

**ROLL CALL  
AND RECOGNITION  
OF GUESTS--**

The Board of Education of North Greene Unit District No. 3, Greene and Scott Counties, Illinois, met in a special session on Monday, February 24, 2020, at 6:00 p.m. in the Administrative Education Center, Board Room, White Hall. The purpose of the meeting was for discussion of district goals for establishment of Performance-Based Goals for attachment to the multi-year employment contract of the superintendent. Those answering roll call were: Members Karen Daniels, Vice-President Cale Hoesman, Casey Kallal, and Casey Nell; President Schutz entered later during the meeting and Members Rachelle Malin and Kevin Nichols were absent. Superintendent Mark Scott and Secretary Barbara Neece were also present.

**DISCUSSION OF  
DISTRICT GOALS--**

Review was held of Board Policy 1:30-School District Philosophy, 3:50-Goals and Objectives, 6:10-Instruction-Educational Philosophy and Objectives and the current Superintendent Goals as attached to the Employment Contract of Superintendent Scott. Discussion was held regarding the goals that have been met or currently ongoing and board member suggestions for new goals that were of interest to be included in the updated list of performance-based goals to be attached to the superintendent multi-year employment contract for the period from 2020-2021 to 2022-2023.

President Stacy Schutz entered the meeting at 6:55 p.m.

**REVIEW/DISCUSSION  
OF SUPERINTENDENT  
GOALS--**

Following discussion, a consensus was reached on the items desired to be developed to become a part of the Superintendent Goals: Teacher recruitment and retention plan; plan for improvement of culture and climate; incentives for improvement of student attendance and reduction of truancy; long-range multi-year plan for buildings and grounds improvements, repairs and development of an annual progress report; monthly report of student behavior issues from the Restorative Discipline program; review of employee insurance program for possible alternatives; ways to improve community involvement with school programs and activities as well as more communication and information sharing on district website to coordinate with NG app. Once established, such goals are also to be incorporated as appropriate into individual building administrator goals.

A final draft of the goals will be developed for further discussion and board review for approval at the regular meeting in March.

**ADJOURN-8:10 P.M.--**

With no further business to come before the board, President Schutz adjourned the meeting at 8:10 p.m.

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Stacy Schutz, President

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Barbara Neece, Secretary