

Board Chairman Jason Redick called the **work session meeting** of the board of Directors of Sweet Home School District No. 55 to order at 3:00 p.m. on June 23, 2025.

Board Members in Attendance

Mike Adams, Mary Massey, Dale Keene, Floyd Neuschwander, Rachel Maynard Absent: Amanda Carter, Jenna Northern, Dustin Nichol, Erin Barstad

Staff Members in Attendance

Superintendent: Terry Martin; Administrators/Supervisors: Darwood, Barbi Riggs, Brian Brands; Certified: Board Recording Secretary: Julie Emmert

1. Called the meeting to order Mike Adams Action
2. Work Session Jennifer Nelson, OSBA

The presentation provided a structured framework for developing high-functioning governance practices aligned with student outcomes. Key concepts and content included: Balanced Governance Standards: Review of evidence-based standards emphasizing role clarity, accountability, innovation, and cultural responsiveness. Board vs. Superintendent Responsibilities: Exploration of governance versus management distinctions with an emphasis on ethics, transparency, and communication. Scenario Practice: Real-world examples prompted discussion of board conduct, public meetings law, conflict of interest, and the superintendent evaluation process. Tools for Collaboration: Introduction to resources such as operating agreement templates, evaluation standards, and strategic monitoring frameworks. The Board's Influence on Student Success: Emphasis on the board's role in setting expectations and modeling a culture of belonging and achievement. The training reaffirmed the board's belief that all students can learn and succeed and reinforced the importance of staying grounded in shared values and data-informed oversight.

Activity Dare to lead - find the values

Accountability

*Giving Back

Efficiency Fiscal

Success/

*Integrity

honey

service

vision

collaboration

*Stewardship

humor

Kindness

Balance

Patriotism

Spiritually

future generations

Roles & Responsibilities:

Balanced Governance Standards

Participants engaged in small and large group discussions focused on board culture, relationships, and alignment with district goals. A key feature of the session was a Brené Brown-inspired values exercise, which invited members to reflect on and share their top personal values that influence their decision to serve on the board. June 2025 Top Shared Values: Integrity, Giving Back, Stewardship, Efficiency (Fiscal Responsibility) Additional Values Identified: Accountability, Success (results-based), Honesty, Service, Vision,

Collaboration, Balance, Humor, Kindness, Patriotism, Spirituality (Faith), and Future Generations Compared to the board's November 2024 values exercise—which emphasized ethics, community, accountability, giving back and future generations—this updated reflection revealed a growing emphasis on fiscal stewardship, collaboration, and balance, highlighting the board's desire to lead effectively through change while remaining focused on long-term student success. Other discussion highlights included: Reinforcing respectful board-superintendent relationships Setting expectations for public engagement and meeting decorum Recognizing the board's role in supporting and monitoring implementation of strategic priorities

Strategies 1. Foster a Collaborative and Unified Board Culture: Build trust through shared values, onboarding support for new members, and role clarity. 2. Support Strategic Alignment: Continue integrating the board's work on the Portrait of a Graduate, strategic priorities, and revised mission/vision with administrative planning efforts. 3. Clarify Governance Structures: Finalize operating agreements and evaluation processes to guide effective superintendent oversight. 4. Promote Transparency and Engagement: Model respectful public engagement and strengthen communication protocols. Priorities and Next Steps 1. August 2025 Strategic Planning Session: Continue work on the district's strategic plan by aligning the draft plan developed by the superintendent and leadership team with the board's completed work on strategic priorities, the Portrait of a Graduate, and the revised mission and vision statements. This work will include discussion of a plan for monitoring and reporting progress toward strategic goals. 2. Develop Board-Superintendent Operating Agreements: Establish expectations for communication, decision-making, and professional conduct. 3. Establish a Monitoring Plan: Define metrics and methods for monitoring progress toward strategic goals and student outcomes. 4. Board Chair Mentorship: Begin outlining a succession and mentorship plan to ensure continuity in board leadership.

3. Adjournment

The meeting adjourned at 5:48 p.m.

Signature, Board Chairman

Julie Emmert, Board Recording Secretary (This meeting was also recorded and saved supt/board/audio)