

**SHOSHONE JOINT SCHOOL DISTRICT, #312
BOARD/ SUPERINTENDENT EVALUATION
STATE OF THE DISTRICT
Tuesday, April 11, 2023
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 presented to the Board of Trustees during the February 14, 2023 board meeting work session and is being concluded during the April 11, 2023 regular board meeting. It is noted the document format is slightly different than previous years. Dr. Waite lead the discussion as follows:

- Five key Components of the District
 - Leadership
 - Organizational Management
 - Human Resources and Labor Relations
 - Policy and Governance
 - Execution of Goals (Strategic Management)

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

Comments:

- Dr. Waite commented he is thankful for the leadership in the District and of staff members taking initiative to introduce programs to the school committee. Dr. Waite stated he is confident in staff taking care of the business that needs to be done.
- Board Input: Chair Bozzuto added staff has their own areas of leadership and know what they are doing in their position.

Section Two: 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 congratulated the Board of Trustees and staff for following the *Chain of Command Policy* and the *Communication Policy*. Dr. Waite appreciates the

Board of Trustees staying focused on using the Chain of Command Policy and not straying.

- Board Input: None was received at this time.

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

Comments:

- At this time, Dr. Waite stated the District subscribes to the Idaho School Boards Association’s policy updates. Policies are not put in front of the Board of Trustees until the administration carefully reviews and tailor the policies to the needs of the District and community. Dr. Waite also stated the District also follows a “systematic communication” program which includes “elements of the school community”, “fair, objective evaluation of systems”, “understand the difference between acoustic volume-people who make a lot of noise- and actual support or opposition”. Dr. Waite emphasized school community is very important when dealing with governance and policy. Dr. Waite also thanked the Board of Trustees for not creating issues by following the above mentioned organization management component.
- Board input: When asked by Dr. Waite if the Board was in agreement, the Board responded they were.

Section Four: Execution of Goals-Strategic Management:

Comments:

- Dr. Waite confirmed that every year the administration meets with staff to see if the District and staff are committed to the goals set. Dr. Waite described how the staff have been leaders, always looking for, and executing oppuntities for students.
- There was no input from the Board of Trustees.

Section Five: Facilities:

Comments:

- At this time, Dr. Waite discussed the importance of facilities and the part it plays in District goals. During the discussion, Dr. Waite reviewed the Facilities Committee and the goals of the committee’s next meeting. The purpose of the meeting is to move in the right direction and bring people together to share and plan. Additional discussion took place on:
 1. Finance Options.
 2. Changes in construction needs for the District.
 3. Presentations on bond history, needs of the District, results of last formal survey.
 4. The District having a working relations with Representatives from Zions Public Finance, Design West and Starr Corporation.
 5. Levy Equalization Program.

*NSBA- National School Boards’ Association

In closing remarks, Dr. Waite summarized that he is proud of what is happening in the District and works with good people.

This document concludes the 2023 Annual Board/Superintendent Evaluation.

Approved this 11th Day of April 2023

Anthony Bozzuto, Chair- Anthony Bozzuto

Lorie Race, Vice-chair- Lorie Race

Eli Gough, Trustee Eli Gough

William Marsh, Trustee William Marsh

Oscar Rodriguez, Trustee Oscar Rodriguez

Heather Wallace
District Clerk

Rob Waite, Dr. Rob Waite