

INTERSTATE 35 COMMUNITY SCHOOL DISTRICT
405 E. NORTH STREET
TRURO, IA 50257-0079

BOARD WORK SESSION MEETING MINUTES

5:30 P.M.

High School Library

September 23, 2013

AGENDA

- I. Call to Order - President Leah Gray called the meeting to order at 5:34 p.m.
- II. Roll Call – Bryan Arzani, Julie Brownlee, Leah Gray, Dan Kirkpatrick, – present. Absent – Ken Stanely.
- III. Approval of Agenda – Motion to approve the agenda by Bryan Arzani, seconded by Dan Kirkpatrick. Motion Ayes 4 Nays 0.
- IV. Advisory Committee Implementation- Superintendent Dr. Craig provided information on the commitment level of individuals to join the Buildings of Grounds and Teaching and Learning Committees. Dr. Craig said each committee will meet once a month and when recommendations come up then the committee may meet more regularly Board members volunteered which committees to join which are Dan Kirkpatrick for Building and Grounds Committee, Bryan Arzani for Teaching and Learning Committee, Julie Brownlee for Finance Committee and Ken Stanley on the Policy Committee.
- V. Board Priorities and Superintendent Evaluation- Superintendent Dr. Craig shared information the board priorities and alignment with the priorities and the goals and visions of the district. He shared information from the Goals areas summary of October 2010 which were: A. Common vision/goals direction district is headed, B. program and offerings, C. develop leadership at all levels of the district D. student achievement. He shared information on items the board should expect from the Superintendent. Traits for the Superintendent to display are Trust, Honesty, support, willingness to openly communicate. Board member Arzani said A and C of October 10 goals are still important and are common theme. Dr. Craig asked how to measure these to set goals and provide timeline measurements. Board member Arzani said the personnel complaints have been less to board members. Bobbie Finley shared information on how good the leadership meetings assist each leader. President Gray said that each person at I35 is called to be a leader and accountability is very important, which leads to common adherence and meeting goals. Gray also said each month should have measurements to the year-end goal and some are natural leaders and some are taught the skills to be a leader. Board member Brownlee said these are high level goals and then the Superintendent is to work with each individual to make them accountable. Board member Arzani said looking at administration to give more delegation to leadership team. Dr. Craig said with these goals they should align with his personal evaluation measurements. Board Member Arzani said he would like to see what projects are given to the leadership team and the oversight of meeting these goals. Dr. Craig said he was blown away for the quality of the survey results he sent regarding instructional practices. Gray said looking at leadership in each individual on the leadership team on their department and how to build leadership this

way. Board member Arzani said leaders should come to a meeting ready to participate and how to evaluate the process. Gray said it could be as simple as what are the top 3 leadership traits are to be looked at. Dr. Craig said these are the recommended next steps: Include accountability and get some comments on the admin team to set the goals in alignment of the board priorities. He said people need to feel valued and to grow capacity this way and to assist in student achievement. Shared information on the plans for the first professional development day this September 30th. He also shared on social engagement activities being offered to employees. Board member Arzani said trust is built on mutual respect and bring some fun to the job. Board member Brownlee said to get 360 feedback from peer reviews would also benefit in meeting these board priorities. Dr. Craig said he would like to make sure employees have evaluations which help them to grow leadership. Dr. Craig said he would get back to the board at the next meeting on the priorities.

- VI. Graduation 2014 Date and Time- Dr. Craig shared the 2014 Graduation requirements to the law compliance which would be the 25th of May. He said on Saturday May 24th would run into state track. He said the time was to be at noon on Sunday May 25th and some concerns were addressed. Dr. Craig reached out to some of the people with concerns to see how the date and time would affect them. He said Sunday makes the most sense to have the 2014 Graduation. Board Member Arzani said the time for it to be at a later time in the afternoon is what has been customary for the district. Gray and Brownlee asked how would the first Saturday in June work. A student council representative said people start booking and planning for graduation so it would be difficult to change the date, but the time may be negotiable. Board Members agree that noon will not work and that 2 pm should still be the time that will work. Dr. Craig said the time was already published at noon. Brownlee shared information on how she has received comments on the time. Gray said whatever the decision is for the time but it needs to be addressed. Dr. Craig said the time was set back in April or May. Board member Arzani complimented Dr. Craig on asking all the clergy and religious groups on how the date and time will impact services.
- VII. Board of Education Self-Assessment Summary – Dr. Craig provided follow up information on the options to consider. He said can have follow up by consultants who can range from 750 to 1500.00 to go over and have a workshop. Board member Arzani said the board has a lot of talent on the board. Gray said they need to have a 3rd party individual to conduct a workshop to help develop the board members in accordance with the self-assessment results. Dr. Craig said it appears many times there is not open and honest communication between administration and the board. Superintendent Craig shared information on other schools board shake ups and agendas that don't align with administration and school board members that are all student focused and not personal agendas. Dr. Craig said he could call Harry at IASB to complete a workshop. Board member Arzani said he would like to retake the survey in January to see if opinions have changed. Dr. Craig said he could ask the search firm to send the survey again since this would be a free of charge service and to have it completed again in January. Gray said it depends on the behavior patterns when the survey is administered. Arzani said Dr. Craig has many experiences that have magic which will be beneficial to Interstate 35 student achievement. Gray said to have more program offerings to benefit student achievement. Arzani asked how do we measure the leaders are gaining from the PLC's and if this would be the magic.

VIII. Future Work Session Agenda Items:
General Fund Finance Policy (debt management)
Research Survey for January at no cost
Board Priorities and goals and to check with IASB

IX. Adjournment – Julie Brownlee moved to adjourn. Motion Ayes 4, Nays 0. Meeting was adjourned at 6:38 p.m.

Leah Gray, Board President

Jacob Ballard, Board Secretary