



Independent School District # 2

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WORK MEETING

May 23, 2017

5:00 p.m.

Quemado School Library

Call to Order The meeting was called to order at 5:08 pm

Members Present:

Denny Carver – President
Walt Summers – Vice President
Polly Pierson – Secretary
Carm Chavez – Member
Eileen Dodds - Member

Recognition of There were none at this time.
Visitors

Discussion on Polly asked for a Superintendent job description and we will try to
Superintendent find one. Denny had a copy of what the board policy has for the
Evaluation Superintendent duties and relationship with the board so we made
Procedure/Policy copies for everyone to review. There was discussion about changing
the board policy with changes to the evaluation procedures for the
Superintendent. Denny also commented that the current policy states
that the staff will do an evaluation; there was a discussion about how
the questionnaire might change according to the goals and objectives
that are in put in the board evaluation procedure that the board is
developing. There was a sample of questions that Mr. Lackey had, that
is part of the policy from the other district and we are using it as a
model. There was a discussion about the employee evaluation for the
Superintendent and the comments from the evaluation. There was
discussion about Capturing Kids Hearts and that the board felt that it
has not been followed, just going by the results of the answers to the
evaluation. Carm spoke on her experience and opinion about the staff
comments regarding the superintendent being a coach. Denny felt that
the chain of command was not followed as far as concerns and

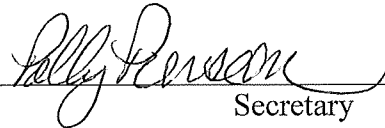
complaints and the issues that have risen from the staff evaluation. There was discussion about the chain of command and the possibility of repercussions if the chain is followed as perceived by the staff. Eileen asked Mr. Goodman if he had any staff members approach him with problems regarding the Superintendent and Mr. Goodman answered that he has had some and that he has listened to their issues and tried to resolve the problem or referred them to follow the chain of command up to Mr. Lackey. The board, Mr. Lackey and Mr. Goodman reviewed the chain of command within the district. Eileen felt that they need to start with a job description first then move to the goals and objectives. The board reviewed the out take from the board policy that states the Superintendent/board relationship and what the duties are. From here the board took pieces from the policy to develop a job description to implement as well as develop the measurable goals and a timeline for these goals. The board developed an organizational chart of departments and who is responsible for each one. There was a discussion on exactly what the board really wants and what they want to accomplish in these workshops. One goal to start is an organizational chart and a job description for himself and Mr. Goodman. We will print up the organizational chart and have the job descriptions ready for the next workshop. There was discussion to develop the goals and when to evaluate these goals. There was discussion on the length of the contract for the Superintendent. Denny would like a change in when the Superintendents' contract is renewed to March. The board developed the timeline for the goals. There will be a first reading in June and a second reading and approval in July. The board wants to take out the wording of staff evaluation and input staff survey in the board policy. Policy will be changed with the word "survey" replacing "evaluation". 5.22.5 will be replaced with the 3 pages of the new policy and a reference to addendum A and B. The next board work meeting will be to set the goals and going over evaluation questions for the board. The date will be June 20th, at 3:00 in Quemado.

Adjournment

The meeting was adjourned at 9:07



President



Secretary