

AGENDA  
AMADOR COUNTY UNIFIED SCHOOL DISTRICT  
BOARD OF TRUSTEES  
WORKSHOP

**Wednesday, June 26, 2019 | 4:00 – 5:30 PM**

**Meeting Location: Amador County Administration Building, 810 Court St, Jackson, CA**

NOTE: If you need a disability-related modification or accommodation, including auxiliary aids or services to participate in the public meeting, please contact the Superintendent’s Office at 209-257-5353 at least 24 hours before the scheduled Board meeting. {Government Code §54954.2} [Americans with Disabilities Act of 1900, §202.]

NOTE: A copy of the Board agenda and backup materials is available for inspection and review at Amador County Office of Education, 217 Rex Ave., Jackson, CA during regular business hours. In addition, this agenda has been posted on the Amador County Unified School District Website at [www.amadorcoe.org](http://www.amadorcoe.org). An audio recording of the Board Meeting is made.

Board of Trustees meetings are meetings of the Board in public, as per the Brown Act open meeting law. All five Board Members may not have discussion outside an open meeting. This meeting is their opportunity to have discussion in order to conduct their business. Board Meetings are not meetings for the public to interact informally with the Board. Members of the public may speak formally to the Board by completing a speaker card and giving it to the Board Clerk or Communication Specialist.

OUR MISSION: Enriched by the diversity and deep traditions of our unique community, Amador County Public Schools will prepare, support, and inspire each student to achieve career and college success in a rapidly evolving world through highly engaging teaching, rigorous learning and innovative pathways supported by strong partnerships in a safe, caring and collaborative environment.

1.0 **CALL TO ORDER**

2.0 **BOARD MEMBERS**

- [ ] Susan Ross – Board President
- [ ] Kandi Thompson – Board Clerk
- [ ] Deborah Pulskamp
- [ ] James Marzano
- [ ] Janet White
- [ ] Chanelle Carney – Student Board Member
- [ ] Hailey Dacier – Student Board Member

3.0 **Roll Call Taken by the Secretary to the Governing Board**

4.0 **PUBLIC COMMENTS**

*Public comments regarding Discussion/Action Items will be addressed during the Discussion/Action agenda items. A person wishing to be heard by the Board shall first be recognized by the president and shall then proceed to comment as briefly as the subject permits. Individual speakers shall be allowed three minutes to address the Board on each agenda item. The Board shall limit the total time for public input on each item to 20 minutes. With Board consent, the Board president may increase or decrease the time allowed for public presentation, depending on the topic and the number of persons wishing to be heard. The president may take a poll of speakers for or against a particular issue and may ask that additional persons speak only if they have something new to add. **NOTE:** If you wish to address the Board please complete a speaker card and give it to the Board Clerk or Communications Specialist.*

5.0 **DISCUSSION ITEMS**

5.1 **Annual Board Self-Evaluation – Discussion/Action (Dr. Slavensky)**

The ACUSD/ACOE Board Bylaw 9400, adopted by the Board of Trustees on May 9, 2018, states the Governing Board shall annually conduct a self-evaluation in order to demonstrate accountability to the

community and ensure that district governance effectively supports student achievement and the attainment of the district's vision and goals.

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6.0 **CLOSED SESSION**

6.1 Superintendent's Annual Evaluation. Public Employee Performance Evaluation (Government Code §54957) Title: Amador County Unified School District Superintendent

7.0 **RECONVENE TO OPEN SESSION/REPORT ON CLOSED SESSION**

8.0 **ADJOURNMENT**

\* The Amador County Unified School District complies with the Americans with Disabilities Act. Should you require special accommodations, or more information about accessibility, please contact the Superintendent's Office by calling (209) 257-5353. All efforts will be made for reasonable accommodations.

\* Any writings or documents that are provided to the governing board in open session will be made available for public inspection at the meeting or at the Amador County Public Schools District Office located at 217 Rex Avenue, Jackson, CA during normal business hours.

# Amador County Public Schools

✓ District

County

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**JUNE 26, 2019**

**AGENDA ITEM #:** 5.1

**SUBJECT:**

Board of Trustees Annual Self-Evaluation – Discussion/Action

**BACKGROUND INFORMATION:**

The ACUSD/ACOE Board Bylaw 9400, adopted by the Board of Trustees on May 9, 2018, states:

The Governing Board shall annually conduct a self-evaluation in order to demonstrate accountability to the community and ensure that district governance effectively supports student achievement and the attainment of the district's vision and goals.

The evaluation may address any area of Board responsibility, including, but not limited to, Board performance in relation to vision setting, curriculum, personnel, finance, policy development, collective bargaining, community relations, and advocacy. The evaluation may also address objectives related to Board meeting operations, relationships among Board members, relationship with the Superintendent, understanding of Board and Superintendent roles and responsibilities, communication skills, or other governance or boardsmanship skills.

The Board shall evaluate itself as a whole. Individual Board members are also expected to use the evaluation process as an opportunity to assess and set goals for their own personal performance.

Each year, the Board, with assistance from the Superintendent, shall determine an evaluation method or instrument that measures key components of board responsibility and previously identified performance objectives. Visual and/or audio recordings of a Board meeting may only be used as an evaluation tool when consent is given by all Board members.

Any discussion involving the Board's self-evaluation shall be conducted in open session.

At the request of the Board, a facilitator may be used to assist with the evaluation process. The Board may invite the Superintendent or other individual(s) with pertinent information to provide input into the evaluation process.

Following the evaluation, the Board shall set goals, define and/or refine protocols, and establish priorities and objectives for the following year's evaluation. The Board shall also develop strategies for strengthening Board performance based on identified areas of need, including, but not limited to, Board trainings such as those offered by the California School Boards Association.

(Continued)

**FISCAL IMPLICATIONS:**

None

**ATTACHMENTS:**

1. Board Member Responses to the Annual Board Self-Evaluation 2018-19 Comparison
2. Board of Trustees SMART Goals

**RECOMMENDATION:**

With support and facilitation from Sally Frazier of Leadership Associates, Superintendent Slavensky recommends the Board: (a) have discussion about the collective responses to the self-evaluation, (b) determine progress made from the previous year, and (c) take action to set new 2019-20 goals for Board performance in alignment with Board Bylaw 9400, the Amador County Public Schools Strategic Plan, and the ACOE/ACUSD Local Control Accountability Plan (LCAP).

**PRESENTED BY:**

Susan Ross, Board of Trustees President  
Amy L. Slavensky, Ph.D., Superintendent

## Governing Team Self Evaluation Comparison June 2018 – June 2019

**Purpose:** The intent of this instrument is to record the range of perceptions regarding internal functions of the board as the first step in a self-evaluation process. These results should be tabulated and shared with trustees to inform a productive discussion regarding how the board can increase its effectiveness.

Definitions:

*Trustee:* An individual elected to serve on the board.

*Board:* The entity with legal authority to govern the district, made up of elected trustees.

*Governance Team Members (GTMs):* The elected trustees with the superintendent.

This evaluation is based on the six dimensions of board competency, a description of successful board practices uncovered during the Trustee Demonstration Project. This five-year study involved trustee boards from more than 20 colleges, schools and non-profit organizations in the United States. Listed under each of the six major headings are statements describing a variety of related board actions.

Rating Scale: Never – 1 2 3 4 5 6 7 8 9 10 – Frequently

### Dimension I: Contextual

1. Board takes the time to learn about important issues facing schools through actions such as allowing teachers, students, and administrators to report at meetings.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
								x	x		xx	8.75
2019		1	2	3	4	5	6	7	8	9	10	
									x		xxxxx	9.6

2. Board discusses events and trends in the larger community that may affect schools.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						x		x	x		x	7.5
2019		1	2	3	4	5	6	7	8	9	10	
								x	x		xxx	9

3. Board reviews district's mission statement.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						x	x			x	x	7.5
2019		1	2	3	4	5	6	7	8	9	10	
							x				xxxx	9.2

4. Board recognizes and supports the superintendent as chief executive officer and educational leader of the district.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
								x	x	x	x	8.5
2019		1	2	3	4	5	6	7	8	9	10	
										x	xxxx	9.8

5. I have been present at board meetings where discussions about the values of the district were key factors in reaching a conclusion to a problem.

<b>2018</b>	0	1	2	3	4	5	6	7	8	9	10	Ave
						x		x	x		x	7.5
<b>2019</b>		1	2	3	4	5	6	7	8	9	10	
								x	x	x	xx	8.8

6. Board communicates its decisions to all affected by them through public meetings and posted agenda and minutes.

<b>2018</b>	0	1	2	3	4	5	6	7	8	9	10	Ave
			xx						x		xx	8
<b>2019</b>		1	2	3	4	5	6	7	8	9	10	
										x	xxxx	9.8

7.

2018: Board keeps abreast of policies mandated by state and federal law, Department of Public Instructions, attorney general opinions, and the courts.

2019: Board keeps abreast of policies mandated by state and federal law.

<b>2018</b>	0	1	2	3	4	5	6	7	8	9	10	Ave
									x	x	xx	9.25
<b>2019</b>		1	2	3	4	5	6	7	8	9	10	
									x	x	xxx	9.4

8. Board establishes and maintains a systematic plan for feedback on policies to determine effectiveness, their worth, and whether they need to be amended, modified, or canceled.

<b>2018</b>	0	1	2	3	4	5	6	7	8	9	10	Ave
			x					x		x	x	7
<b>2019</b>		1	2	3	4	5	6	7	8	9	10	
									xx	x	xx	9

9. Board keeps informed about what students are learning through reports on academic achievement, career technical education programs, and the impact of extracurricular activities.

<b>2018</b>	0	1	2	3	4	5	6	7	8	9	10	Ave
									x		xxx	9.5
<b>2019</b>		1	2	3	4	5	6	7	8	9	10	
										x	xxxx	9.8

10.

2018: Board stays aware of its debt limitations and sets priorities based on total financial needs of the system and maintaining an adequate reserve.

2019: Board stays aware of the fiscal health of the District and sets priorities based on total financial needs of the system and maintaining an adequate reserve.

<b>2018</b>	0	1	2	3	4	5	6	7	8	9	10	Ave
						x		x			xx	8
<b>2019</b>		1	2	3	4	5	6	7	8	9	10	
									x		xxxx	9.6

**Dimension II: Educational**

11. Board assigns new members a mentor to help them learn the Board's roles and responsibilities and provides new members with detailed explanation of the board's mission.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
				xx		xx						4
2019	0	1	2	3	4	5	6	7	8	9	10	
							x	x			xxx	8.6

12. Board requests a decision be postponed until further information can be obtained, as needed.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						xx				x	x	7.25
2019	0	1	2	3	4	5	6	7	8	9	10	
						x		x	x		xx	8

2018 Only: Board conducts an explicit examination of its responsibilities, discussing its role in district management.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
		x	x						xx			4.75

13.

2018: At least once every two years, the board has a retreat or special session to examine its performance.

2019: Board conducts an annual spring/summer explicit examination of its responsibilities and its performance.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
										x	xxx	9.75
2019	0	1	2	3	4	5	6	7	8	9	10	
						x					xxxx	9

14.

2019 Only: Board has an annual fall/winter retreat or special session to collaborate and participate in professional learning.

2019	0	1	2	3	4	5	6	7	8	9	10	Ave
									x		xxxx	9.6

15. Board is given and reads the agenda and background materials well in advance of the meeting.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
									x		xxx	9.5
2019	0	1	2	3	4	5	6	7	8	9	10	
											xxxxx	10

16.

2018: Board participates in in-service programs at regional, state and national levels.

2019: Board participates in professional learning opportunities at local, regional, state and/or national levels.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
									x	x	xx	9.25
2019		1	2	3	4	5	6	7	8	9	10	
						x	x	x		x	x	7.4

17. I have participated in Board discussions about what the Board should do differently as a result of past history and experience.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
	x					x				x	x	6
2019		1	2	3	4	5	6	7	8	9	10	
								x			xxxx	9.4

18. Board leadership goes out of its way to make sure that all members have the same information on important issues.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
				x						x	xx	8
2019		1	2	3	4	5	6	7	8	9	10	
											xxxxx	10

19.

2018: I read through the board's policies, procedures and employee contracts

2019: I have read and am familiar with the Board's policies, procedures and bylaws.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
		x							x	x	x	7
2019		1	2	3	4	5	6	7	8	9	10	
										x	xxxx	9.8

20. Board has discussions about the effectiveness of its performance.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						x	x	x		x		6.75
2019		1	2	3	4	5	6	7	8	9	10	
									x	x	xxx	9.4

### Dimension III: Interpersonal

21. Board's split decisions do not result in a split board.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
									xx		xx	9
2019		1	2	3	4	5	6	7	8	9	10	
											xxxxx	10



22. Board members hold confidential items in confidence.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
									x	x	xx	9.25
2019		1	2	3	4	5	6	7	8	9	10	
											xxxxx	10

23.

2018: Board president and superintendent confer so that differences of opinion are identified.

2019: Board president and superintendent confer often and provide regular written communication to all Board members.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
									x		xxx	9.5
2019		1	2	3	4	5	6	7	8	9	10	
											xxxxx	10

24. Board members are able to speak their minds without fear of being ostracized.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						x					xx	6.75
2019		1	2	3	4	5	6	7	8	9	10	
											xxxxx	10

25.

2018: I have discussed with fellow members common interests we share outside the boardroom.

2019: Without violating the Brown Act, I have discussed with fellow Board members common interests we share outside the boardroom.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
					x			xx	x			6.5
2019		1	2	3	4	5	6	7	8	9	10	
									xx		xxx	9.2

26.

2018: Once a decision is made, the board works together to see that it is accepted and carried out.

2019: Once a decision is made, the Superintendent sees that it is accepted and implemented with any needed follow-up communication to the Board ("closing the loop").

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
							x			x	xx	8.75
2019		1	2	3	4	5	6	7	8	9	10	
									x		xxxx	9.6

27. At our Board meetings, there is at least as much dialogue among the Board members as there is among the Board members and staff who are presenting the items for consideration.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						x			xx		x	7.75
2019		1	2	3	4	5	6	7	8	9	10	
				x			x	xx			x	6.6

28. Board has adopted some explicit goals for itself, distinct from district goals.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
				x		xx			x			5.25
2019	0	1	2	3	4	5	6	7	8	9	10	
				x				x			xxx	8

29. Board members have opportunities to share biological information that helps them get to know one another better.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						xx	x	x				5.75
2019	0	1	2	3	4	5	6	7	8	9	10	
								x		xx	xx	9

30. Board handles conflict openly and constructively.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						xx			x		x	7
2019	0	1	2	3	4	5	6	7	8	9	10	
										xx	xxx	9.6

**Dimension IV: Analytical**

2018 Only: I have been in board meetings where subtleties of issues dealt with escaped the board.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
	x							x		x	x	6.5

31. Board explicitly examines the "downside" or possible pitfalls of any important decision it is about to make.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
				x	x				x		x	6.25
2019	0	1	2	3	4	5	6	7	8	9	10	
								x			xxxx	9.4

32. Board questions administrative proposals, allowing the superintendent to clarify and elaborate regarding his/her recommendations.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						xx		xx				6
2019	0	1	2	3	4	5	6	7	8	9	10	
								x			xxxx	9.4

33. Board is attentive to how it reaches conclusions.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						x		x		xx		7.5
2019	0	1	2	3	4	5	6	7	8	9	10	
								x			xxxx	9.4

34. When making decisions, the Board considers how one issue may influence how the Board handles other issues.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
			x			x		x	x			5.5
2019		1	2	3	4	5	6	7	8	9	10	
								x	x		xxx	9

35. When faced with an important issue, the Board often brainstorms generating a list of creative approaches or solutions to the problem.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
	x			x					x		x	5.25
2019		1	2	3	4	5	6	7	8	9	10	
						x		x		x	xx	8.2

36. Board seeks outside assistance from consultants or other districts when considering its work.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
							x			x	xx	8.75
2019		1	2	3	4	5	6	7	8	9	10	
								x		x	xxx	9.2

37. Board does not take immediate action on new issues of a complex nature unless deemed an emergency situation.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
		x								x	xx	7.5
2019		1	2	3	4	5	6	7	8	9	10	
						x			x		xxx	8.6

38. Before reaching a decision on important issues, Board requests the Superintendent to gather and report on input from students or staff likely to be affected by the decision.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
			x						x	x	x	7.25
2019		1	2	3	4	5	6	7	8	9	10	
				x			x				xxx	7.8

39. Board handles issues that are ambiguous and complicated by appointing subcommittees to conduct in-depth research.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
	x		x					x			x	4.75
2019		1	2	3	4	5	6	7	8	9	10	
										x	xxxx	9.8

**Dimension V: Political**

40. Board shows an awareness of the impact its decisions will have on the community.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
								x		x	xx	9
2019		1	2	3	4	5	6	7	8	9	10	
									xx	x	xx	9

41. Board encourages the public to attend Board meetings.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
								x			xxx	9.25
2019		1	2	3	4	5	6	7	8	9	10	
										x	xxxx	9.8

42. Board President and Superintendent actively cooperate with the news media to share information about school programs.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						x					xxx	8.75
2019		1	2	3	4	5	6	7	8	9	10	
											xxxxx	10

43. Board has formed ad hoc committees/task forces that include staff and community representatives as well as Board members.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						x			x		xx	8.25
2019		1	2	3	4	5	6	7	8	9	10	
							x				xxxx	9.2

44. Board offers committees referenced in #43 opportunities to report at meetings.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
				x							xxx	8.25
2019		1	2	3	4	5	6	7	8	9	10	
							x	x			xxx	8.6

45. Governance Team members maintain channels of communication with key community leaders.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						x			xx		x	7.75
2019		1	2	3	4	5	6	7	8	9	10	
									xx		xxx	9.2

46. 2018: If the Board thinks a group of constituents is likely to disagree with an action it's considering, it makes sure to learn how the public feels before rendering a decision.

2019: If the Board thinks a group of constituents is likely to disagree with an action it's considering, it makes sure to understand what is in the best interest of all students before rendering a decision.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
			x			x			x		x	6.25
2019		1	2	3	4	5	6	7	8	9	10	
									x	x	xxx	9.4

47. Board has adopted a policy on parent and public relations/involvement, which it references and reviews.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
				x		x				x	x	6.75
2019		1	2	3	4	5	6	7	8	9	10	
								x		x	xx	9.4

48. Board withstands the pressure of special interest groups.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						x		x		x	x	7.75
2019		1	2	3	4	5	6	7	8	9	10	
										x	xxxx	9.8

49. Board is actively involved in state and federal education legislative updates and advocacy opportunities.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						xx					xx	7.5
2019		1	2	3	4	5	6	7	8	9	10	
								x		x	xxx	9.2

**Dimension VI: Strategic**

50. Board devotes more time to preparing for the future than it devotes to putting out fires.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
	x		x	x						x		3.5
2019		1	2	3	4	5	6	7	8	9	10	
							x	x	xx		x	7.8

51. Board sets clear organizational priorities for the year ahead.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
				x				x			xx	7.5
2019		1	2	3	4	5	6	7	8	9	10	
									xx		xxx	9.2

52. At least once a year, Board asks the superintendent to articulate his/her vision for the school district's future and offer strategies to realize that vision.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
							x			x	xx	8.75
2019		1	2	3	4	5	6	7	8	9	10	
											xxxxx	10

53. Board discusses where the school district will be five years from now.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
				x		x		x			x	6.25
2019		1	2	3	4	5	6	7	8	9	10	
							x		x	x	xx	8.6

54. Within the past year, Board has reviewed school district strategies for attaining long-term goals.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
							x		x		xx	8.5
2019		1	2	3	4	5	6	7	8	9	10	
							x	x			xxx	8.6

55. I have been at Board meetings where discussion focused on identifying areas for needed improvement.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
						x	x		x		x	7.25
2019		1	2	3	4	5	6	7	8	9	10	
									x		xxxx	9.6

56. Board intentionally makes use of long-term priorities of the school district in dealing with current issues.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
								x	x		xx	8.75
2019		1	2	3	4	5	6	7	8	9	10	
								x	xx		xx	8.6

57. Board compares reports on schools' progress with the district's long-term goals.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
					x				x		xx	8
2019		1	2	3	4	5	6	7	8	9	10	
								x		x	xxx	9.2

58. Board has a procedure in place for conducting superintendent evaluations.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
									x		xxx	9.5
2019		1	2	3	4	5	6	7	8	9	10	
										x	xxxx	9.8

59. Board is periodically advised of outside funds when they are available such as state and federal grants, special programs, community resources, research programs, and special construction funds.

2018	0	1	2	3	4	5	6	7	8	9	10	Ave
								x	x		xx	8.75
2019		1	2	3	4	5	6	7	8	9	10	
									xx		xxx	9.2

**Comments:**

Incredible Superintendent, cohesive cabinet and DO team. Remarkable, caring, positive, forward thinking board.

Mr. Critchfield has done an excellent job of educating and keeping the Board aware of the fiscal health of the District.

Due to fiscal restraints we are attending fewer trainings and learning opportunities.

44 & 45: Community response at times is lacking, however, the District does offer the opportunity to participate.

This board is a very cohesive board. I am very proud to be a part of this board. I feel that we represent all different areas and as such the students, staff and community are all well represented. I did mark a low score for the professional development opportunities as per our current fiscal situations we are no longer given the opportunity to seek professional development trainings.

With this board and this cabinet and Superintendent, I believe that this district to be taken to new heights. While the community may make it not a very prestigious thing to be a part of the school board, I could not be more proud to serve on the school board with this group of people.



**Amador County Unified School District  
Office of the Superintendent**

**2018-19 Governance Team SMART Goals  
Developed at the August 22, 2018 Board Workshop  
Submitted for Adoption at the September 12, 2018 Board Meeting**

1. By June 30, 2019, the Board President and Superintendent will collaborate with input from the full Board to provide governance team training, support and mentoring for all new Board members evidenced by: (a) Board workshop agendas, (b) CSBA New Board Member Training, (c) CSBA Annual Education Conference registration and notes, and (d) other available opportunities as funds allow.
2. By June 30, 2019, the Board of Trustees will develop and adopt a Board Bylaw and protocols to facilitate governance team conflict resolution evidenced by: (a) Board subcommittee work to develop, adopt, and support related training and implementation of the Board Bylaw, and (b) Board meeting minutes.
3. By June 30, 2019, the Board of Trustees will collaborate to clarify and communicate the roles and responsibilities of Board members for and with the Board and community evidenced by: (a) a Board subcommittee to develop tools, resources, videos, etc. for use with stakeholders and (b) documented use of the tools.
4. By October 1, 2019, the Board and Superintendent will work together to improve and support an effective two-way communication system and process evidenced by: (a) consistent, positive levels of communication among the Board and the Superintendent and (b) the outcomes of the annual Board self-evaluation.

Letter	Most Common	Alternatives
<b>S</b>	Specific	Significant, Simple, Sustainable, & Stretching
<b>M</b>	Measurable	Meaningful, Motivational, & Manageable
<b>A</b>	Achievable	Attainable, Acceptable, Action-oriented, Aspirational, & Aggressive
<b>R</b>	Relevant	Realistic, Reasonable, Rewarding, Results-based, & Results-oriented
<b>T</b>	Time-bound	Time-based, Timely, Time-oriented, Tangible, Time-framed, Time specific, & Trackable