

HUMBOLDT COUNTY SCHOOL DISTRICT BOARD OF TRUSTEES - RETREAT (Tuesday, September 25, 2018)-APPROVED

Generated by Judy Kritikos on Tuesday, October 2, 2018

A. Call to Order: the meeting was called to order at 9:04 am at the Humboldt county Shool District office.

Board members present were: Nicole Bengochea, Clerk Boyd Betteridge, President Glenda Deputy, Chris Entwistle, Andy Heiser, John Hill and Abram Swensen.

Others present were: Superintendent Dr. Dave Jensen, Jim Huges (Huge Associates), Shanna Cummings (Humboldt Sun), and Secretary Judy Kritikos.

Procedural: 1. Pledge of Allegiance: President Deputy opened the meeting with the Pledge of Allegiance.

B. Public Comment: None

Procedural: 1. Public Comment Guidelines

C. Discussion and Possible Action Items

Discussion: 1. Board Retreat Facilitated by Jim Huges addressing topics of Board Governance and Social Media

Dr. Jensen introduced today's facilitator - Mr. Jim Huges. Mr. Huges acknowledged that the HCSD Board is one of the greatest Boards he's been fortunate to work with. Our Board has clear direction, knows their goals, is willing to debate issues with civil discourse, has great relationships with each other. With new members on the Board, it's good to bring them up to speed, have conversations, get to know each other to ensure all members continue to work in the same direction with the same goals.

Having a shared vision is very important. We can all see and read it, yet not all have the same perception about it. A vision has to be clear enough to drive action at every level of the organization. Every Board member may not agree with every aspect of the vision, yet they need to be able to NOT stand in the way if the Board votes in a way they don't agree with. When a Board has significant consensus on the vision, three things happen:

- The clearer the vision, at a sufficient consensus level in the organization, you get more done with less effort or fewer expenditures of resources. With a clear vision, decisions are made throughout the organization that lead to the same end, and compounds itself in a positive direction.
- There is less conflict. Conflict decreases productivity because it causes friction, slowing it down.
- Once something is achieved, you need to take pride in that accomplishment and get energy from that accomplishment. Everyone who's contributed to that achievement will also see what they've done to help, and gives them the motivation to take the next step.

Mr. Huges then spoke about building on strengths. He referenced a book, "Winners and Losers", which says: Winners aren't people who beat someone else, they're people who perform well. Losers aren't high performers. Losers don't know their own strengths and weaknesses. Less productive people don't know what they do well and don't do well. Winners know their own strengths AND recognize their weak areas, but do not try to eliminate their weaknesses. The time and energy spent to eliminate a weakness will allow you to improve a little in that area; however, in doing so, time and energy are taken from the time you use your areas of strength... overall decreasing your productivity. A Winner builds on their strengths, and manages their weaknesses.

Mr. Huges handed a paper to each member with a picture on it. Each member was asked to state what they saw when they looked at the picture. Some saw a beautiful young woman, others saw an old woman. A different view point - turned sideways - showed a different picture. Civil discourse is very important, especially when people/Boards don't agree with each other. Research has shown that if two persons disagree, the worst thing is to go to them and explain what you think first, as it cements their own point of view, and causes the other person to begin thinking about their counter points. Research shows the best way is to ask the other person what they think first. Listen well enough that

you can explain THEIR point of view as well, or better than they can. Put away your own counter thoughts long enough to state what they believe, not necessarily agree with it, and then lead them point by point to your point of view.

As a Board member, if a vote goes contrary to yours, you should equally support the final decision as you would if it went your way. We often have such strong beliefs that it's difficult to agree with the decision. It is recommended that when asked how you feel about a particular vote/decision, you state: "The Board decided to do "X" because... and then state the reasons the Board made when making the decision. It's my job as an elected Board member to support that decision at least to the level of not blocking the implementation. You know I've given my reasons already for not agreeing, yet the votes been taken and that's the process we use."

The Board had a discussion on Facebook posting as Board members. The Board wants to be accessible to the community, to hear their comments and questions, and be able to address the issues. It's a fine line between censoring the complaints that snowball into additional complaints, and allowing comments that are more constructive, questioning, etc. Responding to complaints on FB generally doesn't add to the conversation, and often fuels the fire. The Board wants to hear from the community and be able to respond to their questions.

10:45 am - The Board took a break.

10:53 am - The Board resumed the meeting.

Mr. Huge had the Board look at their binder "What Every Board Member Needs to Know". Mr. Huge stated this is a great tool, and very few districts have this type of book/documentation. They review sections - Complaints, Public Speaking, etc, discussed the documents and how to handle specific situations. The Board discussed having a sheet for attendees to sign in if they wish to speak at the Board meeting. This let's the Board know someone wants to address the Board - their name, contact information, etc. Dr. Jensen let the Board know how Agendas are set up. On the Monday of the week prior to the Board meeting, Dr. Jensen, Ms. Hagness, Mr. Doyle, Ms. Deputy and Ms. Bengochea hold a conference call to discuss the Agenda. If there is something that comes up that they would like to see on the Agenda, they would contact the Board President. Secretary Judy Kritikos e-mails the Board to poll them whether they see value on that item, and that information is passed back to the Superintendent.

11:40 am - The Board took a break.

12:20 pm - The Board resumed the meeting.

Mr. Huge explained that, according to research, of the various intelligences, there are three that are most important to leaders:

1. Intra-personal: knowing yourself, including the impact of yourself on/with others.
2. Inter-personal: how do we relate to others, what's my ability to form those relationships.
3. Linguistic: what words do I use, and what impact do those words have on others.

Leaders exhibit their leadership, in most cases, through the stories they tell, including the behavior attached to it. The three main types are:

1. Your own story: what brought me to this point to want to do want I'm doing now.
2. The story of the organization and it's future: where the HCS D is now, what our dream is for where we're going, and our plan on how to get there.
3. The story of how all the others in the organization who follow the examples of the Board/leadership group: how those followers fit into the picture, and what they can do to advance the mission.

Mr. Huge lead the Board in an exercise designed to help them get to know each other better. Working together, knowing each other and having deeper knowledge of each other helps the Board continue to work well together on the common goal of the betterment of the District.

D. Public Comment: None

Procedural: 1. Public Comment Guidelines

E. Adjournment: President Deputy adjourned the meeting at 2:53 pm

10/10/2018

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Action: 1. Meeting Adjourned

F. Notice

Information: 1. Notice to Persons with Disabilities

G. Postings

Procedural: 1. Public Posting of Agenda

Submitted by Secretary, Judy Kritikos



Boyd Betteridge, Clerk

