



GOVERNANCE CONSULTING SERVICES

February 26, 2021

To:

Members of the Amador County USD Board of Trustees
Amy L. Slavensky, Ph. D., Superintendent

From:

Luan Burman Rivera,
Governance Educator/Consultant,
California School Boards Association
760-212-8808 (cell)

Re: Workshop Notes from the February 17 & 18, 2021 Effective Governance/Good Beginnings Workshop

I want to thank you for inviting me to facilitate your workshop on Effective Governance/Good Beginnings. The following pages reflect the work that was accomplished during our sessions together on February 17 & 18, 2021. This memo includes summary notes and highlights from our discussions. The companion document, *Amador County USD Draft Governance Handbook*, documents aspects of the effective governance system and your agreements about norms and operating protocols developed at various meetings. Changes to this document are highlighted in yellow. Please note that additional Norms and Protocols can and should be developed and added to your handbook at future meetings, as needed.

The workshop conversations were focused on:

- Agreeing on an understanding of the common ground (unity of purpose) shared by governance team members.

- Gaining clarity on the role of the Board and the role of the Superintendent.
- Building and sustaining a positive culture based on open communication, trust, and respect (norms/meeting guideline).
- Reviewing the structures and processes, (protocols) team members will utilize in fulfilling their governance responsibilities.
- Participating in an activity to identifying Team Members' working styles. The results are listed in this memo.

Unity of Purpose

When asked what they would like to accomplish as a team, the Board Members and Superintendent listed the following items:

- It is most important for us to get students safely back to school, sports, clubs, and activities in an equitable way.
- We must work together in a respectful and honest manner to support all leaders, teachers, and staff so that they can support all students.
- We need to find and hire the best Superintendent for the district and the students. We always strive to hire the best people for every position in the district and ensure that they have the support that they need to be successful in order to best serve all students.
- We will work to provide for the needs of every student so that they can develop and reach their full potential. This includes supporting students academically, socially, and emotionally.

The Board agreed to review and discuss these concepts during their self-evaluation/goal-setting session in May or June and then again in September or October once the new Superintendent is onboard.

The current Unity of Purpose statement was reviewed by the Governance Team and added to the Governance Handbook at the Board's request.

GOVERNANCE TEAM – DOMINANT WORKING STYLES

The Trustees and the Superintendent participated in an exercise to identify their dominant working styles as members of this Governance Team. Each person responded to a series of questions. The results are listed below. The listing of an individual in more than one quadrant indicates a close or tied score. The lower score is the dominant style.

Results:

<i>Analytical</i>	<i>Driver</i>
Jim Whitaker (11) Julia Burns (9)	Kandi Thompson (10) Deborah Pulskamp (10) James Marzano (11)
<i>Amiable</i>	<i>Expressive</i>
Jim Whitaker (11) Dr. Amy Slavensky (10) Kandi Thompson (11) Deborah Pulskamp (12) James Marzano (11)	Dr. Amy Slavensky (10)

What Each Style Brings to the Board Table...

<i>Analytics</i>	<i>Thoroughness</i>	Attention to detail; Objective; Wealth of data
<i>Drivers</i>	<i>Action</i>	Get it done; Focused; Organized; Keeps Timelines
<i>Amiable</i>	<i>Process</i>	Attention to process; Inclusive; Builds consensus
<i>Expressive</i>	<i>Vision</i>	Sees “big picture,” High creativity; Thinks “outside the box”

Next Steps:

- Continue to use multiple platforms to share information about the district with the community.
- Utilize district speaking points and reports from the cabinet when responding to questions from the community.
- When responding to emails, thank the sender and forward the message to the Superintendent so that she can address the matter, appropriately.
- Adopt your updated draft Governance Handbook at a regular Board Meeting.
- Develop and adopt additional norms and protocols, as needed.

I enjoyed working with all of you and hope the contents of these documents accurately reflect your excellent workshop discussions. Your thoughtful efforts have furthered the lines of communication among team members and enhanced your governance work.

I am looking forward to working with all of you in the future. Please do not hesitate to contact me with any comments or questions regarding the workshop notes, or if I can be of any other assistance.