

AGENDA
AMADOR COUNTY UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
WORKSHOP
Wednesday, October 25, 2017

4:00 – 5:00 PM

Meeting Location and Time: **Amador County Administration Center, 810 Court Street, Jackson, CA**

NOTE: If you need a disability-related modification or accommodation, including auxiliary aids or services to participate in the public meeting, please contact the Superintendent's Office at 209-257-5353 at least 24 hours before the scheduled Board meeting. {Government Code §54954.2} [Americans with Disabilities Act of 1990, §202.]

NOTE: A copy of the Board agenda and backup materials is available for inspection and review at Amador County Office of Education, 217 Rex Ave., Jackson, CA during regular business hours. In addition, this agenda has been posted on the Amador County Unified School District Website at www.amadorcoe.org. An audio recording of the Board Meeting is made.

1.0 CALL TO ORDER

2.0 BOARD MEMBERS

- Bob Laurent
- Kandi Thompson
- Rose Oneto
- Susan Ross
- Janet White
- Lauren Armstrong – Student Board Member
- Vanessa Kristoffersen – Student Board Member
- Eric Dennis – Student Board Member

Roll Call Taken by the Secretary to the Governing Board

3.0 DISCUSSION/ACTION ITEMS

Public comments regarding Discussion Items will be addressed during the Discussion agenda items. Anyone may address the Board regarding any item that is within the Board's subject matter jurisdiction. NOTE: If you wish to address the Board please complete a speaker card and give it to the Board clerk. A speaker is limited to three (3) minutes.

3.1 Annual Board Self-Evaluation

Effective and efficient Governing Board Operations are in integral part of creating a successful educational program. In order to measure progress towards its stated goals and objectives, the Board will annually schedule a time a place at which all its members may participate in a formal self-evaluation.

4.0 ADJOURNMENT

* The Amador County Unified School District complies with the Americans with Disabilities Act. Should you require special accommodations, or more information about accessibility, please contact the Superintendent's Office by calling (209) 257-5353. All efforts will be made for reasonable accommodations.

* Any writings or documents that are provided to the governing board in open session will be made available for public inspection at the meeting or at the Amador County Public Schools District Office located at 217 Rex Avenue, Jackson, CA during normal business hours.

Amador County Public Schools

District

County

DATE: October 25, 2017

AGENDA ITEM #: _____

Motion: _____

Second: _____

Vote: _____

SUBJECT:

Board of Trustees Annual Self-Evaluation Process

BACKGROUND INFORMATION:

ACUSD/ACOE Board Bylaw 9400 states:

Effective and efficient Governing Board Operations are in integral part of creating a successful educational program. In order to measure progress towards its stated goals and objectives, the Board will annually schedule a time a place at which all its members may participate in a formal self-evaluation.

The Board shall be evaluated as a whole and not as individuals. The evaluation will focus on internal operations and performance of the Board. The Board members shall develop goals and objectives against which the Board will be evaluated. A self-evaluation instrument will be based on these goals and objectives and not on goals set for the district.

Each Board member will complete a self-evaluation instrument independently. The ensuing evaluation will be based on the resulting composite picture of Board strengths and weaknesses. The Board will discuss the tabulated results as a group.

The evaluation process should include the establishment of strategies for improving Board performance. Revised priorities and new goals will be set for the following year's evaluation.

FISCAL IMPLICATIONS:

None

RECOMMENDATION:

Superintendent Slavensky recommends review and discussion of the Board's collective self-evaluation information, with discussion about how this information may support strategies for improving Board performance, revised priorities and new goals for the following year's evaluation, in alignment with the Strategic Plan and LCAP.

PRESENTED BY:

Bob Laurent, Board of Trustees President

Dr. Amy L. Slavensky, Superintendent

Governing Board Self Evaluation Comparison May 2016 – August 2017

Purpose: The intent of this instrument is to record the range of perceptions regarding internal functions of the board as the first step in a self-evaluation process. These results should be tabulated and shared with trustees to inform a productive discussion regarding how the board can increase its effectiveness.

Definitions:

Trustee: An individual elected to serve on the board.

Board: The entity with legal authority to govern the district, made up of elected trustees.

Governance Team Members (GTMs): The elected trustees with the superintendent.

Rating Scale 1 = Strong Disagree 2 = Disagree 3 = Agree 4 = Strongly Agree

Board Unity

Rating Scale	May 2016				AVE.	August 2017				AVE.
	1	2	3	4		1	2	3	4	
1. GTMs share a common understanding of governance.		X	XX	X	3.0		XX	XXX		2.6
2. GTMs are committed to the district's mission and values.		X	XXX		2.75			XX	XXX	3.6
3. GTMs do not undermine decisions of the board.			XXXX		3.0		X	XXX	X	3.0

Board Role

Rating Scale	1	2	3	4		1	2	3	4	
4. GTMs agree on the role of the Superintendent, the board and the relationship between them.		X	XXX		2.75		XX	XXX		2.6
5. Trustees do not attempt to direct staff.	X	X	X	X	2.5			XXXX	X	3.2
6. GTMs agree on the role of the Board President.		X	XX	X	3.0		X	XXX	X	3.0
7. The board does not micromanage or rubber stamp.			X	XXX	3.75		X	XX	XX	2.6

Board Culture

Rating Scale	1	2	3	4		1	2	3	4	
8. GTMs treat each other with respect and actively identify and address conflicts among team members.			XX	XX	3.5			XXX	XX	3.4
9. GTMs are comfortable holding team members accountable for their behavior.		XX	X	X	2.75		X	X	XXX	3.4
10. There are no surprises between the board and the superintendent.			X	XXX	3.75	X	XX	XX		2.2
11. GTMs model the district's values in their behavior.		X	XX	X	3.0		X	XX	XX	3.2

3

Board Structure

Rating Scale	1	2	3	4		1	2	3	4	
12. The board has written agreements to clarify how it operates.	X		X	XX	3.0			XXX	XX	3.4
13. The board actively uses and abides by these agreements.		X	XX	X	3.0		XX	XX	X	2.8
14. The board uses these agreements to evaluates its effectiveness, and uses the results to improve its own performance.		X	XX		2.67			XXX	XX	3.4

Preparing for Meetings

Rating Scale	1	2	3	4		1	2	3	4	
15. Trustees receive sufficient information on agenda items necessary to make informed decisions.			XX	XX	3.5		X	XXX	X	3.0
16. All trustees receive the <i>same</i> information.		X	X	XX	3.25		X	X	XXX	3.4
17. Board members come to meetings thoroughly familiar with the agenda, backup reports and other materials.		X	X	XX	3.25			XXX	XX	3.4



Conducting Meetings

Rating Scale	1	2	3	4		1	2	3	4	
18. Meetings begin on time, and are efficient and productive.	X		X	XX	3.0		XX	X	XX	3.0
19. Agendas are focused on the district's priorities and goals.		X	X	XX	3.25			XX	XXX	3.6
20. Deliberations are productive, surface various points of view, and provide trustees opportunities to be informed by one another.		X	XX	X	3.0			XXX	XX	3.4
21. GTMs actively listen to each other and demonstrate understanding of different opinions.		X	XXX		2.75			XX	XXX	3.6
22. All GTMs actively participate in board deliberations.		X	XX	X	3.0		X	XX	XX	3.2

Managing Transitions

Rating Scale	1	2	3	4		1	2	3	4	
23. All trustees understand the board's plan for identifying officers.		X	X	XX	3.25	X	X	XX	X	2.6
24. The board effectively orients new trustees.		XX	XX		2.5		X	XX	XX	3.2
25. The board reviews its written agreements for board operations.		XX	XX		2.5			XXX	XX	3.4

August 2017

Initial Board Self-Evaluation: Internal Functions

Purpose: The intent of this instrument is to record the range of perceptions regarding internal functions of the board as the first step in a self-evaluation process. These results should be tabulated and shared with trustees to inform a productive discussion regarding how the board can increase its effectiveness.

Definitions:

Trustee: An individual elected to serve on the board.

Board: The entity with legal authority to govern the district, made up of elected trustees.

Governance Team Members (GTMs): The elected trustees with the superintendent.

Rating Scale 1 = Strong Disagree 2 = Disagree 3 = Agree 4 = Strongly Agree

Board Unity

	Rating Scale	1	2	3	4	Average
1. GTMs share a common understanding of governance.			xx	xxx		2.6
2. GTMs are committed to the district's mission and values.				xx	xxx	3.6
3. GTMs do not undermine decisions of the board.			x	xxx	x	3.0

Board Role

	Rating Scale	1	2	3	4	Average
4. GTMs agree on the role of the Superintendent, the board and the relationship between them.			xx	xxx		2.6
5. Trustees do not attempt to direct staff.				xxxx	x	3.2
6. GTMs agree on the role of the Board President.			x	xxx	x	3.0
7. The board does not micromanage or rubber stamp.			x	xx	xx	2.6

Board Culture

	Rating Scale	1	2	3	4	Average
8. GTMs treat each other with respect and actively identify and address conflicts among team members.				xxx	xx	3.4
9. GTMs are comfortable holding team members accountable for their behavior.			x	x	xxx	3.4
10. There are no surprises between the board and the superintendent.		x	xx	xx		2.2
11. GTMs model the district's values in their behavior.			x	xx	xx	3.2

Board Structure

Rating Scale	1	2	3	4	Average
12. The board has written agreements to clarify how it operates.			xxx	xx	3.4
13. The board actively uses and abides by these agreements.		xx	xx	x	2.8
14. The board uses these agreements to evaluate its effectiveness, and uses the results to improve its own performance.			xxx	xx	3.4

Preparing for Meetings

Rating Scale	1	2	3	4	Average
15. Trustees receive sufficient information on agenda items necessary to make informed decisions.		x	xxx	x	3.0
16. All trustees receive the <i>same</i> information.		x	x	xxx	3.4
17. Board members come to meetings thoroughly familiar with the agenda, backup reports and other materials.			xxx	xx	3.4

Conducting Meetings

Rating Scale	1	2	3	4	Average
18. Meetings begin on time, and are efficient and productive.		xx	x	xx	3.0
19. Agendas are focused on the district's priorities and goals.			xx	xxx	3.6
20. Deliberations are productive, surface various points of view, and provide trustees opportunities to be informed by one another.			xxx	xx	3.4
21. GTMs actively listen to each other and demonstrate understanding of different opinions.			xx	xxx	3.6
22. All GTMs actively participate in board deliberations.		x	xx	xx	3.2

Managing Transitions

Rating Scale	1	2	3	4	Average
23. All trustees understand the board's plan for identifying officers.	x	x	xx	x	2.6
24. The board effectively orients new trustees.		x	xx	xx	3.2
25. The board reviews its written agreements for board operations.			xxx	xx	3.4

COMMENTS:

Becoming a board member created a huge learning curve for me, especially considering where we have come from and where we are going. I am honored to be part of this group of "authentic" individuals who are committed to creating a positive, successful school system which provides supports and opportunities for students and staff. I know increased student achievement, compassion for others and positive synergy will expand and increase as we move forward on our projected trajectory.

I believe the board has done a lot of improvement since the workshop on trust and honesty. I believe it started off rough and there were many violations to the Brown Act and board bylaws

and I believe since the workshop that we are on the right track and are starting to move in the same direction. Having 5 people come together and now 7 who have never known each other and never been a part of a board with almost all new administration on the cabinet level, we definitely have a learning curve and have to learn together in the right direction in order for this to be a cohesive group. We have been blessed with an amazing superintendent who is super professional and incredible with dealing with people and even sharing her concerns with the board members as they arise. I am confident that we are on the right track and believe that together we can go far.

#1. The board expects to be more involved and receive more timely and informative information. The board needs to know about bad news, problems and challenges, not just the good things.

#2. The board decided to have student board members, and to have these elected as separate officers from ASB presidents. This was not relayed to either high school.

#7/#15. Many things seem to be rubber stamped, with few, if any, of the board members asking questions. An example is the COE budget, which was approved with outstanding questions that have yet to be addressed. Not enough information is provided to determine tradeoffs. For example, the new portables in Lone had a very large installation cost, which was not provided when the decision was made to purchase portables. This should have been better planned, with a site built, permanent structure considered.

#10. There were a few things that were a surprise, but have been taken care of and seem to be running smooth now.

#10. At times I feel the whole board isn't always informed.

#18. Open sessions frequently start late. Board meetings have been consistently running longer than normal in recent years, so could be more efficient.

#18. We have been running late a few times, but are getting better at being on time. Overall, we have come a long way, considering we have almost a whole new Board.

#23. Plan for identifying officers: Other than nominating and voting at the annual organizational meeting, there does not seem to be a plan for identifying potential officers.

#24. At least 2 of the traditional board members did not appear to receive orientation from the board officers when they started. The expected meetings between staff and the new student board members did not happen before their terms began.

#25. While the board's written policies were reviewed in January, these updates have not yet been published in the Gamut system. CSBA has issued multiple updates since the review. It's not clear whether we're operating with the old policies, updated policies, a mix or not policies.