

EXHIBIT A

**STATE INTERVENTION PLAN FOR THE
LAKEWOOD TOWNSHIP SCHOOL DISTRICT**

This intervention plan for full State intervention is served on the Lakewood Township school district pursuant to N.J.A.C. 6A:30-6.6 and -6.7.

I. State District Superintendent

Pursuant to N.J.S.A. 18A:7A-35 and N.J.A.C. 6A:30-6.7(a) (1), upon full State intervention, the Commissioner of Education (Commissioner) will recommend to the State Board of Education the appointment of a new State District Superintendent. The State District Superintendent will be appointed for an initial term that will not exceed three years, and the costs of his or her salary shall be fixed by the Commissioner and be borne by the Lakewood Township School District.

The State Superintendent shall exercise all rights and authority as set forth in N.J.S.A. 18A:7A-35, -39, -42, -44, and N.J.A.C. 6A:30-6.8, and any other applicable law. In accordance with N.J.S.A. 18A:7A-42(a) (2), the State district superintendent, subject to the approval of the Commissioner, shall appoint and set the salaries of such State assistant superintendents as the superintendent shall deem necessary and assign to them their duties and responsibilities. No State assistant superintendent shall acquire tenure, notwithstanding any other provision of law.

II. Highly Skilled Professionals

Pursuant to N.J.S.A. 18A:7A-14, -15(c), and N.J.A.C. 6A:30-6.7(a) (2), the Commissioner plans to appoint highly skilled professionals (HSPs) in the areas of Governance and Legal Compliance, Special Education, Transportation and Operations, Fiscal Management, and Nonpublic Student Services. The duties and responsibilities of each HSP are set forth below:

- A. **Governance and Legal Compliance**: The HSP for Governance and Legal Compliance will, at a minimum, oversee the operations of the Lakewood Board of Education, including its policies and procedures to develop and implement District policies. He or she will also ensure the development and implementation

of the improvement plan developed by the District, attend all meetings of the Lakewood Board of Education, including any discussions in closed session, and obligate District funds for matters relating to the overall management and function of the District. He or she will also conduct a comprehensive audit of the District's personnel practices, including its policies and procedures to recruit, retain, induct, support, and evaluate staff, and grant tenure. Finally, the HSP for Governance and Legal Compliance will develop a strategy to minimize the District's legal exposure and ensure District compliance with all policies, procedures, as well as State and federal law.

B. **Special Education:** The Commissioner also plans to appoint an HSP to provide direct oversight of the District's special education office and special education services provided by the District. The HSP for Special Education will oversee the implementation and management of special education programs, ensuring they align with state and federal regulations and guidelines; monitor the development, implementation, and progress of Individualized Education Programs (IEPs), ensuring they meet the needs of students with disabilities; coordinate and oversee special education assessments, evaluations, and eligibility determinations; review all recommendations for out of district placements in accordance with the student's needs as set forth in the IEP; ensure compliance with state and federal special education laws, including N.J.A.C. 6A:14, the Individuals with Disabilities Education Act (IDEA), and Section 504 of the Rehabilitation Act of 1973 (Section 504); and work with administrators to ensure special education curriculum and instruction are aligned with New Jersey Student Learning Standards.

C. **Transportation and Operations:** The Commissioner also plans to appoint an HSP to provide direct oversight of the District's transportation office and transportation services provided by the District. The HSP for Transportation and Operations will oversee the coordination of transportation services, ensuring compliance with regulations and student safety; ensuring transportation services meet all requirements for both public and nonpublic school students, including special education needs; oversee the optimization of bus routes to ensure timely and cost-effective transportation, including for nonpublic school students eligible for transportation; work closely

with nonpublic schools to gather necessary information and arrange transportation, ensuring eligibility and compliance; ensure transportation accommodations are made for students with disabilities, including those attending nonpublic schools; and manage contracts with private transportation providers to ensure proper billing and funding procedures, including state reimbursements.

D. **Fiscal Management:** The Commissioner also plans to appoint an HSP to provide direct oversight of the District's budget development and implementation. The HSP for Fiscal Management will assess the efficiency and necessity of appropriations and resources contained in the district budget; direct the operation and fiscal management of school district facilities; ensure the development and implementation of an acceptable plan to address the fiscal deficiencies of the school district; and oversee all district staffing. The HSP for Fiscal Management will attend all meetings of the Lakewood Board of Education, including any discussions held in closed session.

E. **Nonpublic Student Services:** The Commissioner also plans to appoint an HSP to provide direct oversight of the District's services to nonpublic school students. The HSP for Nonpublic Student Services will coordinate the services provided to students in nonpublic schools in accordance with State and federal law and regulations, including services for students eligible for special education services in accordance with the IDEA, services required in accordance with Chapter 192/193, nursing services, textbooks, technology, and security, as well as requirements under the federal Elementary and Secondary Education Act (ESEA) for the participation of nonpublic school students and staff in ESEA programs. The HSP for Nonpublic Student Services will also coordinate with the HSPs for Transportation and Operations and the HSP for Special Education to increase efficiencies in providing mandated services to nonpublic school students in a manner that is equitable and cost effective.

The costs of the HSPs will be divided equally between the State and the Lakewood Township School District.

In the event disputes regarding any of the above-referenced HSPs and district personnel arise, the State District

Superintendent shall make a final determination, in consultation with the Commissioner.

III. Other District Leadership Positions

There has been an absence of effective leadership and management in the Lakewood Township School District that has precluded the delivery of consistently high-quality educational and support services throughout the district. In accordance with N.J.S.A. 18A:7A-44, upon creation of the school district under full State intervention, the position of the chief school administrator will be abolished; the State District Superintendent will have supervisory authority of the district. Pursuant to N.J.S.A. 18A:7A-44(b), the State District Superintendent may prepare a reorganization of the district's central administrative and supervisory staff within 180 days of the establishment of the school district under full State intervention, which may result in the abolishment of all executive administrator positions for curriculum, business, and finance.

In accordance with N.J.S.A. 18A:7A-42(a)(3), the services of the district auditor and any attorneys presently contracted to provide professional services to the Board shall be immediately terminated upon creation of the school district under full State intervention.

IV. Capital Project Control Board

The Commissioner does not recommend the establishment of a Capital Project Control Board in the Lakewood Township School District upon the creation of the District under full State intervention. Any proposed capital projects in the district will proceed in accordance with those procedures and legal requirements applicable to regularly operating districts, subject to review and approval of the State District Superintendent.

V. Board of Education

In accordance with N.J.S.A. 18A:7A-47 and N.J.A.C. 6A:30-6.8, at the time the State Board issues an order creating the school district under full State Intervention, the current district board of education shall continue in place but shall only serve in an advisory capacity and shall have only those rights, powers and privileges of an advisory board. The advisory district board of

education shall meet at least once per month at dates and times determined by the State district Superintendent. Pursuant to N.J.A.C. 6A:30-6.8(c), to the extent any vacancy(ies) exist on the advisory district board of education at the time of full State intervention, such vacancy(ies) shall be filled in the same manner as the seat(s) were filled prior to full State intervention.

In addition, with State Board approval, the Commissioner intends to seek appointment of up to three additional members to the Lakewood Township Board of Education pursuant to N.J.A.C. 6A:30-6.5, -6.7, and -6.8. The Commissioner-appointed district Board of Education members shall be appointed for a term of two years. The Commissioner shall obtain State Board approval for any extension of the two-year term. Any vacancy in the Commissioner-appointed membership shall be filled in the same manner as the original appointment. The Board's membership shall remain increased by these three additional seats until the State withdraws from intervention in the governance component of school district effectiveness.

The appointed district board members shall report to the Commissioner on the advisory district board of education's activities and shall provide assistance to the advisory district board of education on matters deemed appropriate by the Commissioner, including, but not limited to, the applicable laws and rules governing specific advisory district board of education action.

Pursuant to N.J.A.C. 6A:30-6.8(f), the appointed district board of education members shall be non-voting members of the advisory district board of education, and shall have all other rights, obligations, powers, and privileges of advisory district board of education members. Six months following the District being placed in full State intervention, the Commissioner shall determine whether the three appointed members will become voting members of the advisory board of education. If the Commissioner determines the appointed district board of education members shall become voting members, the advisory district board of education may appeal that determination to the New Jersey Superior Court, Appellant Division, in accordance with N.J.A.C. 6A:30-6.8(f)(2).

VI. Improvement Plan

The Commissioner hereby orders the Lakewood Township School District to develop, in cooperation with the Department, an improvement plan in accordance with N.J.S.A. 18A:7A-31.3 to address the areas of deficiency and limited capacity identified through the Comprehensive Review, as outlined in the Order to Show Cause attached to this document. The improvement plan shall be submitted to the Commissioner for approval within six (6) months following the establishment of the school district under full State intervention. The improvement plan, as approved by the Commissioner, will be incorporated into this intervention plan.