

MINUTES  
Regular Board Meeting  
**Almont Community Schools Board of Education**

**August 30<sup>th</sup>, 2012**

**CALL TO ORDER**

President Hoffa called the Regular Board Meeting of the Almont Community Schools Board of Education to order at 5:37 p.m. in the Media Center of Orchard Primary.

**Present**

Steven Hoffa, John Miles, Nancy Boxey, John Brzozowski, Dallas Walton, and Superintendent Joseph Candela.

**Visitors:** None

**PLEDGE OF ALLEGIANCE**

**ROLL CALL:** Stephan Manko arrived at 5:44, and Scott Kmetz was absent

**APPROVAL OF AGENDA**

Agenda approved as presented.

**COMMUNICATIONS**

**QUESTIONS AND COMMENTS: AUDIENCE**

None

**NEW BUSINESS**

**PERSONNEL**

***Approval of CSPR Paraprofessional Position***

Moved by Boxey supported by Walton, the Board of Education employ Mrs. Martha Thomas as a Special Education paraprofessional in the GSRP program effective August 31, 2012.

**(P), 207, 5-0-0**

***Approval of Special Education Paraprofessional Position***

Moved by Boxey, supported by Brzozowski, the Board of Education employ Mrs. Melanie Starr as a Special Education paraprofessional effective August 31, 2012.

**(P), 208, 5-0-0**

***Approval of Band Director***

Moved by Boxey supported by Walton the Board of Education employ Mrs. Molly Schack as a Band Instructor effective August 31, 2012.

**(P), 209, 5-0-0**

***Approval of Third Party Coach(s)***

Moved by Boxey supported by Walton, the Board of Education staff the following position with personnel provided by Professional Contract Management Incorporated.

- JV Cheerleading Coach

**(P), 210, 6-0-0**

## BUSINESS

### ***Approval of School of Choice Students***

Moved by Miles supported by Walton, the Board of Education accept the following students for the 2012/2013 school year through the 105 and 105C Schools of Choice Programs.

Camdan	Faligowski
Wyatt and Coy	Hansen
Conner	Clark
Alyssa	Schneider

**George**                    **Abu-joudeh**  
**Issa**                        **Abu-joudeh**  
**Yousif**                    **Abu-joudeh**  
**(P), 211, 6-0-0**

### ***Self Evaluation with Michigan Leadership Institute (no action taken)***

#### Expectations

- Improve the effectiveness of the Governance Team.  
T. Edwards presented a review of the key characteristics of a peak performing Governance Team.
  - Strong and United in Service to children; primary motive to serve the best interests of children.
  - Board and Superintendent have interdependent relationship; trust means knowing what you can expect from one another.  
The Board sets the tone for the entire District.
  - Indicators of success established for district; everyone knows where the district is going.
  - Effective, ongoing planning and monitoring process; board members are responsible for district oversight.
  - Strong and durable linkages with community; establish avenues for regular, meaningful dialog with community. Formal and informal communications must occur.

#### Discussion of Self- Evaluation

- Board Meetings
  - Board meetings are organized and well run. No comments or concerns.
- Board-Community Relations
  - 1. Actively seeks input from community in establishing goals and objectives.
    - ❖ Board does well on big issues. Since the self-evaluation was completed the district has established better communications with parents through NCA and Sex Ed. Committee. Need to improve Website. This year there will be a community survey (NCA). Need to seek input from community when establishing goals and objectives.
  - 3. Maintains close working relationship with other units of government.
    - ❖ Governance Team works well with local government. Possibly get more involve with County School Boards and Michigan School Boards Association. Have more contact with State Representative and State Senator.
  - 6. Supports a productive relationship between District and media.

- ❖ Keep it positive. Close working relationship with Tri-City Times. Cautious with County Press.
  - 9. Makes use of effective complaint policy and procedure.
    - ❖ Effective use of complaint policy and procedure when dealing with the community and the public. The concern seems to be with some staff members who try to skip over their supervisor. Those individuals need to be continually and consistently directed back to the supervisor. Is there a way to let employees know that some items are not the board of education's responsibility?
- Board-Administrator Relations
  - 2. Assures that all other personnel are evaluated on a regular basis.
    - ❖ Oversight is the responsibility of the board of education, practices need to be established to ensure proper monitoring and oversight in all areas. One possibility is to conduct random checks of employee evaluations to make sure that evaluations are completed in a timely manner. Checks and balances need to be put in place.
- Board-Staff Relations
  - 2. Refers complaints to appropriate personnel for discussion.
    - ❖ As stated under the complaint policy, the concern seems to be with some staff members who try to skip over their supervisor. Those individuals need to be continually and consistently directed back to the supervisor.
- Educational Programs
  - 1. Establishes and then reviews annually a set of educational goals which clearly define what students should accomplish as a result of their experience in school.
    - ❖ Curriculum and student achievement is a priority for the members of the board. Board members would like to spend more time on curriculum issues. They want to have a better understanding of what is happening in the classroom. Some feel that curriculum and instruction is dealt with only if they have time and other issues take up more time in the work sessions. Possible solutions: establish a District Curriculum Council, schedule time to talk and reflect with teachers about curriculum concerns and needs, look at course offerings so that curriculum does not become outdated and stagnant and review "best practices" used within district.
- Personal Qualities
  - 7. Participates in useful in-service programs at regional, State, and national levels.
    - ❖ Explore and consider relevant offerings within the county and State.
- Other
  - ❖ Board members like the work session format currently being used because they feel better informed. They would like to rotate the committee schedule so that curriculum is not left until the end. If there is no business for a committee then that committee can be skipped.
  - ❖ Board members like Friday Report Format most like the brevity. One board member needs additional information.

**Comments: Audience**

**None**

**Questions/Comments: Board of Education**

**None**

**Future Agenda Items**

**None**

**Adjournment: 7:55 p.m.**

Approved \_\_\_\_\_

Date

Signed: \_\_\_\_\_

Nancy Boxey, Secretary

Signed: \_\_\_\_\_

Steve Hoffa, President