinctly aligned with the strategic goals and student achievement benchmarks for the District.

**Scope of Support:** The Budget Committee shall ensure that the Newark Public Schools District prioritizes academic achievement while planning the annual budget. The committee shall also ensure the district is compliance with NJ statutes, administrative codes and local policies as it pertains to the budget development and approval process. The Budget Committee shall ensure that all areas of operation are evaluated during the budget process and that a balanced budget is presented and is equitable in nature.

## **4. Personnel/Policy Committee**

**Mission:** To drive efficiency and proper alignment of NPS organizational structure and strategic goals of the district. To annually review district policies and recommend new policies and/or amendments to existing policies to ensure compliance with statutes and long term strategy of NPS. To enact sound HR practices that will strengthen the culture of the NPS workforce. To increase

engagement and support from NPS Board members regarding critical legislation (both state and federal) that impact student achievement and the operations of public school districts.

### **Legal Sub-committee**

The Legal Sub-committee has been formed to serve as an ad hoc sub-committee with the task of reviewing legal issues impacting Newark Public School as prescribed in the transition plan.

**Scope of Support:** The Personnel/Policy Committee shall review the organization chart of Newark Public Schools and ensure that all positions are indeed required for the overall success and implementation of the District's long term strategy. The committee shall also review monthly vacancy reports for schools to ensure that key positions are filled with the appropriate staff members to educate NPS students. The committee shall also drive compliance for yearly employee evaluations to ensure that feedback is provided to employees to drive sound performance that will lead to improved student achievement outcomes.

## **5. Operations Committee**

**Mission:** To drive efficiency of Newark Public Schools operations in the area of facilities and security. To ensure the proper maintenance of NPS facilities. To ensure the establishment of safe working and learning environments for NPS students and employees implementation of sound public safety policies/initiatives.

**Scope of Support:** The Operations Committee shall ensure the protection of all district assets by monitoring and reporting condition of all NPS facilities at the beginning, middle and end of each school year. The committee shall also monitor the New Jersey School Development Authorities procedural changes and approval of emergent and new school construction projects for Newark Public School. The committee shall also conduct a thorough review of the operational efficiency of the NPS Facilities Team and recommend changes to the full Board on a monthly basis. The Operations Committee shall also ensure the safety of NPS students and families by annually reviewing the District's safety plan and recommending sound practices to help create safe working and learning environments.