

HILLSBORO SCHOOL DISTRICT BOARD OF DIRECTORS—MINUTES  
August 13, 2014  
District Administration Center, 3083 NE 49<sup>th</sup> Place, Hillsboro, Oregon

Board Present:

Kim Strelchun, Chair  
Wayne Clift, Vice Chair  
Monte Akers  
Adriana Cañas  
Glenn Miller  
Erik Seligman  
Janeen Sollman

Staff Present:

Mike Scott, Superintendent  
Debbie Ashley, Assistant Superintendent, Human Resources  
Steve Larson, Assistant Superintendent, School Performance  
Adam Stewart, Chief Financial Officer  
Beth Graser, Director, Communications  
Saideh Haghighi, Director, Equity and Human Resources  
Casey Waletich, Director, Safety and Operations  
Val Bokma, Assistant to the Board  
Sev Flores, Technical Support

Others Present:

Greg McKenzie, Window to  
Leadership  
Maureen Barnhart, HEA

Work Session.

Board Chair Kim Strelchun called the meeting to order at 4:33 p.m.

1. Team-Building Activity

Superintendent Scott led the Board in a team-building activity.

2. Review of Working Agreements

Consultant Greg McKenzie from Window to Leadership, LLC, led the Board in a review of the Board / Superintendent working agreements. Board members provided feedback and agreed on areas of the working agreements to be updated for 2014-15. Superintendent Scott and Board Chair Strelchun will finalize the revisions and present them for approval at the September 23 Board meeting.

The Board suggested that a spreadsheet of professional development training completed by Board members be reviewed at the end of each year to determine whether the training was valuable. They also discussed the funding amount that might be available to each Board member for professional development.

3. Completion of Strategic Planning / Goal-Setting Process

Superintendent Scott and staff members presented Year 4 Strategic Plan updates, based on Board input received during the July 29 meeting, and shared highlights of identified intended outcomes and performance goals. Board members asked clarifying questions, and provided feedback regarding the evidence of progress toward student achievement that they would like to receive. The discussion included achievement measurements for college-bound students, as well as those who do not intend to go to college. Staff explained that much of the important work accomplished by the District in support of student achievement is not quantitative, and reports to the Board in these areas may include presentations from teachers and students. Reporting frequency, format, and level of detail were discussed.

Staff clarified that the identified strategy areas are not exhaustive, but a reflection of the District's top priorities in support of its strategic objective, which is largely an aspirational goal. They also explained that the District's goals are aligned to the achievement compact, and any new goals that may be developed also need to be consistent with the achievement compact.

4. Evaluation – Next Steps for Superintendent and Board

Mr. McKenzie led the Board in a review of the 2013-14 superintendent evaluation process, and recommended that the evaluation committee meet early in the school year to review the District's current policy standards for alignment with the work being performed by the Superintendent, if the Board plans to continue using this evaluation process. After the committee defines the standards, the Board can decide whether to implement any changes during the current school year or the 2015-16 school year, based on the extent of the changes. Board members confirmed their interest in continuing with the 2013-14 evaluation model, and evaluation committee members confirmed their willingness to continue serving on the committee.

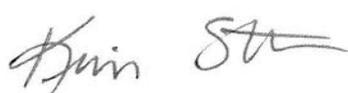
Mr. McKenzie explained that both the Superintendent and the Board are responsible for supporting the District, and suggested that the Board consider adopting a set of Board standards, beginning with a 360-degree feedback component, which could be piloted during the 2014-15 school year. Board members agreed that they would like to expand the scope of the evaluation process to include the Board. Mr. McKenzie offered to provide samples of Superintendent and Board standards. He explained that the committee will also need to identify elements of the District's success that are not solely the responsibility of either the Superintendent or the Board. It was agreed that the evaluation committee will provide a proposal to the Board during a future Board meeting.

Mr. McKenzie also briefly discussed Board communication and working relationships, explaining that working effectively and collaboratively to move solutions forward is a key element of highly functioning Boards.

The following items were moved to a future agenda, due to time constraints:

5. Professional Development Opportunities Brainstorming and Review of Board Budget
6. Communication
7. Board Engagement Opportunities

The meeting was adjourned at 8:55 p.m.



Approved September 23, 2014