

**Board Workshop – 4:00 p.m.
Administration Building, Farmington, UT
Tuesday, December 2, 2025**

Live-streamed via YouTube

<https://youtube.com/live/F1gFFTO-I8s?feature=share>

Board Members Present:

President Brigit Gerrard, Vice President Emily Price, Julie Powell, Kristen Hogan, Michelle Barber, Alisa Mercer, and Joani Stevens

Administration Present:

Superintendent Dr. Dan Linford, Business Administrator Mr. Tim Leffel, Asst. Superintendent Dr. Logan Toone, Asst. Superintendent Dr. Fidel Montero, and Asst. Superintendent Ms. Chadli Bodily

Announcements:

Ms. Brigit Gerrard, Board President

Agenda Items:

Student Growth & Achievement: Learning First Presentation: Snow Horse Elementary

Mr. Doug Forsgren, Elementary Director & Dr. Jenne Talbot, Snow Horse Elementary Principal and Ms. Annette Rushforth, Administrative Intern.

Principal Talbot introduced the Mission and Vision of Snow Horse Elementary. Their five (5) core values are **Collaborate, Outreach, Learning, Thrive, (and) Shine**. She explained each value in detail. Ms. Rushforth spoke about their Hope Squad, the Kindness Club, Student Council, EE Hub and being a Purple Star School. Principal Talbot shared growth data for Literacy and Mathematics, with a strong desire for continued improvement. One of the strongest gains in literacy has been in kindergarten. Ms. Rushford explained how their students thrive in their classrooms and in the school.

Principal Talbot spoke about teacher growth at her school, and their instructional goals on the District Model of Improvement. Their HRS Level 1 Certification is in process.

Answered questions from members of the Board.

**Parent & Community Connections: Reporting Back on DSD Community Council
Partnership Discussion**

Dr. Dan Linford, Superintendent, Dr. Logan Toone, Asst. Superintendent, & Dr. Fidel Montero. Asst. Superintendent

Dr. Linford introduced the outline of the Role of the Strategic Plan with three (3) questions.

- Why do we have it? The duties of the School Board: ‘Sets the general direction and expectations of the School District’
- How does it guide the work we do? We should check all our work against the Strategic Plan.

- Alignment with current district priorities/initiatives. The Strategic Plan must not only drive District initiatives, but it also must reflect the research and practice aligned work of the District.

Dr. Linford explained the Timeline will be in three (3) Phases. (November 2024 – Summer 2025)

- Phase 1: Development (Fall/Spring)
- Phase 2: Launch (Summer/Fall)
- Phase 3: Engage (Ongoing)

Dr. Toone: November Data Collection

- 35 focus groups – 4 student groups (combined from all high schools)
 - 30 Community Council groups
 - Belonging Council
- 32 hours and 51 minutes of recorded audio
 - Transcribed (349,880 words)
 - Anonymous speaker-specific blocks
 - Sentiment analysis (positive, negative, neutral)
- Tools
 - WhisperX, Pyannote, and OpenAI

Dr. Montero – Creswell Method for Identifying Themes

Open Coding L1: Breaking data into categories

Selective Coding L2: Identifying core themes

Selective Coding L3: Central Narratives

Dr. Toone reviewed the Identified Themes Topics Chart. The top five (5) identified topics with definitions were:

- Relationships with teachers
- District communication and transparency
- Advanced opportunities (AP/Concurrent/CTE/etc)
- Family partnerships and communication
- Social-emotional learning

Dr. Montero shared the findings regarding school experience, current direction, belonging and culture, and future priorities. Dr. Toone mentioned that the Board packets also included sample and online comments for review. This information is a foundation of understanding based on what the community is asking for.

Answered questions from the Board members.

Board Discussion: What are your top 5 priorities?

Focus on the whole child – Brigit Gerrard

Communication to the Community

Connection to the School
Retention of high-quality teachers
Don't run the School District like a business (student focused #1 priority)

Focus on academics – Emily Price

Parent and Community connection
Belonging and Culture
Quality teaching with quality relationships
Students/parent aware of available opportunities – e.g. Career pathways etc, personalized learning, for excelling and remediation

Academic excellence – Joani Stevens

Belonging, community engagement, mental health and communication
Strong professional workforce
As a community school, we create a feeling of loyalty

Safety and belonging – Michelle Barber

Community connection
Quality teaching and relationships
Student learning and achievement
Supporting mental health
Workforce preparation
Life Skills

Family and Parent Involvement – Alisa Mercer

Safety and belonging
Teacher relationships and personal connection
Fiscal responsibility
Student growth and achievement

Academic excellence – Kristen Hogan

Academic excellence
Quality staffing
Community engagement

In-person connection between community and district leadership – Julie Powell

Continual improvement.
Students have many options such as, Pathways, AP, CE, CTE classes etc. Need a way to provide notifications for parents
Use Community Councils more
Staff morale – building connection with District Leadership

Dr. Toone explained briefly what the next steps will be.

Meeting adjourned at 5:22pm

President
Board of Education
Davis School District

Business Administrator
Board of Education
Davis School District

A Closed Meeting May Be Held to Discuss Property, Negotiations, Personnel Issues, Pending Litigation or Development of Security. In compliance with the Americans with Disabilities Act, persons needing special accommodations for this meeting should call Steve Baker at 801-402-5315 to make appropriate arrangements. Advance notice is appreciated.