

Kenai Peninsula Borough
School Board Planning Session
REPORT

June 5, 2018



Workshop Provided
By



association of
ALASKA
school boards

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The Kenai Peninsula Borough School Board met on June 5, 2018 for a board self-assessment and goal setting session.

In attendance were: President Penny Vadla, Zen Kelly, Dan Castimore, Mike Illg, Marty Anderson, Debbie Cary, Lynn Hohl, Jason Tauriainen and Superintendent Sean Dusek
Workshop facilitated by Timi C. Tullis, AASB

Each member answered:

What is one thing you want to have a deeper understanding about after this work session?

- How to have a deep, open conversation that enables us to evaluate our successes and our 'needs to do' as board members. How can we reflect, review and revise in a positive manner?
- What are best practices of Boardsmanship?
- What are the roles and responsibilities and what are the proper channels of communication?
- How can we improve as a board?
- How can the board work as a whole?
- How to accept being the odd board member out?
- How to work better with my fellow board members and move forward with positive changes?
- How are board goals formalized?
- How do we obtain more grants?

Topics discussed during the board self-assessment:

- Body language says a lot
- Publically chastising other members; how do we change that?
- At times members feel as if others question their motives for being on the board
- We need to develop mutual trust and respect for one another
- Helps to keep an eye on our 'geographically elected areas' but remember that we should vote thinking of ALL areas.
- It is hard when we get a committee report on the same day that we are expected to vote on the recommendation.
- We could all be better with a clearer understanding of the process for policy updates
- Consider what targeted audiences might be effected by the policy change under consideration
- No more 'bright and shining new thing' sometimes it feels like we focus on those areas too much.
- How can we better utilize site councils to get the voice of communities when decisions are being made?
- We never have enough time as a team
- Question; How do we give input to committees when we are not a member of that committee?? Written?
- Is there a way to connect documents (in Board Docs) to topics on the agenda
 - le... the %'s document about sub rates was in packet but was under 'general information' it would be nice to have it linked to agenda item it relates to
- Is it possible to have less information at meetings OR meet more often?
- "Lay Downs" or last minutes additions are difficult for board members that travel
- How do we go about getting systematic staff input when we need/want it?
- After NSBA or any conf, we as board members should come back and share what was learned with each other.
- Can site committees do more recognition of students?
- How do we go about our agenda development? How does one get an item added if they want one?
- Add a "Pending Issues" area to the agenda?

* denotes answer was mentioned more than once

What are the major strengths of the board?

- Passion for student success
- Diversity of experiences and diverse skill set
- United purpose
- Good and willing communications
- Mutual respect
- Best interest of students in mind
- Different geographical area
- Varied experiences

How could the board improve the way it works and what does the board need to focus on next year?

- Allow sufficient time
- Practice respect
- Refine processes *
- Regular superintendent communication
- Bring more stakeholders
- Student recognition
- Time constraints need to be flexible
- Trust but verify
- Strive to read packet
- Focus on communication efforts
- Norms
- Team building exercise
- Follow protocols/policies
- More time
- Communications
- Understanding one another
- Protocol/ professionalism
- More public input

What can we do to be a more effective Board?

- Ask questions
- Evaluate unintended consequences
- Show respect
- Refine processes

- Board training
- Divide activities based on interest and focus
- Share ideas
- More sessions like this
- Training especially with new members
- Board members suggestion box/open page

Board Self Improvement Plan		
Action	Who will oversee	Date of completion
Establish protocol for stakeholder input to committee work	Dan (contact AASB for more information if desired)	June 2019
Develop a list of protocol that will be gone over and agreed upon an annual basis.	All	Continuous
All board members will support the president by using 'point of order' and other Robert's Rules tools to run an effective meeting.	All	Immediately and ongoing
Focus on being respectful to one another for effective and productive meetings.	All	Immediately and ongoing
Complete the Board Handbook	Penny	October

Other discussions:

- Reflect annually on lessons learned
- What were unintended consequences of decisions?
- Establish Norms
- Work on communication with 1) the board itself, 2)stakeholders 3) superintendent

What major changes have taken place in the District in the past year? In the past 3-5 years?

- Curriculum review
- Innovation
- New superintendent
- State fiscal situation
- Negotiations/Saul
- Personalized learning*
- Collaboration
- Administration and changes/reduction of staff
- Promoting change
- Graduation rates
- School councils
- Transportation changes
- Declining enrollment
- Major budget reductions

What is the major strength of the District?

- Staff
- Diversity of communities
- Relationships
- Professional development
- Innovation
- Embrace nontraditional programs
- People
- Long-term commitment
- Do more with less
- Diversity
- Student achievement

What, if any, changes do we expect in the District during the next 5 years?

- Student ownership
- New learning opportunities
- New look at education
- PL success and opportunities

- Data availability
- LNG and development

How could the district improve the way it works?

- Improve processes
- Strengthen communications and input from stakeholders
- Move to OER
- Adapt/proactively; business development plan
- Be more inclusive; features/benefits
- Full implementation of PL
- Stakeholder communication
- More opportunities
- Borough relationships
- Inclusion

What are our constituents saying?

Most common concerns expressed by Staff, Community Members and students:

- Expense it takes to educate students
- School safety
- Too many fees
- Change
- Lack of input
- School lunches
- School starts too early
- School is boring
- Lack of money for extra curricular
- Losing teachers
- Do more with less
- Health care
- Flexibility
- Fiscal uncertainty
- Not paid enough for work
- Overworked
- Not appreciated
- Class size too big
- Safety/bullying

- Drug use
- No one cares about us
- No classes offered
- Teaching ideology
- Admin top heavy
- Kids aren't learning why spend more
- Infringe on way of life
- Trans/after school programs
- Principal uncaring

2018-2019 Goals and Strategies

***Goals set during the work session; strategies should be developed to ensure that the goals are met.

1. Advocate with grass root, local and state decision makers for fiscal needs.

Strategies

- a.
- b.

2. Connect and communicate with schools and constituents to strengthen positive relationships advocating for public schools.

Strategies

- a.
- b.

3. Support a comprehensive plan to improve school climate and safety.

Strategies

- a.
- b.

Area	SCHOOL BOARD	SUPERINTENDENT
General	Governs the district, Hires the superintendent, Establishes expectations, and evaluates self and the Superintendent.	Advises the Board, Is executive of the district, The Boards only employee through contractual relationship
Policy	Reviews suggestions from Superintendent, Debates and Adopts.	Responsible for ensuring policies are current, Responsible for recommending and implementing policy.
Meetings	President or chairperson is in charge of meetings.	With the board chair is responsible for preparation of agenda and subsequent preparation of board meeting packet, Serves as resource during meeting.
Budget/Finance	Adopts and monitors, Responsible for audit adoption.	Prepares, administers and monitors the budget and audit, Ensures budget compliance.
Curriculum	Establishes criteria, Approves and monitors curriculum and assessments.	Recommends, oversees efforts, evaluates curriculum and assessments.
Personnel	Establish criteria, Approves or rejects recommendations, Handles grievance appeals as appropriate.	Interviews, recommends, hires, evaluates; promotes and implements staff training, Adjudicates grievances.
Negotiations	Provides guidelines, Ratifies contracts.	Monitors process within guidelines Frames contract proposals.
Student Services	Establishes criteria, Approves and monitors.	Recommends, administers efforts, maintains legal perspective.
Facilities	Develops policies on use of facilities	Implements policy, creates rules and regulations pursuant to policy for facility use.