

Hitchcock Independent School District

Board Training Workshop
and
Special Called Meeting

Tuesday, September 4, 2007

The Hitchcock Independent School District Board of Trustees met at a Board Training Workshop and Special Called Meeting on Tuesday, September 4, 2007, at the Boardroom/ Conference Facility located at 8004 North Railroad, Hitchcock, Texas. President Monica Cantrell called the meeting to order at 6:30 PM.

Present Monica Cantrell, President; Tom Ivey, Vice President; Pat Turner, Member; Mark Morgan, Member; Ted Robinson, Jr., Member

Late Arrival Estelle Holmes, Secretary, arrived at 6:40 PM

Absent Shirley Price, Member

Others Mike Bergman, Superintendent; Bob Thompson, Trainer

Call to Order Monica Cantrell, President, called the meeting to order at 6:30 PM; announced the presence of a quorum and stated that the meeting had been duly called and the notice had been posted in the manner prescribed by law.

Closed Session President Cantrell called the members of the Board of Trustees into Closed Session at 6:30 PM for the purposes permitted as authorized by the Texas Open Meetings Act, Texas Government Code Sections:

551.071: Consultation with District's Attorney: Walsh, Anderson, Brown, Schulze & Aldridge, P.C. regarding Rolisha Goins, et al v. Hitchcock ISD, et al., Cause No. 03-CV-1038

551.071: Consultation with District's Attorney on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of professional Conduct of the State Bar of Texas clearly conflicts with Texas Government Code Chapter 551.

Reconvene from Closed Session The members of the Board of Trustees reconvened from Closed Session at 7:18 PM for action, if any, from Closed Session.

No action taken.

Board Training Workshop

Dr. Bob Thompson led the discussion on development of the Superintendent Evaluation.

1. Board's responsibility to evaluate the work of the Superintendent.
2. Superintendent is an extension of the Board.
3. The Board needs to convey what they want done to reach their goals.
4. Evaluate the progress of the Superintendent to achieve the Board's goals.
5. Assign responsibility.
6. The evaluation instrument needs to be objective – data driven.

Sample evaluations from Hays ISD, Longview ISD, Pearland ISD, and Cedar Hill ISD and Hitchcock ISD and "Conducting and Evaluation" were given to the Board to review.

The Board requested that the rating system from Hays ISD be used.

1. Academics (Instructional Management)
 - a. All campuses be recognized by 2009
 - b. Maintain recognized campus, June 2008
2. Facilities
 - a. Inventory control
 - b. Major projects needed (new projects)
 - c. Acquisition/replacement schedule
 - d. Maintenance program for repairs, i.e. roofs, air-conditioning, boiler, etc.
3. Finance (Fiscal Management)
 - a. Equity in salaries
 - b. Funding plan for new facilities
4. Personnel Management
 - a. Certified teacher in every class in area assigned/
 - b. Test scores up
5. Professional Growth
6. Student Management
 - a. Attendance at 96%
 - b. Report on student performance in all subject areas
 - i. Early warning system by end of 2nd six weeks
 - ii. Fall semester report—all subjects

Discussion will continue at the October Board Training Workshop

Adjournment

A motion was made by Ted Robinson and seconded by Mark Morgan to adjourn the meeting. Motion carried with all in favor. The meeting was adjourned at 9:38 PM.

Respectfully submitted,

Brenda J. Taylor
Recording Secretary

Monica Cantrell, President

Estelle Holmes, Secretary