

WILLIAMS BAY SCHOOL
BOARD OF EDUCATION
SCHOOL BOARD MEETING
Saturday, March 9, 2019

Board Members Present: Jack Lothian, Dianna Woss, Dave Ripple, Kristi Granberg and Karolyn Nelson

Administration Present: District Administrator Dr. Wayne Anderson and Middle/High School Principal Dr. Bill White

Guests: Chris Schultz, Lake Geneva Regional News

Jack Lothian called the meeting to order at 8:00 a.m.

The Pledge of Allegiance was said by all in attendance.

Dr. Anderson updated the Board on the scorecard associated with the District's Strategic Plan. The scorecard shows some of the measures that are being used to determine what progress the District is making towards its academic goals. Dr. White explained the Middle/High School's strategic plan (plan on a page) and how the building's goals were in line with the District's goals. It was explained that the Elementary School has a similar building strategic plan that also aligns itself with the District's plan. After some discussion, it was determined that the District's strategic plan and scorecard should be placed on the District's website for people to see. The building's strategic plans will also be placed on the website. Dr. Anderson stated that he would have them put on the website this week.

Next, the Board discussed the starter questions that they would use for their upcoming Board/Staff Conversations, which are being held on Friday, March 15 at 2:45 p.m. in the Middle/High School Commons. Dr. Anderson had prepared some sample questions for the Board to review. After reviewing the draft questions, one question was modified to talk more about the District's and building's strategic plan and another question was added to capture any additional thoughts or comments that staff members would like to share with the Board. The Board members will each sit at a separate table so that staff members can break into smaller groups for these conversations.

The Board reviewed the hiring timeline for Dr. Anderson's successor and the process that they would use to find their next superintendent. Dr. Anderson and Dr. White reviewed the hiring processes that they were familiar with and what they felt were the pros and cons of each process. Dr. Anderson felt that one of the first steps that the Board needed to accomplish was to determine what qualities or characteristics they would like to see in their next superintendent. He felt that the Board could get input into this decision by asking the staff and the community what they would like to see in the next superintendent. Dr. Anderson reminded the Board that no candidate will possess all the necessary skill sets, so they should prioritize which skills sets or characteristics they feel are the most important. The Board also discussed different interview processes and the types of individuals that they would like to have on the interview teams. Dr.

Anderson reminded the Board that though they should get ideas, opinions and feedback from the staff and community the final decision and responsibility is theirs. Dr. Anderson mentioned that the Board is in a good position because the District has a very good reputation and they have some excellent internal candidates. Dr. Anderson told the Board that he will turn in his retirement letter at the July Board meeting. He felt that if they wanted to have a superintendent hired by February 2020 that they should probably post the job in November and do the interviews in early January.

The last part of the meeting was the Board's role in the continuous improvement model. Dr. Jay Marino had four outcomes that he hoped he and the Board would accomplish during this section of the meeting:

- 1) Understand the role of the Board in implementing a systemic continuous improvement model;
- 2) Interact with the seven (7) components of school boards who lead with vision;
- 3) Self-assess the Board's perceptions of the seven (7) components compared to the "Gold Standard Rubric"; and
- 4) Consider how to customize the Williams Bay continuous improvement model for implementation.

The seven (7) components that Dr. Marino reviewed with the Board were as follows:

- 1) Live your mission, vision, values and goals;
- 2) Build a collaborative culture through shared leadership;
- 3) Have data driven decision-making;
- 4) Align Board responsibilities and behaviors with school district goals and actions;
- 5) Build system accountability at all levels;
- 6) Communicate at all levels; and
- 7) Focus on stakeholder (parent, student, teacher and community) satisfaction

Dr. Marino discussed each of these components with the Board and administration and had them reflect on rubrics how they felt they were doing as a Board in each of these areas. A great deal of discussion was held around each point and the Board and administration felt that the District was doing fairly well in most of the components and looked at how they could improve going forward.

Dr. Marino will be presenting an overview of the continuous improvement process to the staff on Friday, March 15 starting after lunch around 12:15 p.m. The staff members who would like to voluntarily put this process into their classrooms for the 2019-2020 school year will be provided three days of training this summer – two days will be at the end of this school year and one day will be held just prior to the beginning of the next school year. The entire staff will be asked to adopt this process during the 2020-2021 school year. Staff members will be compensated for this time.

Dr. Marino summarized the main points that they had discussed during the session and took any final questions from either the Board members, Dr. White or Dr. Anderson.

Kristi Granberg made a motion, seconded by Karolyn Nelson to adjourn the meeting. Motion passed 5-0.

The meeting was adjourned at 11:01 a.m.

Meeting Minutes taken by Dr. Wayne R. Anderson