

Corrected Minutes of the Special Board Meeting
February 23, 2015

President Van Sickler called the meeting to order at 4:30PM at the Montcalm Area Intermediate School District.

Members present: Davis, Drumm, Herman, McNERney, Palmer, Van Sickler, Zinn

Members absent: None

Administrators present: Hubbard

Administrators absent: Walderzak, Weaver

Visitors present: None

Approval of Agenda

Motion by McNERney, support by Zinn to approve the agenda as presented.

Motion CARRIED 7-0

Recognition of Guests: None

Board Training from MASB

Mr. Jay Bennett from MASB who is also a board member on the Grand Ledge board is here to do some training with the board. Bennett does training for the MASB, he is also shadowing a superintendent search right now for Holt Schools. Bennett talked about a good Board/Superintendent Relationship. Bennett asked if we have a treasurer on the board. Most boards do not have one. Bennett also asked if we have a Parliamentary person on the board. This person knows all of the rules for the Roberts Rules of Order. Bennett asked if the district had a strategic plan. Bennett stated that surveys were given to staff, students, parents, and community members. That is how the strategic plan comes together. Bennett talked about positive links to the community. Bennett showed the board the governance clock, the division of responsibilities and trust with the superintendent. Bennett talked about stages of group development. Expectations from Board to Superintendent and Superintendent to Board. Expectations from Board to Board and Board to Board President. Zinn would like the Board President to bridge the gap between the older board members with the younger board members. Hubbard asked the board if they are happy with the process as it is, or is there anything the board would like changed. Bennett talked about standards of practice. Next steps, establish protocols to govern the work of the board and superintendent.

Superintendent Evaluation

The board and Interim Superintendent Hubbard discussed the evaluation tool. Davis talked about policy involvement. Davis would like an overview of the new policies or changes to the policy. Davis also talked about the development of the strategic plan. Davis stated that should be in place for the students, school district and board. Davis also commented on communication. Davis feels like there have been some missed opportunities in tooting our own horn. Herman suggested that when Weaver announces classes achieving 80% or better we need to announce that on the webpage and Facebook. Zinn talked to the board about his evaluation

of Mr. Hubbard. Zinn thanked Hubbard for giving the board his self-evaluation. Zinn filled out his evaluation and then compared the two. Zinn stated that he believes the areas that he marked Hubbard lower on is mostly based on the fact that there is not enough time in the day to complete everything that is asked of him to do. Palmer stated that he met with Mr. Hubbard and discussed several things. Palmer also talked about students talking about discipline with certain students and feeling like nothing is taken care of. Van Sickler asked the board members to turn in their evaluation and Hubbard will compile the information and report it at the March board meeting. Van Sickler talked to the board about the evaluation process for evaluating the principal position. Would there be interest in a committee to work on this evaluation? Van Sickler also met with Weaver and Walderzak for an hour today. Van Sickler is concerned that our administration is going to get burned out. Van Sickler believes as a board that we need to look at the future and figure out a way to bring another administrator back. Zinn believes that a personnel committee is a good idea. Herman asked Hubbard to talk to Weaver and Walderzak and let them know that the board is concerned with their work load. Van Sickler stated to the board that the board needs to make a decision on whether the board is removing the interim from the Superintendent title or if the board wishes to do a Superintendent search. The board has established a personnel sub-committee of Davis, Van Sickler and Zinn to evaluate the high school principal.

Policy Discussion Personal Vehicles

The discussed the issue with personal vehicles. With this case it was required to attend and not voluntary.

Recognition of Guests: None

Items for next Board Meeting March 9, 2015

Motion by McNerney, support by Herman to adjourn at 8:17PM

Motion CARRIED 7-0

Karen S. Grover
Recording Secretary