

BSD Board

August 27, 2024

Agenda Review

1. Ice breaker/Activity
2. Look back
3. Working Agreements
4. Roles & Responsibility
5. Goals for 24-25

Outcomes for Today

1. Team building/Connection
2. Recommit to working agreements
3. Revist board roles & responsibilities
4. Draft goals for 24-25

Activity Instructions

1. Silently choose 5 words from the Connections List that represent what is important for you in your professional work.

2. Partner Share - share your words and why they are important to you

Pairs:

Sunita & Melissa

Justice & Tammy

Susan & Gustavo

Kerry & Karen, & Ugonna

3. Group Share - each partner shares the words from their partner with the new pair/trios.

Group 1:

Kerry & Karen, & Ugonna

Justice & Tammy

Group 2:

Susan & Gustavo

Sunita & Melissa

4. Whole Group Share - Choose at least 2 words that are most important of your five and briefly share the relevance of the words in under a minute.

Last year...

Hopes/Priorities

Unite as a board
Align with superintendent and district

Transition Concerns

Training and clarity on roles and responsibilities

Board Roles

Share perspective
Be accountable to community
Budget
Superintendent evaluation
Policy work

Retreat purpose:

Understand roles and responsibilities, meeting rules, and how to work together

Future topics:

Requests and suggestions for topics to cover in future board meetings or information updates

Successful Communication

Respectful, predictable, inclusive, comfortable

Student Success:

Growth, differentiated pathways

Added in 1977

ADJOURNING

- The process of 'unforming' the team
- Letting go of the old structure and ways of doing things
- Really important to acknowledge end so people can mentally move on
- An often under-estimated stage!



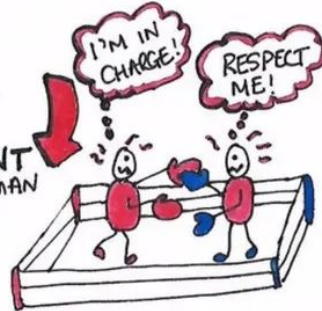
FORMING

- Surface level of politeness
- Small talk
- Limited personal disclosure
- Focus on generalities



STAGES OF TEAM DEVELOPMENT

BRUCE TUCKMAN (1965)



STORMING

- Bids for power and control emerge
- Intense need to organize can lead to in-groups & out-groups
- Competition high
- Personal agendas emerge

PERFORMING

- Team members are highly enthusiastic
- Lots of praise and constructive criticism
- People are straight talking, doing this in a respectful way.
- Lots of fun and use of humour



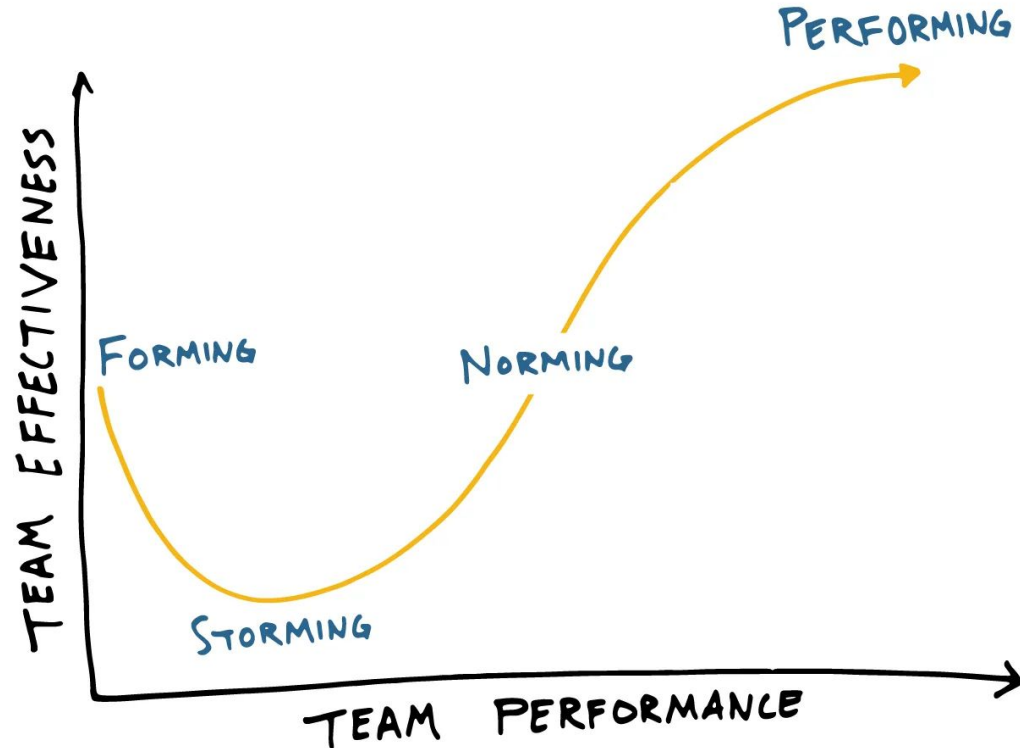
NORMING

- A co-operative spirit evident
- Individuals focus on helping the group, rather than furthering own agenda
- More self-disclosure
- More recognition of others' ideas
- Clear commitment to the emerging leadership



Sketchnote by Hayley Lewis
 @haypsych Nov 2016
 www.halopsychology.com

Team Development



Working Agreements

*“Relationships
move at the
speed of trust,
but social
change moves
at the speed of
relationships.”*

Jennifer Bailey

Policy / Working Agreements Review:

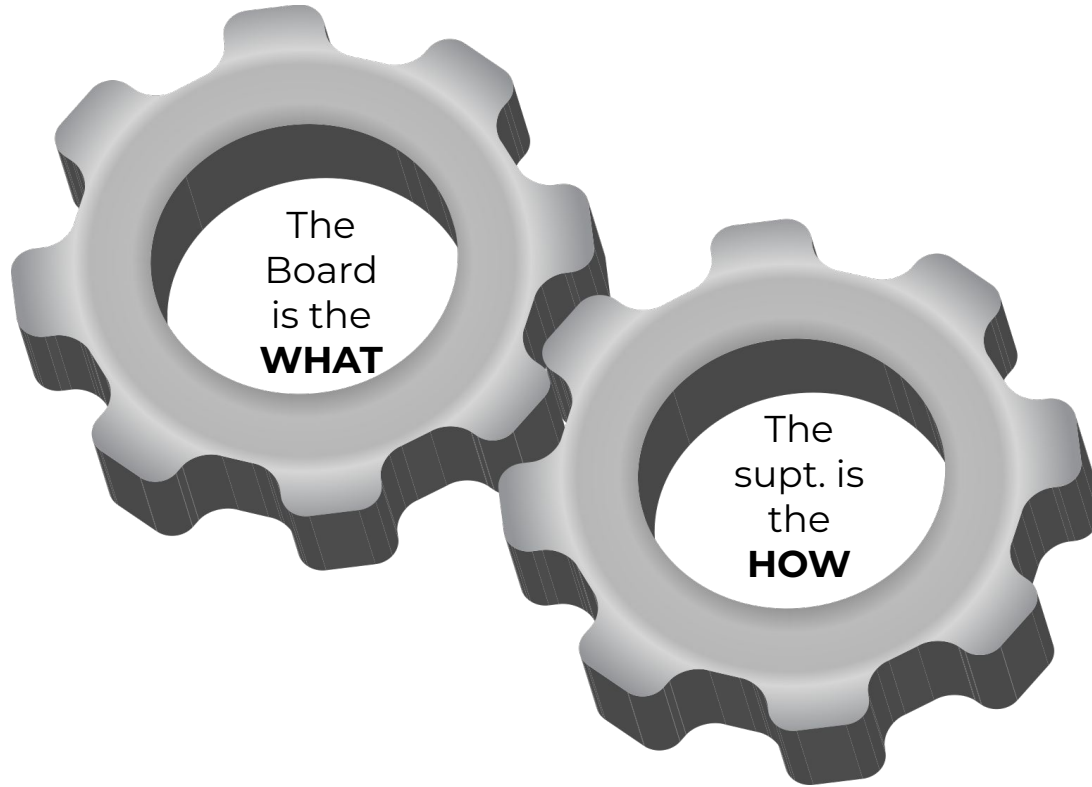
With a partner, review the policy / working agreements packet determine the following:

- a. How well did we abide by our working agreements?
- b. Is there anything that needs to change?
- c. Can we commit to these same agreements?

Roles and Responsibilities

Board members are not elected to manage the organization, but rather to provide direction through vision and goals.

Roles & Responsibilities



Roles & Responsibilities

Board	Superintendent/ District Staff
Governance Core values and beliefs Mission, vision, and goals Policies Action: Vote	Management Objectives Action plans Procedures Action: Recommend and Implement

If there is somebody in the district hired to do it, then it is not my job.

Future Topics

Requested and planned future agenda items and information updates include:

- Addition of Student Board Reps
- Facilities Planning Process
- Cell Phone Policy
- Special Education Referral & Evaluation Process
- Reading Instruction
- Math Instruction
- Alternative Pathways, Credit Recovery & Dropout Recapture/Retention
- Safe Routes to School
- Sustainability & Climate Change
- Youth Services Program
- Multi-Tiered System of Supports (MTSS)
- Dual Language Expansion
- Career Technical Education
- Attendance and Absenteeism
- Community Use of Facilities
- Bullying and Harassment

Board Goals

Board Areas of Responsibilities	Possible Goals
Budget	
Policy	
Evaluate the superintendent	
High level district vision & direction	

Is it within the role of the board to address this goal?

Is the goal connected to our strategic plan?

Does this goal empower and enfranchise marginalized communities?

Does this goal align with the equity values that are held by the district?

Will the goal receive support from a majority of the board?

Is this a measurable goal? How?

Does the attainment of this goal allow the board to responsibly manage district resources?

Who is responsible for the attainment of this goal?

