BOARD WORK SESSION
Tuesday, September 11, 2018

The Board of Directors of Dayton School District No. 8 met for a Work Session on Tuesday, September 11, 2018, in the District Board Room.

CALL TO ORDER
Board Chair Reba Stoller called the Work Session to order at 6:07 PM.

ATTENDANCE
Board Members
Reba Stoller, Chair
Teresa Shelburne absent
Pam Horst
Isaac Kearns, Vice-Chair
Debbie Kearns
Francisco Montelongo absent
Raylinda Price

Administrators/Board Secretary
Jason Hay, Superintendent
Sean Yoder, Deputy Clerk
Candy Duer, Board Secretary

DFAC Progress and Discussion
Board members received the following documents:

- The September 10, 2018 District Facilities Advisory Committee (DFAC) agenda;
- Copy of an article titled, Building Blueprints: Library Transformations;

Superintendent Hay gave updates from discussions at the DFAC meeting that included:

- The importance of completing a poll in order to determine what the community believes are important facility projects.
- Discussion of building a new i3 Center versus remodeling an existing building.
- Much time was spent reading the magazine article on library transformations and discussing updates that include more collaboration space, project areas and common spaces.
- Discussion of furniture, fixtures and equipment, noting the importance of putting money aside for these items when building new spaces.
- Reviewing the Long Range Planning document project list. Items discussed included: security, Structured Learning Classrooms, HVAC system, energy efficient windows, maker spaces, ADA upgrades, and roofing.
- Redesigning the Junior High and High School campus to be secure.
- Adding resources to both the old and new gyms at the high school.
- Purchasing an emergency generator to allow our campus to be an emergency response center in case of emergencies.

Superintendent Hay reviewed the next steps listed on the DFAC agenda. Highlights of the review of next steps included:

- Working with a polling company to find out how the community is going to vote before
putting the bond on the ballot;
- Creating a Political Action Committee (PAC) and campaign that possibly would run through the Dayton Education Foundation;
- And creating a Bond Oversight Committee when/if the bond passes.

**Board and District/Superintendent Goals**

Board members received copies of the 2017-2018 Dayton School Board Goals and copies of the 2017-2018 Dayton Superintendent Goals. Superintendent Hay reviewed last year’s school board goals, stating that two of the goals — developing a strategic plan, and completing a facility assessment and developing a long-range facilities plan — have been completed. The goal of conducting a board self-evaluation will take place at the next work session. Superintendent goals were separate from district goals last year, because as a first year superintendent, the goals needed to be broad. Going forward the Superintendent Goals and District goals will be the same.

Board members received copies of a document that contained the 2018-2019 adopted Mission, Values and Vision statements; and the 2018-2019 draft School Board Goals and District/Superintendent Goals. Superintendent Hay reviewed the document. The following draft School Board Goals for 2018-2019 were discussed:

1. Participate in professional board development and conduct a board self-evaluation reflecting on current practice and articulating revised board goals for 2019-20.
2. Develop a strategic plan including adopting district & superintendent goals, performance indicators, and a procedure for conducting regular reports to the board.
3. Complete a facilities process articulating a proposed project list and next steps for improving all Dayton school facilities.

After discussion, Board members requested no changes to the draft Board Goals as presented.

Superintendent Hay reviewed the draft District/Superintendent Goals for 2018-2019:

During the 2018-19 School Year, and continuing into the 2019-20 and the 2020-21 School Year (3 years), the Dayton School District and Superintendent will:

- Through innovative high leverage instructional practices, knowing that graduation starts in kindergarten, ensure that all students will be on track to graduate and be prepared with a plan for life beyond high school.
- Through collaboration with district leaders and community members, ensure that all Dayton school facilities will be safe, clean, and effective spaces to facilitate learning.

Success with these goals will be measured by the adopted Performance Indicators and regular reports to the Board, observation/reflection, 360-degree survey feedback for the Superintendent, and other patron and student survey data. As a part of evaluation, the Superintendent will provide a document reflecting on these goals and provide evidence of activities related to Performance Indicators and/or outcomes related to any of the above.

Superintendent Hay explained that the administrative team spent a great deal of time discussing the three-year goals that fall into two categories – academic and facilities. Results from a survey of former students reaffirmed the need for ensuring that students will be prepared with a plan for life beyond high school.

After discussion, Board members requested no changes to the draft District/Superintendent Goals as presented.
Review Superintendent/Board Operating Protocol Working Agreement
Board members received a draft Dayton Superintendent/School Board Operating Protocol. Superintendent Hay reviewed the operating protocol that defines the beliefs, values, and methods of working together. Specific protocols were discussed including the definition of roles, boundaries, and addressing complaints from the community. The protocol was written last year by Board members and the Superintendent. After discussion, Board members requested no changes to the document.

Board Team Development
Superintendent Hay showed Board members a video on vulnerability-based trust by Dr. Brene Brown, a research professor who studies courage, vulnerability, shame, and empathy. Board members received copies of Daring Greatly Leadership Manifesto by Dr. Brown, that includes a checklist on engaged feedback. Superintendent Hay explained that over the summer the video and document were shared with the administrative team and with the secretarial team which prompted conversations about feedback as a function of respect. The manifesto was read to all staff at the welcome back inservice. Board member discussion followed.

The work session was adjourned by the Board Chair at 7:15 PM.

Respectfully submitted,

Reba Stoller, Chair
Dayton Board of Education

Candy Duer, Secretary
Dayton Board of Education