

August 2, 2022 – Board/Admin Workshop Special Meeting Minutes (Approved)

BOARD OF EDUCATION REGULAR MEETING MINUTES (Approved)

HOLT PUBLIC SCHOOLS

DIMONDALE AND HOLT, MICHIGAN

ADMINISTRATION BUILDING, 5780 WEST HOLT ROAD, HOLT

Tuesday, August 2, 2022 - 8:30 A.M.

Present: Mark Perry, Amy Dalton, Jessie Jones, Robert Halgren, Jennifer Robel, David Hornak

Absent: Kevin Leonard, Marisa Anderson

Central Office Team Present: Steve Netzel, Jessica Cotter, Erin Quinlan, Matt Morales, Mike Dunckel, Christine Lopez

CALL TO ORDER – QUORUM; Pledge of Allegiance – The meeting was called to order at 8:35 a.m.

CHANGES/ADDITIONS TO THE AGENDA – There were no changes or additions to the agenda.

PUBLIC COMMENT – There was no public comment.

WELCOME – Dr. Hornak welcomed everyone to the meeting.

Trustee Dalton read a land acknowledgement.

NORMS/BUILDING ORIENTATION/EXPECTATIONS – Dr. Hornak asked that everyone engage at a deep level at your tables and get to know the people at your table. Also minimize the use of your technology.

President Perry gave opening remarks and thanked the team for the work and commitment over the past year. He looks forward to another great year. There are so many great things happening in our district and he encouraged the team to share that. Together we are better.

Dr. Hornak read a book called the Power of One to the group to set the stage. It centered on acts of kindness and thoughtfulness and how acting with simple acts and thoughts of kindness matter.

AGENDA REVIEW – Dr. Hornak went over the agenda.

ICE BREAKER – Table introductions – name, role in the district and your goal for the year.

Dr. Hornak talked about the importance of spending time discussing goals and each other.

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TEAM BUILDING ACTIVITY – Dr. Hornak modeled the activity where he shared the book he is currently reading and shared his thoughts about the book.

He asked each table to go around and discuss the book they are currently reading.

THE MISSING PIECE DISCUSSION – Dr. Hornak talked about a book he read about Continental Airlines going from *Worst to First*. He discusses a clock with missing pieces and how it cannot operate without all the pieces. He introduced an exercise where each table puts together a DIY clock.

We debriefed and discussed how a couple of groups had working clocks and most did not. It was discussed how some found videos to help them assemble the clock and others visited a working model table to get support.

Dr. Hornak asked everyone to think about what to do when we realize something is not working and how can we best position ourselves to find the missing or components that are not assembled correctly and get ourselves support.

EOSP/BOE STRATEGIC PLAN REVIEW – Jessica Cotter spoke about managing systems in your personal space, buildings, and district. When one cog gets out of sync. This will cause other cogs to get out of sync. The clock analogy is one thing.

Last year was the most uncomfortable across the country in public education. On sticky notes identify 3-5 things that were out of sync. Each table then visited the other tables to see if there were patterns. There were patterns such as communication, operations such as staffing shortage, behavior/relationships, COVID, climate/culture/community.

Jess gave an overview of the EOSP and asked that individuals look to see if there are specific steps to take to address the overall themes under the goals of the EOSP.

Steve went through the new draft Social/Emotional Scales document that was provided to each table. We plan to implement two of the SEL Benchmarks in the upcoming year. There will be multiple support structures to help navigate the work. Amanda Lantz and her group are responsible for the great work put into this document.

Matt discussed that under the same umbrella as the Social/Emotional Scales we need to look at restorative practices. In order to see change within the students, families and employees in our we need to have difficult and uncomfortable conversations with one another.

Matt led a discussion on the use of the N word by BIPOC students and how to layer the conversations with students in love and education.

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Amy Dalton wondered if there could be a one-page support document on having the conversations with students. Matt will pull that together and share out. He also invited the team to reach out to him for support.

BOARD POLICY/PROCEDURE REVIEW – There were 8 Board policies that were included in the Board packet that are frequently violated. Each table was assigned one of the policies and asked to report out highlights from their assigned policy. Erin Quinlan and Dr. Hornak also provided input on each of the policies and the importance of adherence to our Board policies.

BREAK/WORKING LUNCH – The team had table discussion and lunch together.

BOOK STUDY – The Board/Admin team will be reading *So you want to talk about race* by Ijeoma Oluo. The team was asked to read the book between now and the next Board & Admin Workshop that is scheduled for MLK Day in 2023.

BOARD MEMBER COMMENTS – Trustees Dalton, Halgren, Jones, Robel, Perry each gave closing thoughts of appreciation and support.

OLD BUSINESS – No old business

NEW BUSINESS – No new business.

ADJOURNMENT* - IT WAS MOVED by Trustee Halgren and supported by Trustee Robel to adjourn. The meeting adjourned at 12:16 p.m.