

SHOSHONE JOINT SCHOOL DISTRICT NO. 312
 BOARD OF TRUSTEES' MINUTES
 Tuesday, July 14, 2015
6:30 p.m. Board Work Session
7:00 p.m. Regular Monthly Board Meeting and
Annual Meeting

Board Work Session: 6:30 p.m.

Present:

Board Members: Chair Anthony Bozzuto and Vice-Chair Lorie Race. Trustees: Rian Pine and Sarah Stowell. Quorum of the Board was established at 6:33 p.m.

Staff: Carolyn Aoi, Principal Kelly Chapman, Principal Emily Nelsen, Dr. Rob Waite and Clerk Heather Wallace.

Absent: Trustee Casey Bryant. Excused

Guest: None

I. Goals for the School Year:

Dr. Waite opened the discussion by reviewing the District Strategic Plan (exhibit A). The following items were reviewed and discussed:

- i. The Strategic Plan includes important goals for the staff and the Board.
- ii. The Strategic Plan is a five year plan with a district vision which the staff is committed to and the Nine Characteristics of High Performing Schools.
- iii. The Nine Characteristics is our vision:
 - Clear and Shared Vision and Purpose
 - High Standards and Expectations
 - Effective School Leadership
 - High Levels of Collaboration and Communication
 - Curriculum, Instruction and Assessment Aligned with the Standards
 - Frequent Monitoring of Teaching and Learning
 - Focused Professional Development
 - Supportive Learning Environment
 - High Level of Community and Parent Involvement to Support Learning
- iv. The Strategic Plan also has the following District Mission:

“To work together to maximize all available resources to create a learning environment that ensures students have the knowledge, skills and character to effectively prepare them to successfully enter the workforce or pursue additional education.”
- v. There is also a page in the Strategic Plan (page 5) which is dedicated to the twenty District Beliefs.
- vi. Page 6 of the Strategic Plan list the fourteen District Values.
- vii. The District Strategies listed on page 7 of the Strategic Plan helps each school plan and implement the plan.
 - Curriculum Improvement
 - Organize Resources
 - Communication and Collaboration
 - Continuous Improvement

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- Working Together
- viii. Within the Strategic Plan there are action plans which include:
- Curriculum Improvement
 - Organize Resources
 - Communication and Collaboration
 - Continuous Improvement
 - Working Together
 - Dr. Waite reviewed the importance of the Budget Committee under Organize Resources. Dr. Waite emphasized the section labeled Working Together which included the Board Communication Plan (exhibit b). The Board's Communication Plan is a tool for the School Board to use in setting the tone to work together.
- ix. Dr. Waite pointed out that under the same section of Working Together: "The District will form a committee to review facility needs at least once every 5 years". In the discussion, Dr. Waite pointed out the building bond will be paid for by May 2016 (approximately \$278,000 per year) and now would be a good time to look a facility needs and wants. Vice-chair Race suggested the facility needs could be prioritized during the five year window and the information be used in the budgeting process.
- Chair Bozzuto would like the Board to review the maintenance department's plans as a first step in forming a committee to look at long range goals.
- Dr. Waite was in agreement and added he would like to have an architect evaluate the facilities as a precautionary plan. Vice-chair Race agreed that a five year plan is a good way to be proactive. Trustee Pine added that he is interested on being on the committee and shared his concern if in the event when the bond is paid and taxes are lowed- a couple of years later there is a major issue or an emergency that would require a bond which would raise taxes because of an oversight of facility needs. Chair Bozzuto asked what the projected enrollment was for the next school year in case of the need to add on to the facility. Dr. Waite replied it is expected to stay steady with approximately 570 students district wide. The student turnover rate is around 40% but the average daily attendance has held steady and is higher than it has been in previous years. Chair Bozzuto asked Dr. Waite what he sees as a facility need. Dr. Waite replied he believes the "old gym" building will need to be addressed. Discussion included the constant use of the building as in the alternative school, athletic events, school events and public events. Trustee Stowell asked if the agencies using the "old gym" could contribute financially to the building. Dr. Waite stated that currently if an agency is using the gym and charging the public the District will charge that agency \$10 a night. The fee helps offset some utilities costs. The Board was in agreement to include the five year facility plan as a board goal with the suggestion from Chair Bozzuto to include the maintenance supervisor and staff to the committee. Dr. Waite commented it would be wise to include an architect on the committee.

Regular Monthly Meeting 7:00 p.m.

I. Call to Order:

1 The monthly school board meeting was called to order at 7:03 p.m. by Chair Bozzuto. Meeting
 2 was held in the Shoshone High School Art Room (#278) located at 61 East Highway 24,
 3 Shoshone, Idaho.

4 Present:

5 **Board Members:** Chair Anthony Bozzuto and Vice-Chair Lorie Race. Trustees: Rian Pine and
 6 Sarah Stowell. Quorum of the Board was established.

7 **Staff:** Carolyn Aoi, Principal Kelly Chapman, Principal Emily Nelsen, Dr. Rob Waite and Clerk
 8 Heather Wallace.

9 **Absent:** Trustee Casey Bryant. Excused

10 **Guest:** None

11
 12 The Flag Salute was lead by Chair Bozzuto.

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 14 **II. Consideration of Public Input:**

15 Those wishing to address the Board will fill out a *Request to Appear* before the Board (1520F)
 16 and submit to the District Clerk before the beginning of the meeting. None were presented.

17
 18 **III. Annual Meeting:**

19 A. Board Nominations:

20 i. Chair of the Board

21 ii. Vice-chair of the Board

22
 23 Vice-chair Race nominated Mr. Anthony Bozzuto as Chair of the Board. Trustee Pine seconded
 24 the nomination. Trustee Bozzuto accepted the nomination.

25
 26 Trustee Pine nominated Trustee Lorie Race as Vice-chair of the Board. Trustee Bozzuto
 27 seconded the nomination. Trustee Race accepted her nomination.

28
 29 Trustee Race made the motion to accept the nominations of Chair and Vice-chair as presented.
 30 Trustee Pine seconded.

31
 32 Discussion: None

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 34 Chair Bozzuto stated it had been moved and seconded to accept the nominations of Chair and
 35 Vice-chair as presented and asked for Trustees' voice vote. Motion carried by a four to zero vote.

36
 37 B. Designate:

38 i. Superintendent as CEO of the District- Dr. Rob Waite

39 ii. Treasurer- Shannon Harris

40 iii. Clerk- Heather Wallace

41 iv. Board Meeting Schedule as: To Be Discussed

42 v. Official Posting Places- School Building, Post Office, Lincoln County
 43 Courthouse

44 vi. Official Publication- TimesNews

45 vii. Appointment/ Re-Appointment of all Standing Committees

46 viii. Legal Representatives- Anderson, Julian & Hull, LLP

47 ix. Official Bank- Wells Fargo

48 x. Auditor- Mr. Michael Burr

49 xi. Insurance Agent: Hub International. Insurance Company: EMC

50 xii. District Handbooks

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2 Trustee Pine made a motion to accept item B, subjects one through twelve as presented. Vice-
3 chair Race seconded.

4
5 Discussion: Dr. Waite reviewed the committees the Trustees participated on and new trustees
6 appointments:

- 7 i. Chair Bozzuto- Risk Management, Negotiations, Attendance Appeals, and
8 Handbook Committee.
- 9 ii. Vice-Chair Race- Negotiations, Budget Committee, and Shoshone Education
10 Foundation.
- 11 iii. Trustee Pine- Policy, Evaluations, and Negotiations- Alternate (back-up)
- 12 iv. Trustee Stowell- Budget Committee
- 13 v. Trustee Zone 1- Evaluation Committee
- 14 vi. As Needed- Senior Project.

15
16 Dr. Waite reported there have not been many changes to the handbooks with the exception of the
17 principal and teacher evaluations. The principal evaluations are based on the Interstate School
18 Leaders Licensure Consortium (ISLLC) standards. This is a requirement of the State Department
19 of Education and is somewhat similar to the teacher evaluations. Fifty percent of the evaluation
20 will be based on a qualitative evaluation. Teacher evaluations remain the same with the
21 exception of ISAT begin struck from the requirements and replaced with National Standardized
22 Test; with some components increased from 33% to 50% of the evaluation.

23
24 In addition, during discussions, the Board declared the following schedule for monthly board
25 meetings: Second Tuesday of each month, 6:30 work session, 7:00 p.m. board meeting. Edmodo
26 was agreed upon as communication tool.

27
28 A review of the official bank Wells Fargo was also made. This review included monthly fees and
29 charges on the account. Dr. Waite reported these fees are being monitored very closely by the
30 business manager and will reported to the Board if the fees increase. Discussion also took place
31 on adding the web page as an official on-line posting place. Clerk Wallace has been using the
32 web as a unofficial posting place but sometimes due to availability of the webmaster of the web
33 page, postings wouldn't be posted in the legal required timeline which could cause issues if the
34 web page was declared a legal posting place. The Board agreed the website would be used as an
35 unofficial posting place to avoid any legal issues.

36
37 Chair Bozzuto stated it had been moved and seconded to approve items b, subjects one through
38 twelve as discussed and asked for Trustees' voice vote. Motion carried by a four to zero vote.

39
40 **IV. Reports:**

- 41 A. Shoshone Education Association (S.E.A.): No report for the month of July
- 42
- 43 B. Shoshone Teachers: Mrs. Carolyn Aoi reported some teachers are teaching in summer
44 school . There are approximately 30 elementary students and 30 middle school students
45 attending summer school this year.
- 46
- 47 C. Student Body: Principal Chapman reported the seniors have been holding fundraisers
48 this summer and have deposited \$500 to their account. The PTO has contributed to the
49 fundraisers by allowing the seniors to use the popcorn, cotton candy machines and
50 supplies free of charge. Principal Chapman added the seniors have proposed a senior trip

1 to attend a Six Flags Amusement park instead of the traditional Lagoon trip. A decision
2 has not been made and discussions are still taking place.

3

4 D. Goals and School Improvement: With the approval of the Board, Dr. Waite combined
5 report with item VIII. School Board Training/Key Works of School Boards

6

7 **V. Consent Agenda:**

8 A. Approval of Agenda

9 B. Approval of the Minutes

10 i. June 2, 2015: Regular Board Meeting Minutes

11 C. New Hirings: **Certified:** *Paula Huysen- Elementary Teacher*

12 *Devan Annan- Elementary Teacher*

13 *Lounette Luper- Speech Therapist*

14 D. Weekly Principal/Superintendent Reports

15 E. Accept reports as presented

16

17 Vice-Chair Race made a motion to approve the consent agenda as presented. Trustee Pine
18 seconded.

19

20 Discussion:

21 i. Dr. Waite briefed the Board on the speech therapist position. Miss. Luper was a
22 contracted employee with Valley Therapy. Recently Valley Therapy sold their
23 business and Miss Luper agreed to become an employee of the District. Miss
24 Luper has been a fixture in the school for more than 15 years.

25 ii. At the request of Chair Bozzuto, Dr. Waite updated the Board on the music
26 position. The administration is working with an applicant on her State of Idaho
27 Certification. When all the paperwork is approved and finalized by the State of
28 Idaho, the administration will be able to present the application's
29 information to the Board.

30 iii. Principal Nelsen reported she has been working with the ISU regional math
31 consultant, Rhonda Birnie. Principal Nelsen is looking at making some
32 additions and minor changes to the math curriculum for the benefit of the
33 students and staff.

34 Principal Champan stated that she also met with Mrs. Birnie and plans for Mrs.
35 Birnie to start working with the secondary math team are taking place.

36 iv. Vice-chair Race asked Principal Nelsen how the Storyline training went. She
37 replied that it went very well. Mrs. Aoi added for this session they studied the
38 drama piece of Storyline and it brings the whole story together and is a probably
39 one of the most important parts of Storyline. Trustee Pine asked if Mrs.
40 Nordstrom will still be involved as she is now the "specials" and drama teacher.
41 Principal Nelsen answered that Mrs. Nordstrom will be very involved and will be
42 holding mini-workshops for the staff that missed the training and help other staff
43 adjust to the new Storyline.

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45 Chair Bozzuto stated it had been moved and seconded to approve the consent agenda as presented
46 and asked for Trustees' voice vote. Motion carried by four aye votes to zero nay votes.

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- 1 **VI. Financials:**
 2 A. Accounts Payables
 3 B. District Financial Statement
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5 Trustee Pine made a motion to accept the financials as presented. Trustee Stowell seconded.
 6

7 It was noted that due to summer months the elementary and secondary financials are pending.
 8

9 Discussion:

- 10 i. The following accounts/funds were reviewed:

11 District Financial Statement:

12 Dr. Waite read the following report from Business Manager, Shannon Harris.

- 13 • Expenses are under budget
- 14 • The general fund is currently short \$52,000 from what was budgeted; but
 15 the July 15th payment has not yet been received.
- 16 • General fund expenses were budgeted for approximately \$3.3 million with
 17 only \$2.9 million being spent. There are still a few June payables and
 18 payroll to be paid of around \$251,000
- 19 • Food Service is over but the money from the summer lunch program has
 20 not been received yet. The expenses have stayed within the budgeted
 21 amount but is a little short on the budgeted revenue amount.
- 22 • Food Service sub line is over due to the long term sub.
- 23 • The District Audit is scheduled with Mr. Burr on July 21-22.
 24

25 Chair Bozzuto stated it had been moved and seconded to approve the accounts payable and
 26 financial statements as presented and asked for Trustees' voice vote. Motion carried by four aye
 27 votes to zero nay votes.
 28

29 **VII. Board Business**

- 30 A. Summer Construction/Bid Investigation
 31

32 Vice-chair Race made a motion that after reviewing of the proposal objection, in the public's best
 33 interest, we reaffirm the selection of Kalbfleisch Construction for the playground work. Trustee
 34 Pine seconded.
 35

36 Discussion: Dr. Waite reported on the situation with the construction big.

- 37 • An informal bid request, also known as a proposal, was posted and
 38 published for construction of a cover for the new playground.
- 39 • Four proposals were received and the lowest proposal was accepted.
- 40 • One company that submitted a proposal requested a copy of all proposals
 41 then proceeded to email the District stating that the company with the
 42 lowest bid did not have a construction license.
- 43 • John Larson, maintenance supervisor, researched and in fact the
 44 company that submitted the bid does have all the appropriate paperwork.
 45 This company is ordering and will installing a pre-made cover from
 46 Kalbfleisch Construction.
- 47 • Dr. Waite contacted the attorney to see if the email needed to be
 48 addressed or not. At the advice of the District's attorney, Dr. Waite
 49 investigated all aspects of the procedure and is reporting that his findings
 50 show the procedure was done correctly and no issues are present. It was

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IX. Motion for Adjournment:

Next Meeting:

Board Work Session: August 11, 2015- 6:30 p.m.

Regular Meeting: August 11, 2015- 7:00 p.m.

Shoshone High School Art Room (#278)

61 East Highway 24

Shoshone, Idaho 83352

Vice-chair Race made a motion to adjourn the meeting at 8:09 p.m. Trustee Stowell seconded.

Discussion: None

Chair Bozzuto stated it had been moved and seconded to adjourn the meeting and asked for Trustees' voice vote. Motion carried by four aye votes to zero nay votes.

H Wallace

Heather Wallace, District Clerk

July 14, 2015

This document serves as the official minutes of the July 14, 2015 Board Meeting. Audio recording of the minutes are kept as a support document.

SHOSHONE SCHOOL DISTRICT STRATEGIC PLAN 2014-2019



*“Greatness is not where we stand, but in what direction we are moving!”
Oliver Wendell Holmes*

SHOSHONE SCHOOL DISTRICT STRATEGIC PLAN 2014-2019

DISTRICT VISION

Explanation of Vision: The vision is a realistic, credible, attractive future for the district.

The Shoshone School District vision is to be a district whose schools exhibit each of the “Nine Characteristics of High Performing Schools.”

Research has shown that there is no silver bullet-no single thing that schools can do to ensure high student performance. Rather, high performing schools tend to show evidence of the following nine characteristics:

1. **Clear and Shared Vision and Purpose** - Everybody knows where they are going and why. That vision is shared-everybody is involved. The vision is developed from common beliefs and values, creating a consistency of purpose.
2. **High Standards and Expectations** - Teachers and staff believe that all students can learn and that they can teach all students. There is recognition of barriers for some students to overcome, but the barriers are not insurmountable. Students become engaged in an ambitious and rigorous course of study.
3. **Effective School Leadership** - Effective leadership is required to implement change processes within the school. This leadership takes on many forms. In the most effective schools, leaders are found throughout the school and in all job classifications. Leadership is not seen as an official title. Effective leaders advocate, nurture, and sustain a school culture and instructional program conducive to student learning and staff professional growth.
4. **High Levels of Collaboration and Communication** - There is constant collaboration and communication between and among teachers of all grades. Everybody is involved and connected to solve problems and create solutions.
5. **Curriculum, Instruction and Assessment Aligned with the Standards** - Curriculum is aligned with the Essential Academic Learning Requirements (EALRs). Research-based materials and teaching and learning strategies are implemented. There is a clear understanding of the assessment system, what is measured in various assessments and how it is measured.
6. **Frequent Monitoring of Teaching and Learning** - Teaching and learning are continually adjusted based on frequent monitoring of student progress and needs. A variety of assessment procedures are used. The results of the assessment are used to improve student performances and also to improve the instructional program.
7. **Focused Professional Development** - Professional development for all educators is aligned with the school's and district's common focus, objectives, and high expectations. It is ongoing and based on high need areas.
8. **Supportive Learning Environment** - The school has a safe, civil, healthy, and intellectually stimulating learning environment. Students feel respected and connected

SHOSHONE SCHOOL DISTRICT STRATEGIC PLAN 2014-2019

with the staff, and are engaged in learning. Instruction is personalized and small learning environments increase student contact with teachers.

9. **High Level of Community and Parent Involvement to Support Learning-** There is a sense that all educational stakeholders have a responsibility to educate students, not just the teachers and staff in schools. Efforts are focused on student learning.

SHOSHONE SCHOOL DISTRICT STRATEGIC PLAN 2014-2019

DISTRICT MISSION

Explanation of Mission: The Mission expresses the purpose for which we exist and the function we perform.

The mission of Shoshone School District is to work together to maximize all available resources to create a learning environment that ensures student have the knowledge, skills and character to effectively prepare them to successfully enter the workforce or pursue additional education.

SHOSHONE SCHOOL DISTRICT STRATEGIC PLAN 2014-2019

DISTRICT BELIEFS

Explanation of Beliefs: Belief statements express our fundamental convictions and character. They are the underlying foundation of the entire Strategic Plan.

We believe in the value of students sharing learning with parents and other family members.

We believe parents should know how their children are doing in the classroom.

We believe parents should know if children are meeting the grade level standards.

We believe communication with parents should be done in an open, honest and professional manner.

We believe in reporting to parents what can be done at home to support student learning.

We believe instruction and support needs are different for each student.

We believe in district level assessment designed to individualize and improve instruction.

We believe a strong district works to develop leadership throughout the organization.

We believe in collaborative decision making.

We believe district resources should be used wisely to support student learning.

We believe in investment in recruitment and retention of the best teachers and staff.

We believe evaluation systems can lead to continuous improvement.

We believe the teacher is essential to the learning process.

We believe in individual goals for students.

We believe in a positive, safe and productive school environment.

We believe budgets should be aligned to district goals.

We believe in a continuous school improvement process based upon research, district-wide collaboration, data-driven instruction and best practices.

We believe all policies, administrative directives and instructional support should be aligned with district values and beliefs.

We believe education and learning are a shared responsibility of the school district, home and community; we recognize parents are their child's first and most important teacher.

We believe that a strong K-12 educational system is a critical building block for the economic viability of the total community.

SHOSHONE SCHOOL DISTRICT STRATEGIC PLAN 2014-2019

DISTRICT VALUES

Explanation of Values: The specific attitudes, behaviors and commitments that must be demonstrated in order to advance the district's vision.

We value communicating with the public factual information about the districts goals, objectives, focus and actions.

We value highly committed educators who show a passion for the profession and a commitment to helping students.

We value the resources available to the district.

We value collaboration, consultation and partnerships.

We value staff training.

We value parental and student input designed to increase student learning.

We value the use of technology as a tool to increase instructional effectiveness.

We value district and classroom level assessment to monitor progress of student learning.

We value the classroom teacher and the leader of the classroom.

We value spending resources in an efficient manner and being good stewards of the public money.

We value and encourage being proactive in the effort to amend or establish procedures and programs to improve schools and student learning.

We value a school board that is committed to educating all students.

We value staff participation in quality professional development.

We value sharing, mentoring, training and leading peers for staff, students and the community.

SHOSHONE SCHOOL DISTRICT STRATEGIC PLAN 2014-2019

DISTRICT STRATEGIES

Explanation of Strategies: Strategies are the means for achieving our mission. They tell us that to be successful in fulfilling our mission we need to accomplish these specific actions.

CURRICULUM IMPROVEMENT

Align and document the K-12 curriculum and assessment process in all subject areas; provide staff training and development while recognizing that students learn in different ways with different teaching methods. Standardize curriculum and enhance professional development to significantly enhance services to students.

ORGANIZE RESOURCES

Organize responsibilities to ensure students are getting the most out of personnel, finances, and community resources in support of instructional improvements. Ensure effective and efficient use of all resources.

COMMUNICATION AND COLLABORATION

Implement district groups and teams to systematically make data driven decisions based on strategic plan. Develop and implement an effective communication plan both within the district and external to the district that is comprehensive and serves the community and the district. Ensure that the community has a clear understanding of the district's Strategic Plan and implementation efforts.

CONTINUOUS IMPROVEMENT

Use a process of "continuous improvement." Assess, plan and design, implement, evaluate, and then reassess. This process will be data driven and the question "what is best for student learning?" will be at the core.

WORKING TOGETHER

Trust is the essential element of school improvement. Our most effective strategy is to continuously build trust upward (up the organizational ladder), downward (those below on the organizational ladder) and sideways (eliminate pretence and fakeness amongst everyone and encourage open and honest dialogue).

SHOSHONE SCHOOL DISTRICT STRATEGIC PLAN 2014-2019

DISTRICT ACTION PLANS

Explanation of Action Plans: The following action plans were developed with input from all aspects of the school community. Using the Values and Beliefs, District Vision and District Mission, a set of action plans for each strategy was developed. The goal is to have the action plans implemented within the next three to five years, using district strategies. Prioritization and sequencing will relate to complexity, time requirements, and financial constraints.

Most importantly, the strategic plan is not static. First and foremost, each building, committee, team, group and classroom will develop action plans designed to support the district wide action plan. All plans will be reviewed regularly and revised as needed. Excellence requires total concentration of effort, not confused dissipation. Strategic planning has given our district the opportunity to clarify its values and beliefs, mission, and vision and to establish strategic initiatives that if given concentration of our efforts, will lead to an even higher level of excellence

CURRICULUM IMPROVEMENT

1. Align and publish k-12 curriculum for each content area.
2. Develop and publish for students and parents a written course scope and sequence for each class.
3. Develop and implement district level assessments to measure progress.
4. Formally review curriculum yearly using student data results.
5. Formally monitor curriculum implementation in the classroom.

ORGANIZE RESOURCES

1. Utilize a budget committee comprised of staff, Board members, and community members to develop a proposed budget.
2. The mission statement for the budget committee is to develop a proposed budget that uses district resources to most effectively implement district goals.
3. Begin each budget session of the Board or Budget committee meeting with a discussion of school goals.
4. Encourage budget suggestions, ideas and thoughts from all stakeholders.

COMMUNICATION AND COLLABORATION

SHOSHONE SCHOOL DISTRICT STRATEGIC PLAN 2014-2019

1. The district will implement a calendar and daily schedule with built in collaboration time for teachers.
2. The district will utilize PLC committees to evaluate student progress.
3. The School Board will be trained on effective communication and collaboration strategies during board meetings at least four times per year.
4. The district will formally survey parents, students and staff at least once a year.
5. Committees will be developed and used for “major” district initiatives.

CONTINUOUS IMPROVEMENT

1. Each student will have an individualized growth plan for the school year, using measureable objectives.
2. Each school and grade level will set yearly goals for the number of students meeting the individual growth goals.
3. Each school will set a “star rating” goal for the school year.
4. Each teacher will set data goals for the year as part of the approved evaluation system.
5. “School Goal Review” will be a regular agenda item for school board meetings with the design of ensuring the board is focused on our top district priority: student achievement.

WORKING TOGETHER

1. The school board will review progress towards full implementation of the “Board Communication Plan” at least once a year.
2. Individualized “intervention” plans will be developed for students in need, using a developed system to identify those needs.
3. “Intervention” plans will include information designed to help communicate needs to all parties involved with the student.
4. The district will form a committee to review facility needs at least once every 5 years.
5. The district will review success of the implementation of a “systems thinking” model for decision making where no decision is made in a vacuum and each decision affects all aspects of the organization.

Communication plan for Shoshone School Board

Render all decisions based on facts and independent judgment, and refuse to surrender that judgment to individuals of special-interest groups.

Seek systematic communication between the board and students, staff and all elements of the community. Understand the difference between acoustic volume-people who make a lot of noise- and actual support or opposition.

Conduct fair, objective and systematic evaluations, at the appropriate time when called upon to do so.

Assist the district staff with gaining acceptance and support in the community.

Members, collectively and individually will be an advocate for the school district locally, regionally and whenever possible, by speaking up for, and on behalf of the district whenever required.

Celebrate student achievement stories each Board meeting.

Work with other board members to establish effective board policies and to delegate authority for the administration of the school to the superintendent.

Surprises to other board members, the staff or superintendent will be the exception, not the rule.

Support the employment of person's best qualified to serve as school staff. Insist on regular and impartial evaluation of personnel via the approved evaluation procedures.

Take no private action that will compromise the board or administration.

Respect the confidentiality of information that is privileged under applicable law.

Be objective in the decision-making process, involving those to be affected and not jumping to conclusions.

Trust, fairness, honesty, and civility: willingness to abide by its own rules, policies and code of ethical conduct.

The last stop, not the first, will be the school board. We agree to follow the chain of command and insist that others do so. While the board is eager to listen to its constituents and staff, each inquiry is to be referred to the person who can properly and expeditiously address the issue.

A board member will not "solicit an issue", "become a ball-carrier" for others to work around administrative employees and will encourage others to present their own issues, problems, or proposals in a constructive manner to the appropriate person.

The board will emphasize planning, policy and public relations rather than becoming involved in the management of schools.

Exhibit B

Recognize the superintendent as CEO and as such should recommend, propose or suggest on matters before the board.

Individual board members do not have authority. We agree that individual board members will not take unilateral action. The board chair or superintendent will communicate the position of the board on controversial issues.

Conduct at board meetings is very important. We agree to avoid works and action that create a negative impression of an individual, the board or the district. While we encourage debate and differing point of view, we will do it with care and respect to avoid an escalation of negative impressions or incidents. Individual members may disagree with board action, but will support the decision of the board as a whole.

To be efficient and effective, long board meetings must be avoided. Points are to be made in as few words as possible. If a board member believes he or she doesn't have enough information or has questions, the superintendent is to be called before the meeting.

Board meetings are for decision making, action and votes, not endless discussions. During board meetings, we agree to adhere to the topics and duties of the board and will "move the question" when discussion is repetitive.

The board will not play to the audience. We agree to speak to the issues on the agenda and attend to our fellow board members. Facts and information needed will be referred to the superintendent.

Adopted: September 10, 2013