



KERN HIGH SCHOOL DISTRICT

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BOARD OF TRUSTEES

OFFICIAL MINUTES

BOARD WORKSHOP REGARDING PROPOSED STRATEGIC PRIORITIES

January 16, 2009

WELCOME

Welcome

The January 16, 2009 Board Workshop was opened by Board President Heinrichs at 8:07 a.m. All members of the Board of Trustees and District Superintendency were present. Trustee Heinrichs reported this Board Workshop was the second in a series of two intended to receive potential Strategic Priorities for the Kern High School District.

Review Process

Trustee Heinrichs reviewed the current process, as follows:

Monday, January 5, 2009 (Regular Board Meeting) 7:00 p.m., Board Room

1. Approved process
2. Requested Trustee input into potential Priorities lists prior to January 12th workshop.

Monday, January 12, 2009 (Board Workshop) 6:00 p.m., Board Room

Gather input from stakeholders

1. Summarize existing goals and goal development process
2. Discuss potential Priorities list (to be prepared by President & Superintendent)
3. Gather public perspectives

Ground rules: -No debate of ideas during this part of the process.

-Questions for clarification and understanding are okay

4. Additional Board member thoughts/reactions/suggestions

Tuesday, January 13 through Thursday, January 15, 2009

Board President and Superintendent will summarize discussion into a working draft Strategic Priorities document

Friday, January 16, 2009 (Board Workshop) 8:00 a.m., Board Room

1. Public comment on working draft
2. Board discussion of working draft

Monday, February 2, 2009 (Regular Board Meeting) 7:00 p.m., Board Room

1. Board President presents draft proposed Strategic Priorities or status report (depending on progress made at Study Session).
2. Public comment

3. Board discussion

Friday, February 20, 2009 (Special Board Meeting) 8:00 a.m., Board Room

1. Board President presents proposed Strategic Priorities.
2. Public Comment
3. Board discussion

Monday, March 2, 2009 (Regular Board meeting) 7:00 p.m., Board Room

1. Adoption of Strategic Priorities

**Summary of
Current District
Priority Goals**

Board President Heinrichs briefly reviewed the current District Priority Goals 2008-2011, which were also included on a handout. Under a general priority of maximizing student success, the 2008-2011 Priority Goals includes:

1. Provide effective instructional and extra-curricular programs
2. Maintain and support an exemplary staff
3. Enhance student support services
4. Strengthen school/community relations

**Discussion of
Potential Strategic
Priorities**

Board President Heinrichs reviewed examples of the new Strategic Priorities for members of the audience and explained this session is open for public comments. Conversation will be held for each item on the "Draft" copy of the Strategic Priorities for 2009-2010 to adopt some direction in going forward for a final copy. This item will be presented at the February 2, 2009 Board meeting for proposed Board changes.

Board President Heinrichs summarized the Board will work through the items in red and keep the items in black, review and discuss document title to read "Strategic Priorities" in place of "Priority Goals," as the document does not include measureable goals.

Board President Heinrichs explained the whole point is to clarify what the fundamental belief is, the core mission and what is best to serve Kern High School District students.

Dr. Carter rephrased for the audience and the Board, the past practice of the Kern High School District was to identify goals. In March 2008 the Board of Trustees adopted Priority Goals that had been developed by staff; but that process did not allow the Board much input in the development other than approve its input. This review process may change from a three year timeline to a two year timeline, which may be appropriate because Board elections are every two years.

Dr. Carter further explained the ten (10) suggestions in red are proposed by the Board for input. "It may be in the process today that some of those items in red remain on the list; it will be a review to see if they are pertinent for the district or need to be modified."

The Board of Trustees went item by item in red on the Strategic Priorities for 2009-2010.

**PROVIDE EFFECTIVE INSTRUCTIONAL
AND EXTRA-CURRICULAR PROGRAMS**

- ***Broaden focus of curriculum to better prepare students for work, career training, and/or college by implement “Pathways to Success.”***
 - ❖ All Board members agreed to keep this Strategic Priority

- ***Expand instructional options such as:***
 - ***Home/school cooperatives***
 - ***Online learning opportunities***
 - ***Additional academies***
 - ***Small ~~charter~~ academy schools focus on specific areas of interest such as technology & English language acquisition***
 - ❖ With the change of charter to academy, the Board members agreed to keep this Strategic Priority

- ***Improve effectiveness of ESL programs***
 - ✓ Trustee Batey stated it is important for students to take Career Technical Education and be proficient in English and pass the California High School Exit Exam
 - ✓ Trustee Vegas suggested it would be to look at the two bullets in black regarding increase literacy for all students and improve student academic performance in all subject matters... the effectiveness of the EL program could be placed on the first two. He stated there is growing non English language population in Kern County with 52 to 53 percent Hispanic by 2013. Trustee Vegas stated that growing population and failure to meet API is disconcerting for us. The point is that this is still a standard we have to meet. Students are coming in late to us, and we have to catch them up and I want to make sure that we are doing everything possible to do that. Everyone is concerned about pathways because they are tracks.
 - ✓ Trustee Mettler expressed time may be wasted with students who can't speak English and we lose them. What is the source of these kids?
 - ✓ Joe Thompson explained the Kern High School District looks at the students' goals in the ELL program and the vast majority of the students were born in this country. The Instructional Division searches high and low to get a type of teacher who can help these students with all aspects of speaking English to learn math.
 - ❖ Board members agreed to keep this Strategic Priority

- ***Improve coordination of curriculum and collaboration with feeder districts***
 - ✓ Trustee Mettler explained we can't keep doing business the same way that we have to get with the feeder districts involved.
 - ✓ Trustee Vegas stated we recognize the problem and this will require cooperation from the feeder districts and staff
 - ❖ Board members agreed to keep this Strategic Priority
- ***Continue to standardize core course textbooks/pacing***
 - ❖ Board members agreed to keep this Strategic Priority and to keep the focus at the schools

MAINTAIN AND SUPPORT AN EXEMPLARY STAFF

- ***Hire talent from within for most positions but also develop a method to hire outside talent as needed***
 - ❖ Board members agreed to remove this Strategic Priority
- ***Budget cut practice that is across the board (%) and not last hired first fired.***
 - ✓ Trustee Mettler expressed first cut is the instructional time, and to spread the "pain" with a five percent (5%) across the board and no lay offs
 - ✓ Dennis Scott stated the cuts are going to be deep and all will be directed by the upcoming staff reductions. This Board is going to have to make some significant changes on what we are going to do with the future of this District and it will be very difficult
 - ✓ Board President Heinrichs placed this item on the Special Board regarding budget discussion on January 23rd, stating he did not think it really fits here

ENHANCE STUDENT SUPPORT SERVICES

- ❖ Board members agreed to keep this column in its entirety with no changes or additions

STRENGTHEN SCHOOL/COMMUNITY RELATIONS

- ***Create a uniform method of teacher communication to parents***
 - ❖ All Board members agreed to keep this Strategic Priority

- *Eliminate teacher/coach conflict of being a club coach also*
 - ❖ Board members agreed this item does not belong on this list, item was deleted
- *Expand parent/student educational choices by altering our open enrollment policies, transfer policies, and related practices to facilitate student opportunities to choose unique educational programs of particular interest, regardless of location of program*
 - ❖ Board members agreed to keep this item on this list with further exploration

Board President Heinrichs stated the general consensus appears to be:

1. Current “Priority Goals” document should be re-titled “Strategic Priorities” as the document does not include measurable goals.
2. The over-arching priority, “to maximize student success” should be supplemented with a fundamental commitment to fiscal stability.
3. The bulk of the existing, ongoing priorities should be retained, but supplemented with several additional near term initiatives as identified by the Board of Trustees.
4. The list of ongoing priorities should include a “commitment to improve graduation rates.”

Board President Heinrichs and Dr. Carter will meet to review the requested changes and bring forth another draft copy of the Strategic Priorities of 2009-2010

Ground Rules for Public Comments

Board President Heinrichs briefly reviewed the ground rules for public comment, including a five minute limit for each speaker. He reported a card was available for speakers to complete if they wished to address the Board. Speakers would be called to the podium by the Board President. Speakers should introduce themselves before making comments.

Public Comments

Farrell Foley, Local Businessman

- ✓ Was in attendance at last Board Workshop
- ✓ Stated he does a lot of work with Arvin High School, Fresno State and Bakersfield College
- ✓ Over the past few years had quite a guiding light on what the Fresno State students learn
- ✓ He stated 30 percent of KHSD students going to a university with 70 percent going to job force
- ✓ There are plenty of jobs in the trades
- ✓ Students don’t have basic communications skills and math skills are pathetic

Randy Bennett, Instructional music teacher, at BHS

- ✓ Made reference to this District being short on the power and utilizes programs
- ✓ Students have the ability to move between schools instead all pathways at all schools.

Andrew Irvin, Parent

- ✓ Pathways: Voiced concern that this will limit many students' involvement in the Arts through all four years of high school
- ✓ Not sure if a 13 – 14 year old should have a pathway chosen for them at the beginning of their high school year

Bill Burdick, President CSEA, Chapter 81

- ✓ Expressed contractually the District has to go by the seniority list
- ✓ Employees may be laid off, not necessarily fired
- ✓ There is concern with the way that you have it listed, as last hired, first fired.
- ✓ Concerned with lack of funds and the work is still there, how do we get all this work done with less people

Dawn Land-Walker, President, Kern High School District Counseling Association

- ✓ Expressed her observations on the January 12, 2009 Board meeting, specific to CTE and collaboration
- ✓ As a counselor would like to keep options open
- ✓ Reading and writing skills in manufacturing as opposed to going to college, as a counselor I am concerned about the tracking system about getting people able to graduate.
- ✓ Collaboration of feeder schools

Board President Heinrichs stated the Career Technical Education program will be a six (6) year phase in with an option for an individualized program. Students will have the ability to change their program. He stated he hoped counselors will be involved because they are a valuable part of the team.

Esther Stenger, Parent Golden Valley student

- ✓ She stated she is a parent, migrant mom who has relocated several times.
- ✓ Issue: ELL program reclassification of students and parent involvement. Targets students who are born here and have been in kindergarten and are placed in general classes and they are not being challenged. She would like to see these students getting more challenging instruction and placed in college prep classes

**Adjournment of
January 16, 2009
Board Workshop**

President Heinrichs adjourned the January 16, 2009 Board Workshop at 11:26 a.m.

Joel Heinrichs, President

J. Bryan Batey, Clerk