

SHOSHONE JOINT SCHOOL DISTRICT, #312
BOARD/ SUPERINTENDENT EVALUATION
Tuesday, February 11, 2020
7:00 p.m. Regular Board Meeting

In attendance:

Board: Chair Anthony Bozzuto, Vice-chair Lorie Race, Trustee William Marsh

Staff: Dr. Rob Waite- Superintendent. Principals Kelly Chapman and Kelly Wilkins, S.E.A.
President Mark Sant, Clerk- Heather Wallace

Absent: Trustee Oscar Rodriguez. Excused by the Board of Trustees.

Trustee Sarah Thomas- family commitment. Excused by the Board of Trustees.

Guest: None for this session of the board meeting.

Annual State of the District Discussion: Dr. Waite presented a power point titled Annual State of District Discussion, and stated this is the annual discussion of the Evaluation of the Board and Superintendent and how the district is doing. As Dr. Waite presented his power point he asked the Board, principals, and staff in attendance to participate in the discussion.

As in past evaluations a review of the following topics are as follows:

Section One: *"Most Important School Board's Job: is to hire a superintendent for the district. Once the superintendent is in place, then the board of education and the superintendent should become partners. While the superintendent is the CEO of the district, and the board provides oversight. The best school districts have boards of education and superintendents who work well together."* NSBA*

Comments:

- a. Dr. Waite stated there should be at least one discussion a year to reflect on how the district/school was doing with the "Key Works of Superintendents" and the "Key Relationships of the District".

Section Two: The Four Key Relationships of the District are:

1. Board and Superintendent
2. Board and Staff
3. Board and Board
4. Board and Community

"Each school district's needs and conditions are unique. And since the dynamic between a board and its superintendent varies from district to district, they often fail to take the time to analyze and discuss if the approach works best for the district." NSBA*

Comments:

- a. Dr. Waite asked the Board if the district was moving along as it should with the four mentioned relationships.
- b. Chair Bozzuto stated as it has been in the last several years, relationships are in good shape, hopes it continues to stay that way, and there seem to be good connections within all the relationships established. When things are not going well the Board will hear from the public.

Section Two continued:

- c. Mr. Sant remarked is not aware of problems in the relationship areas.
- d. Principal Wilkins referred to the relationship of “*Board to Staff*” and asked if there was more information that could be provided to the Board.
- e. Along the same thought, Dr. Waite identified the Board’s official communication system as *EdModo* and asked the Board the following: Is it still a good way to share information and keep the relationship strong, is the Board getting the information they need, would the Board like more or less?
- f. Chair Bozzuto responded he is always interested in knowing what is going on with the students, their projects, Friday enrichments etc, which creates an opportunity to share with the community. He would like to see more of these topics shared in either Edmodo or at the board meetings.
- g. Vice-chair Race stated if something is going on that Dr. Waite doesn’t want the Board to hear by other means or after the fact, there is an instant connection with EdModo in getting the information to the Board. Vice-chair Race added Dr. Waite is always keeping the Board updated on what they need to know.
- h. Dr. Waite stated the point of emphasis is to work together on communications. The staff does spend a lot of time behind the scenes working on improving communications especially with new staff. Dr. Waite also stated relations are very important and the District has tools set in place if a subject needs discussion it can be discussed.
- i. Dr. Waite stated it is very important for the Board to continue these on- going relationships, and conversations that are open and honest.

Section Three: Issues to Work on (Goals):

- 1. Facilities Initiative
- 2. Staffing/Negotiations as State career ladder ends and associated issues
- 3. Opportunities for All

Comments:

- a. Dr. Waite stated these are important items for him personally. Facilities/building is the number one priority for him and how can the problems can be solved.
- b. On the subject of *Staffing and Negotiations* Dr. Waite commented the state provided the career ladder for five-years and the administration/negotiations team worked well together to put into place a good plan for negotiations and associated items. Now that the career ladder is in the fifth year and is ending it will be a new chapter in negotiations. Dr. Waite stated he is not worried about negotiations but it will be different as the state replaces the career ladder; he believes the district has a good framework in place to continue on.
- c. On the subject of *Opportunities for All* Dr. Waite made reference to the district’s strategic plan and how the Shoshone Joint School District is all about opportunities. He is proud he can tell parents about student opportunities available through the district and how the district will do their best to create opportunities for students that they would not have access to in larger schools.

Section Three Continued

d. Dr. Waite mentioned his dream is to always have activities at the school for the students and the community but it takes more than person to make it happen. Dr. Waite has been revisiting this area to make sure when he promotes opportunities that it's true as he believes the district can be known for the opportunities they offer students.

e. Chair Bozzuto stated the students need to use the opportunities that are available and not let them go unused.

Section Four: Leadership: *"Visionary, executive leadership designed to move the organization forward by shaping the overall agency climate and empowering others". NSBA**

Comments: Dr. Waite asked the Board how the district is doing in this area.

a. Dr. Waite believes there is a decent climate, staff are happy to come to work, have the opportunity to grow in their careers and be involved in many things.

b. Trustee Marsh stated that due to his personal experience with the success of his children something is working. Dr. Waite concurred and stated Shoshone School District has very successful students.

c. Dr. Waite congratulated the school board on doing a good job empowering others.

Section Five: Organizational Management: *"Establishes internal structure of the organization with a focus on division, coordination, and quality management of tasks and flow of information within the organization". NSBA**

Comments: Dr. Waite asked the Board if the district's organization is managed properly.

a. Chair Bozzuto stated the district seems to very transparent, has direction, and can have open, direct, blunt discussions.

b. Vice-chair Race believes there is a good climate, Dr. Waite empowers his team, pushes for things in order that everybody can be able to do what they need to do, overall doing a good job.

c. Dr. Waite congratulated the principals on doing a great job.

Section Six: Human Resources Leadership and Labor Relations: *"Provides overall leadership in developing labor contracts, staff evaluation, and supervisory systems to improve performance. Follows legal requirements for selection, development, retention and dismissal while following collective bargaining agreements and laws." NSBA**

Comments: Dr. Waite asked the Board's thoughts on this subject.

a. Vice-chair Race commented it's good to have policies and procedures in place that are followed.

b. Dr. Waite agreed and stated the district has had good success in this area, good relationships, and everyone knows their role within the organization.

c. Mr. Sant added everything seems to be going well and does not know of complaints.

d. Dr. Waite replied the goal for the negotiations team has always been to have a win-win for all and have come close to accomplishing that goal.

<p>Section Six Continued:</p> <p>d. Vice-chair Race said the key is to be opened and honest on both sides then the process becomes easy.</p> <p>e. Dr. Waite added negotiations is about relationship building and a good relationship leads to less contentious negotiations. Dr. Waite feels the relationship between the S.E.A. and administration is good and the parties can have honest discussions.</p>
<p>Section Seven: Policy and Governance: <i>“Working with the board and staff, formulating district policy and procedures, interpreting public school governance.”</i> NSBA*</p> <p><u>Comments:</u></p> <p>a. Dr. Waite stated the district is limited in this area due to the laws governing schools. When a policy is required to be in place the district must do so and over 50% of the policy manual is mandated policies. The district does review policies and procedures.</p>
<p>Section Eight: Execution of Goals: <i>“The Superintendent works with others to set and work towards goals for the organization.”</i></p> <p><u>Comments:</u></p> <p>a. Dr. Waite commented this topic has been visited and he has informed the Board what he considers his personal goals and how the goals are tied to the strategic plan.</p>

*NSBA- National School Boards’ Association

Dr. Waite concluded this concludes Effective School District Governance.

Approved this 10th Day of March 2020

 _____, Chair- Anthony Bozzuto

 _____, Dr. Rob Waite

 _____, Vice-chair- Lorie Race

 _____, Trustee William Marsh

 _____, Trustee Oscar Rodriguez

 _____, Trustee Sarah Thomas


Heather Wallace

District Clerk

February 11, 2020