

EVERETT PUBLIC SCHOOLS
Everett, Washington
Special Board Meeting

The Board of Directors of Everett School District No. 2, Snohomish County, Washington, held a special board meeting on August 26 & 27, 2010, Lively Environmental Center, Mill Creek, Washington. Board members in attendance were Carol Andrews, Kristie Dutton, Jessica Olson, Ed Petersen and Jeff Russell. The special board meeting began at 9 a.m. on August 26, 2010, and ended at 4:30 p.m. on August 27, 2010.

BOARD ACTION AND/OR BOARD DISCUSSION

The purpose of the special meeting was to hold a board workshop to discuss and consider plans for the 2010-2011 school year, including board development and goals, strategic leadership and decision-making, and planning cycles and process. The meeting was held in open session.

President Petersen called the special meeting to order at 9 a.m. on August 26, 2010. Topics discussed throughout the day included policy governance, strategic planning, possible book studies, ends/means/process/linkage; and operational, tactical and strategic levels of functioning for administration, staff, board and superintendent. The board reviewed the board self-appraisal document, talked about ways to help enhance board team performance, obstacles to reaching strategic priorities, and board-superintendent operating protocol.

At 5:20 p.m., President Petersen recessed the special meeting until August 27, 2010, at 8:30 a.m.

At 8:30 a.m. on August 27, 2010, President Petersen re-convened the special meeting.

The morning began with a discussion of amending the board-superintendent operating protocol followed by a discussion relating to strategic planning. Next came a review of the board's 2009-2010 work plan and progress statement, and then development of the 2010-2011 board work plan followed by a review of the 2010-2011 annual agenda plan including suggested additions.

A synthesize and reorganization of some of the thoughts as well as strategic policy implications from community feedback follows:

Resources

- how do we retain and recruit diverse staff?
- paper versus hardware/software – budget implication
- should we create a management system to assure the wisest use of resources and assure impacts
- legislative – how do we interface with policy makers at federal and state levels with respect to funding
- alignment of strategic plan and resources
- implications of declining resources
- how do we create accountability systems for resource management and performance (employees and students)
- how do we exercise fiduciary and fiscal responsibility and demonstrate this to our public (owners)
- professional development – skill set of staff not to level of students

Social

- social aspects – cyber-bullying, personal responsibility

Student Achievement

- what roles can schools (EPS) play in improving health of our students?
- how do we ensure children in special education are included in discussions of student achievement
- how do we define 21st century skills
- how do we measure input from our partnerships

- what roles can schools/district serve in providing information to parents and students regarding the impact of exercise, diet, nutrition on student achievement
- define expectations for technology effect on student learning (define the end)
- define exercise and nutrition outcomes for preparing students for successful lives after school
- early learning in conjunction with demographics
- should we define kindergarten readiness? expectations?
- do we push into pre-schools? what is district responsibility?
- define technology competence required (the standard and related assessment)
- we value the role of instructional facilitators
 - whole child skills (arts, etc.)
 - development of a coherent system of delivery for efficiency
 - fostering collaboration
- develop career and tech pathways as well
 - 21st century skills focus
- how do we provide readiness pathways for non-college-going students
- how do we foster world language skills for success in college and global workplaces
- how do we create an environment that fosters the belief that all children can learn at high levels
- how do we create a system for assessment of student progress toward college and career readiness?

Access

- access for kids at home (don't assume)
- wireless issues – city versus school district implications
- equity and access of learning styles through technology
- address needs of children in poverty – transient issues – how to deliver service
- how do we foster cultural competency skills
- continual process of assessing need – poverty issues, language barriers

Community

- what does family support look like –coaching, student need-centered
- external partnerships development
- continual work on welcoming environment
 - cultural implications
 - everyone is responsible
- how can we encourage and facilitate family, school, business, university partnerships
- what resource investment is required for impactful partnerships which enhance student outcomes
 - define expectations
 - enhancement programs for gifted students and/or remediation/assistance for struggling students

A task list that arose out of the two-day workshop:

Approve revised Board-Superintendent Operating Protocol (Sept. 7, 21)

Approve revised Board Work Plan 2010-11 (Sept. 7)

Approve revised Board School Assignments 2010-11 (Sept. 7)

Approve revised board meeting agenda structure (Sept. 7; *BoardDocs*)

Standard agenda category names

Future agenda topics

Agree upon revised Board Annual Meeting Plan 2010-11 (Sept. 7)

Set special meeting to agree upon Superintendent's Annual Performance Priorities

Set special meeting to discuss approach to superintendent's compensation review

Consider book study/readings for board study sessions

Greenleaf, *Servant Leadership: A Journey into the Nature of Legitimate Power and Greatness*

Carver, *Boards that Make a Difference*

Tschannen-Moran, *Trust Matters: Leadership for Successful Schools*

Keep a policy perspective

- 1) develop priorities for the year that inform agenda setting and use of time
- 2) set goals collectively and for superintendent
- 3) clarification of ENDS and process defining for developing and establishing core metrics
- 4) take advantage of learning training opportunities—to learn, inform board.
- 5) develop greater clarity of agenda and policy for setting agenda
- 6) policy framework—what are we trying to accomplish and what do we need to do to get there
- 7) clear correlation between the agenda and the Strategic Plan
- 8) make choices on what to spend time on and what not to spend time on
- 9) provide feedback—develop ENDS as to how we communicate with owners

What will help enhance board team performance?

- 1) evaluate how well we accomplish board goals
- 2) set board goals for FY 2011
- 3) dissect the meaning of team and team process
- 4) self-assess board performance at end of each board meeting (focus on ENDS/behaviors)
- 5) be clear about board values and expectations and role
- 6) get clear about definitions (e.g., diversity)
- 7) willing to accept feedback on our performance from a variety of owners and participants to use feedback

At 4:30 p.m., President Petersen adjourned the special meeting.

Gary Cohn, Secretary

Ed Petersen, President