

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

Work Session

Wednesday, October 2, 2019

8:30 a.m.

Roll Call: Members Present

Lola Brooks, President
Chris Garvey, Clerk
Irene Cepeda, Member
Danielle Ford, Member
Linda E. Young, Member

Members Absent

Linda P. Cavazos, Vice President
Deanna L. Wright, Member

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

Also present were: Carrie Bourdeau, Senior Assistant General Counsel, Office of the General Counsel; Elizabeth Carrero, Executive Manager/Director II, Office of the Superintendent; Cindy Krohn, Director, Board Office; Jeanetta Edmond, Administrative Secretary II, Board Office; and Debb Oliver, Executive Director, Nevada Association of School Boards (NASB).

Flag Salute

Trustee Garvey led the Pledge of Allegiance.

Adoption of the Agenda

Adopt agenda.

Motion: Garvey Second: Ford Vote: Unanimous

Public Comment on Non-Agenda Items

None.

Approve Superintendent Evaluation Process

Approval regarding the process and supporting documentation for evaluating the Superintendent of Schools.

Dr. Oliver spoke about the importance and the purpose and objective of conducting a superintendent evaluation.

Approve Superintendent Evaluation Process (continued)

There was discussion on the process for the evaluation, ways to best monitor the superintendent and have adequate and appropriate oversight as part of the evaluation tool, and Balanced Governance™.

Proposed changes to the superintendent's evaluation document suggested by Trustees included: have a localized place where all Board directives can be housed for future access and review by Board members, have a process in place by which Trustees can review and rate actions by the Superintendent on a monthly basis and that Trustees can discuss, add a definition of terms, add the year of baseline data, reference all documents noted in the evaluation tool, add an evaluation page for organizational culture and climate, add a page for general concerns or suggestions and feedback, add a repository for agreed upon Board directives related to communication to the Board, and move the evaluation to December.

Trustee Garvey asked legal counsel to review the superintendent's contract and the Nevada Revised Statutes (NRS) to ensure that the Board is within the guidelines for notifying the superintendent of his evaluations.

Ms. Bourdeau said she would provide that information to the Board.

Trustee Garvey asked that strategic monitoring presentations include what strategies were not carried out due to funding so the Trustees and staff can have a conversation around the best use of resources. She suggested that as Trustees prepare to complete their portion of the evaluation, they could hold a parent and community meeting to gather input and share student achievement data.

Trustee Brooks shared suggestions submitted by Trustee Cavazos, which included adding suggestions for "measurable growth/improvement" to the summative metric, and putting "summative" and "formative" in layman's terms.

Trustee Brooks said Trustee Cavazos also requested adding "as measured by community members" to the Priority 4 metric, but she said that would not be possible at this time because there is not baseline data and it is not in the Strategic Plan.

The Board agreed to add language for clarity to read throughout the document, "formative (midway)" and "summative (annual)."

Trustee Ford suggested developing a calendar for the activities taking place throughout the year toward the superintendent's evaluation, such as evaluation in December, Board elections in January, Strategic Plan review in February, and a review of policies in March, etcetera.

Approve Superintendent Evaluation Process (continued)

Trustee Brooks reviewed the changes that would be made, adding “(midway) and (annual)”, moving the summative evaluation to December, adding a footnote to the chart of formative and summative indicators, replacing “suggestions for growth” with “suggestions for measurable growth/improvement,” including a sentence under core values that instructs Trustees to include a definition for each component, and adding the baseline year.

The Board discussed the timeline and agreed to conduct just the summative evaluation in December.

Trustee Young questioned “staff respondents” in Priority 4: Parent and Community Support and suggested it should be partners or community instead.

Trustee Brooks said she would bring this document back with the changes as well as the Board policy to repeal and replace.

Recess: 10:37 a.m.

Reconvene: 10:47 a.m.

Approve Evaluating Process for the Board of School Trustees

Approval regarding the process and supporting documentation for the self-evaluation of the Board of School Trustees.

Dr. Oliver spoke about the purpose of the Board’s self-evaluation.

Trustee Brooks said she would make any language changes here that were made in the superintendent’s evaluation document so they align.

There was discussion on how to use the evaluation tool.

Dr. Oliver stated that the statements are to be looked at through the lens of the Board as a whole, not as an individual Trustee for their district only.

After further discussion Trustee Brooks suggested that they leave the document as it is for the first self-evaluation and add a page for suggestions and feedback that the Trustees would be able to fill in during their self-reflection in January that they can then discuss and agree on changes for future evaluations.

Trustee Ford suggested adding language to the current document from page 47 of the Balanced Governance™ document. She suggested the Elements of Success listed on page 79 of the Balanced Governance™ document should be added to the Board’s evaluation document as well. She also suggested having a process in place to guide Board discussion moving forward.

Approve Evaluating Process for the Board of School Trustees (continued)

Trustee Brooks said she was not opposed to adding language that was already outlined in the Balanced Governance™ document.

Dr. Oliver said some of those Elements of Success are reflected in the questions in the Board's evaluation methodology, and she suggested comparing the two documents.

Trustee Young asked if the Board would be looking at the Elements of Success as compared to the questions currently in the evaluation tool as part of future discussions.

Trustee Brooks offered to include the Elements of Success as reference material in the evaluation tool. She said she would also bring forward any existing policy that might need to be repealed and replaced or modified.

Board and Superintendent Communication

None.

Trustee Requests for Agenda Items or Information

Trustee Garvey requested an agenda item for discussion and possible action related to adding a line item for Each One Read One in next year's budget.

Public Comment on Non-Agenda Items

None.

Adjourn: 11:35 a.m.

Motion: Young Second: Ford Vote: Unanimous

Trustee Cepeda was not present for the vote.