

SHOSHONE JOINT SCHOOL DISTRICT NO. 312
BOARD OF TRUSTEES' MEETING MINUTES
Tuesday November 14, 2017
6:30 p.m. Board Work Session
7:00 p.m. Regular Board Meeting

Board Work Session: 6:30 p.m.

Present:

Board Members: Chair Anthony Bozzuto and Vice-chair Lorie Race. Trustees: Rachelle Livingston and Sarah Thomas. Work session began 6:43 p.m. as a quorum was established.

Staff: Dr. Rob Waite, Principals Kelly Chapman and Emily Nelsen, Clerk Heather Wallace.

Absent: Trustee Sarah Stowell

Guest: None

I. Facilities Next Step: Dr. Waite reported that after the November 7th election results he spoke with Dr. Bausher (election consultant) regarding the possibility of running the bond election in March. Dr. Bausher suggested the following to increase the number of yes votes:

- Conduct a random telephone survey regarding the bond issue;
- Contact students' parents and help them become registered voters;
- Hold a "registration night", offering assistance to potential voters;
- Run the "Say Yes to Shoshone" campaign;
- Do not engage in debates with known "No" voters; and
- Enlarge the "Say Yes to Shoshone" committee.

Dr. Bausher also recommended to start immediately with the phone survey and to enlarge the committee.

Dr. Waite asked the Board of Trustees for their input. The following discussions took place:

- One-third of eligible voters voted in the November 7, 2017 election;
- Number of non-registered patrons;
- The lack of patrons' knowledge of the district's boundaries; and,
- Patrons understanding of the bond.

The Board of Trustees gave the following direction to Dr. Waite:

- Re-run the bond election in March 2018;
- No to the random telephone survey;
- Yes to hold a registration night and help patrons become registered voters;
- Yes to continue with "Say Yes to Shoshone" campaign; and,
- Yes to enlarge the "Say Yes to Shoshone" committee.

Dr. Waite closed the work session by stating work will begin immediately on the bond and the election resolution will be presented at the December board meeting for board approval.

1 **Regular Monthly Meeting 7:00 p.m.**

2
3 **I. Call to Order:**

4 The monthly school board meeting was called to order at 7:10 p.m. by Chair Bozzuto. Meeting
5 was held in the Shoshone High School art room (#278) located at 61 East Highway 24, Shoshone,
6 Idaho. It was noted the early start was due to early closing of the work session.

7
8 Present:

9 **Board Members:** Chair Anthony Bozzuto and Vice-chair Lorie Race. Trustees: Rachelle
10 Livingston and Sarah Thomas. Quorum of the Board was established as prescribed in Idaho Code:
11 33-510.

12 **Staff:** Dr. Rob Waite. Principals Kelly Chapman and Emily Nelsen, Clerk Heather Wallace.

13 **Absent:** Trustee Sarah Stowell

14 **Guest:** None

15
16 Chair Bozzuto led the Board and staff in the *Pledge of Allegiance*.

17
18 **II. Consideration of Public Input:**

19 Those wishing to address the Board will fill out a *Request to Appear* before the Board (1520F)
20 and submit to the District Clerk before the beginning of the meeting. None were presented.

21
22 **III. Reports:**

- 23 A. Shoshone Education Association (S.E.A.): No report for the month of November.
24 B. Shoshone Teachers: No report for the month of November.
25 C. Student Body: Principal Chapman reported that basketball and wrestling seasons have
26 started. The District has one member on the wrestling team.
27 D. Goals and School Improvement: Dr. Waite stated item is combined with item: VI. School
28 Board Training- School Improvement.

29
30
31 **IV. Consent Agenda:**

- 32 A. Approval of Agenda
33 B. Approval of the Minutes
34 1. October 10, 2017: Regular Board Meeting Minutes
35 C. Weekly Principal/Superintendent Reports
36 D. Accept reports as presented

37
38 Trustee Thomas made a motion to approve the consent agenda as presented. Trustee Livingston
39 seconded.

40
41 Discussion:

- 42 • Clerk Wallace informed the Board their copy of the October Minutes had the incorrect
43 time listed for the start of the board meeting. The correct time was 6:53 p.m. not 6:35
44 p.m. Corrections were made to the original minutes.

45
46 Chair Bozzuto stated it had been moved and seconded to approve the consent agenda as presented
47 and asked for Trustees' voice vote. Motion carried by four aye votes to zero nay votes.

1 **V. Financials:**

- 2 A. Accounts Payables
- 3 B. District Financial Statement
- 4 C. Secondary Financial Statement
- 5 D. Elementary Financial Statement

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7 Vice-chair Race made a motion to approve the accounts payables and financial statements as
8 presented. Trustee Thomas seconded.

9
10 Dr. Waite read the following report from Business Manager Shannon Harris:

- 11 1. College and Career Expenditures (Fund 100611320): This fund will continue to have
- 12 expense each month. Funding is provided by the State Department of Education to
- 13 educate students on opportunities for college choices and careers. The District is
- 14 receiving \$14,000 this fiscal year and uses funding to cover expenses of students to visit
- 15 colleges campuses.
- 16 2. The District has received approval on funding for the Title VIB program.
- 17 3. The Consolidated Plan is still awaiting approval from the State Department of
- 18 Education.
- 19 4. The Budget is on track and doing well.

20
21 Discussion:

22 Dr. Waite expanded on the college and career program. This program was new last year and the
23 Shoshone School District received \$10,000 but only had \$1200 in expenses leaving a balance of
24 \$8,800 to be combined with this years' allocation. This fiscal year the District is receiving
25 \$14,000 and has an approved plan through the State Department of Education. Students must
26 apply to visit colleges, be a junior or senior, and have at least 3.0 GPA. If a student is below a 3.0
27 GPA it may be possible for the student to visit junior colleges. To date college trips have
28 included Texas, Arizona, and Colorado. Staff are working to together on ideas to encourage
29 student to participate in the program.

30
31 Chair Bozzuto stated it had been moved and seconded to approve the accounts payables, financial
32 statements as presented and asked for Trustees' voice vote. Motion carried by four aye votes to
33 zero nay votes.

34
35 **VI. School Board Training- School Improvement:**

36 A. Evaluation: Dr. Waite presented a power point titled *Teacher Evaluation*. Dr. Waite stated
37 the District's teacher evaluation process is more than just an evaluation but it also reflects on the
38 District's core principals and best practices. Best practices include what works educationally for
39 the district and the students. Unfortunately, this does not seem to be the view of the state. The
40 current district evaluation plan also follows the Danielson Model very closely and uses continual
41 self-reflection, feedback, and support.

42
43 The evaluation committee will be meeting to update the plan to meet the states requirements
44 without compromising with Districts view of core values. The revised plan is due to the state by
45 December 1, 2017.

46
47 **VII. Motion for Adjournment:**

- 48 A. Next Meeting:
 - 49 Board Work Session: Tuesday, December 12, 2017 at 6:30 p.m.
 - 50 Regular Board Meeting: Tuesday, December 12, 2017 at 7:00 p.m.

1 Shoshone High School Art Room (#278)
2 61 East Highway 24
3 Shoshone, Idaho 83352
4

5 Trustee Thomas made a motion to adjourn the meeting at 7:36 p.m. Trustee Livingston seconded.
6

7 Discussion: None
8

9 Chair Bozzuto stated it had been moved and seconded to adjourn the meeting and asked for
10 Trustees' voice vote. Motion carried by four aye votes to zero nay votes.

11 *Heather Wallace*

12 Heather Wallace

13 District Clerk

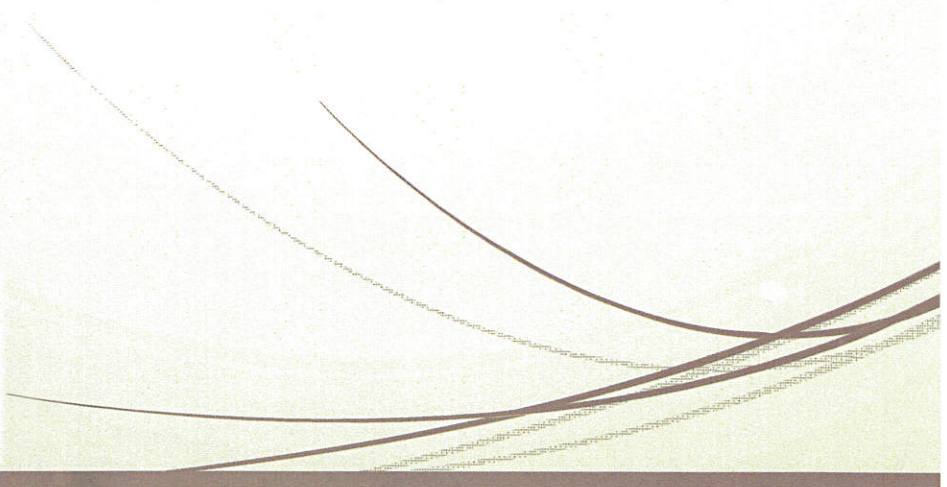
14 November 14, 2017
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16 This document serves as the official minutes of the November 14, 2017 Board Meeting. An
17 audio recording of the minutes is kept as a support document.

Teacher Evaluation



“Improve Instruction”



“continual process of self-reflection, feedback, support”

- ▶ “self reflection is the major component of this framework...teachers should consider every action they take part of this process.”
- ▶ “At the core of this evaluation process is the self evaluation and continual reflection to improve instruction conducted by the teacher.”
- ▶ “teachers will actively participate in the process”

Self reflection

- ▶ "Encourages people to think about your work, career, and personal development progress"
- ▶ "encourages effective communication"
- ▶ "self reflection often encourages people to want to improve performance, which changes the dynamic of manager feedback."
- ▶ "requires executives and managers to have regular discussions with employees about performance issues—rather than putting them off until the next "performance" review."
- ▶ "encourages managers to coach employees toward creating and achieving their goals."
"switches their focus from dictating what employees should do at work to helping develop their skills as individuals. As it stands, companies spend a significant amount of time on evaluation but comparatively little on development."
- ▶ "more informed feedback and place a greater emphasis on development. And as employees become even better at their jobs, it's a win-win for everyone."
- ▶ "Employees that do best in annual based performance management systems tend to be the employees that are the most narcissistic and self-promoting."

Always works?

▶ No

▶ “In the field of psychology, the **Dunning–Kruger effect** is a cognitive bias wherein people of low ability suffer from illusory superiority, mistakenly assessing their cognitive ability as greater than it is. The cognitive bias of illusory superiority derives from the metacognitive inability of low-ability persons to recognize their own ineptitude.

Without the self-awareness of metacognition, low-ability people cannot objectively evaluate their actual competence or incompetence.”



Good evaluation systems support improvement in the competent, and illuminate the incompetent

- Danielson does just that. At it's core, it is based on self reflection and improvement techniques. However, it also will help "document" those that are incompetent.



Source

▶ BizShare, Performance-appraisals.org, Your Business.

