The Board work session was called to order at 3:00 p.m. and roll call was taken.

Present: Directors Perla Alarcon-Flory (3:05 p.m.), David Gleiser, Paul Gorski, Mike Krysl, Dr. Mike McTaggart, John Meyers, and Jackie Warnstadt

President Krysl stated the purpose of the Board’s assessment document is to realize the unified potential of the Board to govern through policy and policy-level decisions which support District improvement. The assessment process will ensure clarity of the Board’s expectations for itself.

Comments / Discussion:

- What do we expect of ourselves?
- What is a School Board really supposed to do?
- What is our purpose?
- We evaluate our one employee, the Superintendent.
- We are all one team; including the Superintendent and his Administrative Cabinet.
- We set Board policy.
- Govern / Governance / Leadership.
  - We need a good definition / explanation so that new members know what the role of a School Board member really is.
    - Once we determine what the answer is, we need to get the message out into the open.
  - Do we include a mission statement?
- We do not reflect back on what went well and what the Board could have done differently.
- Should the Board spend time to determine the purpose of the Board; similar to what they did to determine the Well Educated Student?
- The Board’s 5 Standards are:
  1. Visionary Team
  2. Student Learning
  3. District Culture
  4. Policy and Legal
  5. Fiscal Responsibility

**Standard #1 - Visionary Team**

- The Board does the best they can and is doing as well as can be expected.
- What has been done in the past in respect to this item?
- The District’s long-range facilities plan is progressive.
- Surprised the District was not involved in creating the District’s Strategic Plan.
The District has strong visionary staff.

There is more the Board can do regarding the Strategic Plan and communicating it.

The Board does not do enough to communicate District items throughout the community.

Should Board members attend PTA meetings, visit schools, etc.? It would be a good opportunity for Board members to attend meetings on occasion.

Technically, if a Board member would attend such meetings, it would be illegal. A Board member, or even a few, cannot speak on behalf of the Board. Either all or a majority must attend in order to make it legal. This is a very challenging thing to do.

Should the Board hold meetings similar to “Coffee with the Council” or “Town Hall” meetings?

The Board needs to be very explicit – standing agenda item, not every meeting, do not really know what to call it, but time dedicated during a Board meeting as an agenda item. Something like a mini update with news media in the room. Something important the Board wants the community to know about. 5 minutes every now and then. Direct the message.

Should Board Member Reports be more focused around the Well-Educated Student?

IASB encouraged Board members to go out into the community and talk about the Well-Educated Student.

The Board is not actually doing everything that is currently listed on the evaluation document.

Vision is a process that involves more than just those at the leadership table.

Should the Board schedule another work session to set goals for the Board without IASB in the room?

We agreed to the goals within the document, but really did not set the goals ourselves.

The Board should pick 2 to 3 goals that are most important for them to work on.

Should the Board have set the goals for the Superintendent rather than the Superintendent propose goals and the Board simply tweak them?

Should the Board do a survey for feedback on how the Board is doing?

How will the Board measure how they are doing as it relates to the Well-Educated Student?

Should the School District / Foundation build a database to track school alumni?

Other schools currently have a database that tracks their students post-graduation.

Is this due to our privacy act?

How is this different than a College Alumni Association?

Some schools currently tracking this data are much smaller than we are. Some schools hired someone just to create and keep track of the data.

Are the key indicators under Standard #1 the right ones to monitor progress?

We have one very good oversight mechanism that works well is the District’s Student Achievement Committee.

The Board, by consensus, rated themselves a “3” for Standard #1, stating the Board still has some work to do.
**Standard #2 - Student Learning**

- Program Reviews, Policies, Good News Reports, etc. all reflect student learning.
- It was suggested that each Board member bring their top 3 items they feel the Board should focus on back to the next work session to form some measurable goals of the Board. Current goals are way too much.
- Continue to speak up during Board meetings about the Well-Educated Student.
- Pleased of how the Student Achievement Committee works to take issues down to the classroom level.
- Is there more information that Board members feel they need?
- The Board gets enough information, there is not enough discussion.
- The Board needs more input on the changes that are made to policy.
- Should the Board explain what changes were made to policy and why during a public Board meeting?
- The Board does ask for questions and/or concerns related to policy during the agenda item.
- Committee agendas seem to already be set to present to the Board with action prior to approval.
- We did not always have committees. Committees can made the decision to remove an item from the Board agenda prior to making it public.
- Committees do a good job, but the entire Board is not present. Should a summary of each committee meeting be provided? Even though committee meeting minutes are provided, the conversations held are not in depth enough.
- Board members who attend committee meetings should share their perspective of what transpired during the meeting.

The Board, by consensus, rated themselves a “2” for Standard #2, stating the Board still has some work to do.

**Standard #3 – District Culture**

- The Board members need to take this on, develop their own goal form, and streamline it.
- Goes back to the definition of what it is we are supposed to do.
- Good job building a learning culture of themselves.
- Get this one right and set a standard for future Boards.
- Community expectations might lead them too.

The Board, by consensus, rated themselves a “3” for Standard #3.
Standard #4 – Policy & Legal

- Conversations regarding Standard #2, also apply to this Standard.
- Board members need to feel comfortable asking questions and for greater detail if necessary to understand Districts policies.
- Should Board Member Reports on the Board agenda be moved to after items of “discussion”?
- There is plenty of time for discussion during the agenda item. The current process of how policy is handled is fine, there may be public perception related to policies.

The Board, by consensus, rated themselves a “4” for Standard #4.

Standard #5 – Fiscal Responsibility

- Board members agreed that the Board has done well taking on the challenge of spending authority.
- Should the item related to The Well Educated Student be removed?
- The Board has managed bullet #2 very well.
- A better explanation of the link between budget and goals would be nice.
- There were questions regarding the 5-year plan.
- The Board should develop common talking points when visiting with community members.
- The Board should continue to explain as much as they can to the community about the School District.

The Board, by consensus, rated themselves as “Meets Expectations” for Standard #5.

Standard #6 – Advocacy

- The Board does extremely well in this area.

The Board, by consensus, rated themselves as “Meets Expectations” for Standard #6

Final Considerations:

- What do you believe are the greatest strengths of this board and how can the board best capitalize on these strengths?
  - Professional, knowledgeable, respectful, dignified, diverse Board.
- What do you feel are two main challenges for this board and what would you suggest as ways to meet these challenges?
  - To refine this tool and develop the Board’s own evaluation.
  - Budget / Finance.
- Are there any issues you feel were not addressed in this assessment which merit Board attention?
  - Encourage to work on increasing public results in community surveys.
    - Dr. Gausman stated staff surveys are held every other year.
  - Continue to work on diversity of personnel while still ensuring we hire the right person for the right job.
• Encouraged Board members to read their IASB news clip on the Valley School District study that was completed leveling all kinds of accusations about a culture / racial bias and disparity in their school system.

• In a single sentence describe what you believe should be the main focus for future board improvement efforts.
  
  • Student Achievement.
  • Create the state’s financial system for education into the 21st Century.
  • Simplify the definition of the Well Educated Student so Board members can take it out to the community.
  • To provide a decent education at a price the community can afford.
  • Constantly evaluate and analyze Board actions; things in general.
  • Board development – we can always do better.

• Observation of defensiveness or tension at the Board table sometimes when having discussion that may be prohibiting people from wanting to add input. Dialogue needs to be respectful.

Next steps: Cyndi Lloyd was asked to schedule another Board Development – Goal Setting Work Session to set goals for next year.

President Krysl asked Board members to email him 3 goals they would like to see the Board set as goals for next year in order to be a high-functioning Board.

The work session ended at 4:49 p.m.