

Douglas County School District
Special Meeting
Douglas High School
Monday, March 30, 2015
4:30 p.m.

Minutes
Approved
April 14, 2015

MINUTES

Present:

Board Members:

Ross Chichester, President
Cynthia Trigg, Vice President
Neal Freitas, Clerk
Teri Jamin
Robbe Lehmann
Thomas Moore
Karen Chessell

Present: Jim and Laura Huge, Jim Huge & Associates, LLC

1. Call to Order
(For Possible Action)

Mr. Chichester called the meeting to order at 4:30 p.m. Mr. Moore led the Pledge of Allegiance.

Ms. Jamin moved to adopt the agenda, seconded by Mrs. Trigg.

Motion carried, 6/0.

2. Public Comment

Mr. Chichester called for public comment regarding any items listed on the agenda.

Nancy Hamlett, President, DCSSO, offered questions that were raised with regard to College Jump Start. Following inquiries with mainly classified staff, questions raised included: What is the selection process? Why is the program limited to 30 students? Isn't the district money limited to K-12 education? What will happen following the outcome of the legislative session? Why doesn't dual credit work?

3. College Jump Start

Rommy Cronin, Education Services Director Area 3, and Marty Swisher, Principal Douglas High School, updated the Board with information that had been requested on this topic at the previous Board Meeting. Clarifications included the number of students allowed to enroll; the actual number of students who completed the program; which data being shared was collected through a student survey and which data was gathered by Mr. Swisher.

Mrs. Cronin stated all Education Services Directors were in favor of continuing the Jump Start program. The program offered another path for students to experience college and increase their motivation for higher level learning. It was noted 38 other states offered similar programs that included a form of tuition assistance for students. Jump Start is a program for students who are not in advanced placement, but need the academic challenge and would benefit by moving forward, while in high school. Dual credit is an option for all kids but is only available at the Carson City campus.

Mrs. Chessell arrived at 4:35 p.m.

It was noted, without funds made available by the district, at least 16 students would need to be able to pay 100% in order to keep the program going as opposed to 30 students attending, who could enroll in Jump Start under the current offering.

Discussion ensued as to the long range plans for Jump Start to move beyond an annual approval process. Mr. Swisher stated he was aware teachers with Masters Degrees could teach college level classes on the DHS campus, as a dual credit offering in the future. The time was not quite right for DHS, but a future possibility. In this event, tuition cost would not be an issue, due to DCSD supporting the expense through a teacher position (reallocation of funds).

Mr. Freitas inquired about the length of time textbooks purchased this year would be valid. Board members learned WNC had made a 3 year commitment during the textbook adoption process for English and math. The current books were then usable for 2 more years.

Mr. Swisher stated the Bridge to Success program is offered at WNC to increase knowledge of education options including providing an opportunity for students to take placement testing, learn about financial assistance, and generally gain support in order to enroll in the junior college. Bridge to Success is available to all students.

Ms. Jamin inquired about the difference in grades received by students in Jump Start vs. students who enrolled in the same WNC classes, independently. Mr. Swisher indicated the grades were higher for those in Jump Start for two reasons:

- 1) Focus is placed mainly on the coursework vs. other students worked and had additional responsibilities while attending school.
- 2) A tutor is available one day a week to help Jump Start students be successful.

Trustees commented on their thoughts with regard to the Jump Start program. Essentially, some were in favor of the program offering more rigorous opportunities for students; and others were not in favor of money allocated for K-12, being shifted to the higher education system through paid tuition.

Remediation necessary for a percentage of students entering college was noted. This program would help reduce student remediation.

Mrs. Trigg offered that exposure to not only a college environment, but to travel and more worldly endeavors, assisted students in learning. Some families were able to offer their children these opportunities, while others could not.

Any data gathered on students going through the program for future decision making was desired.

Mr. Chichester called for public comment.

Nancy Hamlett, President of DCSSO, inquired about offering the program at GWHS.

Mr. Chichester stated part of the money approved for this year had been allocated for GWHS; although not used. Mrs. Trigg added that a opportunities at the Lake were available otherwise.

Tricia Wentz, WNC, stated she knew there were no ASPIRE students who were eligible this year.

Mr. Moore moved that the Board of Trustees approve up to \$26,000 for College Jump Start to continue in 2015-16, and receive a long term plan regarding the future of Jump Start in Douglas County before the 2016-17 school year, seconded by Mrs. Trigg.

Motion carried 4/3; Mr. Chichester, Mr. Lehmann, and Mrs. Chessell, nay.

At 5:06 p.m., Mr. Chichester recognized a boy scout in attendance. The boy was thanked for attending and working toward his communication and citizenship merit badges.

4. Work Session (For Possible Action)

Jim and Laura Huges, Huges & Associates, provided 3 handouts. An overview of next steps in the superintendent search process was provided. A timeline that included input sessions for staff, parents and community members was offered. Board members were invited to attend any of the sessions, but to attend as observers only. Board attendance at internal input sessions was not favorable as that could be intimidating for some employees. A list of input session dates and times would be advertised in the newspaper.

Trustees were asked to meet with Mr. Huges on May 8 or 11, prior to the meeting scheduled for May 11, to review applications, in order to obtain answers to any questions regarding the superintendent applications. The process for providing redacted applications, to be referenced by number to the public, vs. applications with complete information as provided to Trustees for discussion May 11th, was explained. The district's attorney would be consulted and the process finalized to best abide by Open Meeting Law requirements. The redaction process protected the reputation of individuals currently working. The applications would be provided to the Board approximately 5 days ahead of the public meeting.

May 18 & 19, at 3:00 p.m., have been scheduled for candidate interviews. One handout provided a proposed interview schedule. The candidates would have a full day of activities, including school tours, meetings with the Leadership Team, Union leaders, staff, parents and community members. The day would conclude with the candidate interviews at DHS and an opportunity for the public to meet the candidates. It was decided the Regular Board Meeting, May 20, 2015, would be the time for discussion of who would be hired as the next superintendent, unless the process concluded in the meantime.

At this time, advertisements for the position were being run in professional journals.

The Board was informed a web based survey would be used as a tool to gather input from all stakeholders. A sample survey was handed out. The survey would be open for two weeks and would provide narrative comments for the Board's review. The Board was asked to provide any comments on the survey process to Carolyn Moore who would forward them to the Huges.

Mr. Lehman stated the survey was general in nature and all things for consideration were of a good nature; although, a super person was not typical, as most people had strengths and weaknesses. Following some discussion, it was suggested an approach such as, "conjoint analysis," be used to arrive at actual strengths and to determine the most desired by those participating in the survey. Mr. Huges offered to work toward changing the survey to meet this request and gain more in depth data.

Mr. Huges stated the results of a survey conducted from a similar sized district could be provided for the board to analyze the variation of data and information received. The requested change to the survey format would be studied further and additional format possibilities offered.

Input from both the survey and the various sessions would be compiled and provided to the Board for review.

It was noted the interview schedule allowed for 4 candidates, but was flexible with regard to the number of candidates that could be interviewed as well as, the time of the actual interviews could be adjusted if Board member schedules allowed.

The process used the last time a superintendent was hire was described. It was favorable to have a round table type question and answer session, with role playing. This would allow for the Board to more accurately determine how applicants responded to different situations. Previously, the candidate interacted with a principal to show how he/she would guide work on a School Improvement Plan, in addition to answering a bank of questions.

5. Public Comment

At 5:47 p.m., Mr. Chichester called for public comment. There was none.

5. Adjournment

The meeting was adjourned at 5:48 p.m.

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.