



Executive Director's Message

JoAnn D. Bartoletti
NJPSA Executive Director

Dear Member,

Doing more with less has become a theme across New Jersey, and across the country. Education budgets have been slashed, programs are being eliminated, and administrator positions have been eliminated. In schools around the state, our members are being asked to take on more responsibility, perform more tasks, and even delay their professional development because they cannot leave their buildings. The anti-bullying law that takes effect in September 2011 requires vast resources in terms of time devoted to investigations and reporting, and requires training as well. At the same time, many members have smaller staffs with which to implement this and other mandates. Soon more resources will also be required to devote to observations and a new evaluation system, demanding that you do even more with even less.

There is less time, less money and fewer staff members with which to attend to all the critical responsibilities New Jersey school administrators must attend to. Part of our mission as your professional association is to help support you in times like these. We support our members by advocating for sensible legislation that considers the views and experience of educators and is based on research. We help by serving on committees and task forces so that your voice is heard in policy deliberations. We are here to protect your rights at times when policies are misapplied or politics enter into hiring or tenure decisions. We are here to support you in collective bargaining.

This year, because we recognized that many of you have smaller professional development budgets but remain devoted to your professional growth, we funded a free professional development workshop for each member through the Star Advantage program and for the first time opened up our annual conference to members at no cost if they elected to use their Star Advantage certificate.

We recognize that budget constraints are not likely to be lifted in the near future. So we've begun experimenting with ways to bring you the information you need even if you can't come to us. We have begun filming workshops so that they are available to you online in video format. The first was the popular retirement and pension workshop presented by Richard Klockner, which we held twice in the fall, recorded and made available online. The new spring retirement and pension workshops will also be recorded and made available online. We presented on our web site a talk with NJPSA Legal Counsel and LEGAL ONE Coordinator, David Nash, explaining the requirements of the Anti-Bullying Bill of Rights Act. We implemented live video streaming of one of our council meetings so that members who could not attend in person could still benefit from the discussion.

We have developed a plan to create additional informational videos for members, which will be available on our web site, and we are in talks to develop more comprehensive professional development programs that would be available online, on demand. We also have the ability to hold committee meetings via web conferencing and welcome suggestions for making the best use of this and all the technologies mentioned here.

We are partners in this new economic reality and will continue to look for ways to help you do more with less. Together we will stem the tide of shrinking education budgets and help you continue to provide the kind of education leadership that has made New Jersey a frontrunner in public education.

Sincerely,

JoAnn D. Bartoletti, Executive Director
New Jersey Principals and Supervisors Association

NJPSA Staff

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Bette Jensen, Executive Secretary

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New Jersey Principals and Supervisors Association Goals Report 2010



Focus on Membership

Association Membership News

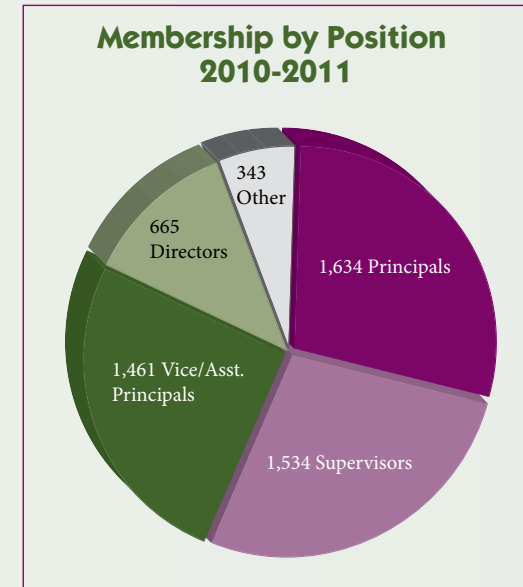
This year, for the first time in more than 15 years, membership did not increase. This lack of growth was due to New Jersey's financial crisis, which has resulted in significant reduction of funds for public schools. The decrease in educational spending has resulted in many positions being eliminated; this has been especially true for supervisory and vice principal positions. Member services throughout this crisis have increased, as our members have had a greater need for field and legal assistance. Member satisfaction with field and legal services has remained very high. Our members have continued to enjoy the high-quality professional development programs provided by FEA and the field and legal services provided by our attorneys and field reps. Our members have also continued to receive tremendous support from our government relations staff working with legislators in Trenton. NJPSA staff is pleased to have been able to support our members and increase our level of service during these stressful times.

ACTIVE MEMBER BENEFITS

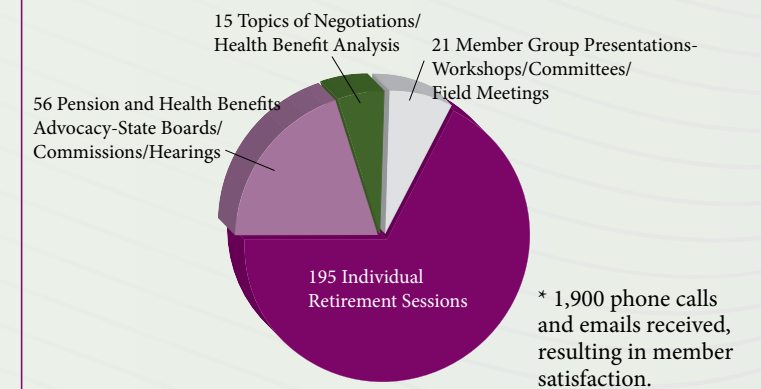
- Legal Services and Labor Relations*
- Legislative Representation
- Educational Research
- Publications
- Professional Development
- The School Leadership Institute
- Retirement Counseling
- NAESP and NASSP Affiliations
- NJPSA/FEA Web Site
- Salary Survey
- Term Life and AD&D Insurance*
- Member Discounts:
 - Amusement Park Discounts
 - Barnes and Noble Discount
 - Buyer's Edge Discounts
 - Car Rental Savings
 - EyeMed Vision Plan
 - Liberty Mutual Insurance
 - Optional Insurances
 - 1-800-Flowers.com Discount
 - Veterinary Pet Insurance (VPI)
 - Working Advantage Program

For information about these or any member services, contact (609) 860-1200 and ask for member services.

* Does not apply to retired, aspiring, or private school members.



Analysis of Retirement Services Provided*



Retirement Services

The decision to retire should not be made alone. Such an important decision requires careful planning and a clear understanding of the pension and health benefits provided in the New Jersey Retirement System. New Jersey Principals and Supervisors Association assists many members each year in the decision-making process. Individual retirement counseling sessions address topics such as: calculating the retirement allowance, understanding your pension options, survivor benefits, health benefits, taxation of retirement benefits, insurance, and employment after retirement. In addition, we now provide video of these retirement sessions online for members who cannot make it to the live seminars. However, as you can see in the accompanying chart, NJPSA staff fielded 1,900 calls and emails from members in 2010 and provided many individual consultations as well.

Financial Summary

NJPSA has contracted with the Certified Public Accountants group, Isner Amper, to perform our annual audit. The purpose of the report is to describe the scope of testing of internal control over financial reporting and compliance.

We have audited the consolidated financial statements of New Jersey Principals and Supervisors Association and Subsidiary for the year ended June 30, 2010. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under Government Auditing Standards. In our opinion, the organization complied in all material respects, with the requirements referred to that are applicable to its major federal program for the year ended June 30, 2010.

We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined in the full report.

The results of our tests disclosed no instances of non-compliance or other matters that are required to be reported under the aforementioned standards.

Mission

The New Jersey Principals and Supervisors Association is dedicated to the promotion of excellence in education through the ongoing support of New Jersey's school leaders via advocacy, professional development and member services.

NJPSA 2010 - 2015 GOALS

- To support the essential role of school leaders in promoting student achievement.
- To address critical and emerging issues relevant to school leaders in New Jersey.
- To promote the New Jersey Principals and Supervisors Association as the preeminent organization for New Jersey's school leaders.
- To increase membership and active participation.
- To enhance member services and increase opportunities for member participation in the New Jersey Principals and Supervisors Association's advocacy efforts.
- To maintain and expand mutually beneficial relationships with government, business, higher education, and other organizations.

Focus on: Field and Legal Services

Field Services

NJPSA's field services provide members with support, guidance, and representation in contract negotiations, grievances and, when necessary, representation before boards of education. As contract negotiations become increasingly difficult, our field services become increasingly valuable.

Legal Department & Services

During the past year, NJPSA attorneys have represented hundreds of members in a wide array of employment and education related matters and have responded to thousands of phone calls. With the increasing strain placed on school administrators due to budget cuts, it is now more important than ever for school leaders to maintain the legal insurance that comes with NJPSA membership. The aim of the NJPSA legal department is to assure that all NJPSA members are afforded the full array of due process rights to which they are entitled.

The legal department also assists the NJPSA Government Relations Department on legislative and policy issues that require legal analysis.

LEGAL ONE: Making LEGAL ONE Priority One

The NJPSA legal department has always been at the forefront of professional development providing instruction on school law issues and topics. In this regard it spearheaded the effort to create Legal One, a collaborate endeavor of the Foundation for Educational Administration (FEA), Rutgers-Newark Institute on Education Law and Policy (IELP), and the Monmouth Ocean Educational Services Commission (MOESC) whose purpose is to provide training to all school leaders in the areas of school law, ethics, governance, and the laws affecting disability and discrimination. In its short existence—under two years—Legal One has trained more than 4,000 school leaders across the state of New Jersey. With the cost of litigation for school districts skyrocketing, this innovative program can reduce the potential for costly litigation.

In addition, in 2010-2011 the NJPSA Legal Department, in collaboration with FEA, began to develop free webinars, the first of which covered the new anti-bullying law, and the field services department has presented video retirement workshops. Over the next year we plan to develop webinars on additional legal topics that may include issues such as tenure, seniority, student discipline, or other relevant topics.

NJPSA Committees

NJPSA committees are a great way to become involved with educational initiatives. NJPSA is a representative Association; thus, it is essential that you, our members, take active roles in representing the interests of New Jersey's schools. Committee categories and areas of interest include: Awards, Critical Issues, Curriculum and Assessment, Early Childhood Education Committee, Elementary Level Education, English Language Learners, Legal Aid, Legislative, Legislative Network, Membership, Middle Level Education, Nominating Committee, Personnel, Professional Development Committee, Retirement, School Counseling, School Public Relations, Secondary Level Education, Special Education, Student Leadership, Supervisors, Technology, Urban Education, and Vocational Education. Committees meet three times a year at NJPSA. A total of 63 committee meetings were held this year.

Celebrating Collaboration

NJPSA is dedicated to building communities of learners through collaboration with institutions of higher-education and other educational organizations throughout New Jersey.

- LEGAL ONE partnership with the Institute on Education Law and Policy at Rutgers-Newark and MOESC;
- Participation in the National Schools to Watch program, which recognizes best practices in middle school education;
- The Foundation for Educational Administration/NJ Association for Supervision

and Curriculum Development/Center for Innovative Education/NJ Department of Education Professional Development Partnership;

- The NJ Arts Education Partnership;
- NJ High School Graduation Campaign with NJ Department of Education, NJ Department of State, and Office of the NJ Attorney General;
- The Rowan University/FEA Partnership for an on-site (FEA) doctoral program in Educational Leadership;
- New Jersey Tobacco Advisory Council

Government Relations Advocacy Challenges and Highlights

2010 brought major challenges to public education and public educators in New Jersey. As our Governor, Chris Christie, began his term of office, dire fiscal straits at the state and national level dominated public policy debates and legislative agendas. The NJPSA Government Relations staff advocated for you on the myriad of difficult issues that faced our state at the State Legislature, the Governor's office, the State Board of Education, and the United States Congress.

State Budget

Within weeks of taking office, Governor Christie initiated a "taking" of reserve funds in local district budgets to shore up the state's finances. NJPSA opposed this unilateral action. Shortly thereafter, he announced a massive cut in state aid to local school districts that ultimately exceeded a billion dollars statewide. NJPSA immediately surveyed our members to assess the damage. We shared extensive budget impact data from school districts across the state with legislative budget committees. In an effort to assist members in the passage of their local budgets, NJPSA issued the **NJPSA Toolkit on Leading in the New Economy** which included cost savings ideas, a discussion on the law surrounding school budget elections, and tips for working with local school communities. Amid heightened rhetoric by the Administration (including a call for educator wage freezes) and rising property taxes, New Jersey residents rejected school budgets by an historic 58 percent .

Pension and Health Benefits Reform

Despite a dismal record of funding state pension and health benefit obligations, the Legislature proposed another series of pension and health benefit reforms in the name of fiscal necessity. NJPSA testified and lobbied in opposition to these proposals at every juncture pointing out the failure of the State to meet its obligations to retirees and active employees and the need to honor existing collective bargaining agreements. Despite our efforts and the joint work of many organizations representing public employees, new employees entering the pension systems after May 22, 2010 will earn a reduced pension formula when they retire, including the obligation to pay a portion of their health benefits.

The Christie Toolkit

Within days of the adoption of the state budget, Governor Christie and Senate President Steve Sweeney announced an agreement on legislation reducing the tax levy cap on local schools and municipalities to 2% with few exceptions. In response to criticism from mayors and school boards, the Governor proposed a series of legislative proposals to assist local governments in budget reduction efforts. These proposals challenged existing state laws including civil service requirements, interest arbitration for police and fire employees, collective bargaining, sick and vacation leave practices, and the role/authority of the Executive County Superintendent. NJPSA testified at every public hearing on every "Toolkit" bill that impacted our members. Our lobbying efforts have successfully maintained our members' collective bargaining rights and job protections to date. NJPSA's proposed amendments to legislation on sick and vacation leave were favorably received during the legislative process to grandfather earned benefits and respect collective bargaining agreements.

Race to the Top (RTT)

In a novel twist on education reform, President Barack Obama implemented a competitive grant program to stimulate education reform efforts in the states focused on educator effectiveness, data-based decision-making, student outcomes, school "turnaround" models, merit pay, and school choice. NJPSA

played a critical role in New Jersey's efforts to collaboratively develop its RTT grant proposal with the NJ Department of Education and stakeholder organizations. Internally, NJPSA members, working through the NJPSA Critical Issues Committee, Council, and Board of Directors, developed specific recommendations on educator evaluation, including the use of student growth data and multiple measures of performance to fairly evaluate teachers and school leaders. Many of NJPSA's recommendations were adopted in the RTT application that was to be submitted to the United States Department of Education. However, politics intervened and the Governor rejected the collaboratively developed application in favor of his own proposal, which rejected core compromises on merit pay, seniority reform, and evaluation. Ultimately, New Jersey lost the \$400 million grant application by a mere four points after improper data was submitted to support the application, and stakeholder collaboration was handily dismissed by our Governor.

Christie Reform Agenda: Education, Pension/Benefits, Fiscal Reform

In the fall, Governor Christie announced a continuation of his reform efforts in the areas of education, pension and benefits for public workers, and fiscal reforms including a renewed push on his toolkit. NJPSA has continued its internal discussions with members through a strong committee process. We have continued to share our members' perspectives in public and private meetings with lawmakers on key topics including tenure reform, educator evaluation, pension/benefit funding, and mandate relief. In response to NJPSA testimony, legislation has been introduced and successfully released from legislative committees to amend the NJQSAC statute to permit successful school districts to go back to a seven year monitoring cycle. In the area of evaluation, NJPSA worked with a national expert on state educator evaluation systems and our committees to develop a whitepaper on the subject. NJPSA leaders and staff presented our recommendations to the Task Force on Educator Effectiveness.

School Choice

NJPSA has been a strong voice for accountability, quality standards, and an equal playing field in the arena of school choice. While we supported legislation making the Interdistrict Public School Choice program permanent, we strongly opposed efforts to divert public dollars to private schools through the Opportunity Scholarship Act. Strong public testimony backed by a statewide membership outreach campaign has kept this negative legislation at bay. In addition, we continued to demand public accountability and high standards on legislation seeking to expand the authority to approve charter schools beyond the NJDOE to higher education institutions.

The Anti-Bullying Bill of Rights

Despite our extensive work last year on the New Jersey Bullying Commission, NJPSA's Government Relations Department faced a difficult challenge when a comprehensive bill was introduced that ignored the balanced approach contained in the Bullying Commission's final report. NJPSA met with the bill sponsors in an effort to obtain amendments to the proposed Anti-bullying Bill of Rights and to give principals and supervisors necessary operational flexibility, training, and support to implement the bill's mission in our schools. Although we were able to obtain some amendatory language in the bill, the final legislation did not adequately address all our concerns, particularly the lack of any fiscal appropriation to support the mandates of the bill. The Government Relations Department will continue to raise these issues before the State Board of Education as it develops state regulations to implement the new law.

Awards and Scholarships

Visionary Leadership Award 2010 - 2011

The Visionary Leadership Awards were again presented to an outstanding high school principal, vice principal, elementary principal, and a supervisor. Each recipient received a \$3,000 grant to be used in their school, as well as a \$1,000 personal award. Selection of the winners was made by the NJPSA Awards Committee. This year's winners were:

Tracey Severns, Ed.D., Principal, Mt. Olive Middle School

Zina Duerbig, Principal, Howell High School

Thomas Storer, Assistant Principal, Highland High School

Alphonsina Paternostro, Supervisor (World Languages /Bilingual/ESL), Linden Public School

Student Leadership Awards



NJPSA celebrates educational excellence in New Jersey, and believes it is essential to recognize and honor the best of our state's youth leaders. For eleven consecutive years, NJPSA has honored a total of 171 outstanding student leaders with student leadership scholarships that have totaled \$384,300 to date. This past year, 25 students from across the state have been selected by our Student Leadership Committee to receive a \$2,500 scholarship. Principals were asked to select the outstanding senior student leader in their school and submit their application for review. The committee selected the award recipients based on the students' leadership service to their schools as represented on their resume and confirmed by letters from their principal and an activities advisor. The students and their parents were honored at an awards luncheon where they received their scholarships.

Youth Leadership Program

The FEA Youth Leadership program is designed to empower teens and pre-teens and prepare them to take on leadership roles through specially designed activities that teach them the necessary skills and how apply them in student-led projects designed to create sustainable programs within their communities. Students who are not usually identified as "natural leaders" are recruited and taught the skills that help them become leaders.

The program provides:

- School-based conferences for students
- Technical assistance for schools and leaders
- Training for advisors and mentors
- Lessons in leadership and civic responsibility

For more information, visit www.featraining.org/yl or call 609-860-1200.

