

**MINUTES OF THE RETREAT
OF THE BOARD OF DIRECTORS
SCHOOL DISTRICT 4J, LANE COUNTY, OREGON**

August 14, 2019

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held a board retreat from 12:00–6:00 p.m. and an executive session at 6:00 p.m. at the Education Center, 200 North Monroe Street, Eugene, Oregon. Notice of the meeting was mailed to the media and posted in the Education Center on August 9, 2019 and published in *The Register-Guard* on August 14, 2019

ROLL CALL

BOARD MEMBERS:

Anne Marie Levis, Chair
Mary Walston, Vice Chair
Judy Newman
Martina Shabram
Gordon Lafer
Alicia Hays
Jim Torrey

STAFF:

Dr. Gustavo Balderas, Superintendent of Schools
Cydney Vandercar, Assistant Superintendent for Support Services
Charis McGaughy, Assistant Superintendent for Instruction
Kerry Delf, Chief of Staff
Christine Nesbit, In-House Counsel
Lisa Fjordbeck, Executive Assistant / Board Secretary

MEDIA: KEZI, Register Guard

OTHER: Sabrina Gordon, EEA President, Imelda Cortez, EEA Vice President, 20-30 audience members

Welcome & Introductions

Chair Anne Marie Levis welcomed everyone and introduced Karen Gaffney as the facilitator for the board retreat. Chair Levis said she appreciated the time to come together and work together on goals. She said that we are a different and new board and that's a good thing. Chair Levis said that during the retreat they would work together to on whom we will be as a board going forward. This is a great opportunity create what our board will be.

Ms. Karen Gaffney facilitated the meeting and began with Ground Rules:

Ms. Gaffney asked each board member to state what they hoped to achieve today using the ground rule "Listen to Understand":

Overview of Organizational Health Model

Chair Levis: Understanding relationships as a board and the direction we will go together.

Ms. Newman: Would like to get to know the new people on the board better and more importantly know how we can have deeper conversations as a board so that the decisions we make can be well thought out. Also wants to know how we can rebuild trust within the community and amongst one another.

Mr. Torrey: Would like work on doing things differently than before and growing as a board.

Ms. Shabram: Is hoping we have excitement about the work we will be doing together.

Dr. Balderas: Would like to see greater understanding of the district as a team.

Ms. Hays: Clarity is very important for the organization and having an understanding of the role of the board within the organization.

Ms. Walston: Would like to acknowledge Legislative success.

Mr. Lafer: Would like greater understanding of public meeting and process.

Team Cohesion: How we come together every year. Not just when we have new members.

* Create Clarity: When we have clarity on the board then the organization knows expectations.

* Reinforce: Communication and shared responsibility with staff

Ms. Gaffney asked each board member to think of a team that they were on and what made it a successful team.

Each board member described an affective team that they had been part of. Some shared work related and other shared athletic teams.

Ms. Gaffney reviewed the Meyers-Briggs results for the whole group and said it was interesting that the board had representation in each quadrant. Ms. Gaffney asked the group to think of their role on the board and who they are as individuals.

BREAK

1. Working Agreements for 2020

Chair Levis stated that there is confusion and misinterpretation and taking a look at the working agreements with fresh eyes will be helpful.

Ms. Walston said that taking a broader look at referencing board policies because the board governs via policy.

Ms. Hays said that the working agreements have been established and the board had used them as a tool for how they process.

Mr. Lafer said he had questions about terminology and would appreciate clarification.

Ms. Shabram asked about the possibility of creating a community space for advocacy.

Ms. Newman said it was critically important to have community engagement.

The board reviewed the components of the working agreements, some edits were made during the retreat, and further edits would be made and brought back to the whole board for consideration.

1. Role of the Board: What's My Lane?

Ms. Gaffney reviewed the role of the board and asked that each board member consider the role of the whole board. Ms. Gaffney reminding the board that they govern and the superintendent manages the district. Ms. Gaffney gave some examples of the difference between board roles and the role of district staff.

Examples:

Establishing an in school suspension system – is the role of the superintendent and his staff.

Approving the high school handbook and student dress code – is the role superintendent

Setting the expectations that a hiring executive will manage the hiring process is the role of board.

2. Board Goals for FY20 (3-4)

Establishing 3-5 things that are critical to the district. The board discussed establishing their goals for the 2019-20 School Year.

The board discussed many topics and possible goals before narrowing them down to the following priority goals:

- Implement the components of the Student Success Act.
- Improve communication and transparency with the community.
- Address policies and practices on student assessment.
- Improve graduation rates and 3rd grade reading results.

DINNER

1. Work plan & Managing to Our Calendar

Mapping out meeting agendas for the year.

Mid year check in for the board

The board spent time reviewing the calendar and mapping out meeting agenda topics for the year. Ms. Walston agreed to take the lead at creating a working calendar that she would share out with the rest of the board.

Ms. Gaffney led the board in an exercise reviewing the board retreat and asked if the board felt they'd made progress. The response was positive. The board expressed appreciation for Ms. Gaffney's facilitation of the board retreat.

Chair Levis adjourned the board retreat at 8:00 p.m.

Dr. Gustavo Balderas
District Clerk

Anne Marie Levis
Board Chair

