

Minutes
Clark County School District
Meeting of the Board of School Trustees
Edward A. Greer Education Center, Board Room
2832 E. Flamingo Road, Las Vegas, NV 89121

Work Session

Wednesday, February 5, 2020

8:08 a.m.

Roll Call: Members Present
Lola Brooks, President
Linda P. Cavazos, Vice President
Danielle Ford, Clerk
Irene Cepeda, Member
Chris Garvey, Member
Deanna L. Wright, Member
Linda E. Young, Member

Jesus F. Jara, Ed.D., Superintendent of Schools

Also present were: Mary-Anne Miller, Board Counsel, District Attorney's Office; Eleissa Lavelle, General Counsel, Office of the General Counsel; Joe Caruso, Executive Director, Community Engagement Unit; Elizabeth Carrero, Executive Manager/Director II, Office of the Superintendent; Cindy Krohn, Director, Board Office; and Jeanetta Edmond, Administrative Secretary II, Board Office.

Flag Salute

Trustee Ford led the Pledge of Allegiance.

Adoption of the Agenda

Adopt agenda.

Motion: Cavazos Second: Ford Vote: Unanimous

Trustee Young was not present for the vote.

Board Member Arrives

Trustee Young arrived at the Board meeting at 8:09 a.m.

Public Comment on Non-Agenda Items

Ed Gonzalez expressed concerns regarding the rollout of the new Human Capital Management (HCM) system. He said there are many structural issues within the system besides payroll issues that have not been shared publicly. He said many problems have been shared with him, and he asked that the Board look more closely at this issue.

2020 Superintendent Evaluation Metrics

Discussion and review of the metrics that will be used for the 2020 Superintendent Evaluation.

Trustee Ford provided information from Wrangell Public Schools. She said their superintendent evaluation rubric is very similar to CCSD's but also includes other ranking categories that may be helpful to the Board and allow for more context and space for growth.

Trustees discussed how they could incorporate the ranking categories into their metrics.

Trustee Wright expressed concern that the Board is creating a superintendent evaluation that touches on micromanaging, and that no superintendent could be successful under. She suggested that under each of the Expectations, there could be room for a comment instead of adding ranking categories and could include the scoring with an opportunity to give five points.

Trustee Young cautioned that they keep in line with what they ask of teachers and other administrators. She suggested simplifying the evaluation.

Trustee Cavazos said she believed some of what Trustee Ford brought forward could be helpful, particularly in the Evidence and Rationale sections, but suggested it be simplified.

After further discussion the Board agreed with the four categories highlighted in Reference 3.01 (D) and adding equal weight to each category. They agreed to add language from Governance Policy SE-02.1 Commitment to Diversity and to reference the policy that relates to the expectations, and to document the evidence digitally throughout the year as meetings take place or as documentation comes forward. They also agreed that the rating scale would consist of whole numbers only.

The Trustees discuss adding language under Communication that talks about the Superintendent keeping Trustees abreast of changes in their districts. They agreed to the Expectations listed under CEO of District; that they would differentiate between general public and board under Ongoing progress monitoring; to change "Ongoing progress monitoring of board and district goals..." to "Ongoing progress monitoring of board-approved district goals..."; to differentiate between board and community under Effective communicator, and to add language that specifically addresses internal staff communication; to change "Fosters a culture that allows healthy dialogue..." to "Fosters a culture that allows open dialogue with comments/recommendations without the fear of negative consequences," for example; and to add language that speaks to active listening under Collaborative leader.

Trustee Ford suggested that for components the Trustees feel are important and should be included throughout the document, a blurb be added to the beginning of the document that states language similar to "Across all sections of this evaluation are the expectations of proactivity and active listening."

2020 Superintendent Evaluation Metrics (continued)

Trustee Brooks said she, Trustee Ford, and Trustee Cepeda would work on the changes discussed and would bring attempt to be finished by February 20, 2020, to provide it for reference material for the meeting on February 27, 2020.

Recess: 10:32 a.m.

Reconvene: 10:43 a.m.

Communication Between the Board and the Superintendent

Discussion regarding communication expectations between the Board and Superintendent.

Trustee Brooks suggested that two Trustees work together on the expectations for communication and bring it back to the full Board.

Trustee Wright, Trustee Cepeda, and Trustee Cavazos agreed to work on the communication expectations.

Trustee Brooks said Trustee Cepeda did not have to work on the superintendent's evaluation metrics since she would be working on the communication piece.

Procedure for Tracking Trustee Requests for Agenda Items or Information

Discussion and review of protocols and procedures for tracking Trustee requests for agenda items or information; and the tool used to track the requests.

Trustee Brooks reviewed the Trustee requests tracking document.

The Board agreed to add a symbol system to track completion of a request, which would be color-coded as red, the request was not met; yellow, the request was partially met; and green, the request was completed.

Trustee Brooks said she would also add an explanation of that in the document. She said if the red or yellow box is checked, it would trigger an automatic response to staff, who would then follow up with the Trustee.

The Board began going through the Board Meeting Requests Report and deleting any requests they no longer needed.

Board Member Leaves

Trustee Garvey left the Board meeting at 11:20 a.m.

Procedure for Tracking Trustee Requests for Agenda Items or Information (continued)

Trustees agreed to go through their own requests and remove any requests that were no longer needed and forward to staff by Friday.

Procedure for Tracking Trustee Requests for Agenda Items or Information (continued)

Trustee Brooks said there would then be some individual training to ensure everyone understands how to use the new system.

Public Hearing

Dr. S. S. Rogers said there are events and meetings that community members and organizations should be able to attend to participate in and to gather information. He said there ought to be some communication to the community of these meetings.

2020 Board of Trustees Evaluation Metrics

Discussion and review of the metrics that will be used for the 2020 Board of Trustees Evaluation.

Trustee Brooks said this would be brought to the next work session. She asked that the Trustees review the Board evaluation from last year and what was discussed at the last Board retreat and come up with five key areas that they want to work on as a Board.

Trustee Ford suggested creating a system to help Trustees keep track of their homework. She offered to work with Mrs. Krohn to create a document or folder in Google Drive.

Trustees agreed with Trustee Ford's suggestion and her moving forward with that.

Governance Policy Review Process

Discussion on how the Board will conduct its annual review of Governance Policies.

Trustees agreed that each of them would be assigned a number of policies to review and to present any revisions to the full Board. They agreed that each Trustee would present one policy at each work session and once agreed upon, the policy would be placed on the consent agenda for approval.

Trustee Wright suggested that it would be helpful to have a guideline of what to look for in the policy that may need to be modified or corrected.

Trustee Brooks asked Mr. Caruso to provide a list of those items to look for when reviewing the policies.

Board and Superintendent Communication

Trustee Young said the State of the Schools Address event was done very well but suggested perhaps something could have been done to include community members and organizations so they did not feel left out.

Trustee Request for Agenda Items or Information

Trustee Cavazos read Trustee Garvey's request for an update on the Human Capital Management (HCM) system and specific features that are not working properly.

Trustee Cavazos requested information regarding the selection criteria for the football fields.

Superintendent Jara invited Trustees to the ribbon cutting ceremony at Clark High School on Friday, February 7, 2020, at 11:00 a.m.

Public Comment on Non-Agenda Items

None.

Adjourn: 11:42 a.m.

Motion: Cavazos Second: Wright Vote: Unanimous

Trustee Garvey was not present for the vote.