

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

Thursday, September 29, 2022

5:01 p.m.

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Roll Call: Members Present  
Irene Cepeda, President  
Evelyn Garcia Morales, Vice President  
Lola Brooks, Clerk  
Linda P. Cavazos, Member  
Danielle Ford, Member  
Lisa Guzmán, Member  
Katie Williams, 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;  
Cindy Krohn, Director, Board Office; Carmen West, Executive Manager/Director II, Office of the  
Superintendent; Denise Zagby, Administrative Secretary II, Board Office; and Deb Darby-Dudley,  
Governance Consultant.

**Announcements**

Trustee Cepeda 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 Garcia Morales led the Pledge of Allegiance.

**Adoption of the Agenda**

*Adopt agenda, except note reference material provided for Items 2.01 and 2.02.*

*Motion: Williams Second: Garcia Morales Vote: Unanimous*

**Review of Superintendent Evaluation Training**

Discussion regarding the Clark County School District Superintendent of Schools evaluation  
process for 2022, including a review of previously provided training, related board policies, and the  
adoption process for evaluation goals.

Ms. Darby-Dudley reviewed the superintendent evaluation process.

### **Review of Superintendent Evaluation Training (continued)**

Trustee Ford asked if the superintendent evaluation should be the only factor in the Board considering the future employment status of the Superintendent.

Ms. Darby-Dudley stated whatever the Board wants to the superintendent to improve should be established during the goal setting process. She reviewed the process the Trustees went through that led to the goals they established.

Trustee Ford asked if Ms. Darby-Dudley was involved in the process with staff in deciding how they would reach the goals established by the Board.

Ms. Darby-Dudley said District staff modified and prepared those goals, and she and Dr. Debb Oliver were made aware of them.

Trustee Ford stated one of the goals the Board chose was changed and said she was told that it had not been confirmed with Ms. Darby-Dudley and Dr. Oliver that it was an acceptable SMART goal and that it was reflective of the original goal.

Ms. Darby-Dudley said she interpreted the difference between the goals to be that the goal agreed upon by the Board was the “what” they wanted to see accomplished, and the Superintendent and staff then developed the “how” they would accomplish the goal.

Discussion was had around addressing things that happen or that come up after the superintendent evaluation goals have been set; how this Board evaluates the Superintendent compared to other school boards; how the Board could develop protocols and agreements that would guide how they function; and the board self-evaluation.

### **Public Hearing**

Anna Binder talked about the behavior of the Board that causes people to think there are Board members taking sides or that they do not care. She said this is taxpayer money, their children, and their community.

James Bayliss said the Board should have addressed the superintendent evaluation in October. He asked what one is supposed to do when they have been coming to the Board talking about their issues with the Superintendent, but the Board does not address it and the Superintendent does not address it.

### **Approve 2022 Evaluation of the Superintendent of Schools**

Approval regarding the 2022 evaluation of the Clark County School District Superintendent of Schools based on the revised list of goals approved at the Regular Board Meeting on February 24, 2022.

## **Approve 2022 Evaluation of the Superintendent of Schools (continued)**

Superintendent Jara reviewed the superintendent evaluation goal results, as shown in Reference 2.02 (A).

Trustee Ford discussed reasons why she did not believe the data provided was accurate. She stated that they do not take into account the change in the grading policy; that suspensions decreased but in-house suspensions and required parent conferences (RPCs) increased; and that many teachers were hired but many teachers have left. She said the information presented has been made to look better than the actual results have been, so she does not support this document as the final evaluation results.

Discussion was had regarding the areas of focus going forward and how the Board could support the Superintendent and his staff in the work they are doing.

### **Public Hearing**

Vicki Kreidel stated recruitment and retention are closely associated, and she said the current model being used for educators is not sustainable. She said if teachers are to do their best, some things need to be taken off their plates and they need more time. She said they should be discussing how many teachers left before reaching 30 years, how many were hired, how many remained after resignations and retirements, and how many are still needed for this year.

Kamilah Bywaters stated the information that was shown was one of the worse presentations she has seen in terms of showing the public the gains the District has made. She said the presentation did not include the process of how the District reach those results. She said she noticed when looking at the Nevada Accountability Portal that a large group of students did not test and asked if that was considered. She stated what the Superintendent has presented as part of his evaluation is unacceptable.

Anna Binder asked how any growth was achieved if only 54 percent of students took the test Ms. Bywaters referred to. She stated Data Insight Partners posted accurate data that was not presented here. She pointed out that all the successes were accomplished by staff as noted in the presentation but said two special education students have been sexually exploited on campus in the last 30 days.

James Bayliss said his son was physically assaulted at Basic High School and said Superintendent Jara knew about it and did nothing. He asked if the Superintendent and the director of compliance is allowing students to be hurt in school, why are they here. He stated his son was sexually assaulted and that was never addressed. He talked about issues with the special education program at Basic High School, including having teachers that are not qualified to work with special needs children.

Trustee Cavazos suggested that the goals be divided into separate components.

**Approve 2022 Evaluation of the Superintendent of Schools (continued)**

*Motion to approve Goal 1a: Increase the proficiency of students in all racial/ethnic student groups by 7 percentage points in reading by Grade 3 and to assign a score of 4.*

*Motion: Garcia Morales*

Trustee Brooks suggested determining whether the goal was met and then calculating a score. She read through each of the goals and noted whether the District met those goals as follows: Goal 1a: Increase reading proficiency by 7 percentage points by Grade 3 – met; Goal 1b: Increase math proficiency by 5 percentage points Grades 6-8 – not met.

**Recess:** 6:41 p.m.

**Reconvene:** 6:46 p.m.

**Approve 2022 Evaluation of the Superintendent of Schools (continued)**

Trustee Brooks read through the goals and outcomes as follows: Goal 1a: Increase reading proficiency by 7 percentage points by Grade 3 – met; Goal 1b: Increase math proficiency by 5 percentage points Grades 6-8 – not met; Goal 2a: Decrease the overrepresentation of the Black/African American student group in student suspensions by 5 percentage points – met; Goal 2b: Decrease the overrepresentation of the Black/African American student group in discretionary expulsions by 5 percentage points – met; Goal 3: Hire 1,655 classroom teachers, representing a 25 percent increase from the most recent three-year average, before November 1, 2022 – met.

Trustees discussed how they would assign a score to each category.

*Motion to assign a score of 4 to increasing the proficiency of students in all racial/ethnic student groups by 7 percentage points in reading.*

*Motion: Brooks Second: Garcia Morales Vote: Yeses – 5 (Brooks, Cavazos, Cepeda, Garcia Morales, Williams); Noes – 2 (Ford, Guzmán)*

*The motion passed.*

*Motion to assign a score of 2 to increasing math proficiency by 5 percentage points for grades 6-8.*

*Motion: Garcia Morales Second: Williams Vote: Yeses – 5 (Brooks, Cepeda, Garcia Morales, Guzmán, Williams); Noes – 2 (Cavazos, Ford)*

*The motion passed.*

*Motion to assign a score of 4 to decreasing the overrepresentation of the Black/African American student group in student suspensions by 5 percentage points.*

*Motion: Williams Second: Brooks Vote: Yeses – 6 (Brooks, Cavazos, Cepeda, Garcia Morales, Guzmán, Williams); No – 1 (Ford)*

*The motion passed.*

*Motion to assign a score of 4 to decreasing the overrepresentation of the Black/African American student group in discretionary expulsions by 5 percentage points.*

*Motion: Garcia Morales Second: Williams*

**Approve 2022 Evaluation of the Superintendent of Schools (continued)**

Trustee Guzmán stated as Superintendent Jara said, work in this area needs to continue to be improved, and she stated although she feels this deserves a score of 3, she does not agree with the score of 4.

*Vote on Trustee Garcia Morales's motion: Yeses – 4 (Brooks, Cepeda, Garcia Morales, Williams); Noes – 3 (Cavazos, Ford, Guzmán)*

*The motion passed.*

*Motion to assign a score of 4 to hiring 1,655 classroom teachers, representing a 25 percent increase from the most recent three-year average, before November 1, 2022.*

*Motion: Williams Second: Brooks Vote: Yeses – 5 (Brooks, Cepeda, Garcia Morales, Guzmán, Williams); Noes – 2 (Cavazos, Ford)*

*The motion passed.*

Trustee Cepeda stated the superintendent evaluation overall score was 3.6.

*Motion to approve the submitted superintendent's evaluation with a summative score of 3.6 and a rating of highly effective.*

*Motion: Brooks Second: Guzmán Vote: Yeses – 5 (Brooks, Cepeda, Garcia Morales, Guzmán, Williams); Noes – 2 (Cavazos, Ford)*

*The motion passed.*

**Upcoming Meeting of the Board of Trustees - Wednesday, October 5, 2022, 9:00 a.m.**

Trustee Cepeda stated the Board's upcoming meeting would be a work session held on Wednesday, October 5, 2022, at 9:00 a.m. in the boardroom.

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

Yesenia Gonzales said she found out that students at Mojave High School were supposed to be presented with letters for clubs and performing arts last year but did not receive them. She asked how they can go about making sure those students receive those letters they earned. She said the club her son started is now a CCSD sponsored club and they have requested to have their own letter. She said there is a traffic safety concern around J. D. Smith Middle School and suggested having more CCSD police presence around the school.

James Bayliss said Child Protective Services (CPS) was sent to his house and after verifying information, the case was dropped. He said he has information about his son being assaulted and said the police were told not to help. He talked about the special education program at Basic High School. He questioned the accuracy of the reading proficiency data presented in Item 2.02. He asked that the Superintendent call him so they can address the issues regarding his son.

**Public Comment on Items Not Listed as Action Items on the Agenda** (continued)

Anna Binder said she has never seen an insurance risk rating for the District and said with relation to discipline she wondered if it would be cheaper to pay the insurance deductible and ignore the community or fix the underlying issues. She said she cannot imagine the issues that the public does not know about. She said she wants to know what the District's risk rating is. She questioned what would happen if the District could not be insured. She suggested the District spend the money to ensure employees are properly trained to work with special education students.

**Adjourn:** 7:31 p.m.

*Motion: Brooks    Second: Guzmán    Vote: Unanimous*