

DRAFT UNTIL BOARD APPROVED

Redmond School District
Special Board Meeting & Work Session
March 8, 2017

Board Members in Attendance: Chair Rick Bailey, Directors Tim Carpenter, Shawn Hartfield, Travis Bennett, Johnny Corbin.

PROCEDURAL ITEMS

Vice Chair Carpenter called the meeting to order at 5:09 p.m. and established a quorum of four. Chair Bailey was running late.

Superintendent added an action item regarding Teacher and Administrator Contract Renewal to the regular agenda.

ACTION ITEMS

Classified Team Member Appreciation Week – March 6-10, 2017

Vice Chair Carpenter, on behalf of the board, read a statement proclaiming the week of March 6-10, 2017 as Classified Team Member Appreciation Week and encouraged all members of our community to join in this observance, recognizing the dedication and hard work of these individuals.

Chair Bailey made a motion to adopt the resolution proclaiming the week of March 6-10, 2017 as Classified Team Member Appreciation Week as read, Director Hartfield seconded the motion. Motion passed, 5-0.

Consent Agenda

Vice Chair Carpenter made motion to approve the Consent Agenda as presented, Director Bennett seconded the motion. Motion passed, 5-0.

Teacher and Administrator Contract Renewal

Vice Chair Carpenter made a motion to accept the Teacher and Administrator Contract Renewal as presented, Director Hartfield seconded the motion. Motion passed 5-0.

Vice Chair Carpenter made a motion to adjourn the special board meeting at 5:16pm, Director Bennett seconded the motion. Motion passed, 5-0.

BOARD WORK SESSION

The board was joined by Steve Kelley, OSBA to continue the review of the Board Self Evaluation. The board resumed the discussion of standards 2, 10, 6, 4, and 5.

In summary, the comments below were discussed –

The board believes they are successful at:

- Keeping focused and on track during meetings
- Keeping executive sessions to a minimum
- Respecting confidentiality
- Keeping the “surprise factor” to a minimum

The board believes they can still improve in the areas of:

- If the board makes a decision, it is as a whole board, even if you don't agree, they decision is made and you stand behind it as a board
- The board is doing okay, or "average", but they want to be better and believe that processes such as the self-evaluation and setting goals will help them attain a higher success
- Having the Superintendent (or team members) share with the board snippets of work and success happening around the district such as, CTE programs, graduation rates, curriculum and how it's working, student achievement, engaging students in other programs, metrics by which we measure success, etc.

The board reviewed the RSD Strategic Priorities. Steve Kelley explained the importance of revisiting those mission and vision statements to make sure they are indicative as to what the board/district is doing and where they want to be going. The role of the board is NOT to implement the goals, but to set the goals and then ask the superintendent to develop the metrics. Have a conversation with the superintendent to review the goals, metrics, and how and when the board wants a report of progress.

It was agreed that they board would focus on Standard 11 for their goal: **The board participates in annual training and professional development, and at least annually participates as a team with the superintendent in a team building retreat focused on assessment and goals.**

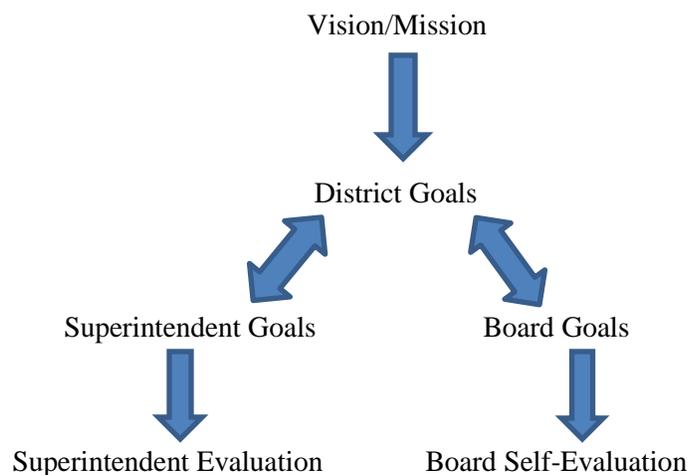
Metrics for this goal would include:

- Set aside board time specifically to focus on this goal
- Additional training (OSBA or other), coordinate professional development
- Board self-evaluation
- Goals and metric collaboration

Activities related to this goal might include:

- A. PSP – OSBA Scholarship
- B. Conferences
- C. In –district training
- D. Retreat or dedicated time
- E. Board Operating Agreement / Superintendent Evaluation

The board discussed the superintendent evaluation tool and felt it was appropriate. It should not necessarily remain the same, but should evolve for each board and superintendent.



The board agreed that they would like to set a goal for the superintendent. They would like the goal to be "Student Engagement". The board believes it is an exciting topic and would like to see the outcomes. Steve Kelley explained that we are currently in an evaluation cycle, July-June. In July, Steve encouraged the board to have the conversation about setting this goal, map out how the board is going to conduct the next evaluation process and put together a

timeline. He suggested incorporating updates, which would include executive sessions to allow for evaluation feedback every two or three months, along with scheduling the board self-evaluation and Board Operating Agreement updates. Steve reminded the board that they should revisit the policy around duties of the superintendent and be sure it matches with the evaluation instrument and adjust if need be. The board should schedule a meeting in July to map out this entire process of establishing the goal, metrics, and timeline. The goal(s) should then drive the budget.

Work session adjourned at 7:07 p.m.

Richard C. Bailey, Board Chair

Gina Blanchette, Executive Assistant