

Minutes
Clark County School District
Meeting of the Board of School Trustees

TELECONFERENCE ONLY

Board Retreat

Wednesday, November 4, 2020

8:06 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: Joe Caruso, Executive Director, Community Services Department, Office of the Superintendent; Cindy Krohn, Director, Board Office; and Dr. Thomas Alsbury, Balanced Governance Solutions™.

Adoption of the Agenda

Adopt agenda, except note additional reference material provided for Items 3.01, 3.02, 3.03, and 3.04.

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

Public Comment on Agenda and Non-Agenda Items

Mrs. Krohn provided a summary of the written comments submitted, as follows:

Item 3.04

A comment was received stating that several concerns have not been addressed that include a limited number of African American males being appointed to leadership; a limited number of African American employees in the District; and over-inclusion of young, African American and Latino male students in suspensions, referrals, and required parent conferences (RPCs). They asked Trustees not to renew Superintendent Jara's contract and to have their comments included in the summative evaluation.

Public Comment on Agenda and Non-Agenda Items (continued)

Non-Agenda items

A parent wrote asking that schools reopen because their child is suffering from depression, isolation, stress from online assignments, and other issues they are experiencing at home.

Another person said that no matter how intense the political pressure, until there is a vaccine, it is not safe to send all employees or even half of the students, back into the buildings. They expressed concern with flu season upon us and COVID numbers rising, stating that it will create chaos, fear and increased COVID exposure, illness and possible deaths.

Lastly, comments were received stating that many concerns have not be addressed that include lack of promotions and job enhancements for support staff, which disproportionately affects African American employees; opportunities for Black students to gain admissions to magnet schools and other select schools; and representation on the Nevada Interscholastic Activities Association (NIAA).

Board Member Role in Reopening of Schools

Discussion regarding the role that Board members should have in regards to the Reopening of Schools and what level of involvement is appropriate within the Balanced Governance™ Model and Policies.

There was brief discussion about the process for developing a template for the Board and staff to use in how reports are brought to the Board.

Dr. Alsbury led the Board through the training session, engaging the Board in discussion and training exercises and providing guidance and recommendations for the Board, as outlined in Reference 3.01.

Recess: 10:27 a.m.

Reconvene: 10:47 a.m.

Board Member Role in Reopening of Schools (continued)

Dr. Alsbury continued the training session.

Recess: 12:03 p.m.

Reconvene: 12:35 p.m.

Board Member Request for Information Process

Discussion regarding the process for how the Board of School Trustees request information or assistance from the Superintendent of Schools and/or staff.

Trustee Brooks stated Dr. Alsbury would be working with Trustee Ford, as he spoke about earlier, to develop a template and process for the Trustees to use in requesting information. She said that would probably be brought forth in December.

Trustee Elect Onboarding Process

Discussion regarding the onboarding process for the newly elected Trustees to the Board of School Trustees.

Trustee Cepeda and Trustee Wright gave an overview of the onboarding process they have been working with staff to develop for incoming Board members.

Trustee Cavazos requested that she and Trustee Ford be included and allowed to offer input to the newly elected Trustees in terms of roles and responsibilities and procedures for Board officers.

Trustee Wright suggested that the outgoing members who have held officer positions be the ones to offer insight to the new Board members.

The Trustees agreed with Trustee Wright's suggestion.

Trustee Garvey suggested including information on the Nevada Association of School Boards (NASB) webinar training in the onboarding process. She also suggested putting together a publication of key staff with their picture and department information to provide to incoming Trustees for reference.

Trustee Young suggested the current Trustees provide what they feel are the top issues in their districts to the incoming Trustees. She suggested a CCSD app would be very helpful in providing easily accessible information.

Trustee Brooks said they would be setting up a mock Board meeting for the newly elected Trustees to participate in.

Superintendent of Schools - Summative Evaluation Process

Discussion regarding the evaluation process for the summative evaluation of the Superintendent of Schools.

Dr. Alsbury provided input on the summative evaluation process of the Superintendent and provided recommendations, as shown in Reference 3.04.

Superintendent of Schools - Summative Evaluation Process (continued)

Trustee Brooks explained how Dr. Alsbury would provide feedback to individual Board members on their evaluation document as part of the process.

There was discussion regarding the evaluation process as recommended by Dr. Alsbury and processes the Board would like to have included.

Recess: 2:26 p.m.

There was a short recess due to technical difficulties.

Reconvene: 2:38 p.m.

Superintendent of Schools - Summative Evaluation Process (continued)

Mr. Caruso gave an overview of the Superintendent evaluation timeline.

Dr. Alsbury reviewed the recommended cumulative process shown on page 64 of 65 in Reference 5.04 (B) and discussed the process with Trustees.

Adjourn: 3:06 p.m.

Motion: Ford Second: Young Vote: Unanimous