



## **Endeavor Special Board Meeting: December 20, 2010**

### **Call to Order:**

DJ Hill called to order a special Endeavor Board meeting in the ECS multi-purpose room at 7 pm on December 20, 2010.

### **Present:**

DJ Hill, Larry Woolard, Christian Nechyba, Steve McAdams, Margaret Holder, Lisa Springle, Helen Harris, Andy Kristianson

### **Discussion:**

The meeting was rescheduled due to snow from last Thursday, and was being held to discuss two personnel matters regarding Mr. James Tripp Carter and Ms. Caralynn Burns. The importance of maintaining confidentiality of all staff members was emphasized. Christine Northrup, as the staff board representative, had requested to be excused from this meeting due to a conflict of interest in discussing fellow ECS staff members.

Michelle Carter, Mike Cochrane, and Keith Warren made comments in support of Mr. Carter and Ms. Burns.

DJ Hill moved that the Board go into closed session at 7:35 pm to discuss confidential personnel matters, in accordance with statute 143.318.11 (a) (6). Andy Kristianson seconded the motion. The Board unanimously approved the motion.

DJ Hill reconvened the public session of the Board meeting at 10:13 pm. Steve McAdams stated that the administration remained very committed to helping both students and teachers achieve success. The Board had elected to revisit a proposal that Mr. McAdams had made to the Board previously. Andy Kristianson reviewed this proposal. The administration had asked the Board to find significant additional funding within the budget for the support of the teachers and the education of the students in sixth grade. The current and incoming treasurers would determine how much funding could be allocated for this purpose. There would be no vote on termination of contracts for any teacher. Lisa Springle stated that the school had a

rigorous and cohesive faculty review process in place, which was in accordance with DPI standards, and which included extensive teacher observations. DJ Hill stated that there was an established performance action plan process for all performance-related staff concerns.

The Board addressed written audience questions regarding board composition and terms, administrative review and evaluation process, staff professional development, diversity of teaching methods, EOG standards, school-wide academic goals, and board communication. Mr. Carter and Ms. Burns thanked the audience for their support.

**Adjournment:**

DJ Hill adjourned the meeting at 11:03 pm.