

Approved: 2/8/16

USD 378 Riley County
Board of Education
Special Meeting at Riley County High School Library- 5:30 pm
Tuesday, January 19, 2016

I. Call the meeting to order

President Shane Allen called the USD 378 Board of Education's special meeting to order on Tuesday, January 19, 2016, at 5:30 pm in the Riley County High School Library.

The following members were present:

Shane Allen
Kyle Bohnenblust
Randy O'Boyle
Kerry Thurlow
Ross Wahl

Not present:
Jared Larson

Others present:
Nicole Fajen, Board Clerk

See attached list for additional guests

II. Meet with Brian Jordan from KASB in executive session to discuss non-elected personnel.

At 5:35 pm Shane Allen moved the board go into executive session with Brian Jordan from Kansas Association of School Boards to discuss personnel matters of non-elected personnel to protect the privacy of the individuals to be discussed for 45 minutes via telephone. Second by Randy O'Boyle. Discussion was had. Motion passed with four "yes" votes cast and one abstain vote casted by Ross Wahl. Returned at 6:20 pm. No action was taken.

At 6:25 pm Shane Allen moved the board go into executive session with Brian Jordan from Kansas Association of School Boards to discuss personnel matters of non-elected personnel to protect the privacy of the individuals to be discussed for 15 minutes via telephone. Second by Kerry Thurlow. Motion passed with a four "yes" votes cast and one abstain vote casted by Ross Wahl. Returned at 6:40 pm. No action was taken.

Listed below are the characteristics provided to Brian Jordan from The Board and the three focus groups (staff, administrative team, and community):

Describe the most important leadership and personal qualities you would like to see in the new superintendent.

Frequency Response

Board: Approachable

Board: Dedicated, Dependable, strong leader willingness to be supportive

Board: Experienced Leader, Knowledgeable with education and business side of running a district

Board: Informative related to state and local issues, and board decisions/actions; Truly do the administration of the district, not dictating to the board, but listen to the board, and provide the research and background work to allow for timely decision making

Board: Knows the policy and follows the adopted policies

Board: Good communicator

Board: Strong interest in doing better for our students with the curriculum, be innovative, help students be life ready; Understand the relationship between schools and society, we are raising leaders

Honest, Trustworthy; Trusting; Honesty and integrity

Ability to assess the situation versus changing for the sake of changing

Ability to hold people accountable through clear expectations

Committed

Educational director

Flexible

Go-getter/cheerleader/energetic

Problem solver

Role Model, Represents the community/patrons/staff well

See beyond the local politics, and continue to lead the district in the right direction for students

Self-sufficiency, looks at what we have for resources staff and money, make do with what we have versus politicking for more and more

Straight forward

Student first mindset, do the best for our students

Team player and people person

Transparency, open to public, staff, community and patrons

Up to date with technology and trends in education

Describe or list the strengths and the good points of your district the new superintendent will need to understand and support

Frequency Response

Board: Kids are number one; Strong desire by the community and patrons for kids to be successful beyond high school

Board: Low student to teacher ratio

Board: Expectations are high in all areas academics and in activities; Strong academic performance historically; Historically very strong academic performance, need to keep the focus on that moving forward

Board: Family atmosphere; Family atmosphere due to size, allows superintendent to be very visible and accessible

Board: Location; Many assets in close proximity, KSU, Cloud County, Fort Riley

Board: Extra curricular opportunities for students; Success with extra-curricular
Board: Great work environment; Great learning community, people, staff, students administration;
Board: Involved community; Patrons really care about well being of students, and not just those patrons that have kids within the system
Board: Longevity of staff, and families that have been here for generations; Longevity of staff and families, leading to very engaged alumni
Better benefits than surrounding districts
Faculty and staff are dedicated
Genuine
Good finances
Modest growth with potential for more growth in the future
On par with facilities
Skilled staff
Staff strives to be open minded to change and current with trends in education
Supportive families and patrons due to the high number of multigenerational families still within the district,
Closed boundaries maintains a positive atmosphere
Very diverse patron and family make up not heavily weighted towards one profession

Describe or list the most critical needs of your district the new superintendent will need to understand and address

Frequency Response

Board: Diverse make up of district, northern part is very rural with shrinking population, south end of district is growing, creates interesting dynamics
Board: Curriculum and the necessary professional learning to implement successfully; Curriculum updates and professional learning opportunities to stay at the leading edge in the state; Curriculum updated to meet the demands of the workforce that students are going into
Board: Facilities; Address facility needs related to growth, Modify and update facilities; Need for repair of existing facilities and up keep; Maintenance of facilities
Board: Vision for the future in regards to district boundaries, growth, demographic shifts; Numbers are increasing in the early grade levels, more coming in than going out
Draw everyone together even if there are differing beliefs/values, within all stakeholder groups, get buy-in; Unite the district
Address faculty and staff retention
Decisions need to be made and stuck with
Develop relationships with the community
Dynamics of working for the board
Facilities analysis, due to enrollment growth and shifts
Focus on lower grades and get a solid foundation so that gaps do not developed that cannot be closed in the later years
Need to bring people together to strike the right balance of opportunities for students within the curriculum, there are very different views of what needs to be offered for students
Need to have a separation between the clerk and superintendent, the clerk needs to work for the board
Not enough curricular options at the middle grade levels to keep students engaged and interested in education
See the big picture and don't take sides, develop a vision for the students moving forward, work to unite people around that vision, stick to that vision and make decision aligned to that vision

Special education is co opted with Clay Center, seems that screening of students for these services is not focused on getting the students the supports early in their education

Special education services seem to be lacking, other member districts seem to be getting better service

Take advantage of nearby assets

There needs to be a balance struck between academics and extracurricular offerings, there seems to be a continuing swing back and forth between the priorities, instead of balancing how resources are used, academics needs must continue to be addressed through a balanced distribution of resources

Understand district is small and there are going to be dynamics that come along with small communities stay above that and lead in the best interest for students

What single characteristic or quality will separate the best candidate from the other highly qualified candidates who will apply for the superintendent position

Frequency Response

Board: Experienced

Board: Innovator; Not afraid to try new ideas/innovate

Board: Evidence of developing and supporting a curriculum that prepares students for success after high school; Innovative in developing curriculum offerings

Board: Approachable/Strongly personable

Board: Leadership; Be a true leader

Board: Transparency

Accountable for their actions

Can build a great leadership team

Clarity with communication, and willingness to research board needs and desires

Confident without arrogance

Professional

Straight forward

Strong Morals

Strong pedagogy and curricular background

Team player

III. Adjournment:

At 6:45 pm, Randy O'Boyle moved the board adjourn the meeting. Second by Kerry Thurlow. Motion passed with a five "yes" votes cast.

Shane Allen, President

Nicole Fajen, Board Clerk

Guests at the USD 378 Riley County Special Board of Education meeting January 19, 2016*

* Some names were illegible and/or some individuals did not sign in