

SAULT STE. MARIE AREA PUBLIC SCHOOLS
SAULT STE. MARIE, MICHIGAN 49783
WORKSHOP, BOARD OF EDUCATION
Phone 906/635-6609

Minutes – Wednesday, July 21, 2021

18. **I. CALL TO ORDER**

President Smith called the meeting to order at 5:33 p.m. in the Sault Area Middle School, 684 Marquette Avenue, Sault Ste. Marie, MI 49783 and via Zoom: <https://eupschools.zoom.us/j/95956966266> Call in: +1 646-876-9923
Meeting ID: 959 5696 6266

19. **A. ROLL CALL OF BOARD**

Board Members Present: Raymond J. DeWitt, Lisa A. Young, Caitlin L. Galer, Daniel L. Smith, Melissa S. Pingatore, Christine M. Curtis, Jay D. Wilson

Absent: None

20. **B. ADOPTION OF THE AGENDA**

It was moved by Member DeWitt, supported by Member Young, that the Board of Education move to adopt the agenda as presented.

Yeas: DeWitt, Young, Galer, Smith, Pingatore, Curtis, Wilson

Nays: None

Absent: None

Motion Carried.

21. **II. COMMUNICATIONS**

A. MICHIGAN LEADERSHIP INSTITUTE – Mr. John Scholten

Mr. Scholten led the Governance Team Workshop by starting out with a brief background on his 37 years in education and his ties to the area.

Mr. Scholten reviewed behaviors he would like to see followed in the workshop.

- Actively engage in discussion and feel comfortable to talk
- Be an active listener to each other
- Turn off cell phones
- Value each other's differences

- Respect each other's opinions
- Ask questions
- Work to promote growth
- Be great leaders and followers
- Be ready to process

Mr. Scholten provided a brief history of the Michigan Leadership Institute from its original owner Tim Quinn to the Genesee Public Schools.

Mr. Scholten recommended two good books about functioning as a board.

- Good to Great and the Social Sectors by Jim Collins
- The Policy Governance Model by John Carver

Mr. Scholten reviewed the job description of the board member.

- Approve district plan, monitor and evaluate progress
- Define success
- Hire, evaluate and compensate the Superintendent. He noted the Superintendent is like the CEO and trouble happens when board members try to manage day to day operations instead of monitoring them.
- Adopt a budget that aligns with the district plan
- Establish policies
- Engage the community
- Ensure constituent services
- Model professional development
- Be accountable for success

Mr. Scholten discussed the speed of communication and the need for the superintendent to communicate to the Board about major situations, not provide daily updates.

Mr. Scholten stated governance is all about the 8 members and the need to function and interact together with a basic understanding of how they will conduct business.

Mrs. Scholten raised for discussion why some board members run for a seat and the complexity of sitting on the board.

Mr. Scholten reported the Board needs to set goals and work together with the Superintendent in order to move forward.

Mr. Scholten stated the board needs to understand the complexity of the Superintendent who has to work closely with the principals.

Mr. Scholten reported the Board needs to establish specific criteria for evaluating the Superintendent and they need to work closely with her if they have any questions.

Mrs. Scott-Kronmeyer stated she prefers a phone call if someone is not clear about something.

President Smith stated he likes new board members to address things with him prior to going to the Superintendent because he may already have the answer and can quickly get back to them.

Mr. Scholten stated the governance team needs to take responsibility for learning, and seasoned members may need to be reminded of things and new members need to learn.

Mr. Scholten stated a peak performing governance team needs to be united in service to the children based on what is good for the students and families they serve.

Mr. Scholten reported on the appropriate roles of the Board for improvement.

- Trust, Loyalty, and Respect
- Honesty, Transparent and Straightforward
- Admit Mistakes
- Be confidential on issues and communications
- Remember the importance of the Board's role
- Make clear communications a priority
- Talk face to face among board members
- Seek community input, be proactive – not reactive
- Remember the Board is elected to make the decision for the community

Mr. Scholten reviewed Governance Team's standards of practice.

- Have mutual respect and trust for each other
- Loyalty to each other
- Honesty
- Follow through – say what you mean and mean what you say.

Mrs. Scott-Kronmeyer expressed the need to understand before trying to be understood, and to have open communication. She asked the Board to be careful on communication especially with email so they don't circumvent the open meetings act.

Mr. Scholten suggested the Board utilize an Open Meetings Act book if they have any questions. He cited a couple of resources for purchasing the book.

Mr. Scholten led discussion on ways to destroy trust.

- Spreading rumors
- Getting pulled into social media discussions
- Not stopping a rumor or standing up to it

There was discussion among the Board on how to address issues out in the rumor mill.

Mr. Scholten led a discussion on having the Board review meeting agendas and packets prior to the meeting.

President Smith stated he is comfortable with allowing the Superintendent to handle phone calls and emails prior to sending out board packets at a regular specific time if she has something more pressing.

President Smith stated he was impressed with the Superintendent's concise updates she has sent out once a week.

Mrs. Scott-Kronemeyer reported she likes to send out weekly updates as it seems long between board meetings and she will send out emails more often if the need arises.

Discussion ensued on the Board having knowledge of the student calendar and special events such as science fairs and Christmas program.

Members discussed their desire to have building principals announce upcoming events and activities at board meetings.

Mr. Scholten expressed the need to support local media and communicating with them.

Mrs. Scott-Kronemeyer reported Mark San Angelo has done a great job in allowing the district to speak to the community through Perspective. She noted the local newspaper and other news reporters from TV 9 & 10 news who live in the community as being very good at getting school news out.

Mr. Scholten reported on the need for the Board and Superintendent to schedule time for self-assessment prior to the March meeting so there aren't any surprises.

Mr. Scholten spoke on the need to follow the Open Meetings Act and allow public comment at its meetings. He stated the meetings are the Board's meetings held in public.

President Smith spoke on the importance of not elaborating in a response to an inaccurate comment.

Mr. Scholten discussed members being at social gatherings as long as they did not discuss board issues.

Mr. Scholten explained the SWOT analysis for evaluating and brainstorming with the Superintendent: Strengths, Weaknesses,

Opportunities, and Threats. He reminded the Board to have specific goals and to be soft in evaluating her the first year.

Mr. Scholten sought questions and invited anyone to speak with him after the meeting.

Member Wilson indicated he was pleased with the workshop.

Member Pingatore indicated the workshop was good after all the reporting and decisions that had to be made the previous year.

Mr. Scholten stated it was a pleasure working with the Board and learning of their desire to improve upon their important and challenging work.

Mr. Scholten acknowledged the Board wants the new Superintendent to be successful and she wants the Board to be successful. He stated he hoped the governance team building got everyone started on the right foot.

Member Wilson acknowledged how helpful it is for the employees to review their goals informally two or three times a year prior to their final evaluation.

B. AUDIENCE PARTICIPATION

There was none.

22. ***III. FUTURE PLANNING***

August 9 – Regular Board Meeting – 7:00 p.m. – Sault Area Middle School

23. ***IV. ADJOURNMENT***

There being no further business to come before the Board at 7:14 p.m., it was moved by Member DeWitt, supported by Member Pingatore, that the meeting be adjourned.

Yeas: DeWitt, Young, Galer, Smith, Pingatore, Curtis, Wilson

Nays: None

Absent: None

Motion Carried.

Daniel L. Smith, President

Lisa A. Young, Board Secretary

Judy L. Sirk, Recording Secretary