

**Special “Virtual” Board Minutes (Draft)**

Monday, November 30, 2020 @ 5:00 p.m.

Administration Conference Room

**Present:** “Virtual” Donna Yellow Owl-Chair, Wendy Bremner, Rae TallWhiteman, Brian Gallup, Mistee RidesAtTheDoor, James Evans. Present “In Attendance” Kristy Bullshoe. Absent: Brenda Croff.

**Approval of Agenda:** Motion by Ms. Bremner to approve the agenda with no changes. Second by Mr. Evans. All in favor/Motion passed.

**Public Comment:** None.

**ITEMS OF INFORMATION**

**Superintendent Evaluation Part 1: Presentation of Progress Toward District Goals and Objectives; Strategic Plan Update**

Trauma and Resilience: principals, staff and coaches have received training in trauma and bullying.

Professional Development: All staff had COVID training.

Staff Recognition: Principals give staff shout outs from each building.

PreK-12 Blackfeet Culture: BNAS committee is active and have virtual meetings monthly. A position was created through the ANE Grant to work on curriculum. Local experts are identified, a district plan is created, there is NAS professional development training in each building to increase knowledge of culture and language.

A District Cultural Healing to Wellness Committee is created and board approved and working with BNAS. Wellness Committee will present to the board in January.

Staff Participation in Wellness Program: will be ready and continue when staff are back in buildings.

BPS Wellness Rooms: had feasibility study; updated equipment costs \$7,000 per building x12 = \$84,000.00.

Community Life Skills: Wellness committee/BNAS committee are working on this; committee is created; created resource lessons for district; hired person and will have board approve curriculum by May 2021.

Increase Community Engagement with District Resources: have parent committee in place; will begin focus in January 2021.

Conduct Annual Survey: each building has survey for school climate and; distributed survey k-12 for MTSS/MBI; SLTs analyzed data and will prepare results for August.

**Leadership**

Policies: reviewed all policies 1000 through 5000 and updating.

Vision/Mission: posters are in all buildings.

Ensures Area of Responsibility: Principals-all buildings increased in SBAC; most grades made ISIP and STAR goals; district increased cultural identity and integrating culture/language; each building has a parent center and providing; 6 schools increased academically to move from bottom 5% of state.

Directors/Departments: transporting meals in community; bus drivers have had training and PD from HR and helped with lights on afterschool; all buses passed inspection. Food service continues with staff turnover, which is challenging, but has continued to serve breakfast, lunch, and dinner for all kids; will work on more positives for cooks. Maintenance has all equipment functioning efficiently/safely; the director stays on site during construction in evenings and weekends. BPS is top school in Technology in the state and has provided all 2000 students with their own iPads and jetpacks as well as for staff. Director of Alternative Education is developing statewide trauma informed practices and is strong supporter of district; has article on BHA student centered practices that is published in the prestigious Harvard Educational Review at Harvard. Moved business offices; created comfortable environment throughout building; have birthday socials; working to help each other due to extenuating circumstances; new finance director is working to present friendlier atmosphere/inviting/professional; our human resource department continues to be an asset to the district; dress code was in place until COVID, staff allowed to wear jeans on Fridays and one day per month for fundraising.

Performs Research/Investigations to Reach Sound Decision Making: working on social studies and science curriculums; a new math curriculum was adopted.

Accepts credit/criticism for Performance of Responsibilities: improved last year; better communication with school board; staff meetings are conducted in manner to honor feedback of administrators and directors; staff given shared voice and responsibility; have more participation in big events; meet with administrators/directs to find solutions to help district grow.

Develops and Updates Plans to Implement Approved Goals and Objectives: this is ongoing; reviews goals twice a year for principals and directors.

Assesses Needs/Plans Realistic Long-term Solutions: strategic plan goals are for next 3 years and has been distributed schoolwide and to tribal council; consults with board for approval of needs for district; framework is finished and distributed; developed scenario 1 and 2 and currently operating at scenario 0 and will continue to educate all students, and provide best services possible.

Regularly Achieves Goals/Objectives as Scheduled: district goals and financial responsibility has been outlined for directors and principals; BMS and sports complex will finish this school year; goal of removing funds from the county is finished and have received payment.

Organizes/Schedules Work Sequence/Obtains Resources for Achieving Planned Results: use calendar to organize daily schedule to avoid delays; this is first year to have a SpEd Director, Activities Director and Curriculum/Assessment Coordinator. Have hired Assistant Supt/Director of Instruction. Have had delays in the process due to COVID.

Concerned About Standards of Quality/Performance or Work Results: working to help staff/students perform at highest level; building relationships/understanding trauma; taking strong stand on how staff treat students/immediate response; all subs are required to take drug test each year; may have to look at problem of getting subs which continues to be an issue; continue to monitor staff.

#### Evaluation of Personnel Administration

Plans/Assigns/Directs Staff in Performing Work in Area of Responsibility: moved principals and have greater communication/good classroom management/higher expectations at BHS which is supported greatly by OPI; BES has stronger shift toward academics; BMS principal and Assistant Principal have changed and are working well together but have not had a building to work in; Napi has the best engagement and most success google classroom; KW/Vina work well together providing organized plans for staff; Administration staff work hard, and are helping those that are unable to come in due to extenuating circumstances.

Provides Staff with PD: have board approved consultant that is trained in ELL strategies and EPAS system helping principals as instructional leaders. Administration training: Frontline training; HR training sessions; transportation director attended bus training and continues to work with HR director; Technology director, president elect for META, much of this training is hands on; finance director training with Black Mountain, auditors, OPI; staff training: PAX; frontline training; 504; FERPA; Title IX; Charlotte Danielson; Trauma Informed; Restorative Practices; BNAS; Ellevation training.

Staff/Policies/Procedures/Rules/Accountability: HR Director helps provide stable environment, discipline; follow district policies.

Disciplinary Measures: HR Directed has helped with following timely/progressive manner; meets with staff on regular basis regarding discipline which includes local/federated unions when necessary. There is an issue that staff/community will not put their complaints in writing which creates the appearance that administration is not doing anything to help however the statement is needed to start the process.

Council/Advise/Evaluate Staff: evaluates all administrators/directors; reviews plan of improvement quarterly.

Compliments/Recognizes Staff for Exceptional Performance: board recognitions (changed with COVID); email staff and thank staff regularly for work they are doing; verbally let people know they are appreciated.

Recommends/Ensures Implementation/Evaluation of Board Approved Curriculum: Support Curriculum Director; reviewed/adopt reading series, math and looking at social studies/science curriculum and pilot math curriculum grades 6-12; monitor work of buildings/principals.

Maintains Functional User-Friendly Building/Workplace: all buildings are more user friendly and work to provide a safe environment; materials/supplies abundant district wide.

Listens Attentively/Fair: working on listening and speaking; feel being consistent/fair.

#### Financial Management

Seeks Funding Sources: presented Powerpoint with all grant/funding sources.

Ensures Budget Implements District Goals: Work to ensure district follows district/board goals; have helped with budget and training which gives more insight into budget and process.

Ensures Budget Carefully Planned/Maximizes Resources: work diligently to make sure budget carefully planned and using resources as intended.

Works with Finance Director to Ensure Budget Accuracy/Complete: had issues with last year budget due to district removing funds from County; auditor helped reconcile January through August and will continue monthly.

Promotes/Supports Indian Preference Under Federal Funding: continues to apply for grants because of this; supports Indian Preference in Hiring.

#### School/Community Relations

Builds Partnerships with Community/Business/Government: works with BCC and community; 2+2 program have strong partnership with UofM Western and BCC; good working partnership with State: OPI Gear Up Altacare; featured in two community videos; part of 2 task forces with OPIU: flex 20 20 task force/k-12 Vision/President of IISM.

Develop Strategies to Promote Parental Involvement: increase parental involvement using district social media; family literacy nights/open houses in all buildings “virtually”.

Maintains Contact/Good Public Relations with Local Media: strong connection with local media/strong in PR, Fox News, local news, etc.

Views Student Achievement as Highest Goal: all students should be educated to highest level; district has met goals in ISIP, AIMSWEB, STAR MATH, SBAC needs work.

Demonstrates Personal/Positive Attitude Toward All: Feels this is one of strongest suits.

Attends Events/Meetings/Conference to Establish Good Interaction with All: attends open houses, concerts, healing to wellness, tribal meetings, funerals, powwows, feeds, construction meetings, visit colonies, math committees, advisory committees; curriculum committees, district leadership team; Halloween social; luncheons; have met with BIA, tribal council, Housing.

Keeps Staff/Students/Community Informed: email, Facebook, mail for orientation; website; use district calendar, Etc.

Does Not Engage in or Promote Illegal Discrimination Including Race, Ethnic Bias or Gender: feels work hard to build rapport with all entities.

#### Board/Superintendent Relationships

Respects Policy Making Authority: feel have made huge gains in this area.

Prepares/Submits Board Recommendations Relative to Matters Requiring Board Action: work closely with board secretary, principals, directors to submit items for board action.

Keeps Board Informed Regarding Issues (Legal): work with MTSBA and Michael Dahlem on legal issues and apprise board chair of all pending situations.

Advise Board on Labor Relations/Administers Collective Bargaining Agreement: have held meet and confer meetings but haven't bargained; feels have good relationship with both unions.

Provides Communication System that Feeds Critical Information to Board for Decision Making: have stronger communications with board and gives critical information through chairman to trustees.

Knows/Implements Board Policies: work hard to have knowledge and implement policies bringing consistently to meetings.

Recommends Drafts of New Policies/Changes: this is a team effort and work with MTSBA.

Ensures New Board Members are Provided Orientation: have had training with MTSBA; have tried to setup more training with MTSBA but will have to reschedule again; purchased books for board members and gives resources to new board members; registered all board members for Nafis Virtual Conference with congressional staff.

Prepares Well for Meetings/Presentations, Gives Appropriate Information Prior to Meetings: feels all work hard on agenda items and has improved on getting packets out 48 hours in advance; need to work on getting special board meeting information in on more timely manner; need to have knowledge of all agenda items.

Collects Adequate/Reliable Information Prior to Making Recommendations/Decisions: feels have improved on providing information to board to make decisions.

Exhibits Skills in Planning/Organizing: have helped district plan in construction and with the strategic plan; work well with chairman; can improve in own office organization.

Maintains Control of School System: district operates well; continue to work on Facebook and social media with respect to staff.

Makes Recommendations/Decisions in timely manner: working to not make snap decisions and think about changes to be made; feels have improved.

Uses Chain of Command: feels have improved greatly in this area and will continue working to not micromanage.

Delegates Tasks for Completion: have learned to delegate tasks; when employee/s is absent have had to follow up and delegate tasks.

Attendance: can be relied on to work as scheduled; when absent always notify supervisor/follow up in frontline attendance system.

Confidentiality/Understands Information is Privileged/Confidential: understands this and will continue to work to ensure district is protected

Safety: district works to maintain safety in all areas.

Workplace Environment: the district improved on this and continues to build on positives in buildings across the district.

Keeps Staff Informed of Policies/Laws: administration staff do good job of informing all of policies/changes and board decisions; will continue communication with administrators to ensure they follow all decisions made.

#### District Goals/Strategic Plan

Working on attendance, graduation, culture, safety and fiscal responsibility for all schools.

#### Slide Show: Goals 2020-2021

##### Attendance Matters:

Increase distance learning/student engagement to 80%

Provide technology needs for one to one devices for all

Provide internet support for students to ensure access to teachers

Work with community agencies, courts, school-based health clinic; i.e. eye glasses and dental.

##### Graduation Matters

SBAC increase 10%; decrease tier 3 by 10%; ISIP 15%

Student attendance is 84%, want 95%

Have 72% graduation rate, want 80%. β

Continue to get all schools out of bottom 5% of state; KW Vina, Napi, BMS, Babb moved out of lowest performing; two schools at universal Glendale/Big Sky.

##### Culture Matters

Incorporate culture into classroom and increase language speakers.

Incorporate culture in all buildings i.e. IEFA, Blackfeet language & culture.

Received new grant for Immersion program.

Have new BNAS newsletter out monthly.

##### Safety Matters

COVID 19 safety measures throughout district with multiple trainings for staff  
Created COVID 19 committee, trauma informed, bully free-need to monitor cyberbullying; continue using MTSS, MBI, OLWEUS, restorative justice, wellness for all.

Policies are Updated Every Month

Have updated Board Policies 1000 through 5000.

Mission/Vision

Posters have been provided for all buildings/classrooms.

Structural framework

District goals: graduation, culture, attendance, safety.

Orientation 2020-21

Video from superintendent on, Strength to Overcome COVID, etc.

BPS has the most updated technology in schools, i.e. google, iPads, etc.

Following goals, etc. meet all student needs.

Maintain Fiscal Responsibility

- IA Revenue Bond of \$3,995,000
- Removed funds from County of \$22 million
- Created district investment funds with LPC
- Grants Received: Governors Cares Act Grant \$2 million, YDHD Hud-Nikki Hannon, ANE grant-Robert Hall, 21<sup>st</sup> Century-Jason Andreas/Matthew Johnson, Stop Grant-Lester Johnson, Spokinapi-Jason Andreas/Matthew Johnson, MCLSDP grant-Rebecca Rappold, IA grant El/HS-Superintendent, Indian Ed-Superintendent, Immersion gran-Superintendent, School Improvement grant-Superintendent, IDEA grant-Superintendent, IDEA Preschool-Superintendent, Title-Superintendent/Assist Superintendent, School wide-Superintendent/Assist Superintendent, Homeless grant-Nikki Hannon, Carl Perkins-Superintendent/Roger Zentsus, ESSER Funds OPI-Superintendent, ESSER related Funds OPI-Superintendent. The district received another million for technology and \$200,000 for anything else, to be spent by end of December 30, 2020.

State Committees/Partnerships

Flex 202 task force/OPI; K12 Vision/MTSBA; 2+2 partnership with BCC/U of W Western; Partnered on agriculture grant with BCC/HB/BHS; President elect of IISM for Montana.; Dual Enrollment with BCC.

Superintendent Hall stated that she maintains a good working relationship with certified/classified staff and was one of first districts in the state that came to agreement on COVID 19 MOUs. This year the district will be negotiating with both unions. The BMS Video bond passed; the sportsplex completion will be done this fall. Have met with CDC and Indian Health on plans.

Ms. Yellow Owl stated that she will send this information out to all board members and will be scheduling the superintendent's evaluation in December.

Motion by Ms. Bremner to adjourn at 6:30 p.m. Second by Mr. Evans. All in favor/Motion passed.

Respectfully submitted:

\_\_\_\_\_ Carlene Adamson, Board Secretary

\_\_\_\_\_ Donna Yellow Owl, Board Chairperson

\_\_\_\_\_ Stacy Edwards, District Clerk

