

PROGRAMS AND SERVICES
INFORMATION SERVICES

Information Concerning Desegregation Methods

The NJSBA shall maintain information for districts which inquire about desegregation methods. This should include historical material on school desegregation in New Jersey, current successful plans and strategies, and names of resource people from local districts which have had experience with desegregation.

Authority: DA 6/82CR Racial Imbalance

Recognition of Outstanding Performance

The NJSBA believes that:

- A. The recognition of outstanding performance is one of many ways to attract and retain quality staff and to reward individuals for the highest level of performance.
- B. Local school districts should carefully study and weigh the potential advantages and disadvantages of any approach, whether financial or nonfinancial, that recognizes outstanding performance. Among approaches that might be used are career ladders, differentiated staffing, merit pay, bonuses and other alternative pay systems.
- C. Recognition of outstanding performance should be based on criteria and indicators appropriate to each position.
- D. Any approach to recognizing outstanding performance should establish criteria, procedures and methods of recognition, and the extent of eligibility.

Authority: DA 12/831

Cross Filed: 4140

Leadership Effectiveness of Superintendents and Principals

The NJSBA believes that principals and superintendents must play a crucial leadership role in developing school and community support and school boards must provide them with the professional development and other support required to carryout their leadership role effectively. The Association stresses the distinction between leadership skills involving persuasion, setting goals and developing community consensus behind them, and managerial and supervisory skills. Although the latter are necessary, the Association believes that school boards must consciously develop leadership skills at the school and district levels if school effectiveness is to be achieved.

N E W J E R S E Y S C H O O L B O A R D S A S S O C I A T I O N

GOVERNANCE & OPERATIONS

FILE CODE: GO/6706

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Leadership Effectiveness of Superintendents and Principals (continued)

In this effort, NJSBA will support development of board member and staff leadership skills, develop resources to support local board activities, and encourage local districts to make individual school buildings the focal point of leadership activities.

Authority: DA 12/831

Cross Filed: GO/6603
GO/2010