



Public Schools of Petoskey

Every Opportunity.

Organizational & Regular School Board Meeting

Thursday, July 20, 2023 7:00 PM

Spitler Administration Building, 1130 Howard Street, Petoskey, MI 49770

Mark Ashley: Present
Jenni Attie: Present
Beth Flynn: Present
Denise Petoskey: Present
Kathy Reed: Present

Organizational School Board Meeting

1. Call to Order and Roll Call
Called to order at 7:00PM.

2. The Pledge of Allegiance
President Ashley led the Pledge of Allegiance.

3. Resolution: Designation of Depositories
The resolution was recommended for approval.

Moved that

- Citizens National Bank - Petoskey (Sinking, General, Food Service, Building/Site, and Debt Service);
- Bank of Montreal (Purchase Cards);
- Michigan Liquid Asset Fund/PFM Asset Management LLC (Investments);
- Citizens National Bank - Petoskey (CD's)

be designated as depositories of the school funds for the Public Schools of Petoskey for the 2023-24 fiscal year. This motion, made by Denise Petoskey and seconded by Jenni Attie, Passed.

Mark Ashley: Yea
Jenni Attie: Yea

Beth Flynn: Yea
Denise Petoskey: Yea
Kathy Reed: Yea
Yea: 5, Nay: 0

4. Resolution: Delegation of Authority, Chief Election Officer

The resolution was recommended for approval.

Moved that the Director of Finance be delegated the authority of the school district's Chief Election Officer in instances where the Secretary of the School Board cannot fulfill the appropriate election duties. This motion, made by Kathy Reed and seconded by Beth Flynn, Passed.

Mark Ashley: Yea
Jenni Attie: Yea
Beth Flynn: Yea
Denise Petoskey: Yea
Kathy Reed: Yea
Yea: 5, Nay: 0

5. Resolution: Investment of Funds Delegation of Authority

The resolution was recommended for approval.

Moved to delegate the investment of District Funds to the Director of Finance, in accordance with Board Policy 3204 and Revised School Code Section 1223. This motion, made by Jenni Attie and seconded by Kathy Reed, Passed.

Mark Ashley: Yea
Jenni Attie: Yea
Beth Flynn: Yea
Denise Petoskey: Yea
Kathy Reed: Yea
Yea: 5, Nay: 0

6. Resolution: Bank Authorization

The resolution was recommended for approval.

Moved that the Director of Finance; the School Board Treasurer; and the School Board 2nd Vice-President be authorized to perform the banking and check signing duties of the Public Schools of Petoskey for the 2023-24 fiscal year, effective immediately. This motion, made by Beth Flynn and seconded by Kathy Reed, Passed.

Mark Ashley: Yea

Jenni Attie: Yea
Beth Flynn: Yea
Denise Petoskey: Yea
Kathy Reed: Yea
Yea: 5, Nay: 0

7. Adjournment

The Organizational meeting adjourned at 7:06PM.

Moved to adjourn the meeting at 7:06PM. This motion, made by Kathy Reed and seconded by Jenni Attie, Passed.

Mark Ashley: Yea
Jenni Attie: Yea
Beth Flynn: Yea
Denise Petoskey: Yea
Kathy Reed: Yea
Yea: 5, Nay: 0

Regular School Board Meeting

8. Call to Order and Roll Call
Called to order at 7:06PM.

9. Presentation: TowerPinkster & O.A.K. 2023 Bond Planning Presentation
TowerPinkster and OAK provided a presentation for the Board.

10. Audience Participation
Ann Dunkin, Center for Change

- Introduced herself

11. Resolution: Approval - Minutes

Dr. Leslie recommended the Board's approval. Trustee Attie noted that she was unable to attend the June 15, 2023, regular and closed session meetings so she would abstain during the vote to approve those minutes.

Moved that the written minutes for June 15, 2023, be approved as recorded. This motion, made by Denise Petoskey and seconded by Kathy Reed, Passed.

Mark Ashley: Yea
Jenni Attie: Abstain

Beth Flynn: Yea
Denise Petoskey: Yea
Kathy Reed: Yea
Yea: 4, Nay: 0, Abstain: 1

Moved that the written minutes for June 25, 2023, be approved as recorded. This motion, made by Kathy Reed and seconded by Jenni Attie, Passed.

Mark Ashley: Yea
Jenni Attie: Yea
Beth Flynn: Yea
Denise Petoskey: Yea
Kathy Reed: Yea
Yea: 5, Nay: 0

12. Resolution: Approval - Warrants

Dr. Leslie recommended the Board's approval.

Moved that the warrants paid, as submitted by the administration, be approved in the amount of \$3,897,399.42. This motion, made by Beth Flynn and seconded by Denise Petoskey, Passed.

Mark Ashley: Yea
Jenni Attie: Yea
Beth Flynn: Yea
Denise Petoskey: Yea
Kathy Reed: Yea
Yea: 5, Nay: 0

13. Resolution: Approval - Bid Award Summer 2023 Tuckpointing Projects

The resolution was recommended for approval.

Moved to award the bid in the amount \$147,399 to Ram Construction Services for the summer of 2023 tuckpointing projects. This motion, made by Kathy Reed and seconded by Beth Flynn, Passed.

Mark Ashley: Yea
Jenni Attie: Yea
Beth Flynn: Yea
Denise Petoskey: Yea
Kathy Reed: Yea

Yea: 5, Nay: 0

14. Resolution: Approval - Ballot Language for November 2023 Bond Proposal

President Ashley reviewed the portion of the resolution that details what the monies can be spent on. Dr. Leslie and Mr. Melching fielded questions from the Board and the resolution was recommended for approval.

The resolution with the ballot language, provided by the district's bond counsel, can be found at the end of the minutes.

Moved to approve the ballot language provided by the district's bond counsel as attached and recommended by the Administration. This motion, made by Kathy Reed and seconded by Denise Petoskey, Passed.

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

15. Resolution: Approval - Extend Superintendent Contract

President Ashley gave an overview of the evaluation process. Discussion was had.

Dr. Washburn's Evaluation Summary report can be found at the end of the minutes.

Moved to extend Superintendent Leslie's contract for an additional year through June 30, 2026. This motion, made by Jenni Attie and seconded by Beth Flynn, Passed.

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

16. Educational Reports

Teaching and Learning Updates provided by Becky Smith:

- Summer school

- Advanced placement courses and scores
- Update on open job positions
- Data overview

17. Board of Education Reports

Trustee Reed

- Summer school
- Summer school teachers do a great job

Trustee Flynn

- Summer school
- Well done

Trustee Attie

- Summer school
- Thank you for the invitation
- Student Leadership

Trustee Petoskey

- Special Population Interview

Trustee Ashley

- Summer school
- PEF Golf Outing/Fundraiser

18. Superintendent's Report

- Annual Report Calendar will be ready for the fall
- Open job positions
- Negotiations, PESPA and PEA

19. Audience Participation

Zach Jonker, Petoskey

- Thank you to the Board for your time, commitment and service
- The school has phenomenal teachers and staff
- Spoke about his concerns regarding the ongoing collective bargaining negotiations

Matt McSweeney, Petoskey

- Thank you for the opportunity to speak
- Thank you to the Board for their service
- Thank you to Dr. Leslie for righting the ship
- Loves his job
- The staff kept things rock solid during three very tumultuous years
- We want to attract the best teachers in a very competitive market

- Staff feel undervalued
- The culture was broken, it is getting better
 - The current offer does not help
- We want children to feel valued by their teacher

Matt Koontz, Petoskey

- Present PEA with a serious offer
- The negotiation process is toxic
- Things are turning, we need to make up the difference
- We need to maintain our standards

Stasha Simon, Petoskey

- Show the teachers that they are valued
- Do what is right

Becky Ance, Petoskey

- Retired Petoskey teacher
- Attending this meeting to support the teachers and the Board
- Contract negotiations are not fun, not easy
- We are here for the kids and families
- Teachers wear so many hats
- Teachers are students' safety nets
- Most teachers have to work a second job

Summer Poquette, Petoskey

- Thank you for all you do
- We need a better location for the Board meetings
- The school is like a business
- If we want good staff, we need to pay better
- Listen to the teachers that have spoken
- We need to invest in the teachers and other staff

20. Resolution: Closed Session – Collective Bargaining

Moved that the Board meet in closed session for the purpose of discussing strategies related to collective bargaining as permitted in Section 8(c) of the Michigan Open Meetings Act. This motion, made by Kathy Reed and seconded by Jenni Attie, Passed.

Roll Call Vote

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

The Board entered into Closed Session at 8:25PM.

The Board returned to Open Session at 10:15PM.

21. Adjournment

The meeting adjourned at 10:15PM.

Moved to adjourn the meeting. This motion, made by Denise Petoskey and seconded by Jenni Attie, Passed.

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

EXHIBIT B

**SUMMARY OF BALLOT PROPOSITION TO BE INSERTED IN THE
NOTICES OF LAST DAY OF REGISTRATION AND ELECTION:**

**PUBLIC SCHOOLS OF PETOSKEY
GENERAL OBLIGATION UNLIMITED TAX BOND PROPOSAL
FOR BUILDING AND SITE PURPOSES IN THE AMOUNT OF
NOT TO EXCEED \$18,160,000**

Full text of the ballot proposition may be obtained at the administrative offices of Public Schools of Petoskey, 1130 Howard Street, Petoskey, Michigan 49770-3035, telephone: (231) 348-2100.

PLEASE TAKE FURTHER NOTICE THAT THE BONDS OF THE SCHOOL DISTRICT, IF APPROVED BY A MAJORITY VOTE OF THE ELECTORS AT THIS ELECTION, WILL BE GENERAL OBLIGATION UNLIMITED TAX BONDS PAYABLE FROM GENERAL AD VALOREM TAXES.

EXHIBIT A

**PUBLIC SCHOOLS OF PETOSKEY
BOND PROPOSAL**

Shall the Public Schools of Petoskey, Emmet and Charlevoix Counties, Michigan, borrow the sum of not to exceed Eighteen Million One Hundred Sixty Thousand Dollars (\$18,160,000) and issue its general obligation unlimited tax bonds therefor, for the purpose of:

remodeling of, including security improvements to, additions to, furnishing and refurnishing, and equipping and re-equipping school buildings; and developing and improving playgrounds, driveways, and sites?

The following is for informational purposes only:

The estimated millage that will be levied for the proposed bonds in 2024 is 0.85 mill (\$0.85 on each \$1,000 of taxable valuation) for a 0 mill net increase over the prior year's levy. The maximum number of years the bonds may be outstanding, exclusive of any refunding, is thirteen (13) years. The estimated simple average annual millage anticipated to be required to retire this bond debt is 0.80 mill (\$0.80 on each \$1,000 of taxable valuation).

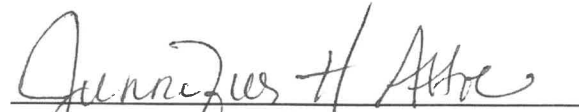
(Pursuant to State law, expenditure of bond proceeds must be audited and the proceeds cannot be used for repair or maintenance costs, teacher, administrator or employee salaries, or other operating expenses.)

- b. Utilize ballot proposition summary information, as prepared by legal counsel, in the forms of the notices of last day of registration and election in substantially the form as set forth in Exhibit B attached hereto.
- c. Provide a proof copy of the ballot to the District and its legal counsel in sufficient time to allow the ballot to be proofread prior to printing.
- 4. This Board estimates the period of usefulness of the improvements for which bonds of the District in the amount of Eighteen Million One Hundred Sixty Thousand Dollars (\$18,160,000) are to be issued to be not less than thirty (30) years.
- 5. The Secretary of this Board is hereby authorized and directed to file a copy of this resolution with the Election Coordinator and with any Election Clerk or clerks designated to conduct elections within the District by 4:00 p.m., on Tuesday, August 15, 2023.
- 6. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

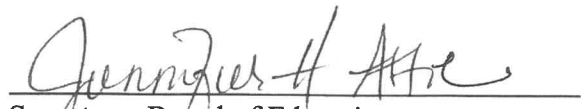
Ayes: Members Ashley, Attie, Flynn, Petoskey and Reed

Nays: Members none

Resolution declared adopted.


Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Public Schools of Petoskey, Emmet and Charlevoix Counties, Michigan, hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by the Board at the Meeting, the original of which is part of the Board's minutes. The undersigned further certifies that notice of the Meeting was given to the public pursuant to the provisions of the "Open Meetings Act" (Act 267, Public Acts of Michigan, 1976, as amended).


Secretary, Board of Education

CJI/klg

Public Schools of Petoskey, Emmet and Charlevoix Counties, Michigan (the "District")

A regular meeting of the board of education of the District (the "Board") was held in the Spitzer Administration Building within the boundaries of the District, on the 20th day of July, 2023, at 7 o'clock in the p.m. (the "Meeting").

The Meeting was called to order by Mark Ashley, President.

Present: Members Mark Ashley, Jenni Atthe, Beth Flynn, Denise Petoskey and Kathy Reed

Absent: Members

The following preamble and resolution were offered by Member Kathy Reed and supported by Member Denise Petoskey:

WHEREAS:

1. In the opinion of this Board it is necessary and expedient to ask voters whether to approve a bond project consisting of remodeling of, including security improvements to, additions to, furnishing and refurbishing, and equipping and re-equipping school buildings; and developing and improving playgrounds, driveways, and sites.

2. This Board estimates the necessary cost of the project to be Eighteen Million Three Hundred Thirty-Two Thousand Two Hundred Seventy Dollars (\$18,332,270).

3. It will be necessary for the District to borrow the sum of Eighteen Million One Hundred Sixty Thousand Dollars (\$18,160,000) and issue the bonds of the District therefor, the remaining funds to be derived from the investment of the bond proceeds.

4. This Board intends to submit a proposition at a special election to be held on Tuesday, November 7, 2023.

5. On or before 4:00 p.m. on Tuesday, August 15, 2023, the Board shall certify any ballot proposition to be submitted to the voters at such election to the election coordinator or coordinators designated to conduct elections within the District (the "Election Coordinator").

NOW, THEREFORE, BE IT RESOLVED THAT:

1. A special election of the school electors of the District be called and held on Tuesday, November 7, 2023.

2. The proposition to be voted on at the special election shall be stated on the ballots in substantially the form as set forth in Exhibit A.

3. The Election Coordinator is requested to:

a. Utilize Petoskey News Review, a newspaper published or of general circulation within the District, for publication of notices in accordance with the election law requirements.

**PUBLIC SCHOOLS OF PETOSKEY
SUPERINTENDENT EVALUATION
MIKE WASHBURN, FACILITATOR
JUNE 25, 2023**

The Petoskey Public Schools' Board of Education met in closed session on June 25, 2023 to evaluate Superintendent, Dr. Jeff Leslie, for the 9 months since his appointment as Superintendent. In complying with Sections 1249 and 1250 of the Michigan Revised School Code, they followed the process and instrument of the Michigan Association of School Boards (MASB).

Following his appointment as Superintendent prior to the opening of school for the 2022-2023 school year, the Board held both a governance session and goals meeting to identify priorities and indicators of success for Dr. Leslie. (A draft of the Superintendent's Goals is included with this report.)

Board members discussed the evaluation tool with Jeff before finalizing the ratings in each Domain. In areas where systems were already in place, their decision was to factor out any definitions that referred to prior Superintendents so the reflections measure Superintendent Leslie's performance during his nine months in the job.

During the closed session, no formal votes were taken and Board members listened to each other during discussions. Jeff answered questions from Board members and shared his rationale in each section. The facilitator summarized changes from the Superintendent's self-evaluation and later shared the updates to the Board when they moved into open session, where all decisions were discussed and the final rating, approved.

Prior to receiving feedback from the Board, Dr. Leslie shared his self evaluation with them using the same MASB document. Included were individual category ratings, artifacts used in the research and he also shared the computation for Student Growth as well as Goal updates.

The Board started with the Professional Practices section, counting as 50% of the total evaluation. In Governance & Board Relations, Jeff received very high marks from the Board members (informally). The only changes they made were in A1 (from 3.5-4) and A2 (from 3.5-3). Jeff understood the rationale and was fine with the changes, following the discussion. The overall rating in this category remained the same as the Superintendent's: 3.67 (on a 4 point scale). This section, when weighted, made up 20% of the Professional Practices rating.

Comments from Board members included:

Great with weekly updates

Draws on individual strengths of Board members

Follows protocols on Board Policies and makes corrections when they don't work

Treats all Board members equitably

Makes sure everyone is on the same page before moving forward.

For the following year, Board members and the Superintendent want to address definitions in the MASB instrument so they can differentiate between those previously in place and others that are new under the current Superintendent.

The discussion then moved to COMMUNITY RELATIONS, counting 15% of the Professional Practices summary. Jeff had rated himself 3.58 and the Board increased that total to 3.67. They increased B3 to a 3, believing the definitions made it difficult for the Board to accurately weigh public analysis. Highlights discussed included the Superintendent's ability to enhance the district's image in the community with his high visibility in community functions and promoting many positive initiatives in the district. It was noted that Jeff's leadership style of authenticity really works in Petoskey. He is able to "put people at ease," calm in demeanor and is a great listener.

In moving forward, the Board and Superintendent both talked about finding ways to help the Board measure more objectively, community perceptions. Suggestions included Jeff attending, when he can, more parent meetings in buildings, consider establishing some type of community group to meet with and also attending functions like the Community Mental Health Committee, the Human Services Coordinating Body, etc. This in no way was meant to diminish his many great accomplishments nor reduce his impact in visibility. Jeff thanked the Board members for the discussion and will consider this aspect for the future.

The third Domain, STAFF RELATIONS, was a major highlight. Following a year of major discord, the new Superintendent exceeded expectations with his work. As this section included 15% of the Professional Practices rating, the Board collectively agreed that his impact earned him a 3.86 score. They were careful to point out his ratings were based upon his work during the first nine months, which was outstanding.

His leadership traits included lots of listening, validating all staff groups as important, establishing credibility and trust with staff associations and putting the staff at ease, even when dealing with problems. He delivers bad news with empathy, often deflects praise and assigning it to principals but taking ownership of challenges when everything didn't happen as expected.

The Board noted that the timing of his appointment didn't allow the Superintendent to select his own administrative team. Nevertheless, his frequent mentorship and coaching allowed them to do their work without micromanagement and he was credited for being very open with administrators, demonstrating consistent transparency.

In the BUSINESS & FINANCE section, Board members clarified their rating included oversight by Dr. Leslie, as many acceptable systems were already in place when he arrived. In reviewing this Domain, they assigned an overall rating of 4. This score represented 20% of the Professional Practices Domain.

His hiring of a new Finance Director has been very successful and his office and that of the finance department have been very unified. Board members are confident in financial numbers they are presented and appreciate the new Director's ability to listen to requests and leaving the questioner satisfied that their concerns are being addressed, even when the answer is not what they wanted to hear. He keeps the Superintendent update on nearly a daily basis and they share a common philosophy, along with the Board.

Probably the most challenging area for the Board to effectively analyze was **INSTRUCTIONAL LEADERSHIP**. This was especially difficult when taking definitions in the instrument literally. While Jeff has certainly made a significant contribution in this area, many systems had been in place when he arrived. The rating reflected his work in nine months. But the instrument didn't take into account the impact by new superintendents specifically.

Based upon his background and expertise, Jeff shared many issues tackled by administrators and teachers. He gave significant credit to staff members who worked directly with teachers. It was important to him to work collaboratively, involving principals directly in decisions that affected their buildings.

Board members assigned an overall rating of 3.75 to Superintendent Leslie, totally based upon his work in the past nine months. Noting the difficulty of objectivity, they did believe the district is moving in the right direction and with practices put in place, this area will demonstrate tremendous growth in the future. This score represented 30% of the Professional Practices rating.

Board members discussed the role of students, noting their voices should be heard, when viable, but the professional staff is charged with making final recommendations to the Board. Jeff was given accolades for his unique attendance at student functions, including some student trips. This was a fine way to meet them and it was obvious he is known by the student body and held in high esteem.

For growth, Board members and the Superintendent are concerned about student attendance, especially with younger students. While understanding that the Covid pandemic had been a factor in increasing delinquency, they want this area to be a priority in the future. Attention may need be given to addressing challenges for students living in areas where bussing isn't available. While impacting the outcome will be the Board's responsibility with finances, the Superintendent will research different options and share them with the Board.

As this concluded the informal discussion of the Professional Practices Rating, Board President, Mark Ashley, informed the Board that their ratings, if approved in the public open session, would signify a numerical rating of 3.78 or 95%. As mentioned, this section incorporates 50% of the Superintendent's overall rating. The consultant was directed to share these details in open session, making sure Board members were in agreement when they voted.

The next section of the Superintendent's evaluation was **STUDENT GROWTH**. This area counts as 40% of the final rating. For years, Student Growth objective measuring has been difficult as Federal and State agencies have changed positions, especially during the pandemic.

Jeff explained the process he used with teachers and administrators, believing his rating should be based upon an average of the schools collectively. He showed the Board the ratings of each school along with the metrics used in the calculations. The result was a rating of 3.4, which he recommended was his rating, too.

Board members agreed on the challenges presented by this section and discussed metrics that could be used in the future, taking advantage of both test score results and local indicators. It was anticipated and hoped by all, that this area will be addressed legislatively and, once changed, will provide new benchmarks for all districts to follow. But, in the meantime, the Board followed the State Statute in their deliberations.

Finally, after his appointment as Superintendent, Jeff was involved in a goal setting session with the Board to approve and direct his priorities along with expectations: Indicators of Success. In place were the overarching goals and strategic plan:
Communication and Leadership
Student Achievement
Finance and Operations

Earlier, the Board had assigned Jeff eight of the district goals for highlights and priorities. They included:

CL 2—Provide regular Superintendent and building updates during Board meetings and through external communications.

CL 3—Schedule student and staff Board presentations

CL 7—Maintain frequent, effective Board and Superintendent Communications

SA 6—Engage in problem solving between central office and building leaders

SA 11—Collaborate with community to meet student needs

SA 16—Provide comprehensive continuum of services for all students

FO 2—Complete sinking fund projects and facilities updates as scheduled

FO 5—Utilize Academic Return on Investment to monitor and evaluate all academic expenditures.

He also provided artifacts so Board members could better analyze his performance.

Concurring with Superintendent Leslie, the Board members (informally) concluded that he had achieved a 4 rating with district GOALS. They praised him for his focus on priorities and the excellent results that were achieved. It was stated that in his short tenure, nine months, he has significantly rebuilt trust and enhanced the district's culture. This section counts 10% of the overall rating.

As he did with the summary of the Professional Practices rating, President Ashley, tabulated results from the MASB form. If approved, the summative scores of the Professional Practices, Student Growth and Goals ratings scored 3.65 or 91%. Following the format of MASB, this score rates Highly Effective.

Before moving into open session, Board members shared personal highlights from their individual perspectives. Comments included:

Jeff has done a great job (all members)

High trust

Great with the media

Has a calming presence

Good communicator

Board meetings have far less tension

Jeff's style of using humor, when appropriate diffuses tension

Fits into the community well

Excited he is here

Brought respect back to teachers, principals and support staff

Doing what he said he would do, when hired

Night and day difference from last year

Has high expectations for others

Has a very refreshing style—very genuine

He is very authentic in meetings

High visibility—field trips—supporting teachers

Has very high and clear standards

Can be very direct, when necessary, but civil and respectful

Approachable: Highly visible in schools and community

Models behavior he expects

Willing to hear constructive criticism without personalizing the opinions

For GROWTH, Board members suggested he continue what he has been doing with priorities in several areas discussed by the Board during the evaluation. It is important that Jeff continues his development of administrators with his high standards and leadership style. In the next year, it is expected that his vision will be embraced by even more individuals. Finally, they want to make sure he has a solid balance of his work and personal lives.

Jeff called his board AMAZING! He praised them for getting along well with each other, keeping him informed of issues as they materialize and making decisions in the best interests of students. They each bring strengths in different areas and continually stay in their respective lanes as Board members.

The Board then moved into open session. The facilitator explained the process utilized by the Board to evaluate Superintendent, Dr. Jeff Leslie, for his nine months on the job as Superintendent. He shared publicly the Board's challenges in following the definitions in the MASB instrument, especially in areas where systems were already in place.

Dr. Washburn then went through the Domains in the Professional Practices section. As he summarized the individual achievements in each Domain, Board members nonverbally demonstrated their agreement with each section. He then stated the score from the rubric taken by President Ashley. Board members then concurred that their rating in this section 3.78 or 95%, a highly effective measurement. This summary score entails 50% of the overall rating.

In Student Growth, the consultant shared the discussion and outcomes discussed during the closed session. He explained that this section is objective, based upon both test scores and local indicators. The Board supported the rationale used by the Superintendent in rating himself the average of the building scores. They affirmed their informal rating of 3.4 or 88% in this section, counting 40% of the total evaluation.

Finally, Board members heard a summary of their discussion with district goals and agreed Jeff had accomplished them in a highly effective manner, assigning him a rating of 4.

Once the consultant summarized the informal ratings discussed in the closed session, President Mark Ashley called for a formal vote in the ratings, as outlined above. Board members unanimously concurred that Dr. Leslie had accomplished a Highly Effective rating from the summative analysis in the MASB instrument. His overall weighted score was 3.65 or 91%. They took action approving Superintendent, Jeff Leslie, as HIGHLY EFFECTIVE for his work during the 2022-2023 school year.

Next steps in the process include a report shared with the Board and Superintendent from consultant, Mike Washburn. It will be in draft form and each Board member will be able to edit and suggest changes in the summary. President Ashley will then bring the updated report at a future Board meeting where it will be approved and placed into the record so future minutes will demonstrate the Board's compliance with State Law.