

MINUTES  
CLARK COUNTY SCHOOL DISTRICT  
SPECIAL MEETING OF THE BOARD OF SCHOOL TRUSTEES  
NEVADA STATE COLLEGE  
NURSING, SCIENCE AND EDUCATION, ROOM 329  
1021 PARADISE HILLS DRIVE, HENDERSON, NEVADA 89002

BOARD RETREAT

Friday, October 2, 2015

11:03 a.m.

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Roll Call:	<u>Members Present</u>	<u>Members Absent</u>
	Linda E. Young, President	Deanna L. Wright, Clerk
	Chris Garvey, Vice President	Erin Cranor, Member
	Kevin L. Child, Member	
	Carolyn Edwards, Member	
	Patrice Tew, Member	

Pat Skorkowsky, Superintendent of Schools

Also present were: Carlos McDade, General Counsel, Office of the General Counsel; Kim Wooden, Deputy Superintendent, Educational and Operational Excellence Unit; Rick Neal, Chief of Staff, Office of the Chief of Staff; Jhone Ebert, Chief Innovation and Productivity Officer, Innovative Teaching and Learning Unit, Technology and Information Systems Services Division; Mike Barton, Chief Student Achievement Officer, Instruction Unit; Danielle Miller, Assistant Superintendent, Instructional Design and Professional Learning Division; Tammy Malich, Assistant Superintendent, Education Services Division; Ignacio Ruiz, Assistant Superintendent, English Language Learner Division, Innovative Teaching and Learning Unit; Robert Henry, Executive Director, Department of Adult Education, Educational Opportunities Unit; Jesse Welsh, Academic Manager, Innovative Learning Environments, Innovative Teaching and Learning Unit; Tiffany Seibel, Director of Assessment, Assessment, Accountability, Research and School Improvement; Greta Peay, Director, Equity and Diversity Education Department, Office of the Superintendent; Brandon Moeller, Assistant Director, Equity and Diversity Education Department; Rebecca Kaatz, Assistant Chief Student Achievement Officer, Performance Zone 7; Karen West, Assistant Chief Student Achievement Officer, Performance Zone 12; Bronwen Mellinger, Instructional Coach, Performance Zone 7; Cindy Krohn, Executive Assistant to the Board, Board Office; Elizabeth Carrero, Executive Manager, Office of the Superintendent; Marcia Robinson, Cultural Supervisor, City of Las Vegas West Las Vegas Arts Center; Helen Tolan, Community Advocate of Education and the Arts; Avree Walker, Performance Coordinator, City of Las Vegas West Las Vegas Arts Center; and Antonio Fargas, Instructor/Director/Mentor, City of Las Vegas West Las Vegas Arts Center.

## **FLAG SALUTE**

Trustee Tew led the Pledge of Allegiance.

## **ADOPT AGENDA**

*Adopt agenda.*

*Motion: Garvey    Second: Edwards    Vote: Unanimous*

## **PUBLIC COMMENT PERIOD**

Matt Avery talked about changes related to magnet schools that affect Las Vegas Academy and Del Sol High School in particular. He said there are changes being proposed for the audition process that will take away choice, have decisions being made in secret, and will exclude parents.

## **CORRECTIONAL EDUCATION PROGRAMS**

Presentation and discussion on correctional education programs that are offered through the Clark County School District Education Services Division. Dr. Linda E. Young, President, Clark County School District Board of Trustees; Dr. Tammy Malich, Assistant Superintendent, Education Services Division, Clark County School District, Dr. Marcia Robinson, Cultural Supervisor, West Las Vegas Arts Center and Helen Tolan, Community Advocate of Education and the Arts.

Dr. Malich and Dr. Henry gave a presentation of services and programs provided to incarcerated adults and juveniles by the CCSD Education Services Division.

Dr. Robinson, Ms. Tolan, Mr. Fargas, and Mr. Walker spoke about what the City of Las Vegas West Las Vegas Arts Center is offering and what youth gain from participating in the arts program. Ms. Tolan and West Las Vegas Arts Center performers presented a sampling of the arts program offered by the Center.

## **BOARD MEMBER LEAVES**

Trustee Child left the Board meeting at 12:00 p.m.

**RECESS:** 12:00 p.m.

**RECONVENE:** 1:00 p.m.

## **BOARD AND SUPERINTENDENT DIALOGUE**

Discussion between the Board of School Trustees and the superintendent regarding a superintendent evaluation method for the possible change in the Board of School Trustees' current governance structure, known as Policy Governance® to a Balanced Governance™ structure, and possible action to include, but not limited to, direction for the Board counsel to negotiate with the superintendent on an amendment to the superintendent's contract, as it relates to Balance Governance™.

## **BOARD AND SUPERINTENDENT DIALOGUE (continued)**

Superintendent Skorkowsky presented his thoughts on options and possible changes to the superintendent evaluation system in relation to a possible change in the Board's current governance structure. He said the evaluation system is currently guided under Board policies B/SL-3: Accountability of the Superintendent, B/SL-4: Delegation to the Superintendent, and B/SL-5: Monitoring Superintendent Performance, and he said even with a change in the Board's governance structure, the concepts set forth in these policy are still very important. He said as he reviewed the policies, he did not note any direct conflicts with the Balanced Governance™ structure, but there would need to be some language modifications and some revisions to align the evaluation system to standards and to the four Strategic Imperatives identified by the Board.

Superintendent Skorkowsky said one model would be based on using a four-level category system like the Nevada Educator Performance Framework, using "highly effective," "effective," "minimally effective," and "ineffective." He said he then split the Executive Limitations into the four categories and changed the language, removing the negative overtone. He suggested that information from the Pledge of Achievement could be used to develop standards for measurement. He said in terms of the Clarity and Focus standards, which are essentially the Executive Limitations, the monitoring of those standards could be done in a more effective manner that would ensure that the superintendent is complying with the Board's direction under the Balanced Governance™ structure.

The Trustees expressed appreciation and support for what Superintendent Skorkowsky has brought forward.

Trustee Edwards said the focus of any change should be student achievement, and although the Strategic Imperatives would help towards that, she is concerned that they are not universal but are tied to the current superintendent so some thought needs to be given to how this would translate in transitions. She said in terms of the Superintendent's contract, she feels it would be appropriate to begin negotiations but until the direction the Board is taking is identified, the contract remains nebulous because, for example, no constraints have been put in place that ensure that Trustees do not step into operational issues within this structure.

Trustee Garvey said because Trustees are not employees but are elected officials, they are not held to the same boundaries or rules as employees, and so there is no contract in place that enforces Trustee behavior. She said she believes it is the responsibility of all Trustees to make sure they are all following the governance structure they agreed to govern by.

Trustee Edwards said there needs to be some assurances in place that Trustees understand their role and behave appropriately and "stays in their lane."

### **BOARD AND SUPERINTENDENT DIALOGUE (continued)**

Trustee Garvey said that the Strategic Imperatives identified by the Board belong to the community, not the superintendent, so they would not be changed unless the community wanted them to change. She said the Board should be standing behind that and not letting an incoming superintendent make those changes without community and Board buy-in.

Trustee Edwards said the Board could request that a new superintendent keep those Strategic Imperatives in place, but she does not agree that they are "set in stone," and she does believe they need to be fluid, and they do need to change. She said when a board changes its governance model, they need to consider future potential superintendents and future boards.

Trustee Young said whatever governance model the Board chooses, the Board and the Superintendent need to be able to work together as a team, and there needs to be a balance in the collaboration.

Superintendent Skorkowsky said it has been beneficial having the Strategic Imperatives and the Pledge of Achievement in policy, keeping the vision of the District and the Trustees in focus.

### **TELECONFERENCE CALL CONNECTED**

Teleconference call with Trustee Child was connected at 1:51 p.m.

### **BOARD AND SUPERINTENDENT DIALOGUE (continued)**

There was continued discussion about the Board's role and how they work with the Superintendent and staff.

*Motion to have Board counsel meet with Superintendent Skorkowsky's representative to discuss possible changes in his contract and bring that information back to the Board for discussion and possible action.*

*Motion: Garvey    Second: Tew*

Trustee Edwards asked for assurance that the Board would remain operating under Policy Governance® (PG) until any change is complete and finalized.

The Trustees agreed.

Mr. McDade asked what the Superintendent would be negotiating with Board counsel about since the Board has not made a definitive decision regarding moving to Balanced Governance™ or the superintendent evaluation method.

Trustee Garvey said that would be a discussion about whether the Superintendent is open to his contract being under the framework of a Balanced Governance™ structure and what that would look like.

## **BOARD AND SUPERINTENDENT DIALOGUE (continued)**

Trustee Edwards commented that what the Superintendent brings forward could be a modified version of PG and when you open the contract to PG, you open the entire contract.

Mr. McDade asked for clarification that the contract is not being opened at this time, but a discussion would take place about whether or not the Superintendent is amenable to that and then having the Superintendent propose what that system would look like, and the current contract would remain in effect until everyone comes together in agreement.

Trustee Garvey agreed.

*Trustee Garvey clarified that the motion was to have Board counsel and the Superintendent's counsel begin discussions about what a possible contract would look like and then to bring it back to the Board, and if the Board agrees to what is proposed, the contract would then be opened and negotiations would be finalized.*

*Vote on Trustee Garvey's motion was unanimous.*

## **TELECONFERENCE CALL DISCONNECTED**

Teleconference call with Trustee Child was disconnected at 2:05 p.m.

## **PRESENTATION AND DISCUSSION RELATED TO STUDENT ACHIEVEMENT**

Presentation and discussion regarding progress toward Board governance policy, Appendix A, E-2: Student Achievement, Goal #1, related to Grade 3 proficiency, and Goal #2, related to student achievement gaps.

District staff provided updates on ongoing projects and programs in the District directly related to the Pledge of Achievement and are part of E-2: Student Achievement Appendix A, including Read by Three, English language proficiency data, interim assessment, cultural competency initiative, Reading Rangers, Compelling Conversations, and Hope Squared.

## **BOARD MEMBER LEAVES**

Trustee Tew left the Board meeting at 3:35 p.m.

## **BOARD MEMBER LEAVES**

Trustee Edwards left the Board meeting at 3:40 p.m.

## **AGENDA PLANNING: ITEMS FOR FUTURE AGENDAS**

None.

## **DISCUSSION AND REQUEST FOR SPECIAL MEETINGS**

None.

**PUBLIC COMMENT PERIOD**

None

**ADJOURN:** 3:45 p.m.