

DOUGLAS SCHOOL DISTRICT
BOARD OF EDUCATION

AGENDA

Monday, January 6, 2025

**VANDENBERG ELEMENTARY SCHOOL - Library Conference Room
561 Briggs Street
Box Elder, SD 57719**

5:00 PM

DOUGLAS SCHOOL DISTRICT INVITES YOU TO ATTEND A SCHEDULED ZOOM ROOM MEETING:

Join Zoom Meeting <https://sdk12.zoom.us/j/95736101692?pwd=CiUBe75ucuPaljXIoIbbNaDgKGrron.1>

Meeting ID: 957 3610 1692

Passcode: 024154

Individuals attending virtually and desiring to speak during public forum should email their request to the Superintendent's Office (Kevin.Case@k12.sd.us or Jackie.McPherson@k12.sd.us), including all identifying information by noon of the day of the board meeting.

{{Name: Agenda Item Name}}

1. Call Meeting to Order.
2. Pledge of Allegiance and Moment of Silence in Honor of Fallen Soldiers and Active Duty Persons.
3. Public Forum.
4. Approve Agenda.
5. Board Work Session with Studer Education.
6. Adjournment.

SECTION	B	TITLE	Board Governance and Operations	FILE	BDDH
---------	----------	-------	--	------	-------------

Public Participation at Board Meetings

The School Board recognizes and respects the input which may be provided by the public on school district matters. The Board also recognizes and respects the distinction between a school board meeting that is open to the public and a public hearing held by the school board.

- At a school board meeting which is open to the public, members of the public may be present, observe and listen to the school board conduct its business and may speak during the school board meeting consistent with this policy.
- At a public hearing held by the school board, there is usually one topic to be presented by the District and discussed. The public is given the opportunity to speak and be heard on the topic which is the reason for the public hearing. This type of meeting allows for public participation under the rules designed specifically for that meeting and is not subject to this policy.

This Policy applies only to regularly scheduled school board meetings held in open session. Matters addressed in executive session pursuant to SDCL 1-25-2 are not open to the public.

Personnel matters or complaints that directly or indirectly identify an employee shall not be discussed. Complaints against school employees or students, and complaints related to sexual harassment or bullying, must be addressed according to specific school district policies before being addressed by the School Board.

When a complaint against a school employee or a student is brought to the Board during the public forum, the Board President will direct the person bringing the complaint to the applicable complaint procedure. The complaint procedures are designed to ensure the proper balance in protecting the rights of the person(s) bringing the complaint and the rights of the person against whom the complaint is made. The Board will address the complaint only if the matter has been appealed to the Board pursuant to the applicable complaint policy

Persons making references about a specific school employee or employees, or a specific student or students during the public forum should be mindful that based upon what the person says during the public forum the employee(s) or student(s) about whom the comments are made may have legal recourse against the person voicing the complaint.

Persons speaking during the Public Forum at a school board meeting shall not cause public inconvenience, annoyance, or alarm to the school board or any person, and shall not engage in threatening behavior, make unreasonable noise, be disruptive, boisterous, argumentative, or threatening, shall not make comments which

are disrespectful to one or more persons, and shall not use profanity.

The time designated for Public Forum on the agenda shall be immediately before the adoption of the meeting agenda by the school board.

In order to assure that the Board may conduct its meetings in a respectful and efficient manner, the procedure for public participation at regularly scheduled monthly school board meetings is as follows:

1. Agenda and Non Agenda Items:

- a. Before the meeting is called to order, an individual who desires to speak at a school board meeting must in writing inform the Superintendent, the Business Manager or the Board President of the person's desire to speak and the topic upon which the person intends to speak. The requesting party must sign a form (prepared by the school district) with their name, address, email and topic to be addressed. Individuals attending virtually and desiring to speak during public forum, should email their request to the superintendent's office, including all identifying information, by noon the day of the meeting.
- b. During the time designated for Public Forum, the Board President will recognize the person who signed up to speak and the person may speak on the topic according to the rules set forth in this policy
- c. A speaker shall be granted 5 minutes to present comments to the school board. Upon receiving a request for an extension of time from the speaker, the school board, upon a motion being made and passed by a majority of school board members present and voting, may grant an additional amount of time not to exceed 5 minutes. Additional extensions may be granted only upon a two-thirds vote of school board members present and voting.
- d. Should a number of persons wish to address the school board on the same agenda item, or should the comments become repetitious, the School Board President, in the President's sole discretion, may shorten the time for comments to two minutes per person in order that persons wishing to address the school board may be heard and still allow the school board sufficient time to conduct its agenda business.

2. Adding an Item to the School Board Meeting Agenda in Order to Request Specific School Board Action:

- a. Any person or delegation (with one person being the spokesperson for the delegation) making a specific request to the school board which would require formal action by the school board must present a written request to the Superintendent for the item to be placed on the school board meeting proposed agenda. The written request must be submitted to the Superintendent at least five calendar days before the school board meeting.
- b. The specific request to add an item to the agenda shall clearly identify what is being requested and why, signed by the person making the request, and include the person's name, address, email and telephone number.
- c. The Superintendent will forward the request to the School Board President and the Board President will decide whether the item will be placed on the proposed agenda. Whether any item is to be addressed at the school board meeting is determined by a majority of school

board members at the beginning of the school board meeting when the school board adopts the proposed agenda as printed or adopted after being modified.

- d. If the item on the meeting agenda is adopted by the school board, the person or spokesperson for the delegation who has submitted the request for specific school board action will be granted 10 minutes to explain the request to the school board. Upon receiving a request for an extension of time from the speaker, the school board, upon a motion being made and passed by the majority of school board members present, may grant an additional amount of time not to exceed 5 minutes. Additional extensions may be granted only upon a two-thirds vote of school board members present and voting.
- e. In the sole discretion of the school board, requests to the school board for specific action submitted after the proposed agenda has been posted may be:
 - deferred until the next regular meeting or a special school board meeting, or
 - added to the meeting agenda for discussion purposes only, or
 - added to the agenda for discussion and possible action.

3. Authority of Presiding Officer:

The Board vests in its presiding officer the authority to terminate the right of any person to speak at the end of the time granted pursuant to provision 1.d, provision 1.e, or provision 2.d. as set forth in this policy. The presiding officer may also terminate the right of a person to speak at a school board meeting should the person cause public inconvenience, annoyance, or alarm to the school board or any person, engage in threatening behavior, make unreasonable noise, disturb or be disruptive of an official school board meeting, or when comments are disrespectful to one or more persons, boisterous, argumentative, threatening, or contain profanity.

If deemed necessary by the presiding officer, the presiding officer may contact local law enforcement to have a person removed from the school board meeting as it is a violation of law for a person to intentionally cause or create a risk of serious public inconvenience, annoyance, alarm or disturbance at a school board meeting.

REFERENCES

State Reference:

SDCL 1-25-1	Official meetings open to the public
SDCL 1-25-2	Executive or closed meetings
SDCL 13-32-6	Disturbance of school as a misdemeanor
SDCL 13-8-39	Management of schools by board
SDCL 22-18-35(3)	Disturbing any lawful assembly or meeting

Policy Cross Reference:

BD	School Board Meetings
Bddb	Board Meeting Agendas and Format
BDDC	Agenda Preparation and Dissemination

Adoption History

Approved	9/8/1977		
First Reading of Revision	10/10/1985		
Approved - Revision	11/14/1985		
First Reading	11/17/2014		
Approved	12/8/2014		
First Reading-Rewrite	2/13/2017		
Approved	2/27/2017		
First Reading-Revision	2/28/2022		
Approved	3/14/2022		

**DOUGLAS SCHOOL BOARD
REQUEST TO COMMENT
SPEAKER SIGN IN**

DATE _____

Persons speaking during the Public Forum at a school board meeting shall not cause public inconvenience, annoyance, or alarm to the school board or any person, and shall not engage in threatening behavior, make unreasonable noise, be disruptive, boisterous, argumentative or threatening, shall not make comments which are disrespectful to one or more persons, and shall not use profanity.

Please print legibly.

	Name & Address	Email & Phone #	Topic / Item #
1			
2			
3			
4			
5			
6			
7			
8			
9			

SECTION	B	TITLE	Board Governance and Operations	FILE	BDDH-E(2)
---------	----------	-------	--	------	------------------

Introduction to Public Forum

If the Board/Board President wishes to have the Board President make an introductory statement at the beginning of the Public Forum, the following may serve as a starting point which could be modified at the discretion of the Board/Board President and which is consistent with local Board policy.

This is the time for the Public Forum.

Each individual wishing to address the Board is asked to sign the form on the table in the back of the room with their name, address, email and topic to be addressed being legible. Persons having signed in will be recognized and have an opportunity to speak.

Speakers will have five (5) minutes to present comments to the school board. An extension of time may be granted pursuant to Board policy. Should more than one person wish to address the school board on the same agenda item, or should the comments become repetitious, speaker time may be shortened.

The District has policies related to complaints involving bullying, sexual harassment, school employees or students. Those policies include procedures designed to balance the rights of the person(s) bringing the complaint and the rights of the person against whom the complaint is made. If a complaint about bullying, sexual harassment, school employees or students is brought to the Board during the public forum, the person will be informed as to the applicable complaint procedure.

* Individuals attending virtually and desiring to speak during public forum, instructions are given on the meeting agenda when it is posted to email their request to the superintendent’s office, including all identifying information, by noon the day of the board meeting.

Notes: All Board members should be aware that SDCL 22-18-35(3) says any person who intentionally causes serious public inconvenience, annoyance, or alarm to any other person, or creates a risk thereof by disturbing any lawful assembly or meeting of persons without lawful authority is a criminal offense (Class 2 Misdemeanor). This statute could be referenced in extreme situations if a speaker/group fails to respect the decorum expected during a formal governmental meeting

Adopted: 3/14/2022

Studer
Education



Partnership Update
January 6, 2025

Studer
Education

About Studer Education

We work with education organizations to build evidence-based practices that improve outcomes for students, teachers, employees and leaders.

Expertise

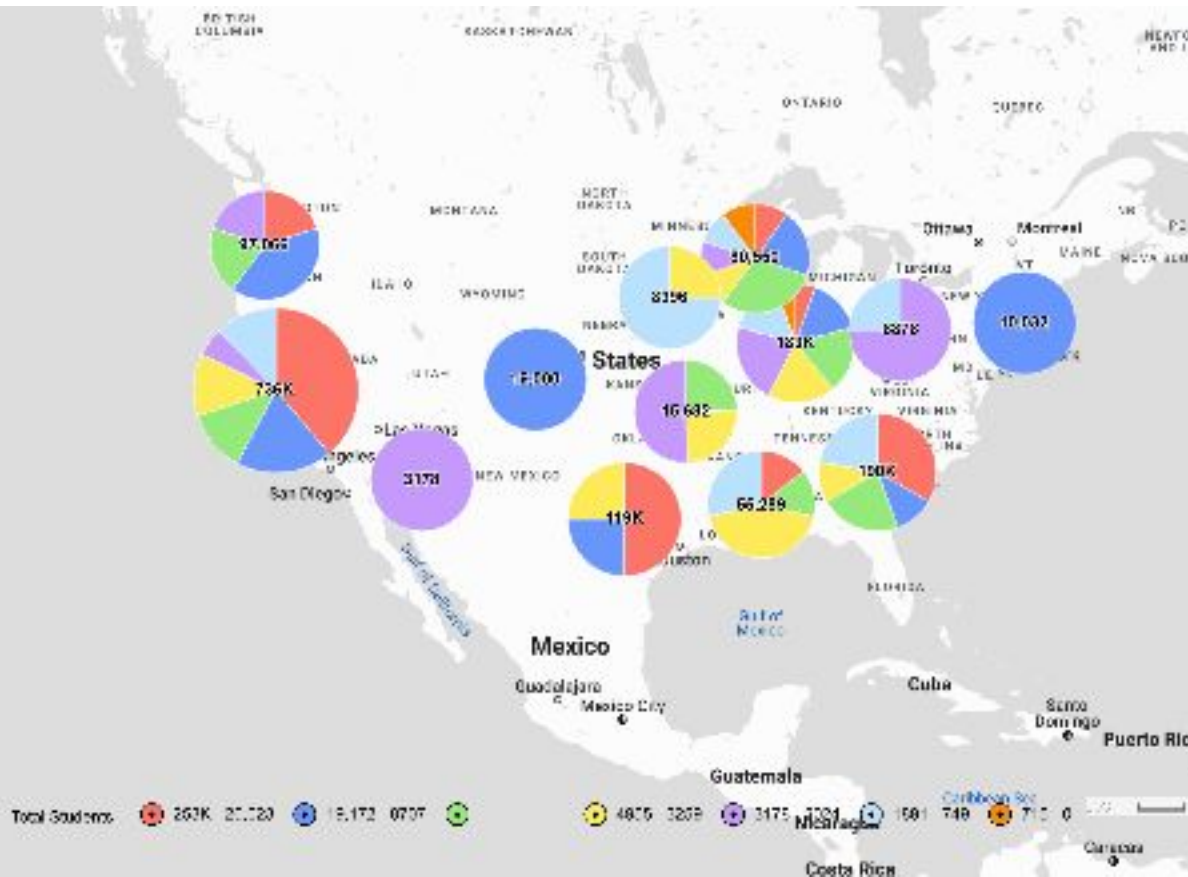
- Continuous Improvement
- Cultural Transformation
- Effective Teaching and Learning
- Leadership Development
- Organizational Excellence
- Strategy and Innovation
- Systems Alignment

Highlights

- Formed in 2010
- **20** experienced education leaders and organizational culture experts (and growing)
- Certified over **3,000** teachers

Proud Partners

- Work with **200+** district partners, serving over **1.5M** students
- 5 South Dakota districts



Session Outcomes

1. **Why** is Douglas School District partnering with Studer Education?
2. **What** are the goals our partnership?
3. **How** are we demonstrating impact?
4. **Questions** and feedback



LEADERSHIP



CULTURE



STRATEGY



**ORGANIZATIONAL
EXCELLENCE**

People First Organizations

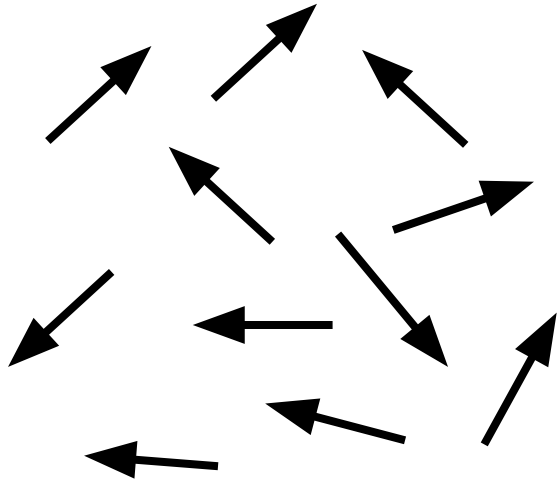
Leaders go first and
role model the
desired behaviors.



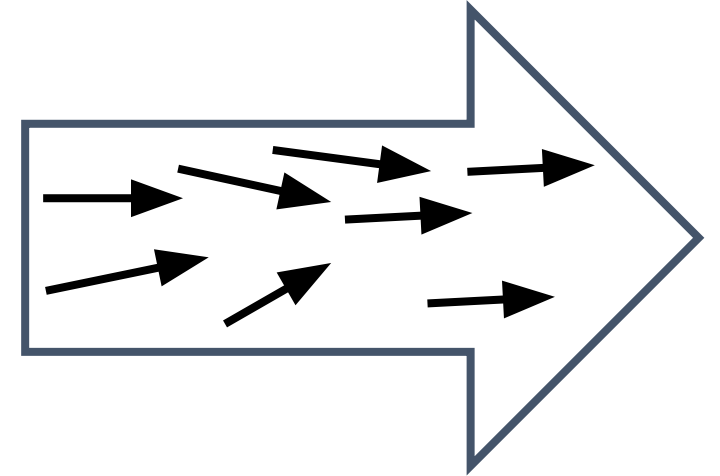
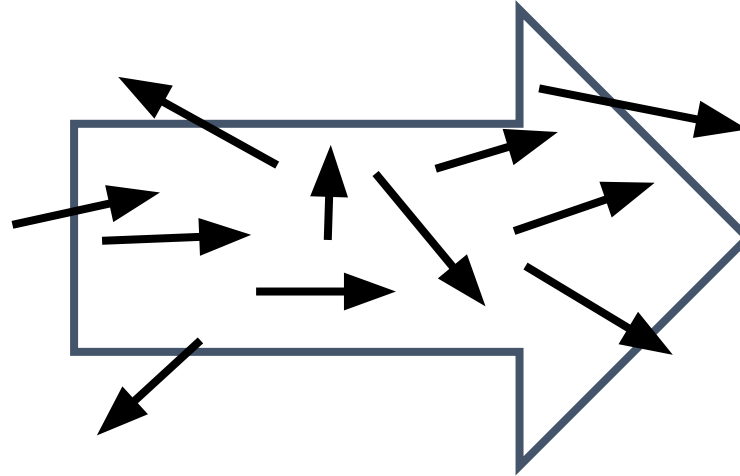
What are the goals of our in partnership in 2024-2025?

- Develop the leadership team to advance systems and structures of aligned, people first organizations:
 - Reward and Recognition
 - Leader Rounding
 - Service Excellence
 - *Spring 2025*: Cascading Communication, Avoiding We/They Language, and Stay Interviews
- Develop and implement an organizational scorecard process.

Aligning For Impact



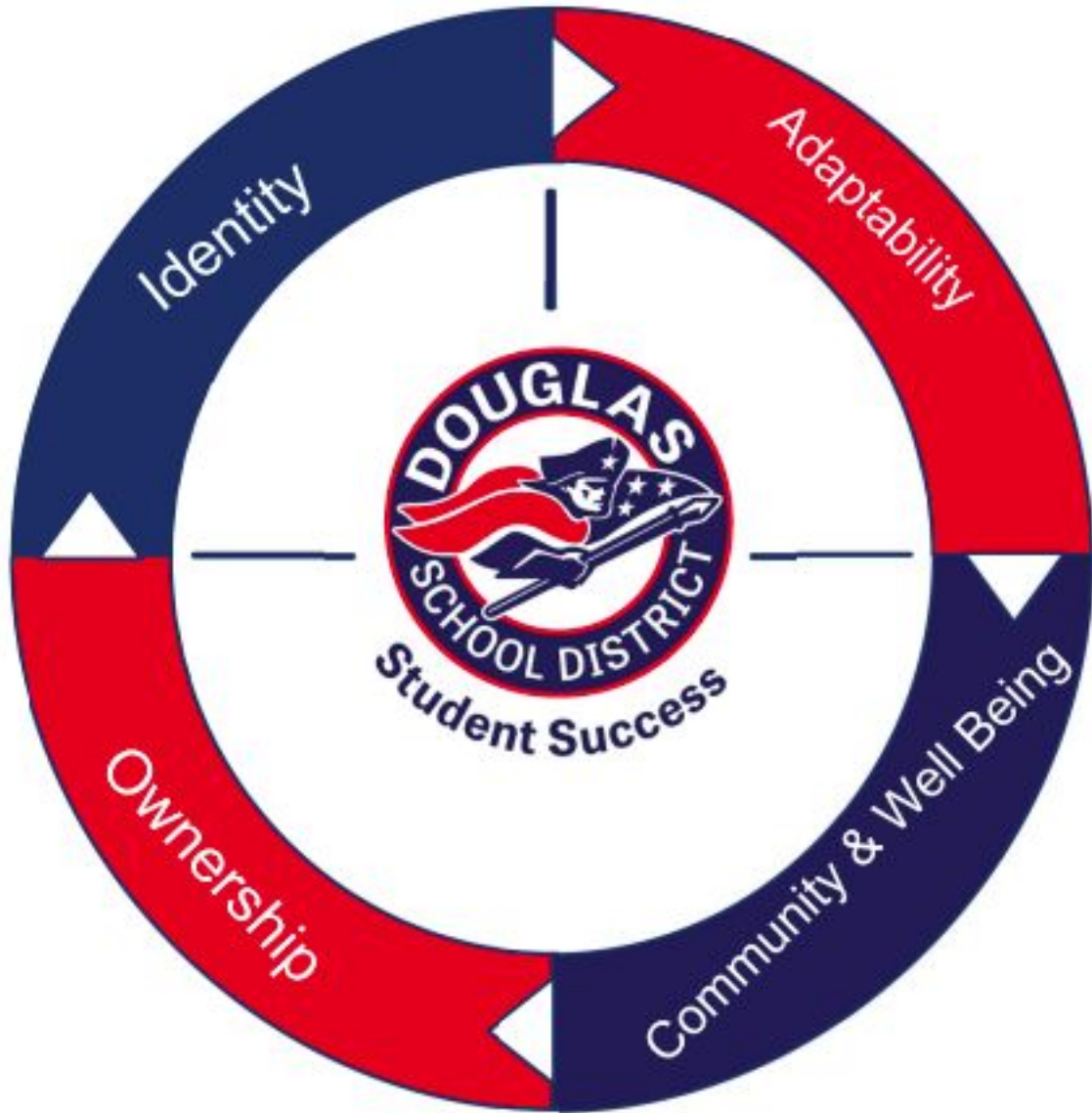
**FROM RANDOM
ACTS OF
IMPROVEMENT**



**TO ALIGNED
ACTS OF
IMPROVEMENT**

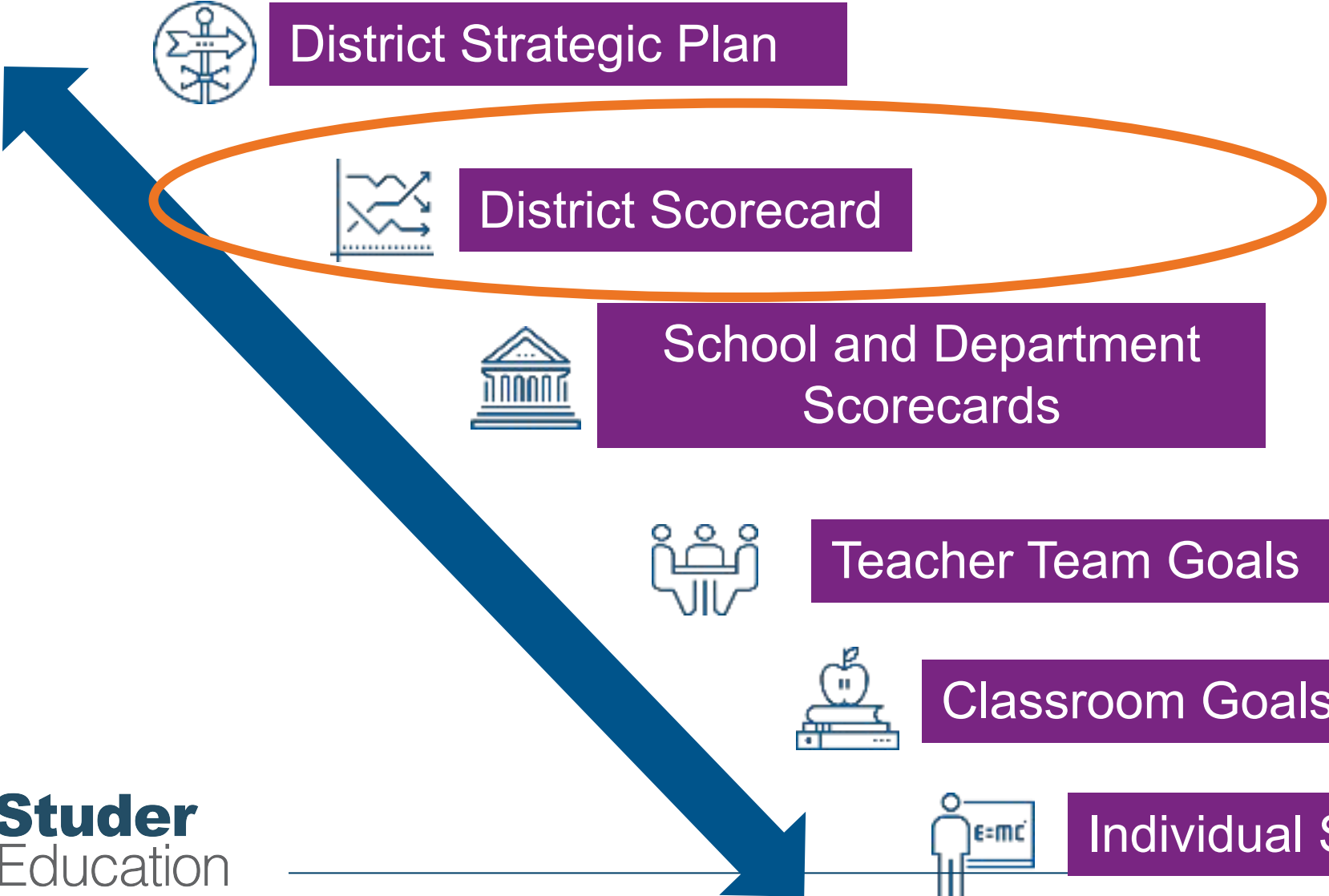
Why do we use scorecards?

- An improvement tool aligned to our strategic plan pillars.
- Keeps us focused on the measures that matter most.
- Celebrate what is working to spread and scale.
- Quickly identify where adjustments are needed.



**A scorecard
defines
success in
your priority
areas**

Line of Sight



What is our development process ?

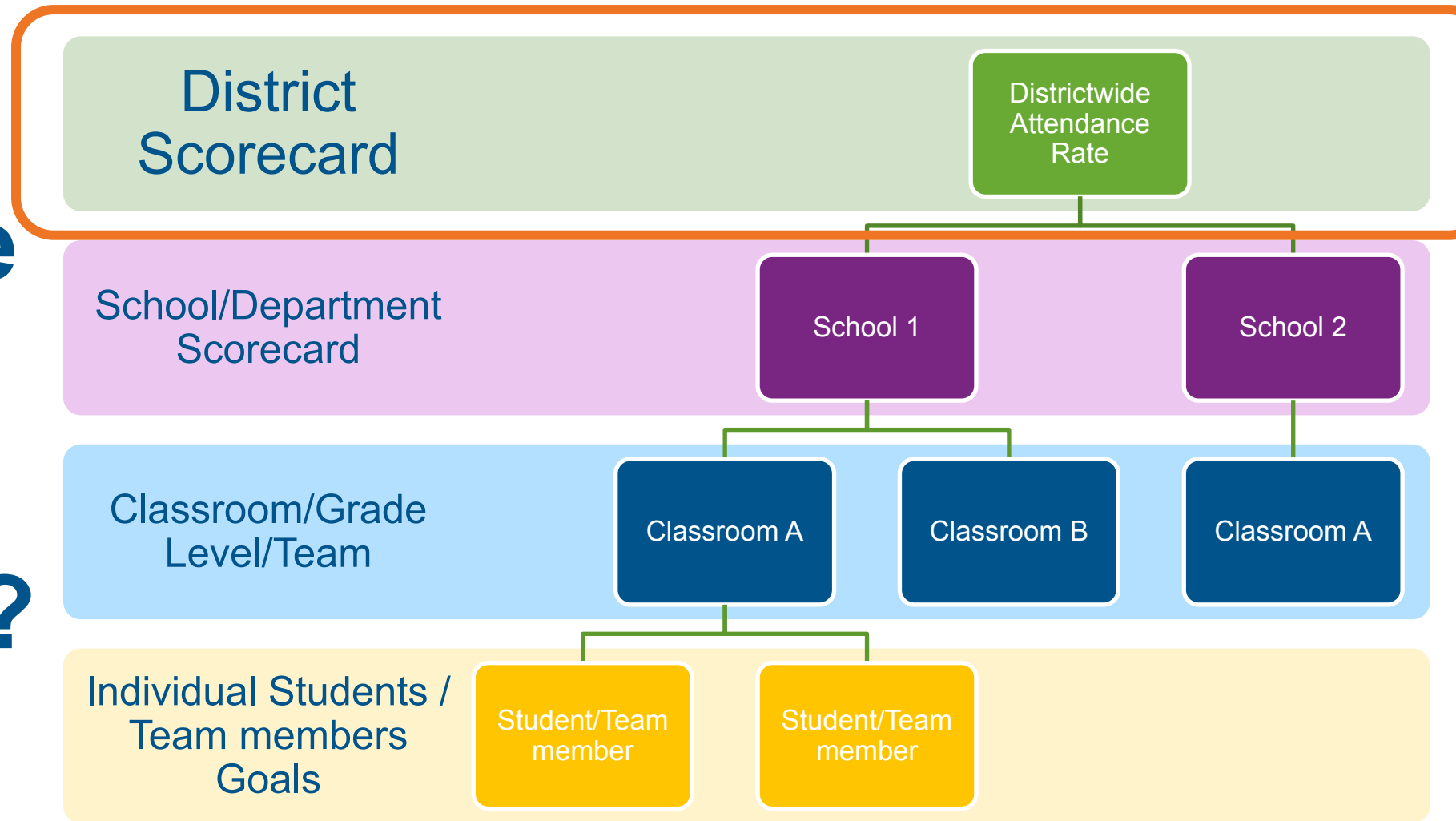
Large number of metrics we could use.

Refinement of metrics that “matter” most.

Tightening of metrics that “matter” most.



How are the District metrics determined?



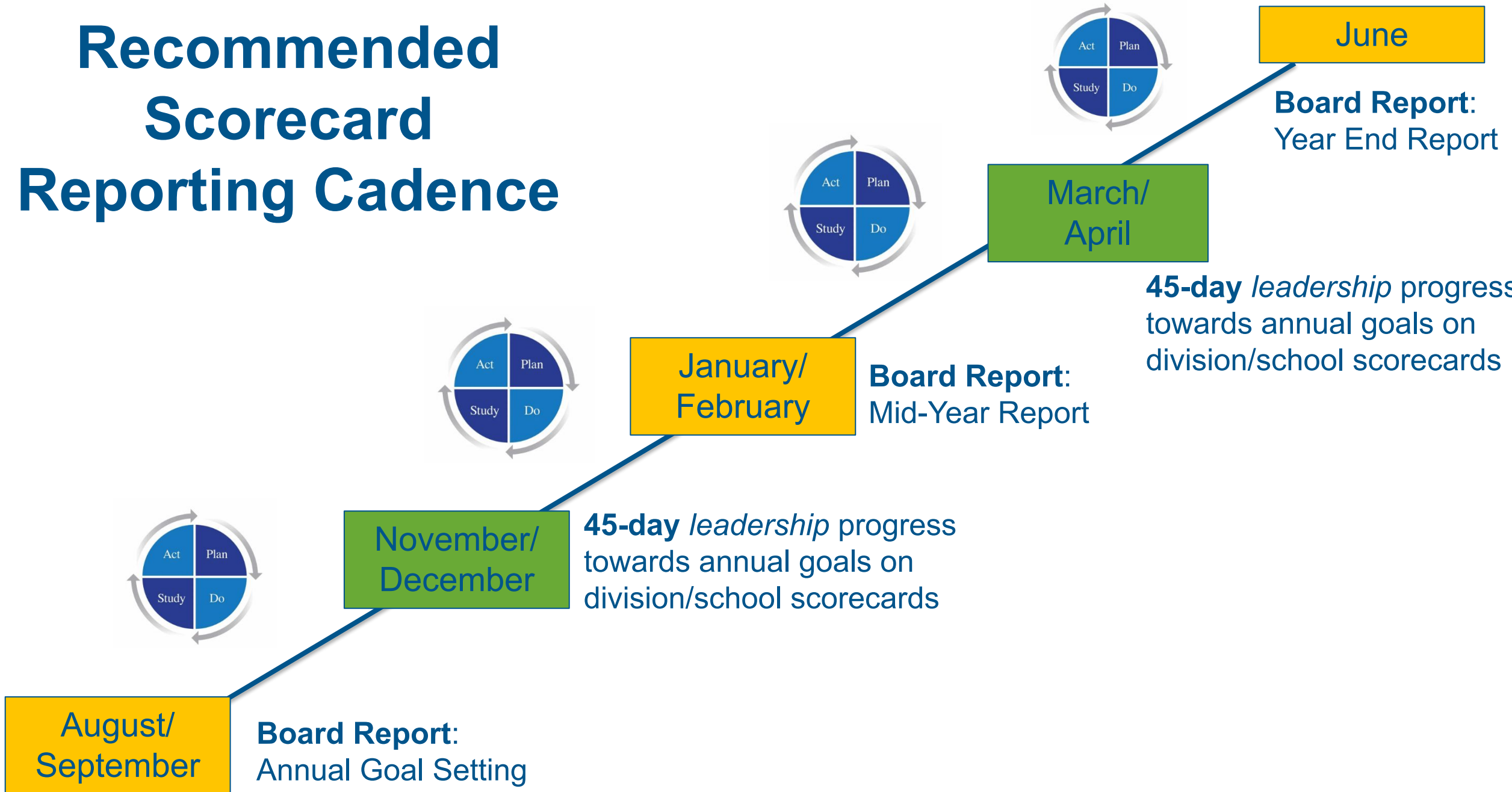
Our Strategic Direction for Student Success

Identity	Adaptability	Community and Wellbeing	Ownership
Our Why			
Our district resides in a diverse community and our identity should reflect the growth, change, engagement, and innovation we are experiencing.	DSD will create an environment that embraces an adaptive mindset within our school to best serve our students.	Together we have an obligation to create an environment that supports academic learning, mental health and well-being, and overall safety.	DSD will enhance and inspire individual and community-based ownership through shared responsibility.
Goals			
DSD will reshape our identity reflective of our diverse cultures, values, beliefs, and systems while honoring and bridging the gap between the past, present, and future.	DSD will create an organization that can identify and analyze both strengths and challenges, and implement necessary changes to ensure educational, social, and emotional success.	To create intentional opportunities to involve and support a school/community partnership, through a model of shared responsibility for the well-being of all.	To cultivate a community that embraces both individual and collective responsibility for our student success.
How We Know We are Successful			
- Earn and maintain a positive Net promoter survey score from students, family/caregivers, and staff. - X% voluntary attrition rate.	- X% of schools/departments complete 1 improvement project.	- Earn and maintain a X/5.0 on student experience survey. - Reduce x% of annual behavior incidents. - Earn and maintain X% attendance rate.	- Earn and maintain a X% graduation rate. - X% of students meet/exceed ACT benchmarks. - 100% of schools/departments maintain balanced budgets.
Our Strategies			
STRATEGY 1 Honor the district's legacy while creating new traditions. Discover, develop and assess existing key components of DSD's identity.	STRATEGY 1 Create a comprehensive professional development plan for Douglas School District that places emphasis on adaptability and a growth mindset.	STRATEGY 1 Develop a robust mental health/wellness plan for the Douglas School District that is responsive to all stakeholders.	STRATEGY 1 Identify and communicate clear and consistent expectations for all stakeholders.
STRATEGY 2 Create a welcoming and safe learning community that recognizes, celebrates, and embraces the district's diverse student, staff and community population.	STRATEGY 2 Identify, collect and analyze data needed to make informed decisions and adjust daily operations as necessary.	STRATEGY 2 Create ongoing opportunities for family engagement and community involvement.	STRATEGY 2 All stakeholders will pursue student success (academic, behavior, attendance) through the creation of goals & benchmarks and a commitment to continuous improvement.
		STRATEGY 3 Continually evaluate and further align our crisis response plan with best practice.	STRATEGY 3 Douglas School District will ensure fiscal responsibility through the safeguarding of resources and a focus on fiscal sustainability.

Defining what success looks like for Douglas School District in our 4 Strategic Priorities

Note: These metrics are DRAFT and serve as an example of possible metrics.

Recommended Scorecard Reporting Cadence



Stories of Impact from Leaders

**What questions or feedback do you
have for us?**