

BEAR VALLEY UNIFIED SCHOOL DISTRICT
MINUTES OF A BOARD MEETING – GOVERNING BOARD SELF-
EVALUATION HELD ON AUGUST 27, 2020 VIA THE ZOOM
WEBINAR PLATFORM PURSUANT TO GOVERNOR NEWSOM’S
EXECUTIVE ORDER N-29-20 DATED MARCH 17, 2020

Present: Dr. Stephen Foulkes
Mr. John Goepf
Mrs. Cathy Herrick
Ms. Sudie Smartt
Mr. Paul Zamoyta

Absent: None

Also Present: Dr. Mary Suzuki
Mr. Ron Peavy

President Herrick called the meeting to order at 9:02 a.m.

President Herrick called for a motion to adopt the agenda for the meeting. Adoption of
Motion by Mr. Zamoyta to adopt the agenda. Second by Mr. Goepf. Agenda
President Herrick called for the vote. Said motion as approved by the following M20-21-023
roll call vote:
AYES: Foulkes/Goepf/Herrick/Smartt/Zamoyta
NOES: None
ABSTAIN: None
ABSENT: None

All present participated in a Moment of Silence and the Pledge of Allegiance.

President Herrick opened the Hearing Section at 9:03 a.m. President Herrick Hearing
acknowledged no request to make Public Comment were received by the Section
deadline and closed the Hearing Section at 9:04 a.m.

Mr. Ron Peavy reviewed the Gold Standards from the Governing Board Governing
Self-Evaluation tool noting 27 out of 29 were rated a 4.0 or better; 14 out Board
of 29 were rated 4.5 or better. Mr. Peavy commented this is the seventh Self-
year this evaluation tool has been used by the Governing Board for their Evaluation
self-evaluation. There are seven broad indicators and the 29 Gold Standards
fall within these seven indicators

Mr. Peavy reviewed the 2019 self-evaluation summary. Dr. Suzuki addressed the actions taken throughout this last year on items from the 2019 summary. Mr. Peavy reviewed the strengths noting all received a 5.0 average. Mr. Peavy also reviewed the areas of growth.

Dr. Foulkes stated right now our focus needs to be giving the best education possible due to the COVID environment. Dr. Suzuki stated there has been a huge growth curve with teachers which may benefit students even after this environment ends. Mr. Goepf stated, personally, he believes our whole world will change as a result of the COVID. He does not believe we will go back to education as it was prior to COVID. Our strategic priorities may not change; our tactical may change. Mr. Goepf would like to see the Governing Board focus on return to school and how that will be different. President Herrick stated the COVID will cause permanent changes on how parents will want their children educated.

All present reviewed the Gold Standards and Indicators of Success for 2020 including the narrative.

Mr. Goepf commented the Board's energy is spent mostly on routine approvals. maybe there is something we can do to spend more time thinking strategically; especially with the upcoming post COVID environment.

Dr. Foulkes stated he has seen various reports on national media where students are appearing to participate when they have split their screen and they are playing Mind Craft. Do we have any way to know if this is going on? Dr. Suzuki stated we ask our students to have their camera on; however, if they have their own home device, could they be on that one that is not monitored by Go Guardian? We could be impacted by that as well. Teachers are having students participate and have ongoing conversations. As long as they are on a district device, we can tell what they are doing. Dr. Suzuki continued we do not have the ability to monitor personal devices. Some students do not want everyone to see their homes or parents do not want to have their conversations heard. Legally, we can ask students to have their camera on; if the parent says no, the student can participate through chat or not have the camera on. Chat is still live engagement per the State. Mr. Goepf stated, from a stability standpoint, we need to spend some time on succession plans for key administrative positions; we do not have a strategy or approach. Mr. Goepf would like to see the district grooming people in the district to fill these roles. Dr. Suzuki stated we can work on this at a Cabinet level; we have great capacity we have built. Mr. Zamoyta asked what we can take from each teacher having to return to online education; not pushing too much due to the staff being so busy. Mr. Zamoyta asked if there will be students who want to continue

distance learning? Hybrid? Mr. Zamoyta is looking forward to a time when we can discuss these options. Mr. Zamoyta continued by stating, during the market crash in 2009 when we laid off 30 teachers, the Board still put technology in the classrooms. The Board had the foresight to know this was the future. The Board did not want to wait even though it was difficult. The Board received criticism trying to push forward with resources when there were other things to deal with. Mr. Zamoyta still wants to keep a balance. When we see things that are important, he wants to be able to move forward. We are in a really good place as a Board and a good place to be right now in what will be a couple tough years. Dr. Suzuki stated people are looking at different ideas; we would like to be in a proactive mode. Dr. Suzuki wants ideas provided to her; please bring ideas forward. Dr. Suzuki will balance the responsibilities of staff against the ideas being brought forward by the Board. Mr. Zamoyta asked Mr. Peavy and Dr. Suzuki about grooming people in-house for district positions. He gets the impression from 15-20 years ago, the positions at the district level have become more complex. Mr. Zamoyta asked if it has become more specialized that it is difficult for someone to move up because we are a small district. Do we think it is as easy for teachers or principals to transfer to the district office as it was 15-20 years ago? Dr. Suzuki stated there are principals constantly getting more experience. We do have some in-house staff that could be ready to take positions. Dr. Foulkes stated it is always a balance between internal and external. We want to develop our people and be sure we are putting in the best person for the job.

President Herrick called for a break at 10:32 a.m.

Break

President Herrick called the meeting back to Open Session at 10:38 a.m.

Open
Session

Next Steps were discussed:

Mr. Goepp would like to see the utilization of data for strategic decision making. Are we collecting the correct data? Review the Data Dashboard. Align with strategic priorities. Succession planning to ensure we have a stable organization moving forward.

Mr. Zamoyta noted all this is in light of an unknown budget:

Getting as clear of an understanding as we can what the educational achievements have been compared to what they were first quarter of last year.

This year will be different. Do not expect the same as prior to COVID.

How do we adjust moving forward to make it successful?

Include SEL data to the Dashboard.

Dr. Suzuki suggested in October or earlier schedule a meeting to review Goals, to consider adding communication to the CORE Values, and to

discuss pre-COVID and post-COVID plans.

Dr. Foulkes would like an annual staff development report showing the strengths and weaknesses of employees.

Mr. Peavy will develop an Executive Summary of this Self-Evaluation and present it to Dr. Suzuki for review with the Governing Board.

President Herrick adjourned the meeting at 11:20 a.m.

Secretary

President of the Governing Board