

**FOSSIL SCHOOL DISTRICT 21J**  
**Fossil School District ~ Wheeler High School General Room**

**SPECIAL WORK SESSION AGENDA**

**- 6:00 PM -**

**TUESDAY, DECEMBER 5, 2017**

<u>Pos</u>		<u>Year</u>
1	Herb Winters	2019
2	Jon Bowerman	2021
3	Erin McGreer	2019

<u>Pos</u>		<u>Year</u>
4	Terry Ignowski	2021
5	Marie Mallory	2021
	Corrina Jaeger, Business Manager	
	Brad Sperry, Superintendent	

**Attendance**

**Board**

Marie Mallory  
Terry Ignowski  
Herb Winters  
Jon Bowerman  
Erin McGreer

**Staff**

Corrina Jaeger  
Brad Sperry  
Melanie Sperry  
Mollie Carter  
Mike Mahoney  
Brian Anglin  
Jim Smith  
Jon McMurray  
Larry Conaway

**Others**

Jon Moore via Zoom

**1.0 Call Meeting to Order**

**\*Director Ignowski called the meeting to order at 6:00pm**

1.1 Pledge of Allegiance

\*The Board Recited the Pledge of Allegiance

**2.0 Approve/Additions to the Agenda**

**3.0 Superintendent Work Session**

3.1 Board Vision/Mission/Goals

\*Director Ignowski handed out the last mission statement we had

\*Director Ignowski came up with her interests and to give the board something to work from or towards

\*Director Ignowski asked if anyone else have ideas or what they want to see?

\*Director McGreer we need to find a way for growth and to make the school sustainable regarding students

\*Director McGreer we need some creative thinking to come up with those type of missions

\*Superintendent Sperry I was given that mission when I was first hired and we got distance learning numbers up but not brick and mortar. We looked at dorms, house building course, remodel houses. We have looked at ways to get kids come and Mr. Logan had dreams of making the district so good that families and kids want to come here but they still need jobs.

\*Director Bowerman - one problem as far as jobs is our per capita income is so low. For a person to come or stay they have to love the place because it will be a while before we have good paying jobs.

\*Director McGreer can we do something with the DLP to help get kids here for a couple semesters or so.

\*Director Ignowski we may get fiber soon and then the county can grow. But we also have a housing issue. We have many unlivable houses.

\*Director Ignowski said We have quality teachers and now we need to enhance it.

\*Director McGreer we need to add these to the vision but we can't solve them now.

\*Director Winters – economy is a problem, but I agree that we need to create the best school and explore ideas that make us unique like robotics, coding, technology is a huge field along with the natural resources. If fiber comes in it will bring in technology field jobs.

\*Director Ignowski – Let's work on our Mission Statement

\*Director McGreer – Add "and explore creative avenues for growth" at the end. I like what you wrote.

- \*Director Ignowski – I like the community and school and we offer things kids don't get in big schools
- \*Director Bowerman - I think this is good and appropriate as a mission statement.
- \*Director Bowerman – one thing at the OCF the big emphasis was on going to college – we have a lot of low income families here and do not go to college. We could put in a small building and welding tables and we can train the trades in our school to help get kids good jobs after high school. In Herbs line of work there are a lot of openings but not high paying jobs. The Bethel Garden and greenhouse is growing plants to sell in the spring.
- \*Director Ignowski – we need to keep the natural resource part of it. So we have plumbing, electrical, robotics, coding, carpentry.
- \*Director McGreer – all those ideas fall under growth
- \*Director Winters – I think they sound like goals that could be addressed yearly.
- \*Directors Winters and Mallory are happy with the mission statement as amended.
- \*Superintendent Sperry – years ago we had a partnership with OSU and a gal came out and she mentioned through OSU they have a job/work placement for students that don't want to go to college but they can help them find agriculture and natural resource jobs.
- \*Director Winters there are other programs through USDA and they are almost guaranteed a job when they graduate.
- \*Board agreed to mission statement with Director McGreer's addition.

Director Ignowski – now vision statement

- \*Director McGreer – I think the vision should be as simple as the goals
- \*Director Bowerman – the vision should be where do we want to be in a number of use. The mission allows us to set the goals to achieve the vision, at least in theory.
- \*Director Bowerman – many years ago we discussed the boarding school and it was encouraging troubled kids, but the idea of international students might be a brighter look.
- \*Superintendent Sperry – the state has put a stop on that and grandfathered in Spray and Mitchell but international students cannot be housed in a dorm.
- \*Director McGreer – so we need to be more specific and put it in a paragraph
- \*Superintendent Sperry – I was looking at Reynolds school district and read their vision statement. Each and every child prepared for a world yet to be imagined.
- \*Directors Bowerman and Winters agreed we need a short statement
- \*Director Winters – now that we can talk about what we like to see can we all go home and do research and come back next week with a vision.
- \*Director Winters - for goals we are narrowing down on specific. We can set short term/middle/long term goals. I think we should all work on this also.

### 3.2 Discuss Future Administration

- \*Director Mallory – I feel the district can be run by one administrator
- \*Director Bowerman – If you look at board policy like ours it is slashed superintendent/principal – there are small schools like us that have both and some larger schools that have one. When Mr. Smith was hired people were incensed with our small student body why were we having 2 administrators. Bryce told me that Mr. Sperry would retire at the end of the year and it was supposed to be a one year deal with two administrators so is that the best use of our financial resources.
- \*Director McGreer – my understanding was it was because of the DLP but it is autonomous now.
- \*Superintendent Sperry – I am a .8 and Mr. Smith is not a full time principal, he is an athletic director, counselor, teacher, and principal.
- \*Director Ignowski – I tend to agree with one but if we are going to try to grow and do additional duties then we may need two.
- \*Superintendent Sperry – it can be done, but the nice thing is that we are rich and we can afford the second person to share the responsibilities and you get more time that allows greater things to be done.
- \*Director Winters – I lean towards one for multiple reasons that have been mentioned.
- \*Superintendent Sperry – our enrollment is declining and we are fewer students then when Jim came
- \*Director McGreer – Hypothetically if we moved the superintendent position would he be able to maintain the counseling position?
- \*Director Bowerman – you made a good point about the future that as we grow that would be the time to expand.
- \*Director Ignowski – so we are all in the agreement as one.

### 3.3 Define Superintendent Roles & Responsibilities

- \*Director Ignowski – I think it is clear in policy.
- \*Director McGreer – I understand there were problems with the DLP and leadership and want to make sure there is language regarding relationship between school and DLP.
- \*Director Bowerman – I went down there a week ago and the teacher has to meet with the student/family six time a year. They also can come into the learning center to get help.
- \*Superintendent Sperry – The board should ask the DLS to present their program and educate us on how they work.
- \*Director McGreer – I spent an hour talking to Liz and it would be beneficial.
- \*Director Ignowski – I can tell that having two grandchildren using distance learning that they are above their grade level.

\*Invite Jon and Liz to January meeting to do a presentation on the DLP program and what they are and do.

#### 3.4 Superintendent Search Timeline

\*Director Ignowski – we have decided we need one administrator. Our policy states that we open it up and I understand that the position was promised to Mr. Smith. It was said that he would move into the position.

\*Director Bowerman – it was at least implied that he would be superintendent and he had all credentials necessary to be the superintendent and implied that he would at least be the front runner.

\*Director Ignowski – Policy says we should open it up. I think that is the way it needs to go. My personal feeling.

\*Director Bowerman – You know how I feel.

\*Director Winters – I think we need to go by our policy, that is why they are there.

\*Director McGreer – I struggle because the teachers have their weight behind Jim and there is something to be said about consistency and someone willing and wanting to be here. There is a personal view and policy view.

\*Director Bowerman – policy is not law but it is a guideline and a good guideline but there are exceptions but a good exception.

\*Director Winters – have you talked to OSBA

\*Director Ignowski – yes and they strongly recommend following policy

\*Superintendent Sperry – there is nothing that say Mr. Smith cannot be selected. But at least you have answers and interview. But time is slipping by and going quick. My recommendation is if you give me the go ahead we can get it advertised until Jan. 31, and you would screen the applicants and move from there. I can help you with questions and the process. When you are done you will know you have the best.

\*Director Mallory – the class and trainings said stick to the policies and we dealt with what was said and not and I would rather be on the safe side and follow policy so that there is not that problem.

\*Superintendent Sperry I will draft up something and bring it to the board next week.

\*Give board the superintendent evaluation form.

#### 4.0 Adjournment

\*Director Ignowski adjourned the meeting at 7:05 pm.

#### Next Meeting:

**Scheduled Regular Board Meeting**

**December 12, 2017 7:00PM**

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**Board Chair**

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**Business Manager**