

SHOSHONE JOINT SCHOOL DISTRICT, #312  
BOARD/ SUPERINTENDENT EVALUATION  
Tuesday, May 10, 2022  
7:00 p.m. Regular Board Meeting

In attendance:

**Board:** Chair Anthony Bozzuto and Vice-chair Lorie Race. Trustees Eli Gough, William Marsh, and Oscar Rodriguez.

**Staff:** Dr. Rob Waite- Superintendent. Principals Kelly Chapman and Kelly Wilkins, S.E.A. Representative Denice Christiansen and Clerk Heather Wallace

**Absent:** None

**Guest:** None

**Annual State of the District Discussion:** The Annual State of the District Discussion, was conducted in two parts: during the March 2022 Board meeting: "Setting the Bar on Characteristics of High Performance Schools" and concluded during the May 10, 2022 board meeting by evaluating the following areas as listed.

MARCH 08, 2022: Making an Impact

Shoshone School District strives to be a school that utilizes the Nine Characteristics of High Performing Schools.

Boards should ask themselves the following questions:

Why am I here?

How does the Board, as a leader, help the school?

What is the "big picture" of the board and the school community?

Successful boards also:

Develop leadership

Focus time and energy on what is important

Maintain focus by following simple framework, act in the best interest of those they serve, continue to learn, self-assess and have stability.

Allocate resources

Engage the community

Big Picture Perspective includes:

Develop hiring processes

Develop staff evaluations systems

Develop systems to investigate complaints

Setting goals as part of the strategic plan

Three traits of unsuccessful boards are:

Micro-managing

Focus on wrong things

Fail to develop leadership in the organization

Discussing past issues

The Board of Trustees were provided a copy of the adopted Communication Plan for Board to review.

MAY 10, 2022

The following topics were evaluated by the Board of Trustees and Dr. Waite:

**Section One: The Four Key Relationships of the District:**

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

Comments:

- a. Superb rating for relationships one, two, three. The community relationship is good also.
- b. Board and Community: upon hearing complaints the Board is able to stay mutual due to the adopted chain of command, creating a professional atmosphere.
- c. Board and Staff: Refreshing atmosphere for the staff with very little complaint.

**Section Two: Leadership:** *“Executive leadership designed to move the organization forward by shaping the overall agency climate and empowering others”.* NSBA\*

Comments:

- a. It is noticeable that the staff is committed to making “things” work and/or is comfortable in working with the appropriate staff member to resolve an issue or get assistance.
- b. This area is working well for the District.
- c. The administration is transparent in decisions which creates trust.
- d. Administration and staff are opened to discussions, ideas, suggestions and problem solving together.
- e. Trust is a great building block for school improvement.
- f. When others are included in solutions or problem solving, it adds value to the organization.
- g. Staff is getting along, therefore; enjoying their work.

**Section Three: 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:

- a. Staff is following the chain of command, which is part of management.
- b. The Board responds well with staff and the community with the chain of command policy.
- c. This area is going well for the District.

**Section Four: 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:

- a. Staff has gained trust in this area; therefore, gaining trust with the Board.
- b. If there is not trust, but fighting within the organization it takes the focus off of what should be focused on.
- c. Students notice if there is discord within the organization and how it effects the school environment.

**Section Five: Policy and Governance:** *“Working with the board and staff, formulating district policy and procedures, interpreting public school governance.”* NSBA\*

Comments:

- a. It is appreciated that ideas and suggestions can be discussed and not “shut-down”.
- b. Policy and Governance is an area where changes happen frequently and the District pays attention to those changes.
- c. The District re-evaluates this area every couple of years or as needed.

**Section Six: Execution of Goals:**

Comments:

- a. This District kept schools open during the two year COVID-19 crisis.
- b. Due to the schools kept open, the District has been able to improve testing scores and narrowing the gap with other Idaho schools.
- c. A goal for the upcoming year is to re-engage in the facilities committee, discuss updates and the bond issue. Also to refocus on the strategic plan which was difficult to do during the COVID-19 crisis.
- b. Do what is best for the students of Shoshone.

\*NSBA- National School Boards’ Association

Dr. Waite concluded this concludes Annual Board/Superintendent Evaluation

Approved this 14th Day of June 2022

*Anthony A. Bozzuto*, Chair- Anthony Bozzuto

*Rob Waite*, Dr. Rob Waite

*Lorie Race*, Vice-chair- Lorie Race

*Eli Gough*, Trustee Eli Gough

*William Marsh*, Trustee William Marsh

*Oscar Rodriguez*, Trustee Oscar Rodriguez

Heather Wallace *Heather Wallace*  
District Clerk

