

**BOARD APPROVED 8/23/17**

Redmond School District
Board Work Session
August 9, 2017

Board Members in Attendance: Chair Rick Bailey, Vice Chair Tim Carpenter, Directors Travis Bennett, Shawn Hartfield, Johnny Corbin.

WORK SESSION

Chair Bailey called the work session to order at 4:32 pm.

PRESENTATIONS**Steve Kelley, OSBA**

Steve Kelley led the Board in their first Promise Scholarship Program workshops. Redmond School District's Board of Directors was one of nine districts that have been chosen for the Promise Scholarship Program. If the Board successfully completes a series of OSBA workshops, they will be presented with a \$5,000 scholarship to be awarded to a student or students in any manner the Board chooses.

Module III: Leadership vs. Management

Steve explained that an affective teacher is the key component in influencing student achievement. The second most influential is building administration, and third most influential is the superintendent and board. An effective superintendent focuses their efforts on creating goal-oriented districts. District level leadership does matter. Superintendent's tenure is positively correlated with student achievement.

Superintendent/board goals should include:

- Collaborative goal setting
- Non-negotiable goals for achievement and instruction
- Board alignment and support of district goals
- Monitoring goals for achievement and instruction
- Use of resources to support achievement and instruction goals

The Board should become a Professional Learning Community (PLC) and model the behavior it expects of others. The three big ideas of a PLC:

- Focus on Learning
- Build a collaborative culture
- Focus on results

Six essential characteristics of a PLC:

- Shared mission, vision, values, goals
- Collaborative teams focused on learning
- Collective inquiry
- Action orientation and experimentation

- Commitment to continuous improvement
- Results orientation

Steve led a discussion around the possibility of creating a Distributed Leadership Team (DLT). Superintendent McIntosh explained his current organizational chart, as well as the secondary and elementary principal groups. An effective DLT has an opportunity to develop a culture within the school (district and board) that embodies collaboration, trust, professional learning and reciprocal accountability. Steve with the help of Superintendent McIntosh identified possible members of a DLT, this might include:

- 4 Secondary principals
- 4 Elementary principals
- 3 TOSAs (instructional coaches)
- 3-4 Directors (Tracie, Linda, Chris)
- 6 Teacher leaders (2 from all three levels)
- Board and Superintendent

The purpose of the DLT would be vision/goal setting and monitor those goals. The Board discussed utilizing the October 11, 2017 work session for the first DLT meeting led by Steve Kelley. A rough outline of the agenda could be:

- What is role of DLT
- What is the big goal or focus
- What metrics will Board accept as progress indicators
- Calendar the year – timeline (at least 2 other meetings)
- DLT work between board meetings

Module I & II: Governance vs. Management

The Board should review contracts – not the “consent agenda” – the Board isn’t approving the people, but the contracts.

The Board reviewed the Superintendent’s evaluation guidelines. Steve Kelley suggested setting a date soon to review the evaluation tool. The Board agreed on September 13, 2017 work session. Gina will invite HR Director Lynn Anderson to review the tool and process with the Board.

Steve reminded the Board that the Superintendent’s contract must be extended/non-extended by March 15. The instrument and timeline process should be approved in July/August and set all other dates for the evaluation at that time.

Steve suggested we add to the Board Policy to state the superintendent’s contract must be extended or non-extended by March 15.

Steve reminded the Board to revisit the Board Operating Agreement (BOA) throughout the year. There should be a formal review, but then also 5-10 minute check-ins throughout the year to review and see what the Board is doing well or where they can improve.

The Board Self-Evaluation needs to become a part of the Board’s yearly routine. It was conducted in October of 2016, the Board should set a date for this school year as well.



Richard C. Bailey, Chair



Gina Blanchette, Executive Assistant