Board Retreat Minutes

October 2, 2019, @ 6 pm BOE Office

Board Members present: Rogena Grigsby, Shirley Barrett, Tye McDaniel, Jolene Peterson, Brett Traffas

Others present: Mike Sanders, Superintendent and Amie Loreg, Board Clerk

President Rogena Grigsby called the meeting to order at 6 o’clock pm. All in attendance resighted the Pledge of Allegiance.

Mr. Sanders started the meeting with a discussion on the Rules of Collaboration form he has been using with staff during professional development days. He mentioned the book “The Advantage” and talked about how it discusses the interpretation of silence and how it affects group settings.

Mr. Sanders asked the board, “What are some good things happening in the district?” Pathways, T2C Program, the addition of the Auto Program this year, hiring an additional administrator, morale seems to be good, and a welcoming and pleasant atmosphere in the elementary were all mentioned.

Discussion topics:

**Facilities/Equipment**

Mr. Sanders & the board created a list and then determined the four most important items to focus on at this time.

The list:

Windows - The need to replace/close in due to inefficiency.

AC in Elementary - Creating a rotation to update these. Other possible replacement options.

Vehicles - Create a rotation for buses and other vehicles.

Roof Inspection - Is the roof okay/leaking? Having an inspection performed to be sure.

Carpet Rotation - Create a rotation for classrooms.

Parking Lot/Landscaping - Updates needed outside of the building to make it look nicer.

The focused four in order: Vehicles, Windows & AC in elementary were grouped into one, Roof and Parking lot/Landscaping were tied. It was decided that the tiebreaker would be to have a roof inspection done and if it is in good shape then it moves to number 4 in order of importance.

**Capital Outlay**

A discussion was held about purchases from this account and creating a plan to save 10%-25% of the yearly revenue.

Board/Superintendent Relations/Communication

Mr. Sanders and the board created lists of what is necessary from both parties to have effective relations/communication.

The list:

Needed from Superintendent - Truth/Transparency, Updates/emails on what is happening around the building, and Trust

Needed from the Board - Support for administration and Truth/Transparency

**Student Achievement**

Mr. Sanders & the board created a list of what is necessary for student achievement and then determined the most important items to focus on at this time.

The list:

ACT - Heading in a good direction with exposure to this test.

Math - Using the new curriculum with positive feedback.

Language Arts/Writing - Needs work across the board, especially writing. Needs curriculum.

T2C/Pathways - Great program. Creating opportunities for students.

Redesign - Interest in moving forward.

Curriculum Alignment

After discussion, it was stated that the direction T2C, Pathways, and Redesign are headed are positive and the board supports what is being done. The administration will continue to work with staff on curriculum, and classroom structure.

**Teacher Effectiveness/Recruitment**

A list was created through a discussion of what can be done to help teachers to be more effective.

The list:

Leadership - Administration needs to lead teachers. Experienced teachers also need to lead young/new staff and create expectations for new staff so they have something to work toward.

Raising Expectations - Everyone needs to have a high standard at which they are held.

Professional Development - Teachers need learning days/experiences to be effective in the ever-changing field.

Community - The community can create a standard of expectations they expect staff to live up to.

**Redesign**

A discussion was held about Redesign. Mr. Sanders stated that teachers were in favor of pursuing and have been using professional development time to move forward in their efforts to learn about the various options and which is best suited for Attica.

Mr. Sanders discussed the pace at which the process moves once applied for.

School Culture/Climate

Mr. Sanders asked, “What do you feel like the culture/climate in our school is?” A list was created from this discussion.

The list:

-Teachers & students appear to have positive attitudes when seen around town

-There is small pockets of lack of collaboration

-Pay equity - More focus on appreciation of staff who has been in the district longer and getting the teachers caught back up from the year's steps were frozen.

**Technology**

Discussions:

Future purchases and creating a rotation of district-wide technology needs.

Giving staff the choice of desktop or laptop when replacing classroom/office equipment. It was decided to create a spec sheet and set limits on what options would be purchased where replacing staff devices is concerned.

Microsoft Word is needed for college students to properly complete assignments. The Chromebooks do not have the program. Mr. Sanders asked who is responsible, the school or the student? We have 50 college credits being taken this semester. The board discussed and asked for more information about cost.

**Bond Issue**

The board asked about a bond; questioning the process and cost to taxpayers. Mr. Sanders explained that the process of need is normally determined by a company you invite to come in and discuss need. He showed how taxes were figured on a $70,000 home. The board was in favor of learning more about school bonds. Mr. Sanders will reach out to KASB and start collecting data.

Peterson moved and McDaniel seconded to adjourn the board retreat at 7:42 pm. 5-0, motion carried.