

MINUTES
CLARK COUNTY SCHOOL DISTRICT
SPECIAL MEETING OF THE BOARD OF SCHOOL TRUSTEES
EDWARD A. GREER EDUCATION CENTER, BOARD ROOM
2832 E. FLAMINGO ROAD, LAS VEGAS, NV 89121

ORGANIZATION OF THE BOARD AND WORK SESSION

Wednesday, January 8, 2014

8:00 a.m.

Roll Call: Members Present
Carolyn Edwards, President
Deanna L. Wright, Vice President
Erin E. Cranor, Clerk
Stavan Corbett, Member
Chris Garvey, Member
Patrice Tew, Member
Linda E. Young, Member

Pat Skorkowsky, Superintendent of Schools

Also present were: Mary Ann Peterson, Board Counsel, District Attorney's Office; Carlos McDade, General Counsel, Office of the General Counsel; Jim McIntosh, Chief Financial Officer, Business and Finance Division; Joe Caruso, Deputy Chief of Staff; Office of the Chief of Staff; Joyce Haldeman, Associate Superintendent, Community and Government Relations; Cindy Krohn, Executive Assistant to the Board, Board Office; Elizabeth Carrero, Executive Manager, Office of the Superintendent; Ken Turner, Special Assistant to the Superintendent, Office of the Superintendent; Lisa Chrapcynski, Administrative Secretary II, Board Office; and Stephanie Gatlin, Transcriber/Recording Secretary, Board Office.

TELECONFERENCE CALL CONNECTED

Teleconference call with Trustee Tew was connected at 8:00 a.m.

ANNOUNCEMENTS

Trustee Edwards welcomed Trustee Corbett to his first regular Board meeting.

FLAG SALUTE

Trustee Garvey led the Pledge of Allegiance.

ADOPT AGENDA

Adopt agenda.

Motion: Young Second: Cranor Vote: Unanimous

PUBLIC COMMENT PERIOD

None.

APPROVE ORGANIZATION OF THE BOARD OF SCHOOL TRUSTEES – PRESIDENT

Approval on the election of the Office of the President.

Trustee Edwards nominated Trustee Wright for the Office of the President.

Trustee Tew nominated Trustee Cranor for the Office of the President.

Motion to close nominations.

Motion: Young Second: Garvey Vote: Unanimous

Trustee Wright spoke about her experience and leadership on the Board and her service to the community and students of Clark County.

Trustee Cranor discussed her desire and plans for moving the Board forward and elevating the Board in terms of strategic leadership and the District forward in terms of education reform and transformation.

The Board members asked questions of Trustees Wright and Cranor related to their leadership and different areas of concern, such as community engagement, their capacity and time to do the work of the Board president and to set aside any pursuits of personal gains in the role, professional development for the Board, public perception of the Board related to the Board's governing style, community outreach efforts, and the District's credibility in the community.

Call for the question.

Motion: Garvey Second: Young Vote: Unanimous

*Vote for Trustee Wright for Office of the President: Yeses – 2 (Edwards, Wright); Noes – 5 (Corbett, Cranor, Garvey, Tew, Young)
The motion failed.*

*Vote for Trustee Cranor for Office of the President: Yeses – 6 (Corbett, Cranor, Garvey, Tew, Young, Wright); No – 1 (Edwards)
The motion passed.*

APPROVE ORGANIZATION OF THE BOARD OF SCHOOL TRUSTEES – VICE PRESIDENT

Approval on the election of the Office of the Vice President.

Trustee Cranor nominated Trustee Young for the Office of the Vice President.

APPROVE ORGANIZATION OF THE BOARD OF SCHOOL TRUSTEES – VICE PRESIDENT

(continued)

Motion to close nominations.

Motion: Wright Second: Corbett Vote: Unanimous

Vote for Trustee Young for the Office of the Vice President was unanimous.

APPROVE ORGANIZATION OF THE BOARD OF SCHOOL TRUSTEES – CLERK

Approval on the election of the Office of the Clerk.

Trustee Cranor nominated Trustee Wright for the Office of the Clerk.

Trustee Wright said she appreciated the nomination but would decline because she has served as Clerk twice. She recommended Trustee Garvey or Trustee Tew.

Trustee Garvey said she would not be interested in serving as Clerk. She encouraged Trustee Wright to reconsider.

Trustee Corbett nominated Trustee Tew for the Office of the Clerk.

Trustee Young asked if Trustee Tew would be interested in serving as Clerk.

Trustee Tew said she would appreciate the opportunity to serve in that capacity.

Motion to close nominations.

Motion: Wright Second: Young Vote: Unanimous

Vote for Trustee Tew for the Office of Clerk was unanimous.

RECESS: 9:24 a.m.

RECONVENE: 9:34 a.m.

APPROVE BOARD REVIEW OF THE CLARK COUNTY SCHOOL DISTRICT BOARD OF TRUSTEES' GOVERNANCE POLICY E-1: VISION STATEMENT AND E-2: ACADEMIC ACHIEVEMENT

Approval regarding suggestions for future modifications, additions, language changes, and deletions to E-1: Vision Statement and E-2: Academic Achievement, as requested. By direction of the Board, any changes recommended at this meeting will not be implemented unless adopted by the public policy review process at a regular meeting of the Board of School Trustees.

Dr. Turner and Mr. Caruso presented options of E-1: Vision Statement and E-2: Academic Achievement for the Board's consideration.

APPROVE BOARD REVIEW OF THE CLARK COUNTY SCHOOL DISTRICT BOARD OF TRUSTEES' GOVERNANCE POLICY E-1: VISION STATEMENT AND E-2: ACADEMIC ACHIEVEMENT (continued)

Trustee Cranor asked Dr. Turner to comment on the notion that in the study of organizational health, people are realizing that the next level has to do with clarity being the highest priority. She asked with relation to that, which of these options Dr. Turner sees as being most likely to lend clarity and be conducive to organizational health.

Dr. Turner responded that the answer is in which of these options the Board believes will achieve its intent. He said clarity is important, but if important ideals are not being represented because the language is too simple or streamlined, that should be considered.

Trustee Edwards said she appreciates the concepts that are being brought forward but does not view them as Ends; namely, Literacy, Engagement, School Support, and Purpose in E-2: Student Achievement. She added that she is not clear on how the Superintendent would be evaluated on these concepts. She suggested that the word "purpose" should be "transparency" instead. She expressed concerns with the Appendix and how that process seems to allow the Superintendent to tell the Board what he would be monitored on, and she feels that is the Board's function.

Superintendent Skorkowsky clarified that staff simply applied the Board's suggestions and made no interpretations in the development of these options. He cautioned that the Board not move back to the previous E-2 policy that included the soft skills that could not be measured, such as honesty and trustworthiness.

Trustee Young said she views this as a fluid document and a work in progress. She said a Vision Statement should get people's attention immediately. She said she believes the Superintendent does play a role to some degree in determining how he is assessed. She agreed that "purpose" may not be the correct word to use. She said data review is integral to what the Board does in terms of strategic imperatives, and she suggested that "data review" or "data assessment" should be included as an imperative.

Trustee Cranor agreed with Trustee Edwards that the Board should tell the Superintendent what he will be monitored on, and she said that should be determined by listening to the community. She said the Board has done this, and the Strategic Imperatives are reflective of what the community is looking for for students and families. She said the timing of the Superintendent identifying how he will be monitored is what should be determined at the beginning of the evaluation cycle. With regard to Superintendent Skorkowsky's comments regarding what is measurable, she expressed hope that the District and the Board will keep in mind that those fundamental qualities and characteristics that may not be able to be captured in data should still be valued. Lastly, she suggested that instead of the word "purpose", perhaps "focus" or "clarity" would be more appropriate.

APPROVE BOARD REVIEW OF THE CLARK COUNTY SCHOOL DISTRICT BOARD OF TRUSTEES' GOVERNANCE POLICY E-1: VISION STATEMENT AND E-2: ACADEMIC ACHIEVEMENT (continued)

Superintendent Skorkowsky stated that those soft skills that Trustee Cranor mentioned continue to be an integral part of the District and its work. He said the challenge is in trying to determine how to be evaluated on things that are more conceptual than measurable, but those skills are infused within other areas that will be reported on through various means.

Trustee Edwards offered that she prefers option C. She said she agreed with Trustee Young that the monitoring of the Superintendent is a collaborative effort of the Board and the Superintendent, but that she strongly believes the Board retains the final decision on evaluation of the Superintendent, and she said she is not willing to concede that charge. She said she liked the addition of the language "...progress in school..." offered in the proposed Vision Statement.

Trustee Edwards said there is a standing motion and a vote to take the other Vision Statement forward, and she suggested that a reconsideration of the previous motion should be brought forward before choosing an option presented here. She said though she is still struggling with the way this document goes about monitoring the Superintendent, she likes what has been produced as Appendix A on page 8 of 15 because she feels these are areas that the Superintendent can be monitored on, and these are areas that the Superintendent can produce data for. She said she thinks it would be difficult to produce a monitoring report for the things that are listed on page 7 of 15.

Superintendent Skorkowsky suggested considering using the term "Academic Excellence" instead of "literacy," which is part of all-encompassing achievement. He said academic excellence is further defined in Appendix A and will also be included in the strategic document being developed, and the five areas under "Achievement" can remain in the Appendix and can be measures for E-2: Student Achievement.

Trustee Edwards said there are pieces missing in Appendix A that she finds on page 7 of 15 that she wants to ensure that the Superintendent is monitored on, such as parent engagement and fiscal and data transparency.

Superintendent Skorkowsky stated that the fiscal Ends reports that he provides to the Board cover all fiscal areas, and the student, teacher, staff, and parent surveys are being rewritten to reflect the engagement piece. He suggested that those are factors that contribute to achievement but are not achievement measures, but that they are found in other places.

Trustee Edwards agreed but said she wants to be sure that it is required that the Superintendent is monitored on those areas.

APPROVE BOARD REVIEW OF THE CLARK COUNTY SCHOOL DISTRICT BOARD OF TRUSTEES' GOVERNANCE POLICY E-1: VISION STATEMENT AND E-2: ACADEMIC ACHIEVEMENT (continued)

Trustee Corbett suggested that the District look at how some of the community partners track data associated with social and emotional development and engage in some conversations about what the District has in place and the potential for incorporating those practices at some point.

Trustee Young asked how the District is accessing support in the area of cultural interactions and support in the achievement data.

Superintendent Skorkowsky guided Trustee Young to the second bullet on page 8 of 15 but said he would be more specific if the Board preferred that he do that. He suggested that this is explicitly addressed in the document that staff is developing, and that document would be made available to everyone. He added that there are several value statements or beliefs that he and the county superintendents discussed for what would be their iNVEST platform that include that specific area, and he shared those draft statements with the Board.

Trustee Young commented that as the Board and District start to engage the community and community groups, she wants to help them to support the District in that effort.

Trustee Cranor wondered if the Appendix, as presented, is duplicative, and she suggested that the Board consider adopting the work stream document being developed by the Superintendent as the Appendix once reviewed, discussed, and agreed upon as a governance team.

Trustee Edwards explained that if the Board wants to use these policies to evaluate the Superintendent, it needs to be completed by the end of February unless the Board agrees on an extension, and she said the Board has the ability to meet that deadline.

Trustee Young suggested "Students have a shared responsibility for their learning" under "We believe..." item B, on page 1 of 15. She said she prefers Option C. She said she thinks the Board needs time to consider what has been discussed here, and she does believe they can get this done by the end of February, but that she wants the Board to have the opportunity to continue to work on this and make changes.

Trustee Edwards said she would be taking this information to her upcoming constituent meeting.

Trustee Garvey said she also prefers Option C. She agreed with aligning the Appendix to the work streams, and she agreed that the Board could complete this by the end of February.

Trustee Wright said she preferred Option B because she felt that those items listed under "We believe..." are important to mention. She also agreed with using the work streams to develop the Appendix.

APPROVE BOARD REVIEW OF THE CLARK COUNTY SCHOOL DISTRICT BOARD OF TRUSTEES' GOVERNANCE POLICY E-1: VISION STATEMENT AND E-2: ACADEMIC ACHIEVEMENT (continued)

Trustee Corbett offered that using the work stream document to develop the Appendix is great because the work streams were developed in part through community input, and it shows collaboration and buy-in.

Superintendent Skorkowsky offered to provide some drafts of an Appendix A for the Board's consideration. He encouraged the Board to take these documents out to their community and parent groups for input.

Trustee Cranor agreed with comments made by Trustee Wright about the value of the statements in Option B, and she asked for language to come back that is a form of Option C but that captures the beliefs in Option B as well. She suggested that the Appendix does not necessarily have to be completed by the end of February, so she asked for the opportunity to move forward with a Notice of Intent with an Option C that incorporates the beliefs in Option B and with E-2 as it is without the Appendix. She suggested using "clarity and focus" instead of "purpose." She said she would like to keep the word "literacy" because they have heard the community use the word "literacy," and it is such an important issue for English language learners and for impoverished students coming into the District who have been exposed to a limited number of words as very young children.

Trustee Edwards said she would like to keep "Academic Excellence" because it includes more than just literacy and have "literacy" included under that.

Trustee Corbett said he would support that suggestion made by Trustee Edwards, which would demonstrate what the District is hearing from the community, and it raises the level of communication that needs to take place with the community.

Trustee Tew asked if the term "literacy" as used here includes academic literacy because she said the community typically interprets the term "literacy" to mean reading and writing only.

Superintendent Skorkowsky responded that the term is used in the broadest sense. He said the public's knowledge of literacy is reading and writing, and that the District has to work on expanding that to include the other essential areas of literacy, which are listening and speaking.

Trustee Young mentioned the growing issue of technology literacy as the world moves and grows in the use of technology.

Superintendent Skorkowsky agreed that literacy in technology is essential, and he said a challenge that the District faces is the students being prepared to use technology to complete the standardized assessments of the future. He said it is important that the District continue to ramp up the technology literacy.

BOARD MEMBER LEAVES

Trustee Corbett left the Board meeting at 10:47 a.m.

APPROVE SUPERINTENDENT'S EVALUATION

Approval on the superintendent's evaluation.

Trustee Edwards explained that every January the Board conducts a summarization of the monitoring of the superintendent. She said this evaluation is based on former superintendent Dwight Jones' performance.

Trustee Edwards read the following letter into the record: "Based upon the Board's acceptance of the monitoring reports and the ongoing monitoring of the organization and the former superintendent's performance during the preceding year, the Board reaches the following conclusions relative to the former superintendent's performance:

"Executive Limitations

Approval with respect to the former superintendent's performance on meeting the Executive Limitations the Board has set for him, it is moved that the Board find as follows: The former superintendent is in compliance regarding his performance on EL-1: Global Executive Constraint, EL-3: Treatment of Students and Their Families, EL-4: Treatment of Staff, EL-5: Financial Planning/Budgeting, EL-6: Financial Condition and Activities, EL-7: Emergency Superintendent Succession, EL-8: Asset Protection, and EL-10: Communication and Support.

"On September 26, 2013, the former superintendent was found out of compliance with EL-9: Compensation and Benefits, and on November 15, 2013, EL-9: Compensation and Benefits was in compliance.

"With the Ends, the Board finds the former superintendent in compliance with the combined monitoring reports for E-1: Vision Statement and E-2: Academic Achievement. "

Motion to accept.

*Motion: Young Second: Wright Vote: Unanimous
Trustee Corbett was not present for the vote.*

AGENDA PLANNING: ITEMS FOR FUTURE AGENDAS

None.

DISCUSSION AND REQUEST FOR SPECIAL MEETINGS

Superintendent Skorkowsky said that a Board retreat should be scheduled with one topic being financial and budgeting information and perhaps Open Meeting Law (OML) changes.

The Board tentatively scheduled a retreat for Friday, February 21, 2014.

PUBLIC COMMENT PERIOD

None.

ADJOURN: 10:57 a.m.

*Motion: Wright Second: Young Vote: Unanimous
Trustee Corbett was not present for the vote.*