

**Hinsdale School Board Work Session
SAU Conference Room
September 27, 2023
5:00 PM**

Board Members Present: April Anderson, Kendra Gardner, Kaylah Hemlow, Holly Kennedy, and Jeana Woodbury

Administration Present: David Ryan, Ed.D., Interim Superintendent

Minutes Recorded by: David Ryan, Ed.D., Interim Superintendent

Call to Order:

A. Anderson called the meeting to order at 5:05 pm. A. Anderson reviewed the agenda for the evening and asked if anyone had any questions. With none, A. Anderson moved into the action agenda.

Citizens' Comments:

A. Anderson opened citizen comments for 30 minutes. There were no comments as there were no members of the public present.

Review of the 2022-2023 Hinsdale School Board Goals and Development of 2023-2024 Goals:

1. **Begin strategic planning process** - H. Kennedy stated that this did not happen. A. Anderson stated that it should continue as a goal in the 2023-2024 goals and the current superintendent will set up a structure for the plan to be developed so that the permanent superintendent can walk in and take it over without any transition issue or delay. H. Kennedy shared her experience with strategic planning and how it is more comprehensive than once thought. A. Anderson explained that goals will be set and the administration will develop a plan to operationalize them for the year in place of a full strategic plan.

- The School Board will work with stakeholders to create a strategic plan. K. Gardner recommended this goal be eliminated and there was consensus to replace it with the following:
- “The board will work with the superintendent to establish the structure for developing a five-year strategic plan.”

2. **Create current, relevant, and guiding mission and vision statements.** A. Anderson asked for commentary on the vision and mission.

- **Board will create a vision statement that is achievable through well-defined objectives and is supported by school board and district goals** - J. Woodbury agreed that this should be checked off as complete and the administration task with the mission statement is outstanding. It was agreed to eliminate it from the goals.

- **Administration will create a mission statement that includes well-defined objectives with metrics and benchmarks to achieve the vision statement** - H. Kennedy believes this should remain as an ADMINISTRATION goal for the 2023-2024 year and the superintendent will lead the admin team in completing it as well as sharing the work with the board at an upcoming meeting. It will come off of the board goal list.

It was agreed upon by the board to delete Goal #2.

3. Communication

- External
 - Continue to utilize community connections to update the public with general information on what's going on in the district. **All agreed this has gone well and members would like to keep it as an ongoing goal.**
 - Utilize the board's communication plan to keep all stakeholders updated on more urgent district messaging. **Agreed this has gone well and super will be bringing suggested edits to an upcoming board meeting. Keep this as an ongoing goal.**
- Internal
 - Minimum of two annual messages to staff from the board (board chair or community connections) updating them on board initiatives, well-wishes, or other general messaging. **Talked about the frequency of communications to the internal stakeholders and that it has gone well. Board agreed to keep this as an ongoing goal.**
 - Utilize the board's communication plan to keep all stakeholders updated on more urgent district messaging. **Board agreed to keep this as an ongoing goal.**
 - Meet annually with administration for the sole purposes of team building/check in to make sure everyone has the same interpretation of current initiative/priorities/direction of the district. **Board agreed to schedule this in the spring with the new superintendent and A Team for review and reflection of the year, the goals for the next year, and the work to be accomplished over the upcoming summer. The board agreed to keep this as an ongoing goal for the year.**

4. Personnel **The board agreed to maintain this goal and the superintendent made some recommended edits to produce the following:** "The board will continue to support the recruitment, hiring, and professional growth of high-quality personnel."

- Allow for meaningful and relevant professional development was changed to "The board will continue to budget for and encourage meaningful and relevant professional development for all staff."
- Update current Culture of Kindness initiative to be relevant, respectful, and professional **Legal counsel was going to do some presentations on this and have not yet; will also be part of the Portrait of a Graduate work. The board agreed to keep it as an ongoing goal and it was edited to read as follows:** "The board will continue to update and improve the Culture of Kindness initiative as a relevant, respectful, and professional program."
- Work with Human Resources Manager to restructure employee recognition program. **Board agreed the goal was accomplished through the superintendent and will be**

performed in that office moving forward. It was agreed by the board to eliminate it from the list of goals.

5. Financial **It was greed to keep a financial goal, and this goal was edited to read** “The board will continue to improve its approach to fiscal leadership and financial responsibility.”

- Explore the principles of zero-based budgeting **Board eliminated this goal and traded it in for** “The board will support and maintain a transparent budgeting process that engages all stakeholders.”
- **A second objective was added to read** “The board will work with administration to identify and secure additional sources of revenue to offset budget expenses.”

6. School Board **The board agreed to eliminate this goal.**

- Schedule one School Board retreat per year. **The board agreed to eliminate this goal as it is a duty of the board already.**

A. Anderson asked if anyone had any further comments or questions about the goals or goal setting process. In that this was a work session, all discussion items are restricted to the items included on the work session agenda and therefore there were no new items to discuss.

A. Anderson called for a motion to adjourn, so moved by J. Woodbury. The meeting adjourned at 6:16 PM.

I attest that this is a true copy of the minutes:

_____ approved on _____
David Ryan, Ed.D.