



# 2024-25 SY Board Goals

## BOARD OF EDUCATION

Ms. Dixiana Carbonell, Board President  
Ms. Kim Scott-Hayden, Board Vice President

### *Board Members*

Mr. Michael Cohan  
Ms. Guida Faria  
Ms. Elsie Conteh-Mackey  
Mr. Ronnie McDowell  
Ms. Nancy Minneci  
Mr. Greg Nasta  
Ms. Chastity Santana

### *Superintendent*

Dr. Gerry Benaquista

### *Board Counsel*

Lester Taylor  
Chris Buggy

### *Business Administrator/Board Secretary*

Ms. Yolanda Koon (Asst to Board Secretary: Diane Cappiello)

# Township of Union School District

## 2024-25 SY Board Goal Action Plan

### 1. REALIGNMENT (Michael Cohan, Kim Scott-Hayden, Chasitty Santana)

Board Goal:

By April 15, 2025, the Board will receive a presentation from the Superintendent that details the realignment of the school district to ensure that budget, staff, and other logistical resources are identified in the proposed FY 2026 district budget proposal. By May 31, 2025 specific plans for the implementation of the proposed realignment by September 1, 2025 will be adopted by the Board.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
Specifically identify the major and salient benefits to students and the district that will be the desired outcomes from realignment.	All vested stakeholders who are part of the committees	<ul style="list-style-type: none"> <li>- CSA/Leadership Team</li> <li>- SBA</li> <li>- District staff</li> <li>- Board</li> </ul>	<ul style="list-style-type: none"> <li>- By March 31, 2025</li> </ul>	Written goal/objective document for wide dissemination adopted by Board at March meeting.
Promote dialogue among district and community stakeholders (students/families, staff, community) to ensure broad understanding and consensus around the final plan prior to adoption.	<ul style="list-style-type: none"> <li>- Subcommittee chairs</li> <li>- BOE reps on subcommittees</li> </ul>	<ul style="list-style-type: none"> <li>- CSA/Leadership Team</li> <li>- PTA leadership</li> <li>- Civic Associations</li> <li>- Student Council leaders</li> <li>- UTEA/UTASA leadership</li> </ul>	<ul style="list-style-type: none"> <li>- By September 1, 2025</li> </ul>	Incorporation of concerns/issues in goal/objective document: support from all stakeholders at time of Board adoption
Participate in and support work of consolidated realignment subcommittees to meet identified timelines.	<ul style="list-style-type: none"> <li>- Subcommittee chairs</li> <li>- BOE reps on subcommittees</li> </ul>	<ul style="list-style-type: none"> <li>- CSA/Leadership Team</li> <li>- Board</li> </ul>	<ul style="list-style-type: none"> <li>- By March 31, 2025</li> </ul>	Attendance by identified BOE representatives in all subcommittee meetings.

<b>Strive to anticipate and proactively prepare for unexpected challenges /opportunities and potential outcomes</b>		<ul style="list-style-type: none"><li>- CSA/Leadership Team</li><li>- Board</li></ul>	<ul style="list-style-type: none"><li>- By March 31, 2025</li></ul>	<b>Consensus/ brainstormed list of potential challenges and draft list of possible response strategies</b>
---	--	---	---	--

# Township of Union School District

## 2024-25 SY Board Goal Action Plan

### II. OPERATIONS-FACILITIES (Greg Nasta, Elsie Conteh Mackey)

Board Goal: To assess and strengthen the district's infrastructure, security protocols, transportation services, and technology systems, ensuring the safety, functionality, and long-term sustainability of the learning environment.

Major Activities	Board/Staff	Resources	Timelines	Indicators of Success
<p><b>Enhance Safety and Security Across the School District</b></p> <p>Objective: Create a safe, secure, and inclusive environment for all students, staff, and visitors by implementing proactive safety measures, strengthening emergency preparedness, and fostering a culture of awareness and collaboration.</p> <p>Key Strategies:</p> <ol style="list-style-type: none"> <li>Upgrade Physical Security maintenance to enhance the physical safety of all campuses.</li> <li>Strengthen Emergency Preparedness</li> <li>Build Partnerships ((District stakeholders, local law enforcement, fire departments, and community organizations)</li> <li>Monitor and Evaluate</li> </ol>	<p>Board Liaisons Superintendent Central Office Administrators School Safety Director Chief Technology officer Building Leadership</p>	<p>District stakeholders</p> <ul style="list-style-type: none"> <li>Staff</li> <li>Students</li> <li>PTA</li> <li>Community Partnerships</li> <li>UTEA</li> </ul> <p>Local law enforcement</p> <ul style="list-style-type: none"> <li>UPD</li> <li>UFD</li> </ul>	<p>By June 30, 2025</p>	<p>Reduction in safety-related incidents across the district. Increased stakeholder confidence in safety measures (survey results). Completion of planned security upgrades on schedule. Strong partnerships with law enforcement and community organizations. Regular evaluations demonstrate ongoing improvements in safety protocols.</p>

<p>Progress</p>				
<p><b>Align Facilities and Infrastructure with QSAC Standards</b></p> <p>Objective: Evaluate and enhance district facilities and infrastructure by addressing findings and recommendations from the New Jersey Quality Single Accountability Continuum (QSAC) report to ensure safe, functional, and high-quality learning environments.</p> <p>Key Actions:</p> <ol style="list-style-type: none"> <li>1. Comprehensive Facility Assessment</li> <li>2. Develop a Long-Term Improvement Plan</li> <li>3. Align Action Plans with QSAC Guidelines</li> <li>4. Establish Monitoring and Progress Tracking</li> </ol>	<p>Board Liaisons Superintendent Assistant Superintendents Central Office Administrators Facilities Manager Building Leadership</p>	<p>District stakeholders</p> <ul style="list-style-type: none"> <li>● Staff</li> <li>● Students</li> <li>● PTA</li> <li>● Community Partnerships</li> <li>● UTTEA</li> <li>● QSAC</li> </ul>	<p>By June 30, 2025</p>	<p>Completion of facility assessments with clear and actionable findings.</p> <p>Timely execution of identified repairs and maintenance projects.</p> <p>Development and measurable progress in implementing a long-term capital improvement plan.</p> <p>Positive evaluations reflecting alignment with QSAC standards.</p> <p>Enhanced facility conditions resulting in improved stakeholder satisfaction and feedback.</p> <p>Establishment of sustainable systems for ongoing facility monitoring and maintenance.</p>
<p><b>Transition Out-of-District Student Transportation to BOE Management</b></p> <p>Objective: Develop and execute a comprehensive plan to transition</p>	<p>Board Liaisons Superintendent Assistant Superintendents Central Office Administrators</p>	<p>District stakeholders</p> <ul style="list-style-type: none"> <li>● Staff</li> <li>● Students</li> <li>● PTA</li> <li>● Community Partnerships</li> </ul>	<p>By September 30, 2025</p>	<p>Completion of a comprehensive transition plan with clear milestones and timelines.</p> <p>Reduction in reliance on</p>

<p>transportation services for out-of-district students from UCESC to in-district management by BOE transportation staff. This plan will ensure cost-efficiency, compliance with state regulations, and high-quality service.</p> <p><b>Key Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Assess Current Services</li> <li>2. Develop a Transition Plan</li> <li>3. Strengthen Staffing Infrastructure</li> <li>4. Ensure Resource Alignment</li> <li>5. Engage Stakeholders</li> </ol>	<p>Transportation Manager</p>	<ul style="list-style-type: none"> <li>● UTFA</li> <li>● UCESC</li> </ul>		<p>UCESC for out-of-district transportation.</p> <p>Positive feedback from families and stakeholders on the quality and reliability of transportation services.</p>
<p><b>Strengthen Cybersecurity and Optimize Technology Operations</b></p> <p><b>Objective:</b> Enhance the district's cybersecurity framework to improve security posture, reduce infrastructure dependence, and streamline technology operations through effective vendor management, budgeting, and solution development.</p> <p><b>Key Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Build a Robust Cybersecurity Framework</li> <li>2. Optimize Vendor Management</li> <li>3. Improve Operational Efficiency</li> <li>4. Advance Staff and Student</li> </ol>	<p>Board Liaisons Superintendent Assistant Superintendents Chief Technology officer Network Director Central Office Administrators</p>	<p>District stakeholders</p> <ul style="list-style-type: none"> <li>● Staff</li> <li>● Students</li> </ul>	<p>By July 30, 2025</p>	<p>Improved cybersecurity posture with measurable reductions in vulnerabilities and incidents.</p> <p>Decreased dependency on outdated infrastructure and implementation of modern, secure solutions.</p> <p>Clear and efficient operational structures for technology staff, with roles and schedules meeting district demands.</p> <p>Cost-effective vendor agreements delivering high-quality services.</p>

- Device Initiatives  
5. Develop Multi-Year Budgeting and Planning

Long-term technology plans aligned with district objectives and stakeholder needs.

## Township of Union School District

### 2024-25 SY Board Goal Action Plan

#### III. INSTRUCTION & PROGRAM (Nancy Minneci, Guida Faria)

**Board Goal:**

Evaluate the district's current curricula and assessment data to identify areas for enhancement in instructional effectiveness and student achievement.

<b>Major Activities</b>	<b>Board/Staff</b>	<b>Resources</b>	<b>Timelines</b>	<b>Indicators of Success</b>
Comprehensive audit of the district's current curricula used in pre-K to 12th grade and specific programs. <ul style="list-style-type: none"> <li>- pre-K program</li> <li>- K-12 - ELA, Mathematics, Science, Social Studies, World Language, Health &amp; Physical Education, Visual &amp; Performing Arts</li> </ul>	Assistant Superintendent of Curriculum, Directors & Department Supervisors  PLCs & Instructional Coaches	Rubicon Atlas; Curriculum Documents	March 2025	Curriculum maps/documents aligned to NJSLs for each content area at each grade level.
Comprehensive audit of the district's curricula to ensure compliance with NJDOE mandates: <ul style="list-style-type: none"> <li>- Amistad Law</li> </ul>	Assistant Superintendent of Curriculum, Directors & Department	Rubicon Atlas; Curriculum Documents	March 2025	Inclusion of mandates in district curricula.  Matrix showing implementation of

<ul style="list-style-type: none"> <li>- Holocaust Law</li> <li>- LGBT and Disabilities Law</li> <li>- Diversity, equity, and inclusion (DEI) LAW</li> <li>- Climate Change Education</li> <li>- AAPI Law</li> </ul>	<p>Supervisors PLCs &amp; Instructional Coaches</p>			<p>mandates in district curriculum.</p>
<p>Provide a detailed report summarizing data trends, highlighting at least five key findings, and proposing three evidence-based strategies to address identified areas of concern.</p>	<p>Assistant Superintendent of Curriculum, Directors &amp; Department Supervisors, Building Admin, Counseling Admin</p>	<p>Student data reports</p> <ul style="list-style-type: none"> <li>- benchmarks including iReady, IXL, and Link-It</li> <li>- Report Cards/Grades</li> <li>- Attendance</li> <li>- Discipline</li> <li>- NJSLA (Summer 2025)</li> </ul>	<p>Ongoing 2nd Benchmark data by February 2025 August 2025 (compare NJSLA data to district benchmark data)</p>	<p>Improvement in benchmark/common assessment data. Identification of students in need of additional support based on available data.</p>
<p>Identify between three and five priority areas in curriculum and instruction, and develop a strategic plan that includes a professional development schedule aligned to priority areas for the 2025–2026 school year.</p>	<p>Assistant Superintendent of Curriculum, Directors &amp; Department Supervisors, Building Admin, Counseling Admin</p>	<p>Student data reports</p> <ul style="list-style-type: none"> <li>- benchmarks including iReady, IXL, and Link-It</li> <li>- Report Cards/Grades</li> <li>- Attendance</li> <li>- Discipline</li> <li>- NJSLA (Summer 2025)</li> </ul> <p>Teacher feedback</p>	<p>September 2025</p>	<p>District wide focus on priority areas. Professional learning opportunities aligned to priority areas. Improved student performance.</p>