



H A Y S C I S D

BOARD OF TRUSTEES OPERATING PROCEDURES



Adopted February 2024



BOARD OF TRUSTEES

OPERATING PROCEDURES

TABLE OF CONTENTS

Our Mission Statement	3
Our Vision Statement	3
Our Beliefs	3
Social Contract	4
Ethical Standards	4
Board Meetings and Board Member Conduct	5
Board Meeting Preparation	5
Developing the Board Meeting Agenda	6
Consent Agenda	8
Transacting Business	8
Board Workshops	9
Closed Session	9
Committees and Volunteer Boards	10
How to Request Information Not Related to Agenda Items	11
How to Visit Campuses as a Board Member	12
Orientation of New Board Members	12
Board Development	13
Board Training Requirements	14
Electing Board Officers	14
Public Participation in Board Meetings	15
Communication with Team Members Between Meetings	16
Communication with Media	17
Communication with the Community	18
How to Respond to Community or Employee Complaints	18
Communicating with Constituents	19
Superintendent Evaluation	19
Rising Above	20

Note: This document is intended to assist Board members and administrators in carrying out their duties. It is not enforceable by third-parties. In the event of an apparent conflict between this document and Board policy, Board policy prevails.



OUR MISSION STATEMENT

The mission of Hays CISD is to educate, value, and nurture students through innovative and personalized educational experiences while celebrating our diversity. Hays CISD makes it 100% possible. (Knowledge spurs inspiration, which sparks dreams that lead to success.)

OUR VISION STATEMENT

All Hays CISD learners will be:

- well prepared for college, career, or military;
- responsible citizens;
- effective communicators and collaborators; and
- resourceful and creative problem solvers.

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ALL TRUSTEES
TAKE THE OATH
OF OFFICE

OUR BELIEFS

We believe:

- Decision-making is student focused
- All students have the capacity to learn and be successful
- A safe and secure environment is essential
- Success is a shared investment that includes learners, educators, families, and the community
- In being an unrivaled employee friendly organization
- The allocation of resources will support high quality learning
- High expectations for all lead to high achievement
- Open communication, transparency, and accountability build trust
- Success is dependent upon a commitment to lifelong learning
- Diverse and differentiated opportunities further learning
- Student success includes a well rounded education that goes beyond standardized testing



We believe we:

- are 100% committed to excellence, success, and safety.
- want all students to be excited, engaged, and inspired.
- want all families to feel welcome, included, and supported.
- want all teachers and employees empowered to make a difference.
- want all community members, taxpayers, and business partners to be involved, informed, and invested in student achievement.

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TRUSTEES INSPIRE STUDENTS TO PLAN FOR THE FUTURE

SOCIAL CONTRACT

THE BOARD WILL:

- SERVE AS DISTRICT AMBASSADORS**
- ASSUME POSITIVE AND NOBLE INTENTIONS**
- COLLABORATE AS A TEAM AND RESPECT THE BODY CORPORATE**
- PROMOTE DISCUSSION AND VALUE EACH OTHER'S PERSPECTIVES**
- BE PROFESSIONAL**

ETHICAL STANDARDS

Equity in attitude

- I will be fair, just, and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself.
- I will encourage expressions of different opinions and listen with an open mind to others' ideas.

Trustworthiness in stewardship

- I will be accountable to the public by representing District policies, programs, priorities, and progress accurately.
- I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns.
- I will work to ensure prudent and accountable use of District resources.
- I will make no personal promise or take private action that may compromise my performance or my responsibilities.

Honor in conduct

- I will tell the truth.
- I will share my views while working for consensus.
- I will respect the majority decision as the decision of the Board.
- I will base my decisions on fact rather than supposition, opinion, or public favor.

Integrity of character

- I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
- I will consistently uphold all applicable laws, rules, policies, and governance procedures.
- I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed.



Commitment to service

- I will focus my attention on fulfilling the Board’s responsibilities of goal setting, policymaking, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will avoid personal involvement in activities the Board has delegated to the Superintendent.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.

Student-centered focus

- I will be continuously guided by what is best for all students of the District.

BOARD MEETINGS AND BOARD MEMBER CONDUCT

- The board shall conduct meetings guided by the parliamentary procedures in the most current edition of Robert’s Rules of Order for Small Boards.
- Anytime four (4) or more Board members are gathered to discuss school district business, it is considered a meeting.
- The Board president serves as the presiding officer at board meetings.
- Failure to post such a meeting is considered a violation of the Texas Open Meetings Act.
- Board members are expected to attend and participate in duly called meetings. Board members should come to the board meetings prepared to discuss and ~~take action~~ act on all items on the agenda as appropriate.

TRUSTEES
HONOR
TEACHERS FOR
THEIR HARD
WORK



BOARD MEETING PREPARATION

At a minimum, each Board member is expected to have done the following prior to arrival at every board meeting:

- Studied the material in the Board packet sent to them prior to the meeting.
- When possible, resolve questions beforehand by submitting questions via board google form - contacting or contacting the Superintendent, ~~or appropriate Cabinet member~~.
- Responses to inquiries from Board members will be distributed to all Board members.



DEVELOPING THE BOARD MEETING AGENDA

Agendas

- The Superintendent will develop all Board meeting agendas in collaboration with the board president.
- Items discussed at previous Board meetings which are proposed for inclusion by more than one Board member at a future meeting will also be added when appropriate.
- Board members must request to the board president and Superintendent in writing, any item(s) they wish to have considered for placement on the agenda.
- Items may be placed on the agenda by the Superintendent, the board president, any Board member with approval of the president, or through a request by any two Board members.
- No item can be placed on the agenda less than ten days in advance of the meeting without the Board president's approval.
- No item can be placed on the agenda less than three workdays in advance of the meeting unless an emergency or public necessity exists.
- The complete agenda will be reviewed by the Superintendent and the Board president the ~~Tuesday~~ prior to the Agenda Workshop Meeting.
- An annual agenda content calendar will be maintained by the Superintendent's office and will be presented to the Board annually as an informational item.

TRUSTEES
SUPPORT
COLLABORATIVE
INSTRUCTION





Timely Notification and Information

- Board members shall be notified of a meeting at least 72 hours prior to a regular meeting, workshop, or special meeting, and at least one hour prior to an emergency meeting.
- Typically, information will be provided to each Board member via electronic or hard copy. ~~Board members will submit any questions regarding the agenda through Google Form, making sure to specify the relevant agenda item. These inquiries will be directed to the Superintendent's Cabinet as needed, and responses will be shared with all Board members. Questions regarding supporting documents should be directed to the Superintendent, or a member of the Superintendent's Cabinet, with a copy to the Executive Assistant to the Superintendent.~~
- Copies of the agenda, for non-emergency meetings, shall be available for the Board members requesting a copy at a minimum of 72 hours prior to a regular Board meeting.
- District administration will make every effort to respond timely to questions in connection with action items asked at Board meetings. ~~For example, questions asked at a Monday Board meeting will be answered no later than Friday.~~
- Board members will attempt to have all questions regarding agenda items submitted to the Superintendent ~~by 5:00 pm, 1 business day on Friday~~ prior to the workshop meeting. The Superintendent and his Cabinet will make every attempt to communicate the answers to the questions to Board members by the Board meeting with a copy of the questions and answers included in the dais folders.

Ref Policy BE

TRUSTEES
ENCOURAGE
STUDENTS TO
CONTINUE THEIR
EDUCATION





CONSENT AGENDA

The consent agenda includes items of routine and/or recurring nature, grouped together under one action item.

The consent agenda shall be limited to:

- routine personnel
- minutes
- budget amendments
- routine contracts/agreements
- routine procurements
- acceptance of gifts
- acceptance of grants
- Other items agreed to by the board

Background material for each consent agenda item shall be furnished to the Board in the meeting's supporting documents. All consent agenda items may be acted upon by one vote without separate discussion. A Board member may request that an item be withdrawn for individual consideration.

TRUSTEES ATTEND COMMUNITY EVENTS



TRANSACTING BUSINESS

When an agenda item is presented, a discussion shall be ~~held~~, and a decision reached through voting in accordance with prescribed procedures. Whenever possible, the Board should work toward a consensus model of decision-making. There may be dissenting votes which are a matter of record. However, once a decision has been made, all Board members should support the vote of the body corporate. Although there may be dissenting votes, which are a matter of public record, each Board decision shall be an action by the whole Board binding upon each member. Board members are strongly encouraged to state the reason why they are abstaining or voting no on an item._

Ref Policy BBE



HAYS CISD BOARD OF TRUSTEES OPERATING PROCEDURES



BOARD WORKSHOPS

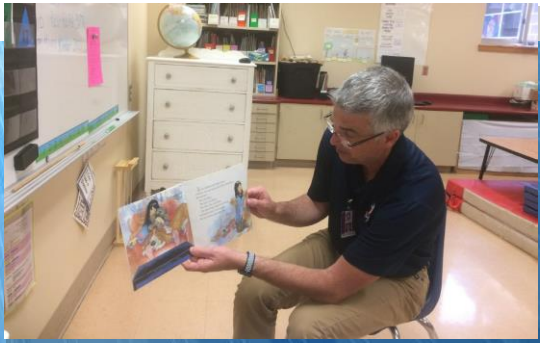
The Board will conduct special meetings/board workshops as needed. The workshop format is intended to allow the Administration to present information to the Board that is:

- Time sensitive and/or discussion intensive
- Required by law, rule, or policy, and is necessary for the efficient and effective operation of the District.

Board workshops are not intended to substitute for regular monthly Board business meetings, although a quorum of the Board may take action, as necessary.

The workshops are intended to allow an opportunity for presentation, questions, discussion, and an assessment of the Board's perspective.

The Board president serves as the presiding officer at Board meetings.



**HAYS CISD
PROMOTES
STUDENT
SUCCESS AT
ALL LEVELS**

CLOSED SESSION

The board may meet in closed session as provided for in the Texas Open Meetings Act, Government Code, Chapter 551, Sub chapters D and E. Before any closed session is convened, the presiding officer will announce publicly, as appropriate, that matters before the Board exist that necessitate convening into closed session to serve and protect the interests of the District. Any action resulting from duly posted closed session items shall be conducted in open session. The presiding officer will also announce the specific sections of the Texas Government Code under which the Board will be meeting in closed session. The posted agenda shall identify the section or sections of the Act authorizing the closed session and the general topics or subjects to be discussed. The presiding officer of the Board shall publicly identify such section or sections and such topics and subjects.



Topics that can be discussed in closed session include the following:

- Attorney Consultation Gov't Code 551.071
- Real Property Gov't Code 551.072
- Prospective Gift Gov't Code 551.073
- Personnel Matters. Gov't Code 551.074
 - Employee-Employee Complaints Gov't Code 551.082
 - Student Discipline Gov't Code 551.082
- Personally Identifiable Student Information Gov't Code 551.0821
- Medical or Psychiatric Records Gov't Code 551.0785
- Security-Personnel, infrastructure and devices Gov't Code 551.076, Government Code 2059.055(b); Gov't Code 551.089 Education Code 39.030(a)
- Emergency Management Government Code 418.175–418.182, Gov't Code 418.183(f)
- Economic Development Gov't Code 551.087

~~The Board President and Superintendent may invite others to participate in closed sessions related to agenda items, as deemed appropriate. Persons may be invited to attend closed session related to agenda items, as appropriate. Others may be invited to participate by consent of the Board president and Superintendent.~~

COMMITTEES AND VOLUNTEER BOARDS

Internal Board Committees

The Board may, from time to time as it deems necessary, create internal committees to facilitate the efficient and necessary operation of the Board. The president shall appoint members to special board committees, and the Board president and the Superintendent shall be ex officio members of all Board committees unless otherwise provided by Board action. Board committees are not permitted to make final decisions on behalf of the board and purely serve an advisory function.

District- and Campus-Level Committees

District- and campus-level planning and decision-making committees serve in an advisory capacity to the Board and make recommendations to the Board for final Board action; therefore, Board members shall not serve on or attend such committees, except the Board and Superintendent Student Advisory Panel, unless otherwise provided by federal or state law, or approved by the Board.

Ref Policy BDB

**TRUSTEES
SERVE AS
MENTORS FOR
STUDENTS**





Volunteer Boards

Board members may serve on volunteer boards in the community. Board members are encouraged to seek out the input of the Superintendent before serving in an executive leadership role for a PTA or booster organization. Pursuant to the Hays CISD Education Foundation organizational documents, one Board member appointed by the Board president will serve on the Hays CISD Education Foundation Board of Directors as a voting member.

HOW TO REQUEST INFORMATION NOT RELATED TO AGENDA ITEMS

An individual Board member, acting in his or her official capacity, shall have the right to seek information pertaining to District fiscal affairs, business transactions, governance, and personnel matters, including information that properly may be withheld from members of the general public in accordance with the Public Information Chapter of the Government Code. If a Board member is not acting in his or her official capacity, the Board member has no greater right to District records than a member of the public.

Individual Board members shall not have access to confidential student records unless there is a legitimate educational interest in the records in accordance with policies FL (LEGAL) and (LOCAL).

A Board member may request existing information and reports from the Superintendent’s office. If the information is not available or a new report must be generated, it shall be requested through the Board president. If the Board president does not agree to the request, it may be resubmitted to the Board president by two or more trustees. In case of emergency, the Board president may request information or reports.

~~Board member inquiries of staff shall be limited to Superintendent’s Cabinet and responses will be distributed to all Board members. Board member inquiries should be submitted through the Board’s Google form. These inquiries will be directed to the Superintendent’s Cabinet as needed, and responses will be shared with all Board members.~~

Section 11.1512 requires a school district to report annually, no later than September 1 of each year, to the Texas Education Agency, the number of requests submitted by a member of its board of trustees during the preceding school year and the total cost to the district for that school year of responding to such requests. See Education Code § 11.1512(e).

Ref Policy BBE



TRUSTEES
HAVE
INTEGRITY OF
CHARACTER

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HOW TO VISIT CAMPUSES AS A BOARD MEMBER

- Board members are encouraged to attend ~~any and all~~ school events as their time permits, and to show support for school activities.
- Board members ~~must shall~~ notify the Superintendent or designee prior to visiting a campus in an official capacity.
- Board members shall not visit a campus in an attempt to ~~assess, evaluate or make recommendations on the delivery of education evaluate~~.

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Ref Policies GKA (~~LEGAL~~), BBF (~~LOCAL~~), and BBFA (~~LEGAL~~)

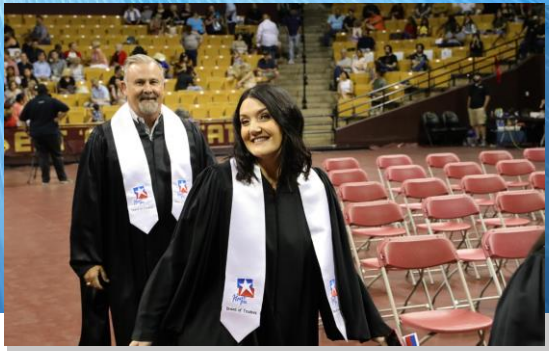
ORIENTATION OF NEW BOARD MEMBERS

- ~~• A new Board member may have a meeting with staff for their name badge and other generic, logistical information on or before the day of their first board meeting. The Board president may review a recent agenda packet prior to their first meeting.~~
- ~~• At a minimum, the Superintendent and Board president will participate in the district orientation.~~
- ~~• Additional administrative staff will be included to provide specific information about the district.~~
- ~~The Superintendent and Board President will meet with each newly elected or appointed Board Member as soon as possible after they join the Board. During this meeting, they will review the onboarding process, which has been developed to include, but is not limited to, the topics below:~~

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TRUSTEES
HAVE
COMMITMENT
TO SERVICE



The orientation should include, but will not be limited to the following:

- Board Operating Procedures and Board Policies.
 - Superintendent’s overview of district administrative organization.
 - Training to access district electronic communications.
 - District budget overview.
 - Board annual calendar and briefing of upcoming events.
 - Expense reimbursement procedures.
 - Media and communications training.
 - Framework for School Board Development from SBOE.
- A new Board member may meet with staff for their name badge and other generic, logistical information on or before the day of their first board meeting.
 - The Board President may assign new Board members an existing Board member to serve as a mentor.

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TAXPAYER THURSDAY OFFERS A GLIMPSE INTO SCHOOL ACTIVITIES



BOARD DEVELOPMENT

Board members are required to attend training set forth in Policy BBD. In addition to the orientation and team-building training, a Board member shall receive additional continuing education on an annual basis, in fulfillment of assessed needs and based on the framework for governance leadership. The district will cover the cost of registration, travel, and lodging for each Board member for the minimum number of hours shown on the Continuing Education Requirements for School not to exceed \$5,000 annually or per year per Board member. All costs for additional training will be the responsibility of the individual Board member unless reviewed and approved by Board president and secretary.

Board memberships to any and all associations shall be brought to the Board for discussion and approval. Board members should be familiar with district policies, especially their duties as defined in policies BAA (LEGAL) and BAA (LOCAL).

The board will annually review its Board Operating Procedures and Board Ethics Policy BBF (LOCAL). The board will annually conduct a self-evaluation ~~in closed session~~. Adherence to Board Operating Procedures will be considered as part of the evaluation instrument.





BOARD TRAINING REQUIREMENTS



New Board Members Only

- Local District Orientation
 - Texas Education Code
 - Open Meetings Act
 - Public Information Act
- Watch for required timelines*

New from the 87th Legislature

- School Safety

Every Year

- Cybersecurity
 - Team Building
- Additional Continuing Education (10 or 5 hours)

Every Two Years

- Update to the TX Ed Code
- Evaluating and Improving Student Outcomes
- Sexual Abuse and Human Trafficking



TRUSTEES VALUE STUDENT VOICES

ELECTING BOARD OFFICERS

The Board shall elect a president, a vice president, and a secretary who shall be members of the Board. The Board may assign a District employee to provide clerical assistance to the Board. Officers shall be elected by a majority vote of the members present and voting.

Ref Policy BDAA



PUBLIC PARTICIPATION IN BOARD MEETINGS

The Board shall provide for public comment at each meeting, including all regular and special meetings. Prior to the beginning of the public forum, the presiding officer will announce the rules for public participation.

A citizen must sign up on the appropriate form prior to the public forum portion of the agenda. The topic described on the form may be complete and in sufficient detail, as to determine the appropriateness of the topic prior to addressing the Board. Comments on posted agenda items may be taken first. Comments on non-agenda items may be permitted only after all agenda-specific comments have been made and if time permits. Public comments may be on items listed on the agenda or other areas of school district operations. Speakers with specific complaints or comments about identifiable students, employees, or officials of the District will be directed to the appropriate District administrator and/or the District's formal complaint process. Speakers shall be discouraged from using the names of specific individuals in their public comments.

TRUSTEES
VALUE ALL
VOICES AND
COMMUNITY
INPUT



Questions asked during public forum on posted agenda items may be answered or addressed by the Board during the discussion of that agenda item. Comments or questions on topics not on the posted agenda may be referred to the Superintendent for consideration and a later response, if appropriate. The board designates the president as its spokesperson if a response to the speaker is required. The president will limit responses to those allowed by law:

- Statements of fact
- References to board policy



The presiding officer shall determine the time limitation for each speaker, based on the number of individuals signed up to speak in the public forum at the entrance prior to reconvening in open session. The time allotted to each speaker shall not exceed five minutes. Groups of five or more people wishing to speak on a single subject will be encouraged to appoint a spokesperson to express the views of the group. A speaker may not defer his/her allotted time to another speaker.

The presiding officer shall determine the total allotment of time for each public forum, based on the number of individuals signed up to speak at the start of each meeting. The standard time allotted for public forum shall be a total of 30 minutes.

The Board vests in its presiding officer the authority to terminate the remarks of any individual when such individual does not adhere to the established rules.

The Board shall not tolerate disruption of the meeting by members of the audience. If any person disrupts the meeting by his or her words or actions, the Presiding Officer may request assistance from law enforcement officials to have the person removed from the meeting.

Ref Policy BED

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COMMUNICATION WITH TEAM MEMBERS BETWEEN MEETINGS

The Superintendent and/or Superintendent’s office will continue to communicate with Board members as information becomes available on the following:

- District events
- Progress reports on board goals and directives
- Follow-up reports in answer to Board member questions
- Updates on administrative matters or district operations



The Superintendent will communicate requested information to all Board members in as timely a manner as possible without interfering with the regular conduct of district business. The Superintendent is the liaison between the Board and district staff. The only employee the Board is responsible for directing is the Superintendent. The Superintendent will direct the activities of all district staff.

Board members are encouraged to set up ~~biweekly or~~ monthly meetings with the Superintendent to update, discuss or receive clarification on any district-wide or campus topics. Board members should be mindful and respectful of the Superintendent's time and limit all nonemergency communication outside of these scheduled meetings. Board members may communicate with other individual members for purposes of asking questions, clarifying information, or socializing under circumstances that do not conflict with or circumvent the Texas Open Meetings Act. Board Members shall never meet, talk, text or e-mail in a group large enough to constitute an official meeting, typically four (4) or more, unless notice has been posted.

Ref Policy BE (~~LEGAL~~)

COMMUNICATION WITH THE MEDIA

The board president or, in his or her absence, the vice president or the board's designee will serve as the board spokesperson to the media on issues regarding board actions.

The Superintendent or designee shall be the official district spokesperson to the media on district issues. A Board member receiving a call from the media requesting information, comments, or an interview will inform the media representative that the Superintendent is the board's designated contact for official information about district business and that the board president is the board's designated contact for official positions on the board's actions or decisions as a body.

Board members who do speak with media representatives will clarify at the beginning of the interview that they are speaking as individuals rather than as authorized representatives of the board of trustees. When speaking as an individual, the Board member may remind media representatives of the official position or action already taken on the issue by the board of trustees and refer them to the board's designated spokesperson for further information about those actions.



COMMUNICATION WITH VENDORS

If an individual Board member is contacted by a vendor regarding business matters with the district, they should refer the vendor to the Superintendent's Office for an administrative response. Board members should refrain from discussing district business with vendors, as they are not authorized to make individual purchasing decisions.

COMMUNICATION WITH THE COMMUNITY

Board members are encouraged to participate in community activities as liaisons between the public and the school district. When doing so, Board members ~~are expected to~~ shall:

- Relay information about district goals and objectives.
- Clarify a trustee's limitations, obligations, and responsibilities as a member of the board.
- Support board decisions.
- Interact in a positive manner.
- Listen politely and respectfully to comments.
- Make no commitment on behalf of the board or district.
- Avoid criticizing district personnel.
- Refer questions about specific district activities to the appropriate staff person who can best answer the questions.

Board members are encouraged to respond to phone calls, and written correspondence, including, but not limited to, e-mail, text messages, or social media from constituents, but should bear in mind that any such responses may be subject to Public Information Act requests. Board Members who participate in social media such as, but not limited to, Facebook, Google+, LinkedIn, Instagram, or X should be careful to avoid online conversations that could be construed as speaking for the Board or constituting an online Board meeting.

A member retains the right to respond as an individual but must understand that such communication may be interpreted by the reader as being an "official" statement of the Board.

The member should:

- Clarify that he/she is responding as an individual and not for the Board.
- Remind the reader of any position or action the Board has officially taken on the subject.

Board members will not respond to anonymous e-mails unless the communication pertains to criminal, health, or safety issues. Any such e-mails will be forwarded to the Superintendent. If a Board member receives an e-mail that they perceive to be of a threatening nature they will forward the e-mail to the Superintendent and Chief of Safety and Security.

Ref Policies GB, GBA, and GBAA



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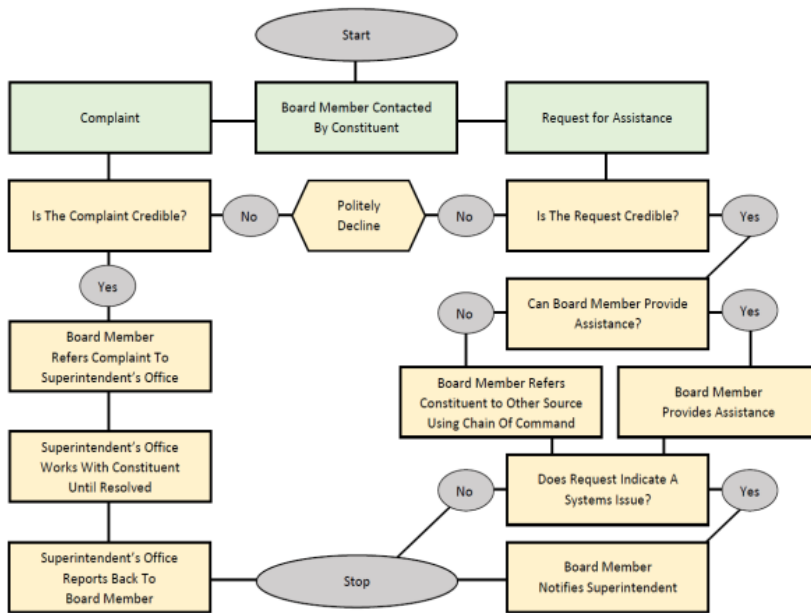
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HOW TO RESPOND TO COMMUNITY OR EMPLOYEE COMPLAINTS

Employees, students, parents, or other members of the public who bring concerns or complaints to an individual Board member for the purpose of seeking remedy or perspective shall receive guidance that reflects:

- An understanding by each Board member that information provided to a Board member, in some specific situations, could cause the Board member receiving the information to be disqualified from participating in future hearing(s) or action by the Board specific to the issue;
- Adherence to the Board's policies (DGBA, FNG, FOD and GF) regarding complaints and grievances.

Complaint Process Flowchart



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Board Members will:

- Listen briefly and respectfully. Remind the complainant of the board's responsibility to remain impartial and noncommittal because complaints may ultimately be brought to the board on appeal.
- Determine if the complainant wishes to express dissatisfaction or desires some action be taken to re-



solve an issue.

- Complainants who desire some action to be taken should be directed or referred to the appropriate policy outlining grievance procedures and informed that the steps listed in the policy are necessary to protect everyone's rights while following an orderly process.
- Ask if the complainant has followed the "Chain of Command" outlined in district policy.
- Board members will inform the Superintendent of complaints from staff and the community but will not direct the Superintendent to take specific actions.
- On a case-by-case basis the Superintendent shall inform the board of the resolution of complaints referred by Board members if the complaint requires Superintendent intervention.
- Adhere to the Board's policies (DGBA, FNG, FOD and GF) regarding complaints and grievances.



COMMUNICATING WITH CONSTITUENTS

~~Board members are encouraged to respond to phone calls, and written correspondence, including, but not limited to, e-mail, text messages, or social media from constituents, but should bear in mind that any such responses may be subject to Public Information Act requests.~~

~~A member retains the right to respond as an individual but must understand that such communication may be interpreted by the reader as being an “official” statement of the Board. The member should:~~

- ~~• Clarify that he/she is responding as an individual and not for the Board.~~
- ~~• Remind the reader of any position or action the Board has officially taken on the subject.~~

~~Board members will not respond to anonymous e-mails unless the communication pertains to criminal, health, or safety issues. Any such e-mails will be forwarded to the Superintendent. If a Board member receives an e-mail that they perceive to be of a threatening nature they will forward the e-mail to the Superintendent and Chief of Safety and Security.~~

SUPERINTENDENT EVALUATION

The Superintendent evaluation instrument will be updated and approved annually in conjunction with the adoption of the Board and Superintendent goals.

Three formative evaluations may be conducted annually in closed sessions at the Board agenda workshops. The suggested dates of these evaluations are the Agenda Workshops in October, January and April or as close to those months as possible. New Board members will receive training on how to evaluate the Superintendent prior to the first formative dialogue session.

A summative evaluation will be conducted in closed session annually in June or after annual assessments and available metrics have been released. This closed session shall be on a date separate from the regular monthly Board agenda workshop or Board meeting. This agenda item may include a discussion of the Superintendent’s contract. The Board will use the approved evaluation instrument for the summative evaluation. A copy of the evaluation document will be completed in advance by each Board member and brought with the Board member to a special closed session meeting. After coming to a consensus on each evaluated item, the Board shall prepare a single composite Summative Evaluation Document to be given to the Superintendent for discussion during that closed meeting. The Board shall strive to accomplish the following objectives during each evaluation:

- Develop and sustain a harmonious working relationship between the Board and the Superintendent
- Ensure administrative leadership for excellence in the District.
- Formulate Board consensus about the Superintendent’s performance and the District’s progress toward achieving its goals and objectives.

Ref Policies BJCD, BJCF, and BJA



RISING ABOVE

We appreciate our Hays CISD school board trustees for all their dedication and hard work every month!

January is School Board Recognition Month

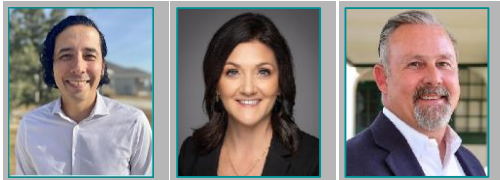


Vanessa Petrea
Trustee At-Large
Trustee

Raul Vela, Jr.
District 1
Vice President

Esperanza Orosco
District 5
Trustee

Will McManus
Trustee-At-Large
President



Johnny Flores
District 2
Trustee

Courtney Runkle
District 3
Secretary

Byron Severance
District 4
Trustee

Thank You, board members!