

MINUTES OF THE WORK SESSION OF THE MARSHALL BOARD OF EDUCATION HELD ON MONDAY, FEBRUARY 10, 2020 AT 7:00 PM, IN THE MIDDLE SCHOOL COMMUNITY ROOM

PRESENT: DESMET, NICHOLSON, MIDDLETON, WILLIAMS, DAWSON, GAMBLE, LINDSEY, DAVIS, JONES,

ABSENT: NONE

CALL TO ORDER

The meeting was called to order by President DeSmet. A moment of silence was observed.

PLEDGE OF ALLEGIANCE

The pledge of allegiance was led by Trustee Williams.

APPROVAL OF THE AGENDA

Moved by Middleton, supported by Dawson, that the agenda be approved as presented. A roll-call vote unanimously carried the motion.

PUBLIC COMMENT

President DeSmet called for any members of the audience to address the Board on agenda items only. There were none.

BOARD TOPICS

STRATEGIC COMMUNICATION PLAN/OBJECTIVES: Superintendent Davis reviewed the Communication Objectives document that included the following objectives:

- Share the facts behind the Annexation of Albion
- Share the Enrollment Trend for MPS since annexation
- Share the Staffing trend for MPS since annexation
- Facility Needs Assessment for all eight (8) school buildings
- Student Performance Outcomes; overall and disaggregated by socioeconomics
- District Capital Improvement Bond
- Sharing often the good news from the District.

The Board discussed the objectives and shared thoughts and ideas as to how to address them.

FACILITY NEEDS ASSESSMENT UPDATE: Director of Business Operations Becky Jones indicated the Facility Needs Assessment Committee (FNAC) continues to visit buildings across the district. A staff survey has been shared with staff as a mechanism for getting thoughts and suggestions directly from staff. The information being shared is being compiled and will be presented in each building for discussion. She added the process has been eye opening and that great comments are coming back. One specific need across the district is that furniture needs to be updated. She anticipates there will be some needs that cannot wait so they will be included in the next budget.

Superintendent Davis shared the FNAC will be meeting with athletics and technology as well.

Ms. Jones will share FNAC Agendas with board members as they contain helpful information about each building/area being visited by the committee.

REVIEW OF BOARD/SUPERINTENDENT ROLES AND RESPONSIBILITIES: Superintendent Davis provided board members printed handouts that include Board Bylaws and Board Policies: 0122-Board Powers, 0123-Philosophy of the Board, 1210-Board – Superintendent Relationship, 1230-Responsibilities of the Superintendent, and 1240-Evaluation of the Superintendent.

Superintendent Davis concentrated on Policy 1240-Evaluation of the Superintendent. He shared that at a recent MASA conference it was being recommended that evaluations be completed by the end of the calendar year. By doing this it provides for academic results that are reported in the fall on student progress the spring before to be included in the evaluation process. Also, this change would allow the district, that's past practice of evaluating the superintendent and administrators by March 31st, to be moved the evaluation before the end of the calendar year. Such a change gives new board members the opportunity to be more informed when evaluating the superintendent for the first time. Additionally, the superintendent has received a rating of highly effective for the past 10 years; so by standards the entire evaluation process does not need to be done every year.

Board members discussed the process and consensus was to move make a change to when the evaluation of the superintendent will take place.

President DeSmet suggested the board consider taking action to formally change when the superintendent will be evaluated as well as when compensation changes should take place for the superintendent. He recommends it be added to the next board business session for consideration.

DISCIPLINARY HEARINGS: Superintendent Davis reviewed School Law in relation to Student Discipline Hearings. There are a couple ways the district can handle student discipline hearings; they can be heard by a committee of the board, a disciplinary panel; or the full board.

Board members discussed the different ways of conducting hearings and consensus was to have the hearings heard by the entire board and to call a special board meeting when a discipline hearing is needed.

Superintendent Davis distributed guidelines that are followed in determining recommendations for appropriate discipline as stated in school law.

PUBLIC COMMENTS

President DeSmet called for any members of the audience to address the Board. There were none.

**BOARD MEMBER COMMENTS FOR WHICH
NO ACTION MAY BE TAKEN AT THIS MEETING**

Trustee Dawson shared his pleasure in seeing so many individuals attend the Redhawk Raffle Event and the community's support and willingness to help kids.

ADJOURNMENT

The meeting adjourned at 8:44 p.m.

LISA MIDDLETON, SECRETARY

KIMBERLY VANWORMER, RECORDING SECRETARY