

BEAR VALLEY UNIFIED SCHOOL DISTRICT
MINUTES OF A BOARD/MANAGEMENT RETREAT MEETING
HELD ON JULY 25, 2014, SCHOOL DISTRICT OFFICE

Present: Mrs. Beverly Grabe
Mr. Randall Putz
Dr. Kenneth Turney
Dr. Alfred Waner
Mr. Paul Zamoyta

Absent: None

Also Present: Mr. Kurt Madden
Ms. Tina Fulmer
Ms. Paulina Ugo
Mrs. Andy McLinn/Mrs. Bonnie South/Ms. Debi Burton/Mr.
Jeremy Little/Mrs. Linda Oymaian/Mrs. Linda Rosado/Mrs. Lisa
Hahn/Dr. Lisa Waner/Mrs. Melinda Peterson/Mr. Mike Ghelber/
Mr. Mike Chatham/Ms. Paulina Ugo/Mrs. Rita Acevedo/Mr.
Scott Hird/Mr. Scott Waner/Mr. Terry Planz

President Turney called the meeting to order at 8:00 a.m. at the School District Office. All present participated in a Moment of Silence and the Pledge of Allegiance.

Open Session

President Turney called for a motion to adopt the agenda for the meeting. Motion by Mrs. Grabe to adopt the agenda for the meeting. Second by Mr. Zamoyta. President Turney called for the vote. Said motion was approved by the following roll call vote:

Adoption of
Agenda
M14-15-029

AYES: Grabe, Putz, Turney, Waner, Zamoyta
NOES: None
ABSTAIN: None
ABSENT: None

Each Governing Board Member was provided the opportunity to welcome the group back to the school year and to the retreat:

Mr. Putz stated the process of going through the LCAP has reenergized the district. We can do just about anything we want too. This is a huge shift in education right now. There is a lot of change happening at once. Mr. Putz chooses to see it as opportunity.

Mrs. Grabe welcomed everyone back; she is looking forward to this meeting today.

Dr. Waner talked about the great job the Maintenance and Operations Department has done over the summer to prepare for the opening of school. We want to hear from each one of you today.

President Turney is thinking the future in education is very interesting; very challenging but still exciting. President Turney talked about NCLB and CCSS and noted everyone embraced CCSS then; now they seem to dislike it. Reading does not seem to mean a lot. The challenge is what are you going to teach the students of Bear Valley and why should parents enroll their students in Bear Valley and, even more, what school? What will you do to draw students? Mr. Madden spoke about the Cabinet/Principal meeting held on July 24, 2014 noting we are in the huddle right now. This is our team. We are all quarter-backs; when you are in the huddle, you have vision. A poll was taken and it was determined there was 623 years of collective experience with this group. Mr. Madden presented a Ted Talks video of Simon Sinek.

Individuals broke into groups and discussed preformatted questions regarding the three Board Priorities for 2014-2015:

Student Achievement

How will we measure student achievement for the upcoming school year and determine our progress with implementation of the Local Control Accountability Plan and getting students college and career ready?

- LCAP metrics are already in place

- Achievement is different for different students

- Feel every student needs a set of base skills

- Customize the education experience beyond certain base skills

- If we do not figure it out someone else will

How will departments or school sites contribute to increasing student achievement and implementation of the Common Core State Standards?

- Create an environment of trust.

- Be customer centered

- Do your best to serve whoever your customer may be

How do we develop and maintain our shared vision about student achievement in our respective roles (Strategic-Board, Tactical-Administrators, and Operational-Teachers and Classified Staff Members)?

- How school sites share our vision with their staff

- Principals-how do we get classified staff to know what is important

- Communicate with the Board in order to keep them informed to what everyone is doing

What are our suggestions to show improvement and innovation throughout our district?

- Need an employee that could be a Professional Development Trainer who could coordinate with each site and ask what they would like to do
- To add more to the teachers and administration is tough
- Someone to be supportive to sites

How should we market and promote programs such as STEM and/or Blended Learning (½ learning in a classroom and ½ learning online)?

- Identify how we market
- Strings/STEM can market themselves
- Ski Team
- Flexible learning/times they are working for a variety of different students
- Competition against us
- Word of mouth-talk positive about our district
- Grizzly
- Kbhr
- Facebook – user friendly Facebook page
- Monthly Organization Meeting
- Community outsource
- Improving our websites
- District information on a regular basis (one page each week in Grizzly to inform the community of new information)
- Attend recruitment fairs and universities
- Multi-media
- Marquees
- Need one full time Public Relations position to maintain this information

Describe how we might implement site communication round table meetings that would include board members, district administration, and staff members to maintain open lines of communication and elicit feedback?

- Do not over-do it; then it does not become important
- Once a year or once a semester
- Centralized registration-one person answering the phones during the summer
- Make phones a priority at sites
- LCAP is a good list of venues to communicate through
- Roundtable Meetings following meetings we have for LCAP
- After a Strings meeting, continue with a few Board members and administrators
- Listen to the community and involve students
- The Board would like to hear what is happening at the site; not in a big production; not just in a showcase but what is really going on.

When should we send out surveys to stakeholder groups (staff members, students, and parents) to elicit feedback and what should be included in the survey?

- After winter break in January
- Volunteers could contact people in their homes
- Online surveys
- Include business community
- Survey should include what are we doing well/what we need to improve on
- You can bias the results by how you ask the questions
- This will take forethought
- Engage people by offering an incentive to take the survey
- Teachers can engage students in the classrooms

How should we model the Five C's (Communication, Collaboration, Critical Thinking, Creativity, and Culture)?

- Engage the lead teachers at the sites to bring the others along (the parenting thing)
- It is okay to fail
- Give them the tools
- Stealth/helicopter
- Give them time
- Let the teachers do what they do best; do not hover over them

How should we model strong leadership, passion, vision, and high expectations for all?

- Board visibility in our classes and on sites (PLC's/Staff Meetings/ Open agenda/offer food/1-2 board members attend)
- Cabinet at Sites with prepared questions to start conversations
- Principal Vision that follows the focus of the time

How can we stay united relative to expecting all employees to improve their professional skills for the upcoming year?

- Thursday afternoon at 1:30 classified aides
- More professional development available now
- Professional development time also considered time to prepare
- Accountability piece-elementary work on their own and meet together/secondary meet as grade levels
- Late starts-every other will be professional development
- Curriculum planning

How do we attract, retain, and grow staff members in safe and supportive environments?

- Impress the circle of safety; trust
- Check in and check out with ourselves and staff
- Professional development is the key with all of these things
- Professional development shows a district is really invested in their staff
- Marketing is key
- Attend career and college fairs
- We need to sell ourselves
- In order to retain people, we need professional development; we need to grow our own
- Growing goes back to the circle; they feel they can go to the DO, Board, administration as needed

How can we provide our site principals with more support knowing we have limited resources?

- LCAP positions that are ½ Intervention and ½ Principal Support is a good start
- BBMS three teachers they would like to take and prepare and give administrative support
- Campus Safety Aides-review
- If we are not offering professional development, we are not attracting good staff
- Growing our staff
- Staff will act more like professionals if they are treated that way and we offer professional development
- Feedback is important
- Show appreciation for what they are doing
- Coach

How can we leverage our professional development time (elementary 34 early outs and secondary 15 late starts) to provide true collaboration, keep people accountable, and get results in implementation of the CCSS and increasing student achievement?

- Bring people here
- Trainers come to us
- Cost benefit/total to sending people to a conference-it may cost a little more
- Maybe leverage the County; get people together in a group setting and train them that way
- Benefit outweighs the cost
- Adopt a writing piece
- Everyone hears the same message
- Leverage technology

Webinars
Conference calls
Google plus and hangouts – we are working on utilizing these options
Virtual meetings within the district to save travel time
Working on this little bits at a time
Remember the whole child
Keeping a broad perspective on what is our end game

How can we develop a system to track our high school graduates over several years to determine our effectiveness?

There are many connection technologies we can leverage

Facebook

Google forms

Our web page

Individual companies

We have an alumni page on our website that we have not used yet

We can ask - You can help us make the district better by giving us your feedback on where you are now

Teachers who have a good connection with students asking for the student's contact and if they are willing to share how they are doing after high school

Students can use these connections as references

Students can create surveys, gather data, give presentations as part of a class conducted every year

Common themes for Student Achievement:

- Professional Development
- Feedback and Communication
- Flexibility-Student Centered (define what is being taught and how it is being taught)

Facilities

How will we measure our progress in creating a conducive learning environment and facilities for students that will also contribute to increasing student achievement?

Observe and communicate

Short term facilities plan developed by key stakeholders

More collaborative model with input from all M&O staff

FIT Inspections

Student Involvement

Realistic expectations

Embrace and make connections with the community

Work parties/organized events

How will a TK-12 educational program and our schools be similar and/or different in the year 2021?

- Schools of choice
- Professional development center (DO)-multipurpose/community events
- BBES or CTHS – ROP Vocational Center (school of choice)
- Innovative programs
- Sports complex (trainers/physical therapist/revenue generating)-DO

What can we do to make our facilities more functional, safe, secure, and yet attractive?

- Develop minimum standards districtwide and keep custodial standards and encourage clean sites
- Every entry have a camera
- Safety Assistants
- Get student buy-in and community input
- Serve our schools (Dr. Waner's work over the summer)
- Curb appeal speaks volumes to what is going on inside a school
- Adopt a parcel
- Golden Dust Pan award
- Paint is cheap

What should our priorities be with a short-term and long-term facilities plan?

- Safety is the primary concern
- Appearance and curb appeal-if they do not look nice on the outside, it does not matter what is going on inside
- Long term configuration with declining enrollment maybe we do not need all three elementary sites
- Look at leveling BBES and make the property into a sports complex-maybe in partnership with the City because our community needs it
- Reconfiguration would help with teacher collaboration and less combos

What might our community members, parents, students, and staff members suggest as facility priorities in our district?

- Repurpose BBES
- Sports Complex
- Rework the field at BLES

What options should we explore to address the financial gap needed to maintain our facility needs?

- Work with the City
- Bond
- Resort Tax
- RDA Funds
- Indian Casino

How should we address the trend of declining enrollment combined with the current state of our facilities?

- Come up with something to make people want to come here
- Dual emersion program
- Magnet program
- More outdoor education
- Site based learning (STEAM)
- The potential is huge here to make people want to be here
- The potential is there
- Reconfigure

How might a consolidation of facilities and reconfiguration of schools look like in our school district and how will this change to better serve our students and staff members?

- Concern is the parent piece
- Transportation issue if student(s) attend on the other side of town

What options should we consider to maintain our schools and facilities with routine maintenance and also complete major projects within our current school district calendar?

- Temporary solution would be to house students at a different site for a major project at a site
- Move toward a traditional calendar for M&O projects/longer summer

Should we continue to have board meetings at school sites with showcases or move board meetings back to the district office without showcases?

- Stay at sites but not as much show; more student driven

Common themes for Facilities:

- Reconfiguration
- Sports Complex
- Repurpose
- Curb appeal
- Safety
- Standards

Fiscal Health

With the advent of the Local Control Accountability Plan (LCAP) and the role of the LCAP Steering Committee, is there still value in having an active Budget Advisory Committee or is this a duplication of efforts?

Duplication

Invite people who were on the BAC to be on the LCAP; do not have two separate meetings

LCAP will have much more power

Move on/different group; however, BAC members can be invited to participate in the LCAP

Make the commitment that we will not eat our young

Keep BAC but change the focus

LCAP is too large of a group

Take input and hone it down and bring it back to the Steering Committee

Maybe an LCAP advisory

How do we maintain fiscal health with implications from the Local Control Funding Formula, Local Control Accountability Plan, Common Core State Standards, additional Affordable Care Act costs, rising district costs of Cal-STRS and Cal-PERS, the California Assessment of Student Performance and Progress Program and maintaining fair employee compensation?

We still need to be financially sound and solvent

Planning our goals because LCFF is so volatile

Look at outside revenue for facilities

Generate income somehow (sport complex/ROP classes where they make items to sell)

Foodservice out of classes

Siemens/Solar

LCAP was very positive

What are your recommendations to generate stakeholder interest in our district budget and how do we best communicate our district budget and ongoing fiscal changes?

Need faces attending meetings

Stakeholders are really our students

Create great programs where the parents will be interested

Develop programs that will generate parent enthusiasm

Common themes for Fiscal Health:

- More work to do more stakeholder engagement (LCAP but include BAC members)
- Find other ways to generate income-volatility of our funding
- Get students engaged and then parents will become engaged

A retreat will be scheduled in January, 2015 to follow up on these discussions and also look more into the multiplier effect.

Each Board Member provided closing remarks:

Mr. Putz hopes people realize what a good job we have all collectively done through the last six hours. He is grateful for everyone and the sacrifices they have made. People are here because they are important and make sacrifices for the district and they make a difference in student's lives. The challenge is not to go back to business as usual but put this information into practice.

Mrs. Grabe stated she is impatient. We all have ideas of what is best for the district. She hopes everyone feels like they can say things around the Board. We want to hear your thoughts. If we do not know what is going on, we are not doing a good job. We are here to support everyone; however, protocols still need to be followed. The only way we can get better is by working together like this.

President Turney commented on the very positive attitude at the meeting today as well as the development of great ideas.

Mr. Zamoyta stated the last few hours is a huge opportunity to be innovative and change. We have an opportunity to try and define what we feel is important for our students and community and, hopefully, we can implement before they come down with regulations. He hopes staff finds time to sit down and dream big.

Mr. Madden and Mrs. Fulmer introduced the five new teachers to our district.

President Turney adjourned the meeting at 11:40 a.m.

Adjourn

Secretary

Clerk of the Board