

SHOSHONE JOINT SCHOOL DISTRICT NO. 312
BOARD OF TRUSTEES' MEETING MINUTES

Tuesday: November 12, 2019

6:30 p.m. Board Work Session

7:00 p.m. and Regular Board Meeting

Board Work Session: 6:30 p.m.

Present:

Board Members: Vice-Chair Lorie Race (acting chair). Trustees: William Marsh and Sarah Thomas. The board work session began at 6:36 p.m. as a quorum was established.

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

Absent: Chair Anthony Bozzuto; prior commitment. Excused by the Board.

Trustee Sarah Stowell; prior commitment. Excused by the Board

Guest: Oscar Rodriguez; incoming board member.

I. School Board Basics:

Dr. Waite begin a workshop series on "School Board Basics". Part one of the series referenced Board Leadership and the following points:

- Why am I here?
- What actions can I take to be of most value to the organization?
- *Leadership*: definitions and examples;
- The definition and impact of a *Fundamental Paradigm Shift*;
- Traits of an *Unsuccessful Board*: a. They manage
 - b. Focus on the wrong things; not the big picture
 - c. Fail to develop leadership in the organization
- Traits of *Successful Boards*: a. Laser like focus. Identify what is important, spend: time, energy and attention to.
 - b. "Big picture perspective"
 - c. Develops leaders and/or leadership
- Areas the Board should or should not spend time on.
- Additional discussions included: board trust/employee trust; following board agendas, and following open meeting law.

In closing, Dr. Waite thanked the Board for their interest in the education process.

Regular Monthly Meeting 7:00 p.m.

I. Call to Order:

The monthly school board meeting was called to order at 7:03 p.m. by Vice-chair Race (acting chair). Meeting was held in the Shoshone High School art room (#278) located at 61 East Highway 24, Shoshone, Idaho.

Present:

Board Members: Vice-Chair Lorie Race (acting chair). Trustees: William Marsh and Sarah Thomas.

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

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- The federal program grants (CFSGA) have been approved for the fiscal year. The following changes have been issued: State EL funding is \$8,245 less than budgeted, Title III is also receiving \$955 less. The following programs are receiving more than budgeted: Title I \$873 more, Migrant \$2,421 more, School Based Medicaid \$316 more, and Title IIA \$6 more.
- The IDEA Special Education Program applications have been submitted to the SDE and will be approved by SDE after November 15, 2019.
- All other funds seem to be in alignment with the approved budget.

Vice-chair Race stated if there was no further discussion, it was so moved and seconded to approve the accounts payables and financial statements as presented and asked for Trustees' voice vote. Motion carried by three aye votes to zero nay votes.

VII. Board Business:

A. District Policies:

1500: *Board of Trustees: Board Meetings*

1610: *Board of Trustees: Trustee Conflict of Interest* (amend)

2335: *Instruction: Digital Citizenship and Safety Education* (adopt)

3285: *Students: Relationship Abuse and Sexual Assault Prevention and Response* (adopt)

3290: *Students: Sexual Harassment/Intimidation of Students* (amend)

4120: *Community Relations: Uniform Grievance Procedure* (amend)

4150: *Community Relations: Accommodating Individuals with Disabilities* (amend)

4530F: *Community Relations: Crowdfunding Request Form* (adopt)

5250: *Personnel: Certificated Staff Grievances* (amend)

5275: *Personnel: Adult Sexual Misconduct* (adopt)

5395: *Personnel: Whistleblowing* (adopt)

5750: *Personnel: Employing Retired Teachers and Administrators* (amend)

7408: *Financial Management: Entering into Professional Service Contracts* (adopt)

7400: *Financial Management: Miscellaneous Procurement Standards* (amend)

7409: *Financial Management: Acquisition of Real and Personal Property* (adopt)

8170P: *Non-instructional Operations: District Owned Vehicles* (amend)

Trustee Thomas made a motion adopt or amend the policies as presented. Vice-chair Race Seconded.

Discussion:

Dr. Waite stated these policies are at the recommendation of the Idaho School Boards Association and reflect changes in Idaho Code and/or in changes in the Federal Laws. It is the recommendation of Dr. Waite to amend or adopt policies to be in compliance.

Further discussion took place on Policy 4530F: Crowdfunding Request Form as to what it is and how it works.

Vice-chair Race stated if there were no more questions or comments it had been moved and seconded to adopt or amend policies as presented and asked for Trustees' voice vote. Motion carried by three aye votes to zero nay votes.

1 **VIII. School Board Training- Key Works of School Boards: Dr. Waite**

2 A. Communication Plan/Survey:

3 For this section of the board meeting Dr. Waite initiated discussion with the Board of Trustees
4 regarding the District's Communication Plan that is an actual policy. The Communication Plan is
5 also a code of ethics for school board members; which also, lists statements that are applicable to
6 the proposed survey presented on November 4, 2019. The following points in the Communication
7 Plan were discussed:

- 8 • The Board and/or administration will not confuse volume for consensus. A survey can
9 help accomplish gathering data as the consensus.
10 • The District also has a system in place for public input and gather feedback. The survey
11 will address obtaining this information.
12

13 Other discussions included:

- 14 • The District may have to start addressing some building issues in the near future;
15 • Gathering data from the survey may help make future plans and address some bond
16 questions;
17 • The survey could provide education to patrons;
18 • The need to provide non-English patrons with education to make informed decisions;
19 • The survey would approximately cost \$2,000 or less and would include a survey from
20 200 patrons.
21

22 The Board of Trustees directed Dr. Waite to contact Dr. Bauscher and enter into an agreement to
23 conduct the survey. It was noted the direction from the Board of Trustees does not need a motion
24 for authorization due to prior approval issued within the budget process.
25

26 Dr. Waite closed by thanking the Board for their input.
27

28 **IX. Motion for Adjournment:**


29 A. Next Meeting:

30 Board Work Session: Tuesday, December 10, 2019 at 6:30 p.m.
31 Regular Board Meeting: Tuesday, November 10, 2019, 2019 at 7:00 p.m.
32 Shoshone High School Art Room (#278)
33 61 East Highway 24
34 Shoshone, Idaho 83352
35

36 Trustee Thomas made a motion to adjourn the meeting at 7:24 p.m. Trustee Marsh seconded.
37

38 Discussion: None
39

40 Vice-chair Race stated it had been moved and seconded to adjourn the meeting and asked for
41 Trustees' voice vote. Motion carried by three aye votes to zero nay votes.
42

43 
44 Heather Wallace
45 District Clerk
46 November 12, 2019
47

48 This document serves as the official minutes of the November 12, 2019 Board Meeting. A
49 recording was made of this meeting.

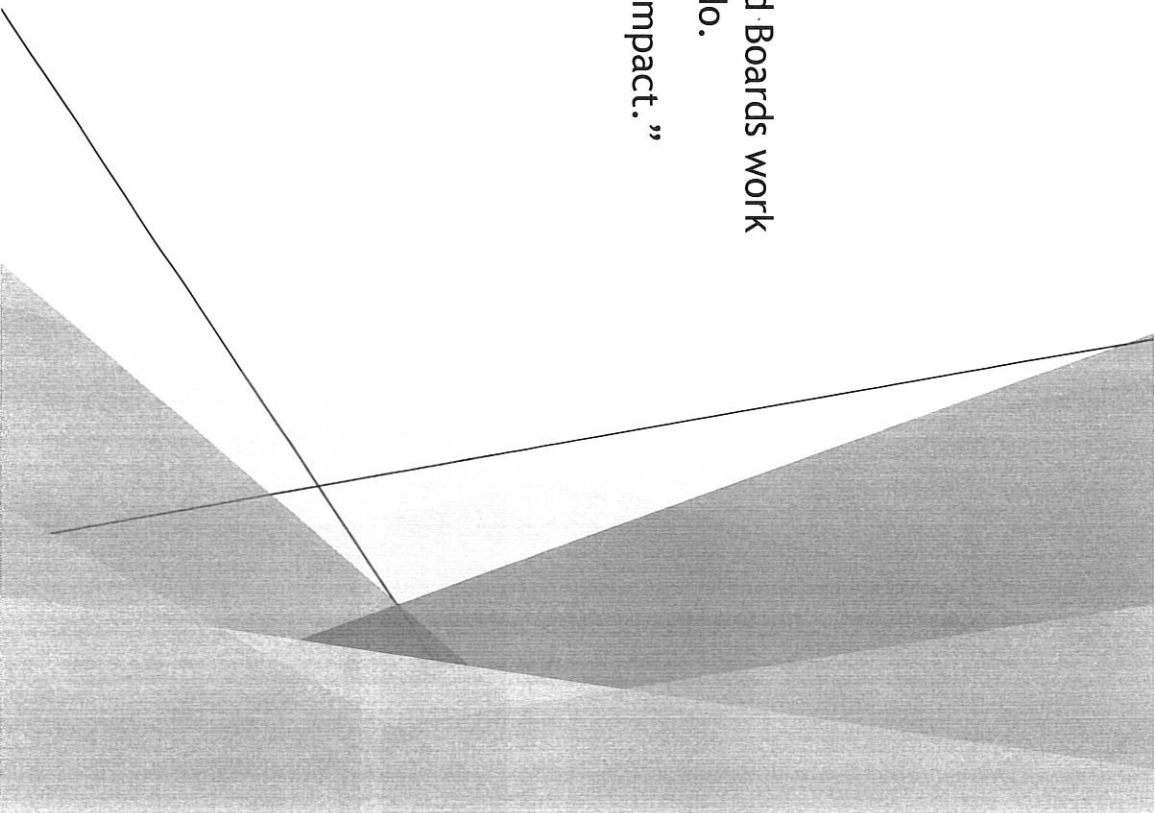


Board Leadership

Why am I here?

What actions can I take to be of most value to the organization?

- ▶ “Leadership” works. It works best when superintendents and Boards work together to put “learning at the center” of everything they do.
- ▶ “A *fundamental paradigm shift*, that will have exponential impact.”



Citation

- ▶ Stanford Graduate School of Business

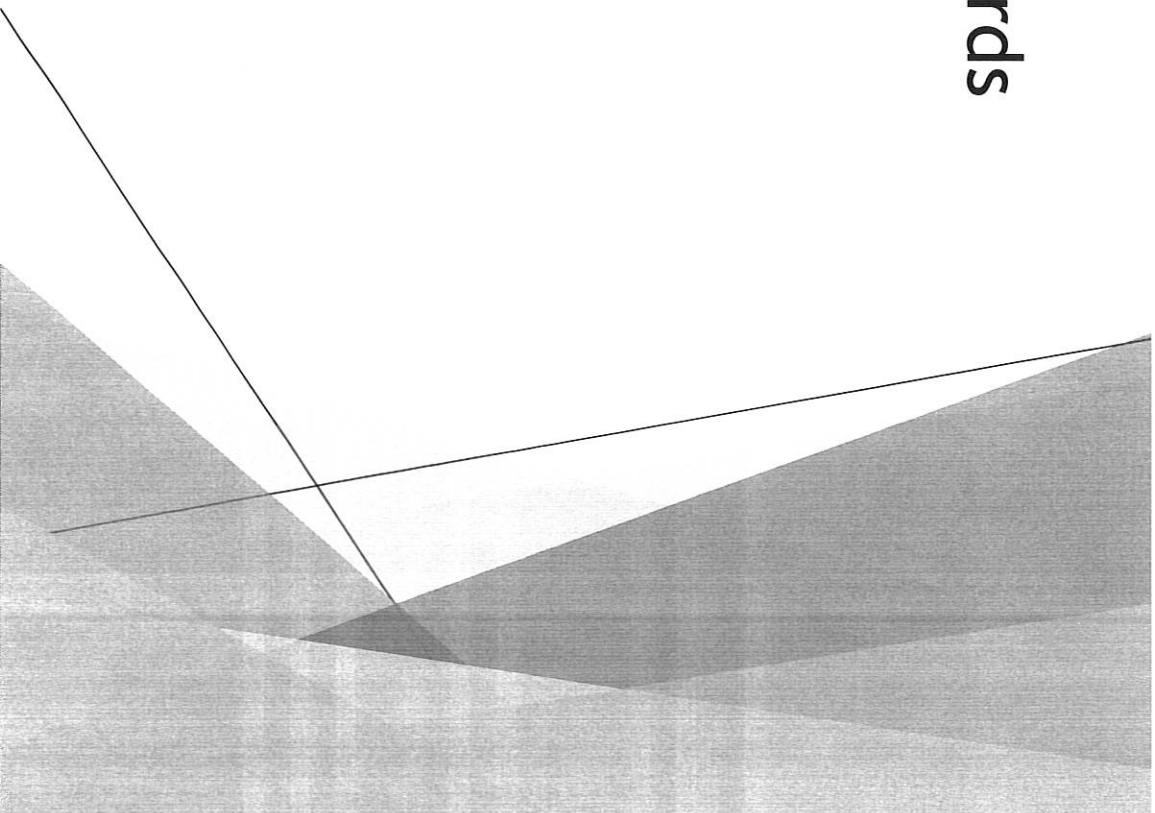
“Bridging the Gap: Leading Social Innovation Across Sectors: Effective Board Governance.”

A five-year study that examined how nonprofit leaders appropriate, adapt, or reject management ideas and practices as they create and shape social purpose institutions.

Stanford Educational Leadership Institute: A collaboration with Stanford School of Education focused on bringing knowledge from the business and education fields to support current and emerging education industry leaders.

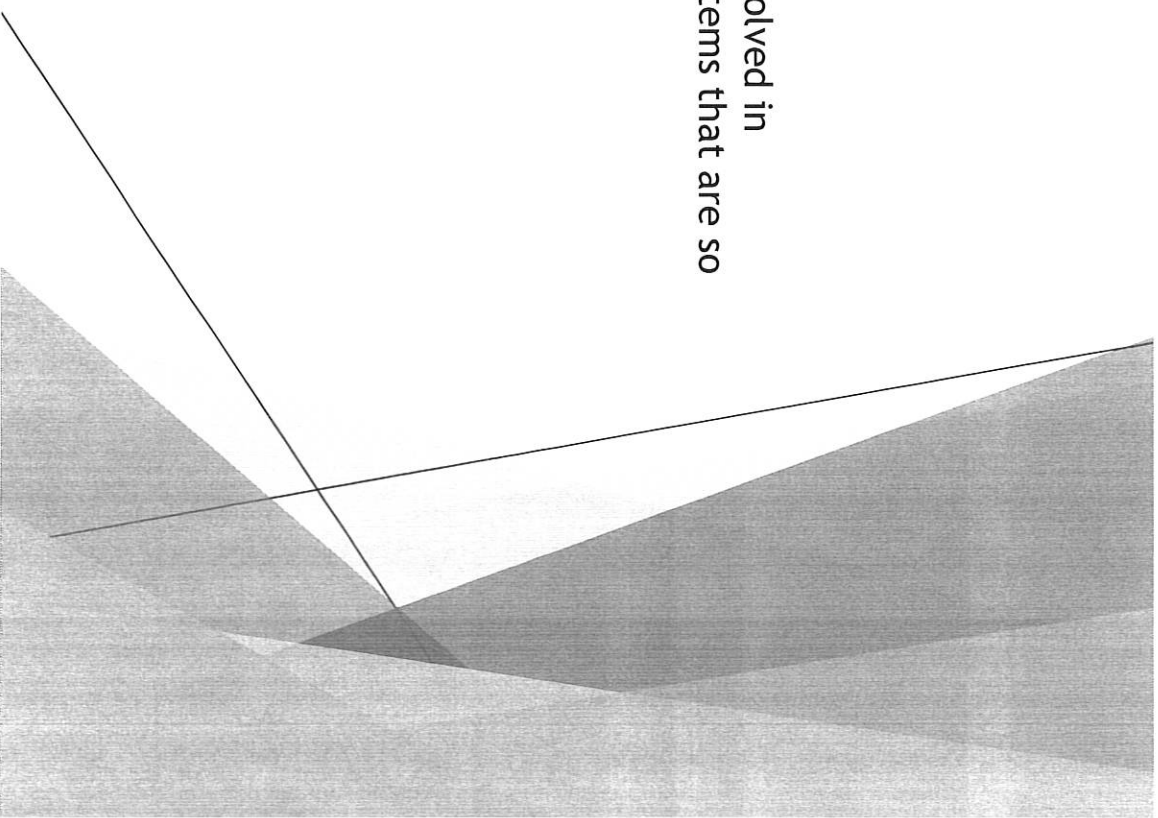
Three traits of unsuccessful Boards

- ▶ They manage
- ▶ Focus on wrong things
- ▶ Fail to develop leadership in organization



They manage.

- ▶ “Manage quickly becomes micro-manage. If the board is involved in management, likely no one is focusing on those big picture items that are so important, which is a recipe for disaster.”



Focus on what is not important, not on what is important

- ▶ “It is easy to lose focus in the details. Someone needs to ensure the important, big picture items get attention”
- ▶ “Biggest difference between school boards and public corporation boards. (laser like focus, in private boards they have it—”maximize shareholder value.” School board often don’t---it should be on students achievement)”

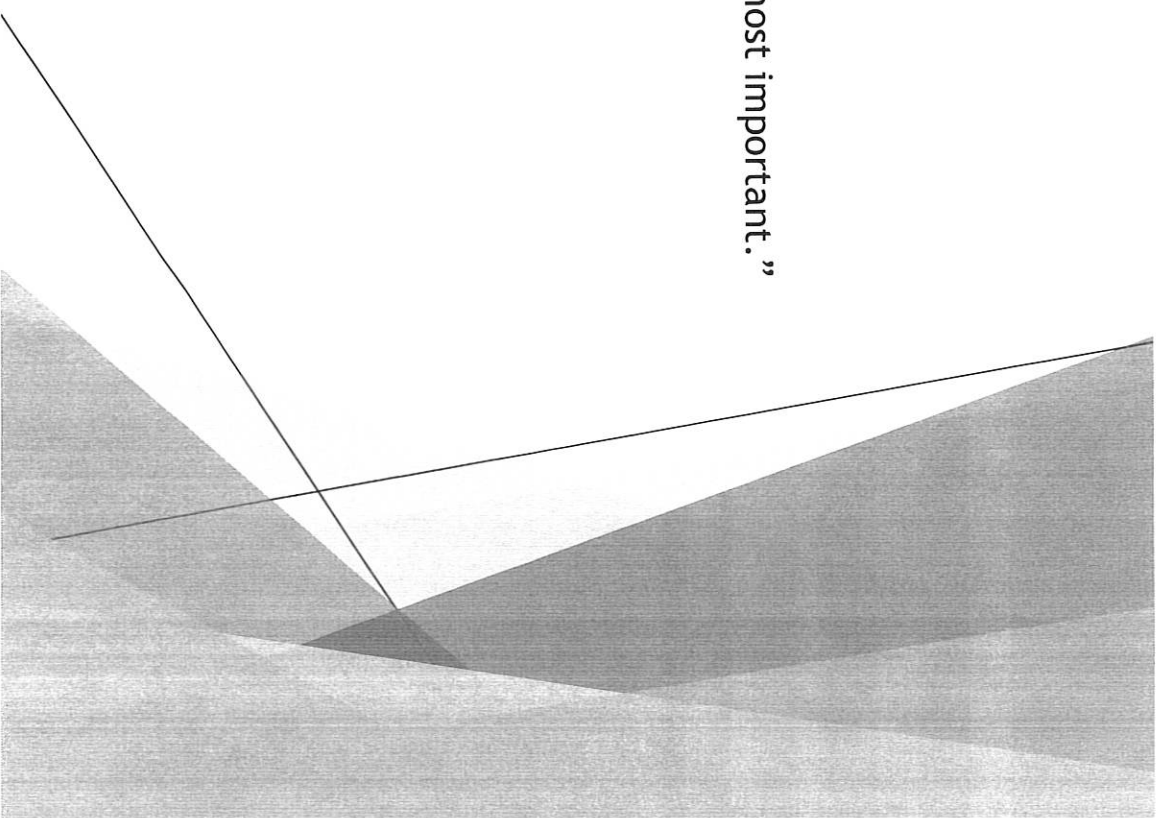


Failure to develop leadership in the organization

- ▶ “An organization that has leaders at every level is most likely successful”
- ▶ “Ineffective boards hinder leadership of others by micromanaging, us vs. them mentality, crisis to crisis structure, constant second guessing, unrealistic expectations, etc...”

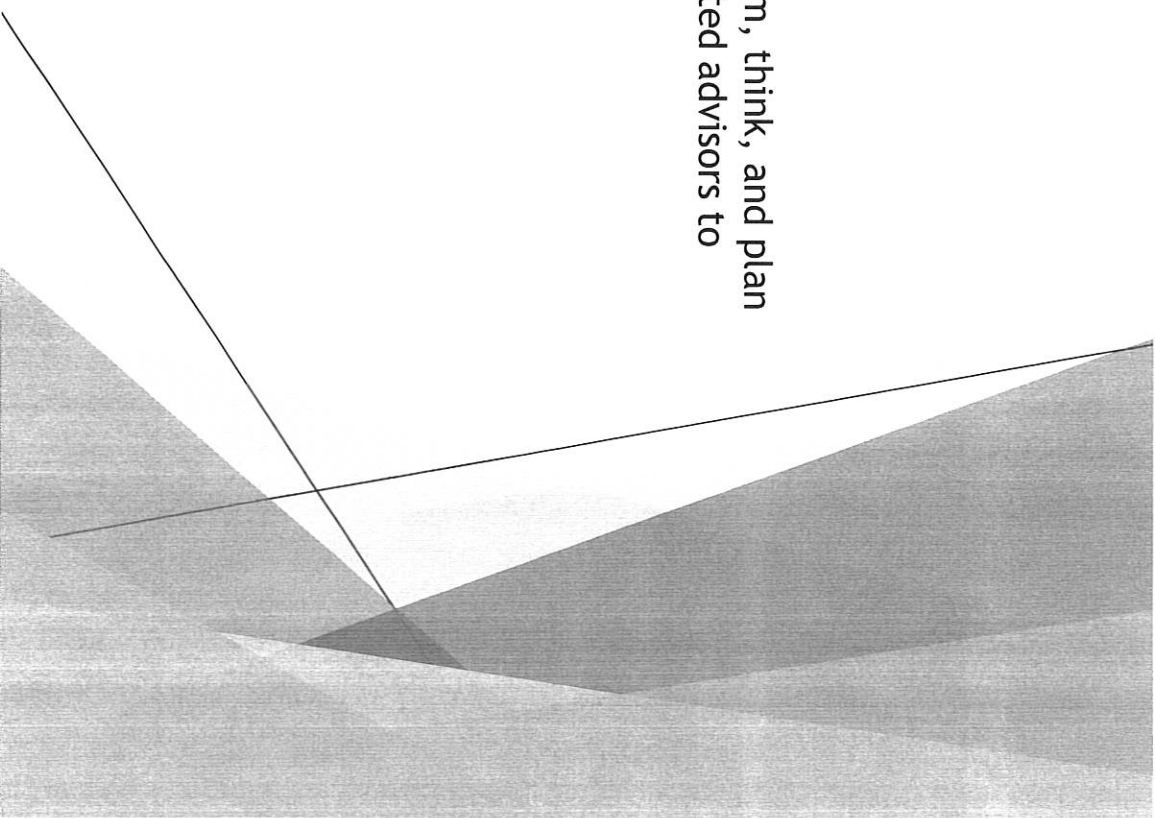
Successful Boards

- ▶ 1. “Intense focus of time, energy and attention to what is most important.”
(laser like focus)
- ▶ 2. “Big picture perspective”
- ▶ 3. “Develop leadership”



Develop leaders

- ▶ “Create an environment that encourages employees to dream, think, and plan big things. The board should be looked at as a group of trusted advisors to help those dreams come true.”



Four areas for Board time

- ▶ Staff - is this activity a duplication or review of a task staff already does or has done?
- ▶ Past- is this a review/discussion of something that already happened? (this will include staff reports, committee reports, financial reports, etc, most of which review PAST actions)
- ▶ Values- Does this item pertain to the organizations core values?
- ▶ Vision and mission-Is this a discussion of the effect the organization has in the community? Is it a discussion of how you will make a difference in students lives?

- ▶ “Tally the time the board spends on each of these items. Once the board sees both what it is spending time on, and (most importantly) what it has the potential to spend its time on you can begin to shift the agenda to spend more time looking *forward* than looking back. You can begin to govern for what is possible, rather than governing for what they are afraid of. “

