

Douglas County School District
Special Meeting
Administrative Services Building
Minden, Nevada
Friday, August 24, 2012
9:30 a.m.

Minutes
Approved
September 11, 2012

MINUTES

Present:

Trustees:

Teri Jamin, Vice President
Ross Chichester, Member
Thomas Moore, Member
Cynthia Trigg, Member

Present:

Personnel:

Lisa Noonan, Superintendent

1. Call to Order

Ms. Jamin called the meeting to order at 9:41 a.m. and led the Pledge of Allegiance.

Mrs. Trigg moved to adopt the agenda, seconded by Mr. Chichester.

Motion carried, 4/0.

Public Comment

Ms. Jamin called for public comment on items not listed on the agenda. There were no comments from the public; although, Mrs. Trigg announced she had met President Obama in person when he visited Reno, and shared her excitement.

2. Board Self-Evaluation Tools **(Discussion and For Possible Action)**

Ms. Jamin stated the Board as a whole had provided input at the recent Regular Board Meeting with regard to a Board self-evaluation tool offered by the committee for review. As a result, the following suggestions were made:

- 1) A statement could be added to the top of the form indicating Board members were rating each topic based on their knowledge and perception.
- 2) With regard to number 6 on the form, "Board members regularly engage in training and professional development to improve individual and collective boardsmanship," wording could more specifically reflect "board related training." Exact wording used in Bylaw No. 070 could be incorporated.
- 3) Number 8, "Board members communicate with district staff and constituents using the approved procedure," and "Board members use the chain of command to resolve problems and complaints," was up for discussion as having been questioned; although, approved in concept.

Mr. Moore stated using perception vs. quantifiable data was undesirable in that results equaled what individuals feel, rather than actualities.

Various ideas were offered through discussion as follows:

- 1) The word “performance” used at the top of the form was thought to suggest a different purpose for the form than was intended.
- 2) The addition of a line item was suggested to promote conversation regarding Trustees’ statements of position on an action item during a meeting, vs. the individual’s actual vote.
- 3) A suggestion was made to attach the Board self-evaluation to the Superintendent’s evaluation and include several line items reflecting the group as a whole when involved together at Board Meetings.
- 4) Trust among individual Board members was questioned and a desire expressed to revisit past perceptions that had not been addressed following times of discontent.
- 5) Some feel the Board should be united on decisions; a concept that not all in attendance shared.
- 6) The self-evaluation tool was not necessarily going to address issues found to be left unaddressed from the past, nor some areas yet to be discussed.
- 7) Board Bylaws could be revisited.
- 8) The intention of the self-evaluation was to use information gathered as a preventative measure to enable Trustees to work best as a team. The idea was to follow up on areas rated lower; therefore, suggesting need for improvement.
- 9) Perception around the possibility of having a Board member not complete the form due to a lack of quantifiable data was discussed.
- 10) Number 6 on the form was controversial. Reactions varied. Some viewed the NASB board training as a way to create a “team.” Others viewed the training as not necessary to achieving a “team” feeling. The continual push of this topic over time by some, as well as comments made at the most recent Board meeting, resulted in equal disgruntlement among those present. It was noted training received through individual work environments often provided the same opportunities as training provided through the Board Association.
- 11) It was agreed that hard feelings of the past needed to be released and that the self-evaluation form might not be the best method to address issues. Use of the form as an outline for a workshop format, wherein discussion could occur on topics not previously addressed, was desirable among all. This format would not include a ranking approach. The idea was to better focus on educational issues, maximizing conversations on achievement in order to assist staff, rather than aid individual Board member beliefs.
- 12) A suggestion was made to include a few minutes on each agenda, as had been implemented in the past, for monthly training. This time would be used by Trustees, for Trustees, to share information for self-improvement.
- 13) Board members were noted to have various areas of expertise, all offering different strengths and various perspectives. Different approaches to Board workmanship were recognized and stated to be desirable.
- 14) Incoming Trustees would benefit by hearing conversation conducted through a retreat process.

In the final analysis, a retreat was favored to offer the opportunity for discussion of a variety of interests, along with those items bulleted on the self-evaluation form. The current form was

adaptable and could be adjusted as part of the retreat process.

Dr. Noonan offered clarification that a Board retreat would address functions of the Board and their role as public servants. Comments included Dr. Noonan would not be expected to take the lead in this opportunity for group discussion.

It was suggested this format could be implemented every other year, possibly in the off year alternating with the Strategic Plan retreat in January.

**3. Adjournment
(For Possible Action)**

Mrs. Trigg moved to adjourn the meeting, seconded by Mr. Moore at 10:35 a.m.

Motion carried, 4/0.

Submitted by,

Carolyn Moore
Secretary to the Board of Trustees

Approved:

Clerk of the Board

Note: Upon approval by the Board of Trustees in a public meeting, these minutes become the official minutes of the meeting held on the above date. Board minutes are kept on a permanent basis and are available for public review in the office of the Superintendent.