

**ROSEMEAD SCHOOL DISTRICT
BOARD OF TRUSTEES' MEETING MINUTES**

CONSENT

September 20, 2018

The Board of Trustees of the Rosemead School District met in a special meeting on Thursday, September 20, 2018, in the District Office – Board Room at Rosemead School District, 3907 Rosemead Blvd., Rosemead, California at 6:30 p.m.

CALL TO ORDER

President Armenta called the meeting to order at 6:33 p.m. Trustees present included: Ms. Nancy Armenta, Mr. Ronald Esquivel, Mr. John Quintanilla, Mrs. Rhonda Harmon, and Mrs. Veronica Peña.

Interim Superintendent Dr. Jennifer Fang was also present. Other *District personnel and guests* in attendance were: Ruth Soto, Dawn Rock, and Jerry Puente.

PLEDGE OF ALLEGIANCE

President Armenta invited Joel Shapiro to lead the Pledge of Allegiance to the Flag of the United States of America.

APPROVAL OF AGENDA

Minutes: That the Agenda, be approved.

<u>Motion made by:</u>	Mr. Quintanilla	<u>Seconded by:</u>	Mr. Esquivel	
<u>Votes:</u>	Ms. Armenta	Yes	Mrs. Peña	Yes
	Mr. Esquivel	Yes	Mr. Quintanilla	Yes
	Mrs. Harmon	Yes		

PUBLIC COMMENTS

There were none.

President Armenta shared that she will excuse herself for the remainder of the meeting, after the study session topic of the Superintendent Search and announced that Clerk Esquivel will lead the remainder of the meeting.

STUDY SESSION:

1. Superintendent Search, By Dr. Jan Britz and Mr. Joel Shapiro, The COSCA Group

Mr. Joel Shapiro and Dr. Jan Britz reviewed the input provided by all stakeholder meetings with the Board of Trustees and finalized the District profile for the Superintendent Search brochure.

President Armenta recessed the meeting at 7:42 p.m. for a brief break and excused herself for the remainder of the meeting.

Clerk Esquivel reconvened the meeting to open session at 7:50 p.m.

2. Board Workshop, By Dr. Carl Cohn, Retired Executive Director of California Collaborative for Educational Excellence (CCEE), Former California State Board Member, and Retired Superintendent of Long Beach Unified and San Diego Unified School Districts and Dr. Karin Polacheck, CCEE Board of Governance Trainer and Former Board President of Long Beach Unified School District

Dr. Cohn and Dr. Polacheck led the Board in a workshop regarding Board Governance and team building. See attached presentation.

CONSENT AGENDA:

All matters listed under the Consent Agenda are considered by the Board to be routine and will be enacted by the Board in one motion in the form listed below. There will be no discussion on these items prior to the time the Board votes on the motion unless members of the Board or the Superintendent request specific items to be discussed and/or removed from the Consent Agenda.

1. Meeting, Inservice, Professional Development, Conference and/or Travel Report
2. Educational Field Trip Report
3. Donation Report

Minutes: That the Consent Agenda, **be approved.**

<u>Motion made by:</u>	Mr. Quintanilla	<u>Seconded by:</u>	Mrs. Harmon
<u>Votes:</u>	Ms. Armenta Yes	Mrs. Peña	Yes
	Mr. Esquivel Yes	Mr. Quintanilla	Yes
	Mrs. Harmon Yes		

NEW BUSINESS

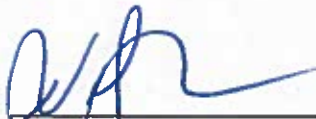
There was none.

ADJOURNMENT:

Minutes: That the September 20, 2018 Board of Trustees meeting, **be adjourned** at 9:12 p.m.

<u>Motion made by:</u>	Mrs. Harmon	<u>Seconded by:</u>	Mrs. Peña
<u>Votes:</u>	Ms. Armenta Yes	Mrs. Peña	Yes
	Mr. Esquivel Yes	Mr. Quintanilla	Yes
	Mrs. Harmon Yes		

Signed,



President



Clerk

Rosemead School District Building a Board/Superintendent Team

Resolution and Revolution: Building an Effective Team

- » Common vision and focus on all students: Theory of Action
- » United in service to children
- » Same goals and objectives: Core Values
- » Team effort
- » Understand separate roles
- » Communication
- » Listen, Listen, Listen
- » Visible, positive public image

VISION and FOCUS

- » IMPROVING STUDENT ACHIEVEMENT!
- » THEORY OF ACTION
- » Team Effort: All in it together
- » Data-Driven
- » Stakeholder Involvement
 - Internal
 - External

Building an Infrastructure for Change: Ability to Lead

- » Governance
 - Interdependent team relationship between Superintendent and Board
 - Philosophy of governance
 - Ground rules
 - Govern by policy NOT micromanagement
- » Communication
 - Creation of Board policies and standards of practice
- » Collaboration
 - Inside
 - Outside
 - Media
 - Parents, Community, Interest Groups
- » Top down/Bottom up

THEORY OF ACTION

5 Different Models

- » Performance/Empowerment (Autonomy with Accountability)
- » Managed Instruction (Aligned Instructional System)
- » Managed Performance/Empowerment (Managed Improvement which leads to Autonomy with Accountability)
- » Charter Districts
- » Diverse Provided Model (Diverse Portfolio of Schools)

INTERDEPENDENT RELATIONSHIP

- » Common Vision/Common Mantra
- » Define Roles
 - Board policies
 - Board structure (committees)
- » Define Expectations
 - Board
 - Superintendent
- » Common measurable goals
- » Unanimous support for major reforms
- » Political/Professional Roles
- » Shared Power: Real and Symbolic

TLC: Relationship Skills

- » **TRUST**
- » **LISTEN**
- » **COMMUNICATE**

TRUST

- » Respect individual strengths and weaknesses
- » Value differences
- » Actions speak louder than words
- » Caring about each other as human beings

LISTEN

- » Reflective listening
- » Direct and Indirect messages
- » Take TIME and make TIME to listen

COMMUNICATE

- » Structures for communication
 - Weekly verbal communication
 - Weekly board packets
 - Contact person: procedures
- » Everyone same information
- » No surprises

DISTRICT CULTURE

- » Team: Work as a whole and does not promote individual member or constituent agendas
- » Board Workshop/Work Session/Retreat
 - In-depth discussion of issues
 - Superintendent evaluation and priorities
- » Agenda focused on Improving Student Achievement Policies
 - Committee structure/Consent Calendar
- » Developing listening skills
- » Change/Risk-taking

11

DATA-DRIVEN DECISION MAKING

- » Accountability System
- » Measurable Goals and Expectations
- » Communicate to All
 - Internal throughout system
 - External: All stakeholders

12

LEADERSHIP

**“Management: Doing Things Right
Leadership: Doing the Right Things”**

- » Courageous
- » Inspirational
- » Motivational
- » Risk-taking
- » Band-leader
- » Collaborative
- » Honest, Open
- » Patient, Persistent

13

KEY STRATEGIES

- » K.I.S.S.
- » Common Sense
- » Trust
- » Respect
- » Loyalty
- » Patience

14

Pluralistic vs. Redistributive Politics

“Cleaning up messes that usually keep Superintendents and boards from getting to achievement standards and closing the gap.”

15

Pluralistic vs. Redistributive Politics cont.

- » Avoid political correctness/Good common sense
- » Win/Win
- » Choice/Deregulations
- » Collective Bargaining Employee Relations
 - “Family “ meetings
 - Visibility and presences in schools
- » Safety/Racial tension
- » Community
 - Represent all people not just those directly interested in schools
 - Focus on shaping public opinion rather the reflecting it

16

Symbolic

- » Actions speak louder than words
- » Mantra
- » What I would want for my own child or grandchild
- » Role-modeling
- » Rituals, ceremonies, celebrations
- » Cultural and social anthropology

17

Winning the War

“Always do right. It will gratify some people and astonish the rest.”

- Mark Twain

- » Use CHANGE positively: Build an infrastructure for change
- » Remember the Big Picture
- » Focus on Student Performance

18

**“There is nothing more difficult,
more perilous, or more uncertain
of success, than to take the lead in
introducing a new order of things. “**

-Machiavelli

GOOD LUCK!