

Minutes
Clark County School District
Meeting of the Board of School Trustees
CCSD Administrative Center, Room 243
5100 W. Sahara Ave., Las Vegas, NV 89146

Work Session

Wednesday, May 3, 2023

4:03 p.m.

Roll Call: Members Present
Evelyn Garcia Morales, President
Lola Brooks, Vice President
Irene Bustamante Adams, Clerk
Linda P. Cavazos, Member
Lisa Guzmán, Member
Katie Williams, Member
Brenda Zamora, Member

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

Also present were: Nicole Malich, Board Counsel, District Attorney's Office;
Dr. Brenda Larsen-Mitchell, Deputy Superintendent, Office of the Deputy Superintendent;
Dr. Shana Rafalski, Chief of Staff, Office of the Superintendent; Tod Story, Chief Communications
Officer, Communications Unit; Joe Caruso, Special Assistant to the Superintendent/Liaison to the
Board of Trustees, Community Services Department, Office of the Superintendent; and
Cindy Krohn, Director, Board Office.

Teleconference Call Connected

Teleconference call with Trustee Guzmán was connected at 4:03 p.m.

Announcements

Trustee Garcia Morales acknowledged that the land on which they are gathered is the territorial
homelands of the Nuwu-the Moapa Band of Paiutes and the Las Vegas Band of Paiutes.

Flag Salute

Trustee Bustamante Adams led the Pledge of Allegiance.

Adoption of the Agenda

Adopt agenda.

Motion: Williams Second: Cavazos Vote: Unanimous

Trustee Guzmán and Trustee Zamora were not present for the vote.

Culture and Climate Study Update

Update and discussion on the progress of the Culture and Climate Study at the Clark County School District.

Trustee Garcia Morales gave an update on the status of the Culture and Climate Study as provided by Public Consulting Group (PCG).

Trustee Cavazos said it would have been helpful to have this report provided to be able to review it ahead of time.

Trustee Williams acknowledged that it is not required that PCG provide this monthly status report to the Board, and that the comprehensive report coming in June is the only report that is supposed to be public.

Board Member Arrives

Trustee Zamora arrived at the Board meeting at 4:11 p.m.

Board Committees Update

Update on committees of the Board, current appointments, committee bylaws, and the potential to streamline a single application process.

The Trustees had a discussion and provided feedback regarding Board committees based on the reflective questions put forward and information provided in Reference 2.02.

Trustee Bustamante Adams commented that training for the committees would be helpful for Trustees to prepare to serve on those committees.

Trustee Cavazos suggested that the reflective questions need to be clarified and more specific.

Trustee Garcia Morales asked if Trustee Cavazos had a suggestion for streamlining the process for attracting well qualified people to serve on the committees.

Trustee Cavazos suggested reviewing the existing applications for commonalities in relevant experience that the Board wants to see for all committee members or whether there are some that have historical knowledge and community expertise or professional expertise that may be more relevant.

Trustee Brooks said she would be open to reviewing committee bylaws to ensure that they are aligned with governance practices. She suggested that there be a single application for anyone to apply, that staff compile the applications, and then have the Board member make a recommendation. She recommended that anytime a Board appointment comes to the Board, it should appear outside of the consent agenda and that all applicants should be included on competitive appointments.

Board Committees Update (continued)

Trustee Guzmán said it is important for Board members to understand the committee structure so that when they make a recommendation, they follow through with that recommendation when they come before the full Board. She suggested reviewing the committees' policies and ensuring there is alignment between the committees and the Board.

Trustee Zamora suggested placing committee information on the District website.

Trustee Brooks said committees should come to the full Board and when staff is presenting, the chair of that committee should be presenting with staff if the chair is not a Board member.

Trustee Zamora suggested making an effort to ensure the committees are diverse so that different voices are participating.

Trustee Garcia Morales and Trustee Cavazos agreed they would work together to bring this item back to the Board's June work session for further discussion.

Consultant for Goal Setting and Board and Superintendent Evaluation

Discussion and information regarding a consultant for goal setting and the Board and Superintendent Evaluation.

Trustee Garcia Morales discussed the need to align Governance Policy SE-01.1 Superintendent Evaluation Criteria to the Board's practices and policies and to identify measurable goals for the Superintendent. She stated she has selected AJ Crabill, director of governance for the Council of the Great City Schools, as the facilitator to work with the Board through the superintendent evaluation process. She said each Trustee would be meeting with Mr. Crabill, and that following those conversations with the Trustees, Mr. Crabill would provide a report with his findings along with recommendations.

Trustee Cavazos asked why Trustee Garcia Morales selected Mr. Crabill to assist the Board.

Trustee Garcia Morales spoke about Mr. Crabill's book, which discusses the importance of student-focused outcomes; his extensive experience; and his commitment to the work he does with school boards.

Trustee Cavazos asked about Mr. Crabill's educational background, what his fees are, and what the timeline would be on this process.

Trustee Garcia Morales suggested Mr. Crabill's bio could be found in his book and online and that Trustee Cavazos can ask him specific questions about his background when she meets with him. She said the timeline for this process is tight, as they need to develop goals, engage the community, and conduct the evaluation. She said Mr. Crabill would be able to determine his fees once he makes the recommendations and if the Board decides to move forward.

Consultant for Goal Setting and Board and Superintendent Evaluation (continued)

Trustee Zamora asked about the timing of the calls with Trustees and Mr. Crabill and whether the Trustees would be able to include the information from the Culture and Climate Study in their conversations with Mr. Crabill.

Trustee Garcia Morales clarified that the calls with Mr. Crabill would just be preliminary to determine the Board's inclination to move forward focused on student outcomes.

Trustee Bustamante Adams asked when those preliminary calls would take place and how much time Trustees should allocate.

Trustee Garcia Morales said she would confirm that information with Mr. Crabill and send an email to Trustees. She said her goal is to have the calls take place in the next two weeks and believes the calls would last from 35 to 45 minutes.

Trustee Continuing Professional Development

Discussion regarding continuing professional development opportunities for Trustees.

There was discussion regarding what additional training the Trustees feel they could benefit from moving forward.

Trustee Garcia Morales said she would benefit from having clarity on the difference between inputs and outputs when developing and prioritizing the superintendent's goals.

Trustee Guzmán recommended that the Board look into attending more of the National Association of School Boards' professional development events. She also suggested they wait until the end of the legislative session to see what type of professional development might be required.

Trustee Garcia Morales noted that Mr. Crabill might recommend additional trainings the Board may benefit from.

Trustee Brooks said she would like to wait for the Climate and Culture Study report as well.

Trustee Cavazos named effective, consistent, and equitable communication between Board members and the Superintendent; legislative advocacy; and fiscal responsibility as the areas she feels the Board should have training in.

Trustee Zamora said she would like to see all the Board members attend the same trainings so that they can hold each other accountable for what they learned and share with each other what they took away from the training.

Public Comment on Items Not Listed as Action Items on the Agenda

Danielle Ford said she has many concerns about the Board hiring AJ Crabill as a consultant but said she would share those concerns on her podcast about the corruption in CCSD. She spoke about actions surrounding Superintendent Jara's employment contract and why she believed he made attempts to ensure his contract was extended through June 2023. She suggested if the Board truly cares about being good stewards of public funds, they would hire a private employment firm immediately, or they could expect lawsuits if what she has described here actually transpires.

Karlana Kulseth stated that per the Board's own bylaws, reference material is to be provided eight days before the meeting, and reference material was not provided before this meeting. She said if Superintendent Jara is to focus on student needs and outcomes, they need to face the reality that students are not okay, and they need to get to the root of the problems. She said also veteran teachers are overworked and are not okay.

Anna Binder said she has stated before that the changes the District needed would never come from this Board. She said she and many others in the community have been investing so much time and have been sending things to the proper authorities. She said the Board continuously uses the words "community engagement" but have done things like not allowing public speakers to be seen or stopping people from being able to give public comment. She said she had been working with a family whose child had been sexually assaulted at school more than once and said that child attempted suicide on campus yesterday.

Upcoming Meeting of the Board of Trustees – Thursday, May 11, 2023, 5:00 p.m.

Trustee Garcia Morales stated the upcoming Board meeting would be held on Thursday, May 11, 2023, at 5:00 p.m. in the boardroom.

Adjourn: 5:12 p.m.

Motion: Williams Second: Zamora Vote: Unanimous