



College Station Independent School District

Success...each life...each day...each hour

College Station Independent School District Special Board Meeting Minutes February 6, 2020 6:00 p.m. Board Room

- A. CALL TO ORDER
President Michael Schaefer called the meeting to order at 6:00 p.m.
- B. DECLARATION OF QUORUM
President Schaefer declared a quorum with seven members present. In attendance were President Michael Schaefer, Vice President GERALYN NOLAN, Secretary Mike Nugent, Trustee Joshua Benn, Trustee Amanda Green, Trustee Jeff Horak and Trustee Kimberly McAdams.
- C. PUBLIC COMMENTS
Comments related to agenda items for this meeting will be heard during consideration of the item later in the meeting.
- There were no citizens wishing to address the Board at this time.
- D. CONSIDERATION, DISCUSSION AND POSSIBLE ACTION RELATED TO REPORT FROM THOMPSON AND HORTON, LLP
Receive report from Thompson and Horton, LLP, regarding feedback gathered from focus groups regarding the superintendent selection process.

Mr. David Thompson and Dr. Mike Moses of Thompson and Horton, LLP, spent the day with members of the community in structured, guided conversations. They will send the board a full written report in the next few days but will give an oral overview this evening. Some general themes of strengths throughout the day were that CSISD is an institution of high expectations; CSISD focuses on the whole child; builds strong connections between the schools and the community; excellent and outstanding teachers, administration and staff. Some challenges that were noted were growth and all things dealing with growth; budgeting and financial challenges; unifying and keeping our district unified; mental health issues for students; safety and security; efforts that the board had made in rezoning came up numerous times in a positive way. It was impressive to see a broad understanding of what is going on in the District by the community and in the State. Make sure we hear from the voices that don't always get heard and meet the needs of lower income students to make sure all students advance in personal growth. The conversation then turned to the type of individual that the community wants to see the Board have in mind for another leader. Without exception, the community wants someone with experience in education and campus level leadership. Prior experience in Central office was important but not

necessarily as a Superintendent. A doctorate degree would be nice, but overwhelmingly, the feeling was that they care less about the degrees than the experiences that the individual has had. The community wants someone who has come up through the ranks; a problem solver; a visionary with the right experience. Personal characteristics preferred were to be a great communicator; can address lots of different subjects; strategic approach to communication; great listener who hears what is being said. Students in the groups said a person of hope who creates hope; humble; honest; compassionate; caring; more steak than sizzle; affirming; active in the community; visible; approachable. The last question that was asked of each group is to think about the direction of the district. Is the district moving in the right direction or do we need to change direction? Without exception, every person today said we are moving in the right direction. We are not complacent. We have things to work on. Somethings need more attention than they are getting, but the groups were confident and satisfied or pleased with the overall direction of the district. The consultants stated be careful not to get stagnant. CSISD is doing great things, but we still have work to do. Highly positive comments overall today and generally a high satisfaction with the district.

Amanda Green – Heard from a participant and said thank you on behalf of the participants. The ones who contacted her said the session was well led, everyone had an opportunity to speak, and it was important that the students' perspectives were valued.

Kimberly McAdams – Heard from a from constituent as well. The session was very well managed and professional. It felt like all voices in the room were heard.

Joshua Benn – Asked did participants see a correlation between the Superintendent's office and the strengths and challenges and direction of the district that you spoke about? Mr. Thompson said he feels like the answer is yes. A number of people said that what we need is a person who can develop and work and modify a plan as needed. Someone who can help the Board develop the vision and can create energy, excitement and enthusiasm working toward the vision down the road. People do understand the connection and recognize the importance of the decision being made. Dr. Moses agreed that yes, the participants do understand the Board takes this very seriously and understands the relationship between the leadership and the issues the district faces and how they are addressed.

Michael Schaefer – Thanked the consultants for the comments he heard as well and stated we look forward to working with you as we proceed with the selection process.

E. EXECUTIVE SESSION

The Board will meet in executive session to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee. The executive session deliberations will be held pursuant to the "Personnel Matters; Closed Meeting" exception to the Texas Open Meetings Act as set forth in Section 551.074 of the Texas Government Code.

President Schaefer adjourned the meeting into Executive Session at 6:33 p.m.

F. OPEN SESSION

President Schaefer returned the meeting back into Open Session at 8:03 p.m. We have heard lots of comments today. President Schaefer gave copies of [Policy BJA \(Legal\)](#) and [BJA \(Local\)](#). Take some time to review them. We will call a special meeting for Monday, February 10th at noon. Please review the policies over the weekend and reflect on the comments we heard today, and we will reconvene on Monday.

G. ADJOURN

Without objection, President Schaefer adjourned the meeting at 8:06 p.m.

MICHAEL SCHAEFER
BOARD PRESIDENT

The Board of Trustees reserves the right to go into executive session in accordance with Section 551.071 through 551.084 of the Texas Government Code to discuss any item (s) it is authorized to discuss in executive session in accordance with the Texas Open Meetings Act. Any necessary Board action related to such item(s) will be taken in open session following executive session.

MS/ch

MICHAEL SCHAEFER – PRESIDENT

MIKE NUGENT - SECRETARY