

March 18, 2019 Board Work Session

Present: George Frasier, Rebekah Schneider, Jennifer Durringer, Dave Goracke, David Karo, Parker Leigh, Celeste Van Cleave and Dena Crowell.

Board members met to discuss goals and to conduct a self-evaluation. First, members used the approved OSBA self-evaluation form for themselves as individuals then as a reflection of how the Board, as a whole, is performing. Each standard was discussed:

Board Self-Evaluation

Standard 1

Leadership: Mission, Vision and Goals – Results ranged from excellent to good. Comments included; Leadership is running excellently; We are a work in progress; The superintendent evaluation may need to be simplified to just asking “Are we in a better place than we were last year.” One member reflected that if he was asked, he could not recite the goals and that’s something we need to work on. Suggested posting goals in the school and to work on the communication of goals. Noted that the goals are on the website.

Standard 2

Policy and Governance – Majority felt we are performing excellent on policy and governance though the superintendent and board secretary are the people whom keep up on policy. The board does not bring new policy, but rather the staff does. Questions arose around administration turn over, will policy continue to get done?

Agendas and minutes are posted in open, visible locations for public to be aware when policy is being discussed.

Standard 3

Community Relations – Members had varying performance results, ranging from excellent to good to needs improvement. Comments were; Seems when we only get community feedback when they are upset or mad about something; We get few community involvements; It all comes down to good communication with the community and We are doing our part! We have the community come to the board meetings through the monthly Superintendent Awards. We are accessible at school functions, games and through email. Rebekah’s community connection letters give good district information that is published in the local paper and on our website. We are as transparent as we’re able to be.

Standard 4

Cultural Responsiveness and Educational Equity – Needs improvement. The CLES Lit Night had very few Spanish families attend and we’re wondering as to how they were notified of the event. Were there Spanish books available that evening? Dena Crowell was asked to please provide Superintendent Award letters in native language at all meetings for families whom do not read English. It was noted that there is a big difference in economics in our community, we need to improve our knowledge of the generational poverty that occurs. The Board is asking to have our Wellness Coordinator, Audrey Borders, come to an

upcoming Board meeting to talk about her job and the needs of the community. Additional comments were that a large number of students are not involved in any activities, wondering how many at the junior high and high school are not involved in an activity due to economic disadvantages.

Standard 5

Accountability and Performance Monitoring – Results were good to needs improvement. Do stakeholders clearly understand their roles? At Board meetings, we are headed into the right direction. “Brian takes care of most of the areas of accountability and performance, that’s just the kind of person he is.” The district is making good decisions, but communication can improve as to purpose of changes. For instance, because of certain data we make change. That data needs to be more openly available. We need to brag up the good that’s occurring in our building and with our students. At events, recognize individuals for outstanding achievements. Honor roll board needs to be utilized or taken down. Publicize honor roll students in the local papers.

Standard 6

Board Operations: Meetings – All said good. Recollection of ESD visitor whom complimented the low key, easily flowing and getting business done nature of our meetings. Suggestion to have light voiced presenters use the microphones and to introduce themselves prior to speaking.

Standard 7

Board Operations: Board Member Communications – Consensus of excellent. The board feels we do a good job of communication. We’re approachable and talk easy with each other. Director Schneiter does a good job of keeping the community informed in her letters to the community.

Standard 8

Board Operations: Board-Staff Relations – Consensus of excellent. Even though the board does not have a lot of interaction with the staff, no one is treated poorly. Board members do not meddle in the business of the staff. The Board and the staff also recognize and respect the ‘chain of command’ if there is an issue.

Standard 9

Board Operations: Board-Superintendent Relations – Excellent. No comments.

Standard 10

Values, Ethics and responsibility for self – Good to excellent. Discussion was that members seem not to like to talk during meetings or jump to make a motion.

Standard 11

Board Systemic Improvement – Consensus of needs improvement. Members are in appreciation of the scheduled work sessions, felt they allow good discussion and things get accomplished. With the use of the work sessions, the Board meetings tend to go faster. There is a boundary to time in relation of personal life and director work, many members are lacking time. Work sessions are especially helpful to new members. Noted the discussion with OSBA representative and Patty Adams was especially nice to have a good open discussion with them.

Board Goals

Governance:

Create a sustainable plan for Board education and for passing along knowledge as the Board turns over.

– Recommendation was to have OSBA attend one work session per year and to talk with new board members which could act as a refresher for old members. Discussed was the amount of information received at the COSA Law Conference, recommended that all members attend and have a good discussion afterwards. An informative financial night with the budget committee, watching OSBA webinars, attending stake conferences, acronyms cheat sheet, Robert's Rule of Order, steps of policy adoption, members do's and don'ts, ethics, complaints policy were all recommendations to include in a new member packet. Current Board members want to have a welcome committee luncheon for new members prior to being sworn in.

Work with administrators to develop a mission document that encompasses core components of District purpose and draft policy to support it.

– This is a work session topic, unable to be done during a regular Board meeting. It is up to the administration to create and accountability is the responsibility of the Board. Decision was made to wait until after the next Board elections.

Community Goal:

Every community member is a stakeholder and feels responsibility for student success. – The Board needs to go out and communicate more, talk on the positives at the school and become more transparent with the community; create school pride for the community to get behind. Sporting events and school functions are a great opportunity to reach out. Cobra Swag has been working great for the push towards community pride. Recommend announcements at events for team and individual recognition. Publicizing high school success such as; honor roll students, individual awards recipients, senior plans with graduation pictures, scholarship winners and a year in review recognition.

Facilities Goal:

Maintain and advance facilities to support district educational goals, enhance safety and promote community involvement.

– Joni Wixom has created a ten-year maintenance plan, asked was 'should we publish the repairs we've done quarterly?'. At the work session, it was suggested publishing bullet points in the paper on what large items have been addressed. On our website, make visible annual maintenance, quarterly maintenance, daily maintenance topics. Post to the public our website about facilities highlights. In the local paper, reference to the district's website and have an annual blurb referencing the 10-year plan. How to get community into building: what's our purpose? Are we going to point things out? Seems the purpose to get the community into the building is we're pursuing a bond.

Staff Goal:

Staff support is important to the Board; resources, professional development and recognition will be a priority. – When addressing staff longevity recognition, we came across some issues that hadn't been addressed yet. A committee will be developed to start an annual recognition. Director Schneiter will attend the staff in-service to informally announce the recipients. A formal public recognition will be made at the September board meeting. The district offers paid tuition incentives to staff.

Learners Goals:

Learners will show on pace growth or better over time, using district-based assessments. - All agreed this goal is being addressed with the utilization of our k-8th grade district-based MAP assessments. In high school, we use proficiencies/standards. If students do not pass their proficiencies/standards they go back and redo. Once SMART goals have been developed, the Board will go back to them to work on. Members discussed academic motivation in students and how socio-economic concerns are a huge impact to education. Do we poll kids and staff about personal interests? Do we pay stipends for incentives to staff to help cover extra time spent with kids in their personal interests? Example: yo-yo club, chess club, reading club, robotics, etc. (Hoping to maybe poll kids by June)

Board will work with grade 7-12 administrators to develop a mission document that encompasses core components of District purpose and draft policy to support it. – We have created policy related to the 6-8th grade educational system and graduation requirements which has been brought before the Board for adoption. Questions asked were; “What is the summer school plan?”, “How have parents been communicated with about summer school?”, “Those who are not on track, how are families communicated about their status?” Staff need to see and revamp the personal education plan (PEP), followed by Board action of its implementation. Currently, the Board offers it’s support of the PEP process.

Dena Crowell, Board Secretary

George Frasier, Chairman

Date

Meeting minutes approved on April 8, 2019
Original minutes with signatures on file at the district office.