



Craig City School District  
December 2<sup>nd</sup> and 3<sup>rd</sup>, 2022

School Board Workshop  
Report Out  
Provided by:

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Tiffany Jackson, Director of Membership Services

**Attendees:**

Hans Hjort– Board President  
Marla Dillman –Board Member  
Trish Conatser – Board Member

Heather Mendonsa– Board Member  
Kimberly Wojtak – Board Member  
Chris Reitan – Superintendent

\* Board members in attendance earn **5 Boardsmanship Points**, which are applied towards their level in AASB’s Carl Rose Leadership Awards Program.

**Facilitators:**

Tiffany Jackson, Association of Alaska School Boards Director of Membership Services

**Workshop Report Out:**

On Friday December the facilitator met with the whole Craig School District School Board and Superintendent. During this evening the group reviewed:

- Goal Alignment
- The district’s Vision, Mission, and Goal Areas
- Factors contributing to a trusting relationship between the board and Superintendent

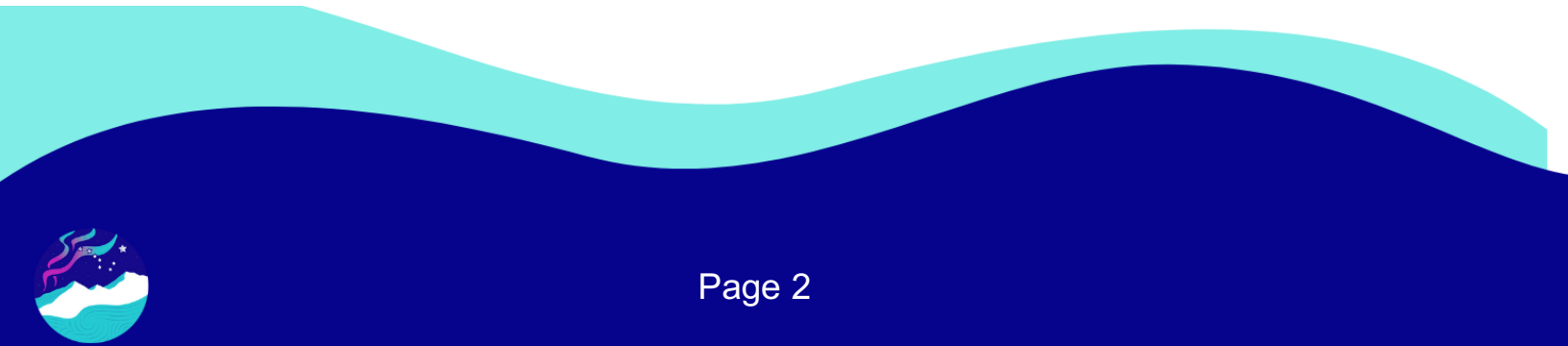
The Group also reviewed what makes an effective Governance Team, and came up with the following:

Characteristics of teams or groups that work well together:

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| <ul style="list-style-type: none"><li>• Effective communication</li><li>• Communicate</li><li>• Communicate well,</li><li>• Everyone listens to each other</li><li>• Having each other’s back</li><li>• Trust</li><li>• Reliability and trust</li><li>• All members are involved</li><li>• Playing to each other’s</li></ul> | <ul style="list-style-type: none"><li>strengths</li><li>• Respect</li><li>• Flexibility</li><li>• Treating each other like assets</li><li>• Set audacious goals,</li><li>• Critical thinking</li><li>• Resolve issue privately, never in public settings</li></ul> |
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Circumstances that occur when teams are working effectively:

- Things go smoothly
- More work happens



- Better quality work
- Growth
- Better outcomes
- Positive futures
- Evidence based growth of the organization
- The entire team is learning together
- Achieving goals
- Well-oiled machine
- Productive meetings with positive outcomes
- Accomplish their goals
- The work becomes fun

Each individual's contribution to the board team to help it perform really well:

- Bring holistic view of children
- How to foster health relationships
- Good listener
- Understand issues
- Find creative ways to help solve issues
- Good at not getting defensive
- The advocate
- Keep the board informed about national and state issues
- Provide solid evidence-based recommendations to the board
- Implement with fidelity board decisions
- Having history as a teacher and a parent,
- have a well-rounded view of educational system
- Have limited educational experience
- working issues from all angles
- Come prepared

The group rounded out the day with an exercise and conversation around the roles and responsibilities of the board, and the Superintendent.

Saturday kicked off with a conversation around the responsibility of the board, and handling complaints.

The group then discussed communicating for effective governance, touching on the communication board bylaw, and what the Board could expect from the Superintendent, as well as what the Superintendent could expect from the board.

The group then took some time to read through some of the bylaws of the board and discussing key takeaways from the bylaws. The bylaws covered during the session included:

- BB 9000 Role of Board and Members (Powers, Purposes, Duties)
- BB 9200 Board Members



- BB 9320 Meetings
- BB 9322 Agenda / Meeting Materials
- BB 9323 Meeting Conduct

After reviewing the bylaws, the group went over essential attributes of an effective school board member.

Just before lunch, the group started an activity called Oversight / Overstep. During this activity, real life scenarios were shared with the board, and the board decided whether the scenario was proper oversight from a Board's perspective, or if it was Overstepping the role of the Board. In instances where it was overstepping, the group discussed how it could have been made better to make the scenario more of an Oversight one.

The day wound up with a conversation and activity to set Goals for the district for the upcoming year. Ideas brainstormed included:

- Housing
- Increase Energy Efficiencies
- Teacher/Staff Retention and Recruitment
- Curriculum and Improvement in Academic Areas
- Strong vocational programs
- Integrating and building better relationships
- Looking at options outside of traditional teachers to fill needs.

The group voted and had a conversation, and came up with the following three priorities for the year.

- Teacher/Staff Retention and Recruitment (to include housing)
- Curriculum and Improvement in Academic Areas
- Integrating and building better relationships

