

MINUTES OF THE BOARD RETREAT OF THE MARSHALL BOARD OF EDUCATION HELD ON MONDAY, MARCH 4, 2021 AT 5:00 PM VIRTUALLY @ https://www.youtube.com/channel/UCo_Dw2K8ptX5eFKauouPJZQ/

PRESENT: LINDSEY, MIDDLETON, WILLIAMS, M. DAVIS, GAMBLE, LANKERD, DAVIS, JONES, NICHOLSON JOINED AT 5:05PM

ABSENT: NONE

CALL TO ORDER

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

PLEDGE OF ALLEGIANCE

The pledge of allegiance was led by Trustee Amanda Lankerd.

APPROVAL OF THE AGENDA

Moved by M. Davis, supported by Williams, that the agenda be approved as presented. A roll-call vote unanimously carried the motion. Vice President Nicholson was not present for the vote.

PUBLIC COMMENT

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

BUILDING THE TEAM: GETTING ON THE SAME PAGE

Superintendent Davis began by thanking Trustee Lankerd for the work she put into helping prepare for the meeting. He indicated on the forefront is building relationships and trust among members of the board and with the superintendent.

Following was the outline for the meeting:

- Board Governance Overview (30 minutes)
 - Standard operating procedures/norms.
 - Board roles and responsibilities
 - Board avenues for input/participation
 - What do board members need to be a high functioning board? What does the Superintendent need from the board?
 - Communication with Superintendent/among board members/community (OMA)
 - Working together: Work style. Leadership style. Personality type.

Strategic Action Planning Pre-Work and Discussion (30 minutes)

- Review Mission/Vision (quick review)
 - Vision: Every student is unique, and we will honor and respect the individual differences that our students bring into our schools so we may create a more inclusive, globally relevant teaching and

learning environment where students feel valued and take personal ownership for their growth and achievement.

- Mission: Creating a system of education, through innovative collaborations and partnerships, that provides equal access for all students to quality academic pathways that lead to successful career attainment in adulthood.
- Third party facilitator
- From your perspective, what are the focus areas that need to be incorporated into our strategic action plan?
- Strategic Implementation Framework (Hanover Research tool). Do we like this tool for accountability and planning purposes?
- Gather Stakeholder Input with Survey
- Next Steps & Homework
- Confirm Next Board Retreat Date: March 18, 2021, 5-7 p.m.

Other ideas/items/Notes:

- How do we want to work together? Ground Rules. How will we function?
- Agendas – how does this work?
- What are our commitments to each other?
- Communication with each other (OMA) and with the community.
- ID next steps for strategy planning & what the group hopes to get out of it.
- What are the big buckets of strategic action?
- Board ID big buckets
 - Invite the community to give input on components of the strategic action plan, what are we missing, did we get it right?

Do we like the strategic action plan?

What are the unspoken rules? Past practice.

At what point do we engage the community?

Gather input from community/parents/staff/stakeholders?

Board members discussed various topics on the agenda. Following is a compilation of the thoughts, comments and suggestions made:

- MASB offers videos that can be viewed on board governance.
- Need to follow the Open Meetings Act when having conversations between board members outside meetings of the board.
- Big things need to be discussed with the superintendent.
- There are times when things are heard by board members that catches them off guard; things they should have known about.
- The superintendent tries to keep the board aware of issues coming through the community along with operational happening as well; he strives for no surprises.

- Occasionally a public question comes up out of the blue at a board meeting, the context should be considered. The board president may need to ask for more information is needed on the topic.
- The stuff that occurred related to BLM was not typical and so separate issues have come from it.
- The board should be sensitive to staff, students and parents.
- With all of the different modes of communication it should be easy to get information out and for it to be shared.
- Board members need to do their homework ahead of board meetings; read board packet and ask questions ahead of time; this will make meetings more productive.
- If you chose to participate in conversation through online conversations and media, make sure it is clear that your comments represent you and your thoughts not as a whole of the board.
- Put thought into communication; don't feel rushed as sometimes communication isn't so great.
- Getting board packets on Friday does not give much time for board members to read through them and ask questions before the board meeting. Would like to have them earlier.
- Board agendas and packets can be produced sooner; however, there may be times when items may need to be added last minute. It was agreed upon to produce board packets on the Wednesday preceding a regularly scheduled board meeting.
- The board president is the only person on the board responsible for representing the board in a public way outside the board meeting. Other members are responsible for answering questions and giving responses and say its your view... not as a representative of the board. When confronted take it to the superintendent or the board president.
- Board members need to remember the importance of them as a board member: their comments or opinions carry a lot of weight and can be in a pervasive way. An administrator could be intimidated by board members thinking of them as a person of power although you could be talking about something from parent perspective. It can be a tough situation to be in.
- Board members do not always get responses to things that have been brought up.
- In reference to BLM, would like to receive follow-up on the situation, there are two sides to every issue; and things could have been done differently, less fiery.
- Productive steps are still being worked on related to BLM.
- Board members are still hearing about the BLM mural and that people want to know the rest of the story.
- Administrators have not asked students to not wear Trump clothes or have flags in their cars. As long as the references on clothes is not anticipated to disrupt the educational process students are allowed to wear such things.
- While the majority of comments made at the last board meeting were supportive of the BLM mural there is another side to it. These folks did not come forward as they did not wish to be ridiculed, they are still out there, and they are mad.
- Let's hear from the BLM Youth Group.

- Mission and vision statements were not voted on in 2019. What will be brought to the board will be less wordy and easy for people to understand. Leadership Team to work collectively to bring statements to the board to consider adopting.
- Review both statements bi-annually.
- Statements are nice to have but if they are not put into practice it doesn't matter. Often times the statements are said but not implemented.
- If the NAACP Youth Group is being invited to present to the Board is there another student group that should also be invited? Are there biases about inviting the NAACP Youth Group?
- Ideally every decision should tie back to the mission and vision statements
- Consensus was to have a third-party administrator help with strategic planning as it is difficult to be a facilitator and to and provide one's own input.
- MASB will be contacted for assistance with a facilitator not sure can get one for March 18 meeting.
- Homework for next board retreat session is board members are to bring 3-4 ideas of what to include in strategic planning to move forward.
- Seek stakeholder input, survey the community to see what they expect from the district.
- Contact Superintendent Davis, President Lindsey or Trustee Lankerd with board member's thoughts before the next retreat.

PUBLIC COMMENT

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

BOARD MEMBER COMMENTS

Trustee M. Davis requested meeting invitations for board sessions be sent to board members as the sessions don't always get on his calendar unless he receives an invite.

ADJOURNMENT

The meeting adjourned at 6:00 p.m.

LISA MIDDLETON, SECRETARY

KIMBERLY VANWORMER, RECORDING SECRETARY