

Board Governance Committee of the Whole
September 15, 2008
6:15 p.m.
Conference Room 3A
MINUTES

Attendance: President Evans, Commissioners Brennan, Powell, White and Williams, District Staff: Superintendent Brizard, K. Dyce-Faucette, Board Staff: L. Dunsmoor and H. Washington

President Evans convened the meeting at 6:23 p.m. Commissioners Campos and Elliott were absent.

I. Superintendent's Evaluation Tool

The Committee reviewed the proposed Superintendent's evaluation tool. Commissioner Powell asked how we can accomplish an average score on the evaluation if it does not include numerical values. Superintendent Brizard responded that it will require the Board to come together to meet consensus and that this process will provide feedback to the Superintendent. President Evans noted that the Board can come to agreement on the ratings, once they are forced to have a dialogue regarding the Superintendent's evaluation.

Commissioner White recommended that the category, "exceeds expectations," should be added to the evaluation form. Commissioner Williams supported the suggestion to add a category for "exceeds expectation" and that employees should be expected to perform above expectations and be recognized for that performance. President Evans stated the importance of comments being used on evaluations and that they guide performance and expectations. He also supports adding the "exceeds expectations" category to the Superintendent's evaluation form.

Motion to add an "E" to the rating scale for "exceeds expectations" to the Superintendent's evaluation tool was made by Commissioner Brennan. Seconded by Commissioner White. **Adopted 5-0**

Commissioner White expressed a concern regarding the Superintendent's goal of increasing the graduation rate by 2% as being too low. Superintendent Brizard stated that he looked at historical progress in graduation rates to assist with determining this goal. Commissioner Powell stated that it gets harder as time goes along to increase graduation rates.

Commissioner Brennan stated that each Board member should be accountable for their comments and the ratings on the evaluation. He recommended that each Commissioner's name be attached to their comments on the evaluation. Commissioner Williams suggested that some areas of the evaluation should have more weight than others. The Committee will discuss further the possibility of using weighted averages at the Board retreat.

Commissioner Williams suggested that under the “Communications” category, interaction with the Board and interactions with other governmental entities be added. The Committee agreed that those categories should be added. The Committee also agreed that the Commissioner’s name should be added to the evaluation form. This tool will be used to evaluate the Superintendent for his first 6 months and may be modified for future evaluations.

II. Board Goals

The Committee reviewed the goals that were discussed at the August Board retreat. The goals were assigned to the following categories: achievement, equity and accountability. The Board will work on finalizing their goals at the upcoming retreat.

III. Miscellaneous

Action Items

Superintendent Brizard and H. Washington will make modifications to the evaluation tool.

H. Washington will make copies of the Board goals available for the retreat this week.

Superintendent Brizard will bring copies of the house model to the retreat.

Motion to adjourn at 8:07. **Adopted 5-0**

Prepared by H. Washington