BOARD WORK SESSION
Board Self-Evaluation: Part III
Wednesday, January 16, 2019
ESC Board Room – 4:30 p.m.

President Saint called the Board Work Session to order at 4:33 p.m.

Board Secretary Lloyd called roll.

**Board Members Present:** Directors: Perla Alarcon-Flory, Ron Colling, David Gleiser, Miyuki Nelson, Jeremy Saint and Jackie Warnstadt

**Board Members Absent:** Director Mike McTaggart

**Visitors:** Dr. Paul Gausman, Superintendent and Cyndi Lloyd, Board Secretary

**Standard 3 – District Culture - Director Alarcon-Flory**

Board discussed: *Foster a culture that enables excellence and innovation*

- What came to mind when asked about Culture?
  - The Mission, Board culture, student culture, climate in the building, staff feelings about downtown
    - District culture has improved; less phone calls and emails
  - Topics such as: TAG, middle school reading, loss of planning time, team meeting time, 6th period assignments, image
- How have we done to promote Excellence and Innovation?
  - There are mixed signals regarding International Baccalaureate (IB)

**The Well-Educated Student - 2015**

- **Mission:** *Believe* in their talents and skills, *achieve* academic excellence, *succeed* reaching their potential
- **Vision:** Effective instruction, financial security, appropriate facilities

- **Graduates** will know: Iowa / Common Core and 21st Century skills
- **Graduates** will be able to do: Critical thinking and problem solving, comprehensive communication skills
- **Graduates** will be: Self-sufficient, autonomous lifelong learners, citizens

Shared Leadership: Supports structures that develop instructional leadership and collaboration.

Key indicators of progress include:

- Receive regular updates at the Board table regarding progress of key initiatives, staff and buildings in working toward the realization of the “Definition of the Well-Educated Student.”
  - The Board believes they are doing a good job in this area
• Model continuous learning as a Board by developing a “Board learning calendar.
  • Board Learning Calendar
  • Book Study
  • Become active in the community
  • Quality of interactions - Service projects
  • Memberships; Organization fees, attorney fees, etc.
    • Do we continue these memberships?

Encourage and support the Superintendent in making recommendations to the Board that will develop instructional leadership and collaboration.

• The Board believes they are doing a good job in this area

High Quality Staff -

• Highest seniority rate
  • Suggestions:
    • Ask staff what attracted them to Sioux City and/or why they stay
    • Ask the Association to conduct a survey of teachers
      • Survey teachers who send their kids elsewhere
  • Teachers are encouraged to be innovative to try things
  • Security
  • Teachers want their kids to attend Sioux City schools
  • Community and demographics offer diversity
  • Some teachers feel micromanaged; would like more freedom to teach
  • Missing autonomy to teach their lessons

Shared Leadership –

• Instructional Coaching
• FutureReady
• Professional Development / teams
• Teacher Leadership
• Proud of the building leadership; encourages teachers to be innovative

Staff Learning –

• Is professional development aligned to District goals?
  • The District has specific funds to be spent on staff development; Iowa Core, Title II, Title IV, etc.
    • Professional Development time, frequency, subs, cost, collaboration

Environment – Safe and Secure Environment

• Strategies –
• Challenges – Training on active shooter, entry to school facilities, cameras, mental health. Readiness drills
• Communication – Whose decision is it?
  • Transparency
Standard 5 – Fiscal Responsibility - Director Colling

Sustain and enhance District resources through planning and fiduciary oversight.

- Yes, the Board believes they are doing this
- The Board saw benefit in the Budget Review Committee; but it no longer exists
  - Should this Committee be reinstated in the future?
  - Should community members from the financial field be part of the Board Finance & Facilities Committee?

Budgeting: Ensures the District budget aligns with District goals and multi-year plans.

- Key indicators of process include:
  - Ask administration to establish a direct link between District budget and the desired results described in the “Definition of the Well-Educated Student.” Use this information as a basis for identifying and sharing common messages with the public.
  - Ask administration to establish a direct link between District financial forecasting and the Strategic Plan. Use this information as a basis for identifying and sharing common messages with the public.

- The Board asked:
  - How far should the Board dig into District budget / finances?
  - How much should I want to know?
  - Is there a certain amount I need to know to be effective?
    - Find the balance

Standard 6 – Advocacy - Director Nelson

- Director Nelson shared that the Board restated their Legislative Action Priorities
  - Suggestions:
    - Share them with the community
    - Schedule forums such as; Coffee with the Council, Coffee with a Cop, etc.
      - Get out in the community

To Be Continued…

Director Gleiser moved and Director Colling seconded the motion to adjourn the work session.

The Board Work Session ended at 6:10 p.m.