

**MINUTES OF THE OCTOBER 16, 2020  
WORK SESSION OF THE  
WASHOE COUNTY SCHOOL DISTRICT  
BOARD OF TRUSTEES**

October 16, 2020

**1. Opening Items**

**1.01 CALL TO ORDER**

The work session of the Board of Trustees was called to order at 9:05 a.m. in the orientation room of North Star On-line School; 5450 Riggins Ct.; Reno, Nevada.

**1.02 ROLL CALL**

President Malena Raymond and Board Members Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, and Ellen Minetto were present. Board Member Angela Taylor were not present at the time of roll call. Superintendent Kristen McNeill and staff were also present.

**1.03 PLEDGE OF ALLEGIANCE**

Superintendent Kristen McNeill led the meeting in the Pledge of Allegiance.

**1.04 PUBLIC COMMENT**

There was no public comment at this time.

**1.05 ACTION TO ADOPT THE AGENDA**

It was moved by Trustee Simon Holland and seconded by Trustee Caudill that **the Board of Trustees approves the agenda as presented.** The result of the vote was Unanimous: Pass (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, and Malena Raymond.) Final Resolution: Motion Carries.

**2. Items for Presentation, Discussion, Information and/or Action**

**2.01 PRESENTATION, DISCUSSION, AND POSSIBLE ACTION TO APPROVE THE "BRIDGE PLAN," A CONTINUATION OF THE CURRENT STRATEGIC PLAN, TO INCLUDE INFORMATION ON KEY BOARD TARGETS, MILESTONES, AND BOARD PRESENTATIONS FOR THE 2020-21 SCHOOL YEAR**

*Board Member Angela Taylor was present at 9:10 a.m.*

The Board of Trustees received a presentation on the proposed "Bridge Plan" and the draft metrics to be used to measure progress in the District. The individual goals and objectives were reviewed and action taken on them.

It was moved by Trustee Simon Holland and seconded by Trustee Taylor that **the Board of Trustees accepts the recommendations from staff for Goal 1, with the exception of Objective 1.3.1 and requests new metrics for 21st Century Learning be presented for consideration at a future meeting.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

It was moved by Trustee Simon Holland and seconded by Trustee Taylor that **the Board of Trustees approves the recommendations for Goal 2 as discussed.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

It was moved by Trustee Simon Holland and seconded by Trustee Taylor that **the Board of Trustees approves the recommendations for Goal 2 as discussed.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

It was moved by Trustee Simon Holland and seconded by Trustee Taylor that **the Board of Trustees accepts the recommendation to delete Objectives 3.1.1, 3.1.2, and 3.1.4 and changes the metrics for Objective 3.1.3** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

It was moved by Trustee Simon Holland and seconded by Trustee Taylor that **the Board of Trustees adjusts the response time for Objective 3.3.3 to 72 hours and requests an automated response be added and deletes Initiative 3.4, but adds a bullet to Initiative 3.3 to recognize the work of volunteers.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

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It was moved by Trustee Simon Holland and seconded by Trustee Taylor that **the Board of Trustees approves the staff recommendations related to Initiative 4.1 regarding Business and Finance metrics.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

It was moved by Trustee Simon Holland and seconded by Trustee Taylor that **the Board of Trustees approves the staff recommendations related to Initiative 4.1 regarding Operations metrics.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

It was moved by Trustee Simon Holland and seconded by Trustee Taylor that **the Board of Trustees adds a bullet to Initiative 5.1 regarding employee satisfaction and requests staff returns with metrics on measuring equity and justice.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

**2.02 DISCUSSION AND POSSIBLE ACTION REGARDING THE CONTRACTUAL REQUIREMENT FOR PERFORMANCE EVALUATION OF THE SUPERINTENDENT OF SCHOOLS INCLUDING BEST PRACTICES IN SUPERINTENDENT EVALUATIONS; TIMELINE FOR GOAL SETTING, PROGRESS MONITORING, AND ANNUAL EVALUATION; EVALUATION CRITERIA AND FORMAT; AND, THE PROCESS TO BE USED TO CONDUCT THE EVALUATION FOR THE 2019-20 SCHOOL YEAR**

*Trustee Calvert was not present at the meeting.*

The Board of Trustees reviewed the draft of the proposed standards and metrics to be used for the 2019-20 Superintendent Evaluation.

It was moved by Trustee Simon Holland and seconded by Trustee Kennedy that **the Board of Trustees accepts Standard 1 as recommended, to include performance evidence, add highlights of Strategic Plan accountability, and that the Board President and Superintendent will develop a list a community stakeholders to survey.** The result of the vote was 5-1: (Yea: Jacqueline Calvert, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor. Nay: Andrew Caudill.) Final Resolution: Motion Carries.

It was moved by Trustee Taylor and seconded by Trustee Caudill that **the Board of Trustees accepts Standard 2 with changes as discussed regarding professional learning.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew

Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

It was moved by Trustee Caudill and seconded by Trustee Minetto that **the Board of Trustees approves Standard 3 as recommended with supplemental information and evidence provided and moves budget information to fiscal leadership.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

It was moved by Trustee Simon Holland and seconded by Trustee Caudill that **the Board of Trustees approves Standard 4 as recommended with supplemental information as discussed.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

It was moved by Trustee Simon Holland and seconded by Trustee Caudill that **the Board of Trustees approves Standard 5 as discussed.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

It was moved by Trustee Simon Holland and seconded by Trustee Caudill that **the Board of Trustees approves Standard 6 as discussed, with supplemental information deemed appropriate by the Superintendent.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

It was moved by Trustee Simon Holland and seconded by Trustee Caudill that **the Board of Trustees approves Standard 7 as presented.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

It was moved by Trustee Simon Holland and seconded by Trustee Taylor that **the Board of Trustees approves Standard 8 as recommended, with supplemental information included as discussed.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

It was moved by Trustee Caudill and seconded by Trustee Simon Holland that **the Board of Trustees approves Standard 9 with supplemental information as discussed.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy

Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.)  
Final Resolution: Motion Carries.

It was moved by Trustee Simon Holland and seconded by Trustee Taylor that **the Board of Trustees approves the proposed 3 point scale as presented for scoring and uses a meets expectations, exceeds expectations, or does not meet expectations format.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

2.03 **DISCUSSION AND POSSIBLE ACTION REGARDING THE CONTRACTUAL REQUIREMENT FOR PERFORMANCE EVALUATION OF THE SUPERINTENDENT OF SCHOOLS INCLUDING BEST PRACTICES IN SUPERINTENDENT EVALUATIONS; TIMELINE FOR GOAL SETTING, PROGRESS MONITORING, AND ANNUAL EVALUATION; EVALUATION CRITERIA AND FORMAT; AND, THE PROCESS TO BE USED TO CONDUCT THE EVALUATION FOR THE 2020-21 SCHOOL YEAR**

The Board of Trustees discussed the proposed process for the 2020-21 Superintendent Evaluation.

It was moved by Trustee Simon Holland and seconded by Trustee Taylor that **the Board of Trustees approves the timeline and tools for the 2020-21 School Year Superintendent Evaluation, approves the same scoring method as used for the 2019-20 Evaluation, removes "annual" from survey language, and requests staff return with additional wording for the operational and financial behaviors/standards.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Sharon Kennedy, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

**3. Closing Items**

**3.01 PUBLIC COMMENT**

There was no public comment at this time.

**3.02 ADJOURN MEETING**

There being no further business to come before the members of the Board, President Raymond declared the meeting adjourned at 3:06 p.m.

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**Malena Raymond, President**

**Andrew Caudill, Clerk**