

Campbell County School District Board of Trustees Special Dinner/Training Meeting
Tuesday, June 10, 2025, at 2:04 PM
Educational Services Center, Rocky Point Room

Present: Tim Albin, Mary Brunner, Mark Christensen, Lisa Durgin, Tim Hallinan, Larry Steiger, Rollo Williams, Alex Ayers, Kirby Eisenhauer, Dave Bartlett, Melanie Sylte, and Tracy Peterson.

Also attending: Rod Kessler

Dr. Ayers introduced Sue Belish from the Wyoming School Boards Association, who led training on “Stronger Together: The Power of Team Leadership.” Ms. Belish shared that board governance is a team sport, communication is key, and school board members must adhere to the Ethics and Disclosures Act per Wyoming Statutes. Topics discussed included:

- The Shape of Us, Stages of Group Development: Forming, Storming, Performing, Norming.
 - Forming: What are we here to do? Who are we as a team? What do we know about successful teams? What contributions will each of us make?
 - Storming: How will we gain respect as team members? How will we respond to new ideas? How will we treat each other when we disagree? How will we leverage our strengths and compensate for weaknesses? How do we know our roles and responsibilities?
 - Norming: How do we communicate and collaborate effectively? How will we respond to tension, conflict, and failure? How will we monitor our team interactions? How do we help each other stay in our lane? Boards need to practice and develop effective communication, positive attitudes, and commit to candid conversation.
 - Performing: Are we focused more on our mission and less on navigating relationships? Do we know when and how to count on each other? Are we finding success? Have we learned how to problem-solve together? Are we celebrating ourselves?

Ms. Belish shared that defining success has multiple dimensions, including results, relationships, and processes. The discussion highlighted understanding roles and responsibilities, meeting financial obligations, devising and monitoring strategic actions, establishing policies and processes, and communicating effectively. It also entails engaging appropriately with the team and community, building relationships, and asking questions that promote understanding and learning. It's about working on trust while navigating through conflicts and leading as a unified team.

The meeting adjourned at 5:37 pm with no action taken by the board.

Secretary, Tracy Peterson

Chairman

Clerk