

**CAMDENTON R-III SCHOOL DISTRICT
MINUTES OF BOARD OF EDUCATION MEETING**

**Special Meeting – Administration Building, Board Room
November 19, 2014 – 7:30 a.m.**

Present:

Chris C. McElyea	President	Dr. Tim Hadfield	Superintendent
Nancy A. Masterson	Vice President	Roma France	Assistant Superintendent
Selynn Barbour	Treasurer	Dr. Ryan Neal	Assistant Superintendent
Jackie Schulte	Member	Linda Leu	Secretary
Laura L. Martin	Member		
Tom Williams	Member		
Courtney R. Hulett	Member		

Absent:

I. CALL TO ORDER & RECITE PLEDGE OF ALLEGIANCE

The Camdenon R-III Board of Education met in Special Session in the Board Room of the Administration Office on Wednesday, November 19, 2014. The meeting was called to order by President McElyea at 7:30 a.m. The pledge of allegiance was recited.

II. APPROVAL OF AGENDA

Special Meeting – November 19, 2014
Strategic Plan Goal Area – Governance

Motion: Move to approve the agenda of the Special November 19, 2014, meeting as presented.
Hulett/Barbour - all ayes.

III. EXECUTIVE SESSION

In compliance with State Statute 610.021 (closed meetings and closed records), move that the Board go into Executive Session for the following purposes:

- 1) Legal actions, causes of action or litigation involving a public governmental body and any confidential or privileged communications between a public governmental body or its representatives and its attorneys (160.021)(1).
- 2) Hiring, firing, disciplining, or promoting particular employees (610.021)(3).
- 3) Individually identifiable personnel records, performance ratings, or records pertaining to employees (610.021)(13).

Strategic Plan Goal Area - Governance

Motion: Move to adjourn to Executive Session.

Masterson/Schulte - Roll call vote: Masterson – aye, Barbour – aye, Schulte – aye, McElyea – aye, Hulett – aye, Williams – aye, and Martin – aye.

IV. ANNUAL BOARD GOALS

As the result of an annual Board goal adopted in July, a staff survey is being created. The Board will approve a final draft in December.

No motion necessary.

V. ADJOURN MEETING

Motion: Move that the meeting adjourn.

Schulte/Hulett - all ayes.

Meeting adjourned at 8:38 a.m.

Chris C. McElyea - President of the Board

Linda Leu – Secretary of the Board

DRAFT

GOALS FOR THE CAMDENTON R-III BOARD OF EDUCATION

Approved July 14, 2014

- I. The Camdenton R-III Board of Education will annually review the following progress indicators in order to make an informed decision regarding staff compensation. Items to review include:**
 - A. Maintaining at least a 25 percent fund balance in the General and Special Revenue Funds**
 - B. Obtain and maintain a ranking within the top two districts in the Ozark Conference in relation to compensation**
 - C. Become one of the top ten percent of the districts in the State of Missouri in relation to salary**
 - D. Establish an Ozark Conference total compensation comparison document**
- II. Develop an activities calendar and have board representation at district events**
- III. Board action will be directly aligned with District goals and Board goals will be reviewed annually**
- IV. The Board will perform annual self-evaluations and also will survey the staff regarding the performance of the Board at the end of January**

Ideas for questions for first staff survey January 2015 - please give us your feedback.

The Camdenon School Board has seven goals for the current school year. What is your opinion of how well the school board will meet these goals?

Very well Satisfactorily Not Adequately

Maintain financial resources to keep our district solvent

Obtain & maintain a ranking within the top two districts in the Ozark Conference in relation to compensation

Become one of the top ten percent of Missouri school districts in relation to salary

Establish an Ozark Conference total compensation comparison document

Develop an activities calendar and have board representation at district events

Board action will be directly aligned with District goals and board goals will be reviewed annually

The Board will perform annual self-evaluation and also will survey the staff regarding the performance of the Board at the end of January

Have you ever heard or seen these school board goals?
 ___ yes ___ no

Did you know they were posted on the school district website under school board?
 ___ yes ___ no

Do you think it makes a difference if the school board has goals and does an annual self-evaluation?
 ___ yes ___ no

Can you suggest another goal for the school board for the next school year?

Can you suggest something that should change **NOW** and not wait for a new school year?

Do you think school board members know what is happening on the classroom level:
 ___ all do ___ some do ___ none do

Do you ever see a board member at events in your building or at school events at other locations?
 ___ yes ___ no

Do you feel your building administrator or program director accurately portrays your building or situation to the school board? ___ yes ___ no
 If no, what building/program _____
 Give an example to support your answer _____

Do you think the school board micro-manages the school district?
 ___ yes ___ no
 If yes, give an example _____

Do you think the school board allows too much autonomy to the district superintendents/program directors?
In other words, are his/her decisions accepted as gospel and not adequately questioned?

___ yes ___ no
If yes, give an example _____

Do you feel you can contact a board member (as a last resort) without fear of retaliation?
___ yes ___ no

Would you commit to campaigning for a local levy tax increase that went solely to staff salaries?
___ yes ___ no

A one cent tax levy increase yields approximately \$100,000. A tax levy increase of 5 cents would give the school board approximately \$ 500,000 in new revenue to apply to salaries.

Do you think we can convince our voters that they should pay that additional 5 cents per \$100 assessed valuation to be applied to salaries (\$500,000) in our school district?
___ yes ___ no

Do you think we can convince our voters that they should pay that additional 10 cents per \$100 assessed valuation to be applied to salaries (\$1,000,000) in our school district?
___ yes ___ no

Can you name all seven board members? Give it a try.
Current board president _____
Current vice-president _____
Current treasurer _____

Ideas for questions for second survey mid January 2015 – Please give us your feedback.

The school district has five strategic goals for the current school year. What is your opinion of how well our school district will meet these goals?

Very well Satisfactorily Not Adequately

Student Performance

Develop & enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Facilities/Support/Instructional Resources

Provide & maintain appropriate instructional resources, support services, and functional and safe facilities.

High Quality Staff

Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (local educational agency) /District mission, goals, & objectives.

Parent and Community Development

Promote, facilitate, & enhance parent, student, & community involvement in LEA/District educational programs.

Effective Governance

Govern the LEA/District in an efficient & effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

If answers above are checked "not adequately", what could our district have done to be better?

Anything else you would like to tell the school board?

Another idea for putting in a survey for staff survey in January 2015 – Please give us feedback.

The school board will be evaluating the Superintendent on the following 3 growth areas. How well do you think Dr. Hadfield is doing in these areas?

Vision, Mission and Goals

- 1.) Superintendent has the knowledge and ability to ensure the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community.

Quality Indicator 2: Establish the Vision, Mission and Goals

Not Present	Present but Inconsistent	Present Consistent Routine	Present but Inconsistent	Present Consistent Routine	Present but Inconsistent	Present Consistent Routine	Present Consistent Routine
0	1	2	3	4	5	6	7
Emerging		Developing		Proficient		Distinguished	
3E2) The emerging superintendent... Leads in the development of a vision, mission and goals that is informed by current knowledge and research, directly related to the district Comprehensive School Improvement Plan and results in validated access for all students.		3D2) The developing superintendent also... Effectively communicates the district's vision, mission and goals to all district stakeholders.		3F2) The proficient superintendent also... Leads in the ongoing review of the district's vision, mission and goals and engages stakeholders in the revision and implementation process.		3S2) The distinguished superintendent also... Effectively engages stakeholders in the review of data related to the vision, mission and goals to determine if they address student needs.	

I think Dr. Hadfield scores at the above level in this growth area _____. Comments welcome to support this opinion.

Management of Organizational Systems

- 2.) Lead Personnel

Quality Indicator 2: Lead Personnel

Not Present	Present but Inconsistent	Present Consistent Routine	Present but Inconsistent	Present Consistent Routine	Present but Inconsistent	Present Consistent Routine	Present Consistent Routine
0	1	2	3	4	5	6	7
Emerging		Developing		Proficient		Distinguished	
3E2) The emerging superintendent... Creates positive relationships with district leadership and staff and builds support for the goals and priorities in the district's Comprehensive School Improvement Plan.		3D2) The developing superintendent also... Assesses district leaders and staff performance based on improved learning for students.		3F2) The proficient superintendent also... Leads an ongoing system of performance evaluation for district educators that results in higher levels of professional practice and improved student growth.		3S2) The distinguished superintendent also... Ensures a system that builds the capacity of district leadership and staff (including succession planning) that results in the achievement of the district Comprehensive School Improvement Plan and its goals and priorities.	

I think Dr. Hadfield scores at the above level in this growth area _____. Comments welcome to support this opinion.

- 3.) Manage resources

Standard 3: Management of the Organizational Systems

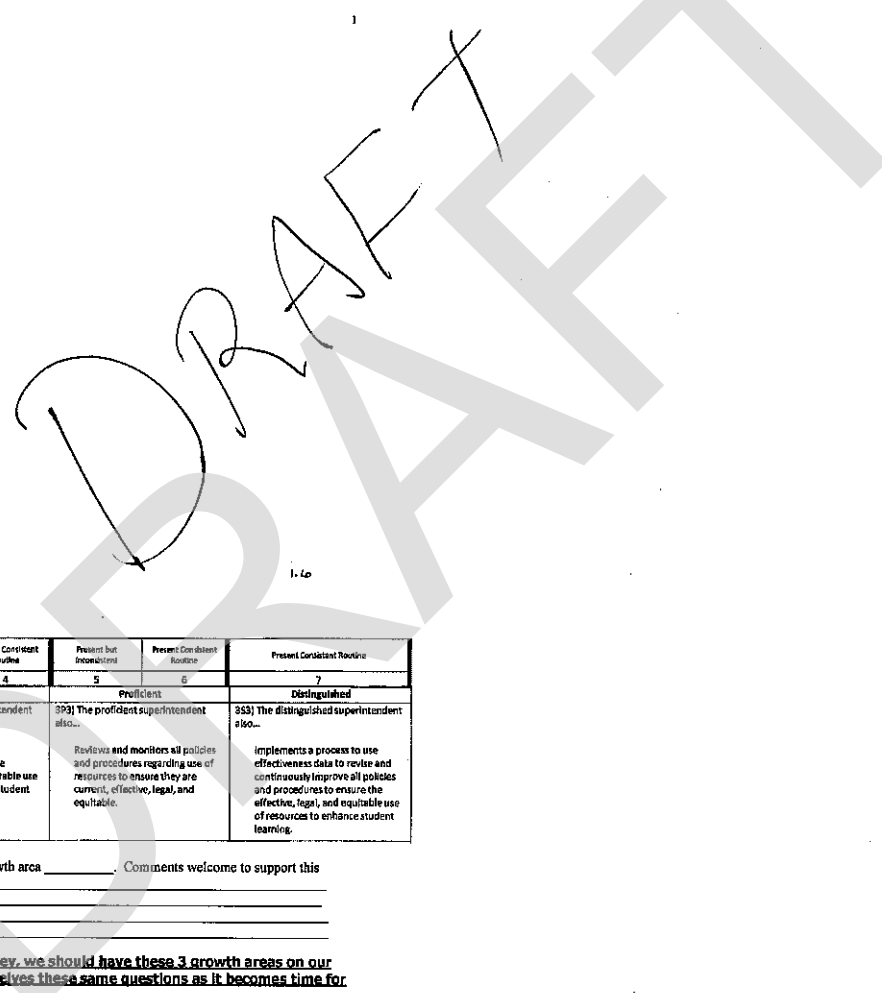
1-6

Quality Indicator 3: Manage Resources

Not Present	Present but Inconsistent	Present Consistent Routine	Present but Inconsistent	Present Consistent Routine	Present but Inconsistent	Present Consistent Routine	Present Consistent Routine
0	1	2	3	4	5	6	7
Emerging		Developing		Proficient		Distinguished	
3E3) The emerging superintendent... Is knowledgeable of existing policies and procedures related to the effective, legal and equitable use of resources to achieve student learning.		3D3) The developing superintendent also... Implements policies and procedures that guide the effective, legal, and equitable use of resources to support student learning.		3F3) The proficient superintendent also... Reviews and monitors all policies and procedures regarding use of resources to ensure they are current, effective, legal, and equitable.		3S3) The distinguished superintendent also... Implements a process to use effectiveness data to revise and continuously improve all policies and procedures to ensure the effective, legal, and equitable use of resources to enhance student learning.	

I think Dr. Hadfield scores at the above level in this growth area _____. Comments welcome to support this opinion.

Even if we don't include this in the staff survey, we should have these 3 growth areas on our radar because we will need to be asking ourselves these same questions as it becomes time for us to evaluate Dr. Hadfield.



Tim and Chris – How do you like putting the third section of staff survey in this format?

The school board will be evaluating the Superintendent on the following 3 growth areas. How well do you think Dr. Hadfield is doing in these areas?

Vision, Mission and Goals

Dr. Hadfield has the knowledge and ability to lead our school district to ensure the success of all students by sharing a vision of learning that is shared and supported by the classified and certified staff in our district.

Through his actions he has provided us with the resources we need to help ensure the success of all students.

Effectively communicates the district's vision, mission, and goals to all district staff and our community.

Leads in the ongoing review of the district's vision, mission, and goals and engages the staff and community in the revision and implementation of process.

Effectively engages the staff and community in the review of data related to the vision, mission, and goals to determine if they address student needs.

Very well Satisfactorily Not Adequately

Management of Organizational Systems

Assesses district leaders and staff performance based on Improved learning for students.

Leads an ongoing system of performance evaluation for district educators that results in higher levels of professional practice and improved student growth.

Ensures a system that builds the capacity of district leadership and staff (including succession planning) that results in the achievement of the district Comprehensive Improvement Plan and its goals and priorities.

Manage resources

Implements policies and procedures that guide the effective, legal, and equitable use of resources to support student learning.

Reviews and monitors all policies and procedures regarding the use of resources to ensure they are current, effective, legal, and equitable.

Implements a process to use effectiveness data to revise and continuously improve all policies and procedures to ensure the effective, legal, and equitable use of resources to enhance student learning.

Comments welcome to support the above ranking:
