

The Work Study Session of the Governing Board was called to order at 4:30pm by President Aguilar.

Present:

Ylenia Aguilar, Board President
Sue Corbin, Board Clerk
Juan Carlos Flamand, Board Member-absent
Edward Hermes, Board Member
Luis Peralta, Board Member

Dr. Michael Robert, Superintendent
Geronimo “Jerry” Diaz, Consultant

Governing Board Evaluation

Jerry Diaz of Geronimo Consulting was called in as an outside consultant to facilitate the annual evaluation of the Governing Board. Members participated in individual surveys about the role they individually played in the work of the Board in 2021. Members submitted the survey to Geronimo Consulting, where Jerry summarized the findings into a report. This report was reviewed with Members, who had the opportunity to speak about their observations.

Jerry engaged members in a process of review of the findings to funneling the main areas of focus into Board Goals for 2022. The Board also discussed potential strategies for how to achieve these goals. The Board will work to develop each of these Goals into SMARTIE goals. Typically we have learned how to write SMART goals. Jerry explained the difference between SMART and SMARTIE goals, which wonderfully aligns to our district core values.

A SMART goal is:
Specific — It reflects some important dimension of what an organization seeks to accomplish.
Measurable — It includes a standard or benchmark to be met.
Achievable or Ambitious — It is challenging to the degree that accomplishment would mean significant progress or even a “stretch” for the organization.
Relevant or Realistic — It isn’t overly challenging or reflective of too little thought to resources or execution.
Timebound — It includes a clear deadline.
We improve SMART goals and transform them into SMARTIE goals by adding Inclusion and Equity.
Inclusion is an opportunity to bring traditionally excluded individuals and groups into processes, activities, decisions and policy making in a way that shares power. While diversity is about who is present at the table, inclusion is about who is empowered to make decisions or participate in a meaningful way.
Equity means including an element of fairness or justice to address systemic injustice, inequity, or oppression.
SMARTIE goals are designed to spur change. Moving to SMARTIE goals requires us to think of inclusion and equity in setting goals that will lead to better outcomes and

the change we all are working toward. SMARTIE goals can be applied at every level in an organization. Building Inclusion and Equity into strategic, operational, and tactical goals assures the organization's commitment is anchored in actionable steps.

In the end, the Board agreed to 5 goals, highlighted in the following document.

Adjournment

President Aguilar declared the meeting adjourned at 7:30 pm.

Minutes submitted by:

Dr. Michael Robert
Superintendent

Sue Corbin, Board Clerk