

SHOSHONE JOINT SCHOOL DISTRICT, #312

BOARD SUPERINTENDENT EVALUATION

Tuesday, December 9th, 2014

6:30 p.m.

In attendance:

Board: Chair Anthony Bozzuto, Vice-chair Lorie Race. Trustees: Casey Bryant, Carl Horn and Rian Pine.

Staff: Dr. Rob Waite- Superintendent, Principal Emily Nelsen, Carolyn Aoi, Clerk- Heather Wallace

1. Have you built trust and understanding between the Board of Education and the Superintendent?

Comments:

- a. Chair Bozzuto answered yes, he believes there is a good understanding between the Board and the Superintendent. Adding that in the beginning there was an adjustment period but Dr. Waite has created a better comradery between the superintendent, staff and school board.
- b. In addition, Chair Bozzuto commented the Board understands how Dr. Waite would like the District to run and the Board is supportive of that direction. Dr. Waite concurred adding he did not have trust issues with the Board and is confident the Board could handle issues appropriately.
- c. Dr. Waite stated everyone, including the Board, might not agree with every decision he makes but he trusts the board understands and supports a decision made.
- d. Chair Bozzuto added that micromanaging is not what a Board should do if they have hired the right person and the Board should be able to recognize when things are running smoothly in the District.
- e. Vice-chair Race said she has seen Dr. Waite build trust in the Board, teachers and staff. Adding that trust is a critical issue in any organization and it is important the Board recognizes that it is not their job to micromanage; especially when the Board is informed as needed. Dr. Waite replied that he returned the feeling of trust with the Board.
- f. Dr. Waite added the Board is a trusted advisor to the Superintendent and the District.
- g. Trustee Pine shared his belief of the Board hires the Superintendent to run the school and Trustees of the Board do not have the education to run a school district; Trustees do have good ideas and are a supporting factor. Trustee Pine stated when he started to become involved in the District, the District was in "AYP Jail", now the District is moving towards a five start rating. The improvement in the school reinforces Trustee Pine's trust in Dr. Waite.

2. Do you believe you have a shared vision, orientated to student needs?

Comments:

- a. Trustee Bryant answered yes he believes there is and the Board has had multiple presentations on shared visions and the *Nine Characteristics of a Successful School*. Trustee Bryant added student scores are improving and that is a reflection of the positive changes made. Dr. Waite agreed and commented that with the addition of the strategic plan and its solid belief statements the District is heading in the right direction.
- b. Chair Bozzuto stated he feels he has personally had a part in the “game” because he is on the Board and is proud of the improvements the District and the students have made; therefore there is absolutely a shared vision. Dr. Waite was in full agreement.

3. Have you developed an understanding of roles and expectations of the Board of Education and the Superintendent?

Comments:

- a. The Board nodded their agreement. Dr. Waite expanded on the issue and stated there have been some formal discussions and some non-formal discussions which have lead everyone to have a clear understanding of their roles.

4. Do you have confidence in each other to make effective decisions, build consensus, resolve conflict and learn together?

Comments:

- a. Vice-chair Race stated she definitely has confidence and has witnessed a turnaround faster then she thought possible and as changes continue it builds her trust that the Board made the right decision.
- b. Chair Bozzuto added that part of learning is to accept “your” part.
- c. Dr. Waite stated that in the last three or four years things in the District have changed fast and credit goes to everyone in the organization. In the first year of his administration there was a five year plan of action and with the hard work from the administration, Board and staff the five year plan was completed in one year.
- d. Dr. Waite also remarked that under the topic of learning, though the District hasn’t seen a horrific controversy, he believes the Board and the School District could withstand the issue. A district will function well when the Board, administration and staff work together.
- e. Vice-chair Race added when an organization has a board forum that gets too involved in everyday business and loses sight of what a Board is about, it causes the organization to lose focus and in the case of a school district students pay the price for a lost focus. Dr. Waite agreed; adding the Board should be an example for students to follow.

5. Have you developed communication plans and information flow within and between the Board and the Superintendent?

Comments:

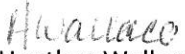
- a. Dr. Waite announced this was a chance for the Board to comment on the EdModo Program, weekly postings and ways of keeping the Board informed. Dr. Waite stated he likes the communication plan/system in place and it works well for him. Adding it's not an attempt for the Board to micromanage but to be informed as a public official of issues that concern the District.
- b. Trustee Pine commented the community believes the Board knows of details in situations that arise and it is nice to have communication to get some background on a situation.
- c. Chair Bozzuto reminded the Board the key is to check their EdModo account regularly.
- d. Dr. Watie reminded the Board to remember that EdModo is not to open discussions but to educate the Board on some of the basics of an issue(s).

6. Are you able to present to the community truthful, substantial messages consistently communicated to all internal and external publics both formally and informally?

Comments:

- a. Dr. Waite replied when the community hears information from the staff, Board or students it carries more weight in a small community than a newsletter or electronic post.
- b. Trustee Bryant added that this goes back to number five regarding good communication.
- c. Dr. Waite added the staff and the Board has taken on the responsibility of communicating the correct way and do not hesitate to use the chain of command.
- d. Trustee Bryant remarked he has witnessed a couple of different scenarios in other school districts and how their issues have revolved. He feels very fortunate in how the Shoshone School District is run and has confidence in how the District would handle issues.
- e. Chair Bozzuto added he believes some Boards have allowed groups of people too much involvement.
- f. Dr. Waite replied that is why it is important to have a process in place and to trust the process. He has confidence in the staff and School Board on this issue.
- g. Trustee Pine added the District could use issues witnessed in other boards as a learning tool for the Board. Dr. Waite agreed and the community deserves credit for trusting the Board and District to do their job.

In closing, Dr. Waite said it is a good idea to review and discuss if the Board and Superintendent are happy or unhappy in their relationship and added that he is very happy. Trustee Bryant stated he is also and the Board nodded in agreement.

A handwritten signature in dark ink, appearing to read "H Wallace".

Heather Wallace
Clerk