



**LIBERTY SCHOOL DISTRICT No. 25
Governing Board Work Study Session Minutes**

TIME: June 29, 2019 – 8:00 AM – 1:30 PM
PLACE: Pebblecreek Resort Clubhouse, 16222 W Clubhouse Drive, Goodyear, AZ 85395

I. OPENING MEETING

1. Mr. Paul Jensen, Governing Board President, called the meeting to order at 8:25 a.m. Governing Board members constituting a quorum were present: Mr. Mark Aguire, Mrs. Kathy McNamara, and Mr. Jeffrey Turbitt.

II. WORK/STUDY SESSION

1. Review District Data, Review & Revise Strategic Plan, Review Board Norms
Dr. Shough welcomed the group and reviewed the agenda for the day. The Board participated in a warm-up team building activity, and individuals shared an analogy between a selected picture and their hopeful thoughts for the future about the district.

Dr. Shough provided a summary of the year in review in LESD. New systems were implemented for student information, human resource personnel management, facilities and technology work order tracking, and communication and marketing. Resources and supports for Education Services remain limited with no curriculum in place for any subject or grade. However, teachers and the Ed Services team have invested significantly this summer to develop an initial framework to guide the sequence and alignment of instruction to standards in the coming year. A new assessment system will be implemented next year to support teachers with evaluating whether students have learned what was taught within the trimester. Dr. Shough shared data collected by the external curriculum audit team and reviewed within a prior board meeting regarding typical classroom teacher actions, student engagement, and groupings. The data reveals a need for an instructional model and professional development to support teachers to facilitate learning using strategies that are likely to lead to improved student learning. Other data results for student learning and stakeholder perceptions were discussed. Overall student attendance improved in SY2019. The Board expressed appreciation for the opportunity to review and discuss the current condition of the district with data and superintendent reflection.

Dr. Shough led the Board in a discussion of the draft Strategic Plan, previously presented in a prior board meeting. Focus was directed to the objectives or goals for each focus area in the plan. Dr. Shough noted that the strategic work will continue to build on the systems in place and add key foundations of curriculum, instructional model, assessments, and meeting the needs of the whole child for the High Expectations for Student Learning focus area. The Strategic Leadership focus area objectives will focus on policy revision, coherent planning and alignment to the strategic plan, and implementing evaluation systems aligned to the systems to be implemented in the Student Learning focus area. The Stewardship of Resources focus area objectives place emphasis on performance-based budgets, efficiency and effectiveness of the organization, professional learning, and recruiting and retaining staff. These 17 objectives make up the overall plan. There are projects and key performance indicators aligned to each of the objectives that provide direction and expectations for administration to achieve the objectives. The projects define the major tasks to be completed, and the key performance indicators provide some leading indicators or measurement milestones to monitor progress. The Board discussed the meaning of objectives. Dr. Shough shared previous board interests such as business partnerships or district-wide volunteer programs. The Board confirmed that there were no additional objectives that should be added. The Board affirmed the importance of putting these foundations in place before expanding to other valuable but not as high in priority strategies or goals. Dr. Shough will place the Strategic Plan as an agenda item on the July 8th Board agenda for consideration and possible approval.

The Board reflected on communication and functions of board operations. Dr. Shough elicited feedback from the Board on superintendent communication or actions involving the Board.

The meeting paused for lunch at 11:35 a.m.

The meeting resumed at 12:02 p.m.

The Board expressed appreciation for the Weekly Board Update. Board members also appreciated the time limit of 10 minutes for external administrative reports. The Board recommended administration employ strategies to limit the length of board meetings. Specifically, the board suggested that Dr. Shough limit the number of administrative reports, eliminate reading of executive summaries in the meetings, and when the number of agenda items are extensive to consider requesting an additional board meeting to keep meetings at two hours or less. The Board requested when receiving notice of the Board Packet posting, including a link to the posting would be helpful.

The Board also reflected on their own interaction. The Board expressed appreciation for Mr. Jensen calling on a board member to make the motion as that kept the meeting progressing. The Board discussed strategies for surfacing differing ideas or perspectives in positive and respectful ways during board meeting discussion of an agenda item. The intent of a norm or expectation of sharing differing ideas is to ensure the board has an opportunity to consider an alternate motion and make the best decision for the district. Dr. Shough encouraged the board to make adjustments to agenda item language presented by administration, as needed, to arrive at a decision the board can support. In this way, the district is not stalled until the next board meeting to take action. The Board also discussed norms for supporting board decisions once made. Discussion focused on expectations when one or more board member raised concerns within the meeting and the board voted a different direction. Board members encouraged each other to have healthy conversations even with disparate ideas during the meeting. However, once the board votes as a whole, the Board norm is to support Board decisions publicly. The superintendent and administration should follow this norm as well. The Board expressed their pride in their boardsmanship for their collective commitment to making decisions based on what is best for the district and appreciating the various strengths and perspectives of each board member.

III. ADJOURNMENT

The meeting adjourned at 12:47 p.m.

Signed:

Date:

July 8, 2019