

Appendix E

Professional Development for Board Members

Ethics and Accountability Act Training: 2011-2014

NJSBA develops and implements the training programs that enable local school board trustees to fulfill requirements of the New Jersey School Ethics Act and the New Jersey School District Accountability Act. Whether in-person or web-based, the required training is provided at no additional cost to local school boards or their members. Through these programs, NJSBA annually trains approximately half of New Jersey’s local school board members in school finance, school law, ethics, labor relations, the school district monitoring process, and superintendent evaluations.

Within a three-year cycle, every New Jersey school board member participates in NJSBA-developed training that

- Provides information and resources to be effective trustees representing their communities’ public school systems
- Helps their school boards avoid costly mistakes
- Provides them with the research and the data on the role of the board of education in advancing student achievement
- Guides them on compliance with the New Jersey School Ethics Act

From 2011 through 2014, a total of 12,269 attendees—members of New Jersey’s local boards of education and charter school trustee boards—completed NJSBA-developed training that fulfilled the requirements of the Ethics and Accountability Acts. In 2010, 75 percent of the membership fulfilled their mandated training in-person. In comparison, since 2011, 49.7 percent completed training via web-based programs. Program development, delivery and registration for both web-based and in-person programs to fulfill training requirements are fully covered by NJSBA dues and require no further expenditures by school boards.

Ethics/Accountability Act Training: One-Year Savings 2011-2014					
Program	N.J. Board Members Trained	NJSBA Fee	Cost of Comparable Training		Value to N.J. Boards (when compared to New York fee)
			New York SBA (individual member price)	Penn. SBA (fee per full board)	
Orientation Governance I (in-person)*	1,908	None (Included in membership)	\$180	\$999	\$343,440
Orientation Governance I (web-based)	1,192	None (Included in membership)	\$180	—	\$214,560
Governance II, III, IV (in-person)	4,195	None (Included in membership)	\$180	—	\$775,100
Governance II, III, IV (web-based)	4,974	None (Included in membership)	\$180	—	\$895,320
Total Savings (2011-2014).....					\$2,208,420

* Orientation (Governance I) savings are based on the attendance of new board members at NJSBA’s one-day program and the fee (\$180) charged by the N.Y. State SBA for a comparable length conference. Since 2013, 415 of the new board members trained at in-person programs actually attended NJSBA’s weekend Orientation, also at no additional cost to the school district. The monetary value of the weekend Orientation is considerably higher than that of the one-day program.

NJSBA Board Member Academy

In addition to the training required by the School Ethics and Accountability Acts, NJSBA provides a wide range of professional development opportunities through the Board Member Academy. Participating school boards and board members are eligible the following levels of certification through the Academy:

- Certificated Board Member
- Master Board Member
- Certified Board Leader
- Board Certification
- Board Re-Certification
- Master Board Certification

To provide effective and appropriate Academy training, NJSBA embeds professional development in county school boards associations meetings, which are provided to local school board members at no additional cost throughout the year.

<u>Professional Development through County School Boards Associations</u>				
YEAR	Meetings with PD	Attendees	NJSBA Fees	Savings to N.J. School Districts
2012-2013	77	2,664	0 (included in membership)	\$106,560
2013-2014	87	3,957	0 (included in membership)	\$174,108
Totals	164	6,621		\$280,668

Since 2011, the value of mandatory training and county SBA professional development, exceeded \$2.4 million, based on fees for comparable programs.

Specialized Programs

The NJSBA Board Member Academy also offers specialized training that addresses topics such as collective bargaining (Preparing for Bargaining, Bargaining at the Table, and Analyzing and Constructing Salary Guides), school law, board leadership, and working collaboratively and effectively with school district administration to facilitate student achievement. Academy program development costs for these specialized programs are covered by NJSBA dues, which enable the Association to control registration fees.