

WEBER SCHOOL DISTRICT
5320 Adams Avenue Parkway
Ogden, UT

Special Board Study Session
December 17, 2021

The Board of Education of Weber School District held a Study Session in the Board Rooms at 5320 Adams Avenue Parkway, Washington Terrace, Utah. The meeting convened at 8:30 a.m. The following Board Members and Superintendency were present:

Jon Ritchie	Board President
Dean Oborn	Board Vice President
Doug Hurst	Board Member
Jan Burrell	Board Member
Bruce Jardine	Board Member
Paul Widdison	Board Member
Janis Christensen	Board Member
Jeff Stephens	Superintendent
Art Hansen	Assistant Superintendent
Lori Rasmussen	Assistant Superintendent
Robert Petersen	Business Administrator

President Ritchie welcomed everyone.

Curriculum and Assessment Director Sheri Heiter reviewed the survey on qualities for the next superintendent with 2,156 respondents.

Most Important Qualities:

- Inspire trust, has high levels of self-confidence and optimism and models high standards of integrity and personal performance - 54.7%
- Willing to listen to input, but can make a decision when necessary - 48%
- Effective communication skills to include speaking, listening and writing - 41%
- Strongly committed to a student-first philosophy in all decisions - 39.1%
- Experience with employee groups (e.g., teachers, support professionals, etc.) - 38.6%

Least Important:

- Commitment to community visibility with high interest in a broad range of community groups and organizations - 13.3%
- Demonstrated ability to integrate instructional technology into the curriculum - 9.7%
- Ability to develop and maintain a mutually beneficial relationship between the business community and the school district - 9.0%
- Committed to keeping the Board informed on all important issues - 7.4%
- Has earned a doctorate degree from an accredited institution - 7.4%

Top Qualities by Teachers/Employees

1. Inspires trust, has high levels of self confidence and optimism, and models high standards of integrity and personal performance - 58.87%
2. Willing to listen to input but can make a decision when necessary - 54.25%
3. Experience with employee groups - 48.96%
4. Effective communication skills - 45.66%

Top Qualities Chosen by Parents

1. Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance - 56.7%
2. Strongly committed to “student first” philosophy in all decisions -47.8%
3. Willing to listen to input, but can make a decision when necessary - 47.21%
4. Effective communication skills to include speaking, listening and writing - 41.64%

Top Qualities Chosen by Community Members

1. Inspire trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance - 43.84%
2. Strongly committed to a “student first” philosophy in all decisions - 35.62%
3. Willing to listen to input, but can make a decision when necessary - 34.25%
4. Possesses the leadership skills required to respond appropriately to an ethnically and culturally diverse community - 32.88%

President Ritchie noted the survey was done very well and thanked Sheri for the presentation. Board Member Paul Widdison shared thanks expressed to him from the Transportation Department for allowing them to participate in the survey.

Superintendent Stephens explained the need for redrawing precinct maps due to the census. In 2005 our district went through a process of reapportioning the boundaries when the additional board member was added. In 2011 we asked if we needed to go through the process again and it was noted it was up to the Board and they chose not to. It was noted within these sixteen years there has been growth in western Weber county.

Superintendent Stephens introduced Daniel Wade with Weber County to discuss the precinct maps. Daniel shared an overview of why this is done by explaining state and federal law require any political unit that has districts to divide into equal populations. Utah statute 20A-14-201 states it is the responsibility of the Weber County Commissioners to realign and approve the Weber School Board Districts. Utah code says substantially equal is 5% deviation as acceptable by taking the overall general population of the district divided by seven. Geographically compact as practical and geographical contiguous is also part of the criteria. The state redraws all the legislative boundaries and the county draws the precincts. Ogden Valley is paired with North Ogden City as District 6. Voting precincts became the building blocks. South Ogden, Uintah and the northern part of Washington Terrace as District 3. Further discussion continued reviewing the maps. Daniel then went over the population which was 25,000 per Board district. The next change would possibly be in 2032.

Dr. Stephens noted the Board has guiding principles to help shape decisions and processes for each TIF request. County Commissioner Gage Froerer began by introducing his team and proposed the opportunity in western Weber County for an industrial mega site. It is a 6,000 acre site with a proposal to consummate approximately 186 acres on west 12th street out to Little Mountain, A \$350 million improvement for a manufacturing site employing about 550 people. A major investment for infrastructure around \$30-40 million, changing the face of economic development for not only Weber County but Utah. Commissioner Froerer asked the Board to evaluate our TIF policy. Weber County has committed to over 70%, and asks the Board to get as close to 70% as possible. This new development will possibly be able to provide work based learning for our students. Construction could possibly start within the next twelve months. It was explained the county anticipates following our Board process of completing the project within the two year guidelines. Currently Weber School District is only receiving \$9.00 from property taxes a month from this land and it would increase to \$350,000 in the first year. It was noted the county needs to know if we are willing to participate and Superintendent Stephens further explained how unique this request is and noted there will also be a cap placed on the infrastructure. Superintendent Stephens concluded noting a MOU will be drafted with the help of our attorney Heidi Alder on a resolution as a commitment to review.

Board President Jon Ritchie introduced Utah School Board Association Executive Director Richard Stowell who began noting this is the ideal situation to help with the selection of the new superintendent. He followed the agenda noting the most important thing is to have USBA help with the process.

1. This will be the most important decision this Board will make and will affect all employees, students, and constituents.

2. The number of candidates will also include those from our district that could do the job. Possibly at least six or more from our district may apply. Districts in the state have had superintendents come from within the district and out of state. Examples of different districts were then shared. Utah districts have a great track record for tenure compared to the national average. The reason is boards of education have spent the time to go through a process to find a good match for their districts. It was suggested the Board make sure nothing is said to perceive it has already been decided. Richard suggested when asked by individuals to state the Board is committed to finding the very best person we can so we encourage everyone to apply.

3. Review of Utah Code states a board of education shall appoint a superintendent. Board Member Paul Widdison asked about past lessons to learn from where superintendents have not worked out in districts. Richard noted boards that hire within their district have a greater success. President Jon Ritchie asked what the average national retainment is for a superintendent. It was noted it is about six or seven years.

4. The superintendent search process is a service of USBA. There is no cost to the district other than printing, mailing/distributing and website listing, which is typically less than \$2000. A sample of brochures were then shared.

5. Recruitment process

- a. Board Member role - You will be lobbied, what do you say?
- b. USBA Role

6. Review brochure, qualifications and breadth of the search.

Examples of brochures were shared and discussed noting the importance of having information representing Weber School District and our survey.

7. Timeline - Brochure will be out the month of January and the job opening will close on February 4, 2022.

8. Interview and selection process - After the Citizens' Committee reviews applications the Board will evaluate information in a closed session and then decide how many candidates to interview. The Board will make the final decision and at the March 2nd Board meeting, the new superintendent will be announced.

9. Application form

10. Stakeholder Committee is a process recommended to boards to be involved. Each Board Member will nominate three to four people to serve on the committee and review applications individually and provide information to the Board. The Board will submit names to Community Relations Supervisor Lane Findlay who will facilitate and extend the invitation from the Board.

Meeting adjourned at 12:15 p.m.