



Board Work Session

January 7, 2019

6:30 pm

- 1) Agenda Overview

- 2) Superintendent Evaluation
 - a) Process
 - i) Washington Standards-Based Superintendent Evaluation (WSBSE) *attached*
 - (1) *Read pages 6-10 covering evaluation process. We will review the process in respect to GSD.*
 - (2) *If you have the time, you might review pages the *Guiding Principles* of this work pages 4-6*
 - b) Rubrics – pages 1-10
 - (1) We will review in respect to Process

- 3) Current District documents to review in relationship to Process
 - a) 1630 Evaluation of the Superintendent GSD Policy
 - b) 1630P Evaluation of the Superintendent Procedures
 - c) Board Goals – as found on GSD Website under Board
 - d) Strategic Plan – as found on GSD Website under Board
 - e) Covenants

- 4) Necessary District Needs
 - a) Policy Update?
 - b) Job Description?
 - c) Contract?
 - d) Training?

- 5) Next Steps
 - a) Superintendent Evaluation – additional time needed?
 - b) School Board Operating Protocols?
 - c) Board-Superintendent Relationship
- 1) Remaining Board Work Sessions



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6:30 pm

- a) February 4th
 - i) Approval of Supt. Vacancy Announcement
 - ii)

- b) March 4th
 - i)
 - ii)

- c) April 8th
 - i) Supt. Interviews

- d) May 6th
 - i)
 - ii)

- e) June 3rd
 - i)
 - ii)

Next Regular Board Meeting: Monday, September 17th, starting at 7:00 pm

GOLDENDALE SCHOOL DISTRICT No. 404
SCHOOL BOARD
WORKSESSION MINUTES
January 7, 2019 – 6:30 p.m.

D-2b

Board Members Present: Deborah Heart, John Hoctor, Darren Hoffman, Betty Richards, Beth Schroder and Ian Grabenhorst-Interim Superintendent. Others Present: Lori Hackbarth-Executive Assistant, Dean Schlenker-Business Manager, John Westerman-HS Principal and Garrett Schroder-HS Student Representative.

Ms. Heart, Board Chair called the meeting to order at 6:30 p.m.

Worksession Discussion: Mr. Grabenhorst reviewed the process to complete a superintendent evaluation. Documents to utilize for this process include the Washington Standards-Based Superintendent Evaluation (WSBSE) guide, the WSBSE Framework, a current job description, a current policy, board/superintendent goals, and the district Strategic Plan. Other documents to utilize may include Covenants and the Proactive Coaching Model. Mr. Hoctor noted that some districts may not use this evaluation model or use parts of it and it was important to complete the evaluation as a group. Ms. Heart noted that this type of evaluation tool is similar to what is used for teachers and administrators. Mrs. Schroder noted that the board should complete the evaluation together without the superintendent present. Other items of discussion included contract features, insurance benefits, and mileage allowance. Mr. Grabenhorst shared a sample job description for the board's consideration which he will adjust to coordinate with the evaluation tool. He noted that it is a good idea for a new superintendent to listen/question for approximately six months before enacting change, compare notes with the Board in August/September and then set one or two goals for the year. Mr. Grabenhorst will meet with the new board chair to develop a plan for the superintendent evaluation and goals.

The superintendent search schedule was reviewed; the Focus Group meetings are January 17th and one board member may attend each session. The Board expects to come away with good information from the community, students, staff and administrators to assist with the selection of the next school superintendent.

Mr. Grabenhorst shared information on Board protocols and boardsmanship. Ms. Heart added that the Board should be a high-functioning board to do their best work with the new superintendent. Mr. Schlenker suggested the district lightly remodel the conference room for the superintendent's office and board meeting room, which can be done by July 1st.

There was discussion of the fiscal effects of the McCleary decision. Mr. Grabenhorst noted that the Spokane School District is developing a class action lawsuit to bring against the State of Washington regarding the required insurance benefit changes and other school districts may consider co-sponsoring; Mr. Schlenker will research what those costs would be to join this endeavor.

Mr. Grabenhorst and Mr. Schlenker will begin discussions on the 2019-2020 budget; it was noted that the staff incentive stipend to obtain an early notice of retirement or resignation does help with budget planning for the reductions that are necessary this year. There has been some discussion at the legislative level that may expand hold-harmless funding and also delay the SEBB insurance benefit expansion. Mr. Schlenker noted that the legislature only funded fourteen classified employees; we currently employ fifty-five. Our school district may serve as an example on how possible funding solutions might affect us.

Mr. Grabenhorst noted that the district used to have a policy committee composed of two board members and the superintendent to prepare policies for adoption by the entire board. Ms. Richards and the Board Chair will meet with the superintendent before the next regular board meeting to review the policies ready for second reading and adoption.

Mr. Grabenhorst shared information on two field trip requests that require Board approval. Mr. Hoctor moved to approve the field trip requests for MS Lego Robotics to Hillsboro OR and for the MS/HS FFA Emerge Conference to Ocean Shores WA. Ms. Richards seconded. Motion carried.

Adjournment: There being no further discussion, the work session was adjourned at 7:32 p.m.

Executive Meeting: An Executive Session was called to order at 7:42 p.m. under RCW 42.30.110(f), (h)(i), to evaluate complaints against an employee and potential litigation for one hour. The Executive Session was adjourned at 8:42 p.m.

Board Chair

Secretary to the Board

Recording Secretary