NOTICE OF PUBLIC MEETING
DYSART UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA FOR
SPECIAL BOARD MEETING

Pursuant to A.R.S. §38-431.02, notice is hereby given that the Dysart Governing Board will hold a meeting open to the public on the date and day, at the time, and at the location shown below. A copy of the complete agenda with names and details may be obtained 24 hours prior to the scheduled meeting during regular business hours at the Dysart Unified School District at 15802 N. Parkview Place, Surprise, AZ 85374

DATE: September 1, 2010 - 9:00 AM – 5:55 PM

PLACE: Nathaniel Dysart Education Center, 15802 N. Parkview Place, Surprise, AZ 85374
Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the Governing Board Secretary at 623-976-7002. Requests should be made as early as possible to allow time to arrange the accommodation.

I. SPECIAL MEETING - GENERAL FUNCTION
   Individuals wishing to address the Governing Board must fill out a request form available in the Lobby and turn it in to the Board Clerk, Superintendent or Board Secretary prior to the start of the meeting. Those who have asked to speak will be called upon to address the Board at the appropriate time.

1. Call to Order and Roll Call
   (Members of the Dysart Unified School District Governing Board may attend either in person or by telephone conference call.)

2. Approval of the Special Meeting Agenda
   It is recommended the Governing Board approve the Special Meeting Agenda consistent with Board Policy BEDB and temporarily suspend any Governing Board policy with which this agenda may be inconsistent.

   Motion ____________  Second ______________ Vote ____________

3. Audience with Individuals or Groups
   During open session, the Board shall not hear personal complaints against school personnel or any other person connected with the District. Policies KL, KLB and KLD are provided by the Board for disposition of legitimate complaints including those involving individuals. The Board may listen but cannot enter into discussion on any item not on the agenda. Depending upon the number of requests to speak to the Board, time limitations may be imposed in order to facilitate accomplishing the business of the District in a timely manner.

II. CONSENT AGENDA* - NONE

III. INFORMATION ITEMS - NONE

IV. ACTION/DISCUSSION ITEMS - NONE
AGENDA

POLICY GOVERNANCE
AND
SUPERINTENDENT’S GOALS
FOR THE 2010-2011 SCHOOL YEAR

Facilitated by
Dr. Tom Jandris
Progress Education

9:00 AM – 12:30 PM

• Policy Governance Policy Revision
  Discussion on policies revised to align with the Policy Governance Model. Policy revisions reflect changes in the ASBA policy areas Section A - Foundations and Basic Commitments, Section B - School Board Governance and Operations and Section C - General School Administration. The Policy Governance Policy Sections include:
    Section 1 – District Goals
    Section 2 – Board Governance
    Section 3 – Board Superintendent Relationship
    Section 4 – Executive Limitations

• Policy Governance Implementation and the Utilization of An Observer
  Discuss the Board’s implementation of the Policy Governance Model and the use of an Observer at Board Meetings to give feedback on that implementation.

12:30 – 1:30 PM

• Lunch
  The Board may engage in reflection and discussion of the morning agenda items.

1:30 – 4:00 PM

• Establishing the Superintendent’s Goals for the 2010-2011 School Year
  Discussion to identify 2010-2011 goals utilizing the strategic plan goals and objectives, setting priorities and time lines.

4:00 – 5:55 PM

• Dinner and Break
  The Board may engage in reflection and discussion of the days’ agenda items.

VII. ADJOURNMENT

Motion ________________  Second ________________  Vote ______
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Policy - District Results

Section 1.0 - District Goals

This section of the Policy Manual establishes why the school district exists. The function is the education of students from the Dysart community. The current manual outlines the results (Ends) expected from the Superintendent.

The Superintendent will establish an environment conducive to the best learning achievement for each student through meeting the following goals:

- Provide for a learning environment and culture that promotes academic achievement
- Provide an organizational climate to support student success through the allocation of adequate time, resources, empowerment, leadership and human development
- Promote student achievement to support exceeding standards and making students future ready
- Provide for safe schools and healthy students

BA
Policy - Board Governance

Section 2.0 - Duty of the Board

The purpose of the Board, on behalf of the citizens living in the Dysart school community, is to ensure the district achieves appropriate results within reasonable costs and avoids unacceptable conditions as prescribed in the Executive Limitations Policies. The Board shall act as the general agent of the state of Arizona in carrying out the will of the people of this District in the matter of public education. Legally, local school boards are instruments of the Arizona Legislature and derive their authority from the Arizona Constitution, Arizona statues and the regulations of the Arizona Administrative Code.

The Board has direct responsibility to create and maintain:

- A connection to the citizens of the Dysart School community.

- Written policies that governs the district including district goals, executive limitations, Board governance, and the Board – Superintendent relationship consistent with Arizona Education Code and Administrative Code as applies.

- Assurance of successful District Superintendent performance on District Goals and Executive Limitations;
  
  o Hire the Superintendent

  o Establish Superintendent compensation

  o Decide on issues not delegated to the Superintendent

  o Monitor Superintendent performance based solely on District Goals and Executive Limitations policies.

- A favorable legislative impact at local, state, and federal levels.

BA and BB ARS 15-321, 341, and 421
Policy - Board Governance

Section 2.1 - Governance Strategy

The Board will govern lawfully, ethically, morally and prudently with an emphasis on (a) outward vision rather than an internal preoccupation, (b) encouragement of diversity in viewpoints and authentic input, (c) strategic leadership more than administrative detail, (c) clear distinction of Board and Superintendent roles, (d) collective rather than individual decisions, (e) future rather than past or present, (f) proactivity rather than reactivity, (g) and transparency.

- The Board will cultivate a sense of group responsibility. The Board, not the Superintendent or staff, will be responsible for excellence in governing. The Board will be the initiator of policy, not merely a reactor to Superintendent, staff or other initiatives. The Board will not use the expertise of individual members to substitute for the judgment of the Board as a whole, although the expertise of individual members may be used to enhance the understanding of the board members as a group.

- The Board will direct, control and inspire the District through the careful establishment of broad written policies reflecting the Board’s values and perspectives, which should be derived from those of the legal and moral ownership of the District. The Board’s major policy focus will be on the intended long term impacts outside the District, not on the administrative, programmatic or staff means of attaining those effects.

- The Board will enforce upon itself whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, preparation for meetings, policymaking principles, respect of roles, and ensuring the continuance of governance capability. Although the Board can change its governance process or other policies at any time, it will observe them scrupulously while in force.

- Continual Board development will include orientation of new board members in the Board’s governance process and periodic Board discussion of process improvement.

- The Board will allow no officer, committee, or member of the Board or any other individual or group to hinder or be an excuse for not fulfilling its commitments.

- The Board will monitor and discuss the Board’s process and performance at each meeting. Self-monitoring will include comparison of Board activity and discipline to relevant policies in the Board Governance Process and Board – Superintendent Relationship policy areas.
Policy - Board Governance

Section 2.2 – Board Powers and Responsibilities

The Board is authorized under the laws of the state of Arizona to adopt all needed policies for governance in the District.

The executive function of the Board is concerned with placing in operation existing Board policy. Most of this function is delegated by the Board to its executive and administrative officer, the Superintendent.

The appraisal function involves the determination of the efficiency of the school operation and an evaluation of the educational program of the District based on the policies as outlined in the policy manual.

The duties and obligations of an individual Board member include the following:

- To become familiar with and comply with the state's school laws, regulations of the State Department of Education, and District policies, rules, and regulations.
- To have a general knowledge of the educational aims and objectives of the system.
- To work harmoniously with other Board members without neglecting a proper share of the work or trying to dominate the Board.
- To vote and act in Board meetings impartially for the good of the District.
- To accept the will of the majority vote in all cases, and give wholehearted support to the resulting policy.
- To accept the responsibility for confidentiality in appropriate matters, especially those dealing with personnel and the divulging of privileged information that could cost the District money, support, or public confidence.
- To represent the Board and the District to the public in a manner that promotes both interest and support.
- To refer complaints to the superintendent and to refrain from individual counsel and action.

To perform other appropriate duties that may arise. All powers of the Board lie in its action as a public body. A "meeting" is defined as the gathering, in person or through technological devices, of a quorum of members of a public body to discuss, propose or take legal action, including any deliberations with respect to such action that has been properly noticed, pursuant to Arizona Revised Statutes.

Individual Board members exercise authority over District affairs only by way of votes taken at a legal meeting of the Board. An individual Board member has authority only when and to the extent that the Board, by vote, has so delegated such authority.

ARS 15-321, 341, 342, and 381
Policy - Board Governance

Section 2.3 – Board Member Qualifications

A person who is a registered voter of this state and has been a resident of the District for one (1) year immediately preceding the day of election is eligible for election to the office of Governing Board member.

No employee of the District or the spouse of such employee may hold membership on the Governing Board of this District.

A Governing Board member is ineligible to serve simultaneously as a member of any other Governing Board, except that a Governing Board member may be a candidate for nomination or election for any other Governing Board if serving in the last year of a term of office.
Policy - Board Governance

Section 2.4 – Board Member Oath of Office

Board members shall take and subscribe to the oath prescribed for public officers pursuant to A.R.S. 38-231, and forward the acknowledged oath on the same day to the County School Superintendent. The person taking the oath shall file a copy of the acknowledged oath in the District office. The District office shall keep such copy on file as long as the Board member remains on the Governing Board and for a period of five (5) years after last serving on the Board.

Time of Oath (Governing Board Members)

When a different time is not prescribed, the oath of office shall be taken, subscribed, and filed within ten (10) days after the Board member has notice of appointment or, if elected, at any time after receipt of the certificate of election, and at least one (1) day before commencement of the term of office.
Policy - Board Governance

Section 2.5 – Board Member Resignation

Any Board member who desires to resign from the Governing Board shall send a letter of resignation to the office of the County School Superintendent giving the effective date of resignation. The resigning Board member shall furnish a copy of such letter to each other member of the Board and to the Superintendent prior to the date on which said resignation is to become effective.
Policy - Board Governance

Section 2.6 – Board Member Removal from Office

A Board member's position may be considered vacant or the Board member may be removed from office for reasons included in A.R.S. 38-291. These reasons are:

- Death of the person holding the office.
- Insanity of the person holding the office, when judicially determined.
- Resignation of the person holding the office and the lawful acceptance of the resignation.
- Removal from office of the person holding the office.
- The person holding the office ceasing to be a resident of the district for which he was elected.
- Absence from the state by the person holding the office, without permission of the legislature, beyond the period of three (3) consecutive months.
- The person holding the office ceasing to discharge the duties of office for the period of three (3) consecutive months.
- Conviction of the person holding the office of a felony or an offense involving a violation of official duties.
- Failure of the person elected or appointed to such office to file an official oath within the time prescribed by law.
- A decision of a competent tribunal declaring void the election or appointment of the person elected or appointed to the office.
- Failure of a person to be elected or appointed to the office.
- A violation of section 38-296 by the person holding the office.

Every public officer holding an elective office, either by election or by appointment, is subject to recall from such office by the qualified electors of the electoral district from which candidates are elected to that office.
Policy - Board Governance

Section 2.7 – Unexpired Term Fulfillment

Any vacancy of a Governing Board member, as defined in A.R.S. 38-291, may be filled by appointment by the County School Superintendent as prescribed by state law. Such appointment shall be until the next regular election, at which time a successor shall be elected to serve the unexpired portion of the term. The County School Superintendent may call for an election to fill a vacancy on a local Governing Board as an alternative to appointment.

If a vacancy occurs, the Governing Board may recommend to the County School Superintendent that it be filled by election.
Policy - Board Governance

Section 2.8 – Board Member Ethics

Board members will strive to improve public education, and to that end will:

- Attend all Board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings.
- Recognize that decisions should be made only after discussion at publicly held Board meetings.
- Render all decisions based on the available facts and independent judgment, and refuse to surrender that judgment to individuals or special-interest groups.
- Encourage the free expression of opinion by all Board members, and seek systematic communications between the Board and students, staff, and all elements of the community.
- Work with other Board members to establish effective Board policies and to delegate authority for the administration of the schools to the Superintendent.
- Communicate to other Board members and the Superintendent expressions of public reaction to Board policies and school program.
- Be informed about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by state and national school boards associations.
- Support the employment of persons best qualified to serve as school staff members, and insist on a regular and impartial evaluation of all personnel.
- Avoid being placed in a position of conflict of interest, and refrain from using their Board position for personal or partisan gain.
- Take no private action that will compromise the Board or administration, and respect the confidentiality of information that is privileged under applicable law.
- Remember always that a Board member's first and greatest concern must be the educational welfare of the students attending the public schools.
Policy - Board Governance

Section 2.9 – Board Member Conflict of Interest

Voting Restrictions

Notwithstanding any other provision of law, a Governing Board member shall be eligible to vote on any budgetary, personnel, or other question that comes before the Board, except that it shall be unlawful for a member to vote on a specific item that concerns the appointment, employment, or remuneration of such member or any person related to such member as a dependent as defined in A.R.S. 43-1001. [LEGAL REF.: A.R.S. 15-323]

Employment Limitation

No dependent, as defined in Section 43-1001, of a Governing Board member may be employed in the District, except by consent of the Board. [LEGAL REF.: A.R.S. 15-502]

No employee of the District or the spouse of such employee may hold membership on the Governing Board of the District. [LEGAL REF.: A.R.S. 15-421]

Conflict of Interest

Any Board member or employee of the District who has, or whose relative has, a substantial interest in any contract, sale, purchase, or service to the District shall make known that interest in the official records of the District and shall refrain from voting upon or otherwise participating in any manner as a Board member or employee in such contract, sale, or purchase. [LEGAL REF.: A.R.S. 38-503]

Any Board member or employee who has, or whose relative has, a substantial interest in any decision of the District shall make known such interest in the official records of the District and shall refrain from participating in any manner as a Board member or employee in such a decision. [LEGAL REF.: A.R.S. 38-503]

Districts with 3,000 or More Students

Pursuant to an award or contract let after public competitive bidding, the Governing Board may make purchases from a Board member if all of the following conditions are satisfied:

- The transaction does not exceed three hundred dollars ($300).
- The total purchases from any Board member by the Board within any twelve (12) month period do not exceed one thousand dollars ($1,000).
- The Board has, by majority vote, approved or reapproved a policy authorizing such purchases within the preceding twelve (12) month period.

[LEGAL REF.: A.R.S. 38-503; 15-323; A.G.O. 184-012]

Filing of Disclosures
The District shall maintain for public inspection in a special file all documents necessary to memorialize all disclosures of substantial interest made known pursuant to the statutory conflict-of-interest provisions. [LEGAL REF.: A.R.S. 38-509]
Policy - Board Governance

Section 2.10 – Board Organizational Meeting

The Governing Board will hold an election of its Board President and clerk between January 1 and January 15 every year. The term of office for each officer will be for the calendar year (one [1] year term). The officers will preside during and until an election of new officers takes place. Note: If a quorum is not attained during such regular meeting session during that period of time (January 1-15), then a "special Governing Board meeting" will be called for and held as soon as possible for the purpose of conducting the election.

For the purpose of organization of the Governing Board, the Board shall meet at the most convenient public facility in the District. (If a public facility is not available within the District, the Board may meet at any available public facility convenient to all Board members, regardless of the county or school district in which the facility is located.)

The meeting shall be called to order by the President of the Board for the preceding year. If that person is not a member of the Board, a temporary president shall be elected and the meeting shall be called to order by the temporary president. The person calling the meeting to order shall preside until a successor is chosen.

The new President of the Board shall take office upon election.

Whenever there is a vacancy in the office of President, the Board shall elect a new officer to fill the vacancy during the unexpired term of office.
Policy - Board Governance

Section 2.11 - Board Officers

President

The duties of the President of the Board shall be as follows:

Preside over all meetings and conduct meetings in accordance with Arizona law and policies of the District.

- Consult with the Superintendent on the agenda for each meeting.
- Encourage and maintain orderly and democratic participation.
- Keep all discussions factual and on the subject at hand.
- Allow for full and complete exploration of each item of business.

In the event the President of the Board is unable to attend a Board meeting, the Clerk will preside over the meeting. In the event the President and Clerk are unable to attend a Board meeting, members shall elect a temporary president and such action shall be recorded in the minutes. In the long-term absence of the President of the Board, members shall elect a temporary president to assume the duties, and such action shall be recorded in the minutes.

Clerk

The Clerk of the Governing Board shall perform the following duties during Board meetings:

- In the absence of the Board President, conduct the meeting.
- Conduct the Call to Public.
- Record actions taken by the Governing Board.
Policy - Board Governance

Section 2.12 – School Attorney

The Governing Board may employ an attorney to represent the Board. This attorney should not be employed for matters delegated to the Superintendent. Only the Superintendent may contact private counsel by telephone or in person regarding matters pertaining to the day-to-day operation of the District. The purpose for which an attorney is hired shall be for Board business related to policy, contract and discipline issues dealing with the superintendent, and with other items that may be determined by need by the Board.

Compensation and purpose should be determined at the time of employment of private counsel.
Policy - Board Governance

Section 2.13 – School Board Meetings

Systematic monitoring of the Board Governance and Board-Superintendent Relationship policies will only use the criteria within the policies.

- Monitoring is simply to determine the degree to which the Board and its members are adhering to its Board Governance and Board-Superintendent Relationship policies.

- Monitoring data will be acquired by three methods: (a) by direct Board inspection, in which one or more designated members of the Board assess compliance with appropriate policy criteria; (b) by community inspection, in which one or more designated members of our community assess compliance with appropriate policy criteria; and (c) by external report, in which an external, disinterested expert selected by the Board assesses compliance with selected policy criteria.

- In every case, the standard for compliance will be any reasonable interpretation of the President of the Board policy being monitored. The Board is final arbiter of reasonableness, but will always judge with a —reasonable and prudent person— test rather than with interpretations favored by individual board members or the Board as a whole.

- All policies will be monitored at a frequency and by a method chosen by the Board. The Board may monitor any policy at any time, but it will ordinarily monitor relevant Board Governance and Board-Superintendent Relationship policies with direct Board inspection during each Board meeting.

The Board shall transact all business at official meetings of the Board. These may be either regular or special meetings, defined as follows:

- Regular meeting - the usual official legal-action meeting, scheduled and held regularly.

- Special meeting - an official legal-action meeting called between scheduled regular meetings to consider only specifically identified topics.

Every meeting of the Board, regular or special, shall be open to the public except for an executive session that is held in accordance with state law. A "meeting" is defined as the gathering, in person or through technological devices, of a quorum of members of a public body to discuss, propose or take legal action, including any deliberations with respect to such action that has been properly noticed, pursuant to Arizona Revised Statutes.

Regular Board Meetings

A regular meeting may be rescheduled or canceled by agreement of a majority of the Board.
Written notice of the date, hour, place, and subject (agenda) of each regular meeting of the Board shall be given as follows:

- Notice shall be posted at least twenty-four (24) hours preceding the scheduled time of the meeting, with the exception of an actual emergency, in which case such notice as is appropriate to the circumstances shall be given.
- Notice shall be posted at a prominent place, convenient to the public, as designated by the Board in its notice to the County Board of Supervisors.

Every regular meeting of the Board shall be open to the public, and the Board shall meet at the most convenient public facility in the District. (If a public facility is not available within the District, the Board may meet at any available public facility convenient to all Board members, regardless of the county or school district in which the facility is located.)

Special Board Meetings

Special meetings may be called whenever deemed necessary. Written or telephoned notice of all special meetings shall be given to the members of the Board, and written notice shall be posted, at least twenty-four (24) hours prior to the time stated for the meeting to convene. Said notice shall indicate the purpose of the special meeting. No business other than the matters specified in the notice shall be transacted at such meeting. Special meetings shall be open to the public.

Quorum language (BEDC)
Rules of Order (BEDD)
Voting (BEDF)
Minutes (BEDG)
Public (BEDH)
Policy - Board Governance

Section 2.14 – Executive Session/Open meetings

The Board may enter into executive session after the following requirements have been met:

- The Board has first been convened in open meeting, for which notice, stating the specific provision of law authorizing the executive session, has been given.
- The Board President has identified the section or sections of A.R.S. 38-431.03 that authorize the holding of the executive session and has stated the language of the section(s) and a general description of the matters to be considered.
- The executive session is authorized by a vote in open session.
- No final action, decision, or vote shall be taken while the Board is in executive session, except as provided by law.
- The Board shall reconvene the open meeting after an executive session prior to adjourning the meeting.
- During the executive session, all persons present in the executive session will be read the admonition on the confidentiality of the executive session minutes and deliberations
Policy - Board Governance

Section 2.15 – Meeting Procedures/Bylaws

The President of the Board is responsible for the orderly conduct of the meeting and shall rule on such matters as the time to be allowed for public discussion, the appropriateness of the subject being presented, and the suitability of the time for such a presentation. All such rulings are subject to review by the Board at a subsequent meeting, properly noticed, as long as the matter is included on the agenda.
Policy - Board Governance

Section 2.16 – Notification of Board Meetings

A statement of the posting place for all notices of meetings shall be filed with the clerk of the Board of Supervisors. A regular meeting may be canceled by agreement of a majority of the Board.

At least twenty-four (24) hours' notice shall be given by posting, in the designated public place, any change in the regular meeting agenda, time or place, with the exception of an actual emergency, in which case such notice as is appropriate to the circumstances shall be given.
Policy - Board Governance

Section 2.17 – Agenda Preparation and Dissemination

Regular Meetings

The Superintendent will prepare Board meeting agendas in consultation with the Board President.

The Superintendent or Board members may place items on the agenda. Any Board member desiring to place an item on the agenda will notify the Superintendent of the particular item of business at least five (5) working days before the meeting.

The agenda of each regular Board meetings may contain a consent agenda.

Consent agenda items will be determined and indicated by the Superintendent, with the concurrence of the Board President, at the time agendas are prepared for the regular meetings of the Board.

Consent agenda items will be listed in the order of business of regular Board meetings. All backup material relating to any consent agenda items will be included in the Board's agenda packets.

Consent agenda items may be removed for discussion and debate by any member of the Board by notifying the Board President or the Superintendent twenty-four (24) hours before the regular Board meeting, or by a majority of the Board members present at the Board meeting.

The agenda and supporting materials shall be distributed to the Board members not less than twenty-four (24) hours prior to the meeting. Copies of the agenda shall be available to the public and the press at least twenty-four (24) hours prior to the meeting, upon request.

Special Meetings

Whenever possible, the procedures for agenda preparation and dissemination used for regular meetings will be used for special meetings.

These procedures may be altered by the Superintendent during an emergency or when compliance would be impractical. However, the Superintendent shall comply with all legal requirements in scheduling special meetings.
Policy - Board Governance

Section 2.18 – News Media Services at Board Meetings

Local news media representatives shall be welcome to attend all regular or special meetings of the Board with the exception of executive sessions. In the event that representatives of the news media are unable to attend a regular or special meeting, the Superintendent may provide a periodic summary of Board actions.
Policy - Board Governance

Section 2.19 – School Board Policy Process

It is the intent of the Board to adopt policies so that they may serve as guidelines for its own operations and for the successful and efficient functioning of the District.

Policy adoption is one of the Board's chief responsibilities. Suggestions regarding the content of policies may originate with a member of the Board, the Superintendent, a staff member, a parent, a student, a consultant, a civic group, or any resident of the District. A careful and orderly process shall be used in examining such proposals. The policy proposals shall be referred to the administration for detailed study prior to recommendation(s) being provided to the Board. The Board may take after hearing the Superintendent's recommendations.

The policies of the Board are framed and intended to be interpreted within the context of applicable laws and regulations.

Changes in needs, conditions, purposes, and objectives may require revisions, deletions, and additions to the policies. The District will welcome suggestions for ongoing policy review and revision.

Policy Adoption

Adoption of new policies or the revision or repeal of existing policies is the responsibility of the Board. The Board shall adhere to the following procedure in considering and adopting policy proposals to ensure that they are fully studied before final action:

First meeting - the proposal shall be presented for review as an information item.
Second meeting - the proposal shall be presented for discussion and action.

During discussion of a policy proposal, the views of the public, staff members, and the Board may result in changes. A change shall not require that the policy go through an additional review except as the Board determines that the change requires further study and that an additional review would be desirable. Policies may be adopted or amended at a single meeting of the Board in a Board-declared emergency.

Policy Revision and Review

In an effort to keep its written policies up to date so they may be used consistently as a basis for Board action and administrative decision, the Board authorizes the Superintendent to seek consulting assistance from a source that provides such services. The District shall rely on the consulting service in conjunction with the functioning of the District as indicated by reactions of the school staff, the students, and the community to provide insight into the effect of the policies it has adopted. The Superintendent shall develop
procedures to permit the District to utilize the policy consulting service in a manner that assures maximization of the District's return on its investment in the service. The Superintendent is responsible for calling to the Board's attention policies that are out of date or in need of revision.

Suspension/Repeal of Policy

The operation of any section or sections of Board policies not established and required by law or vested by contract may be temporarily or permanently suspended by a majority vote of Board members present at a regular or special meeting.
Policy - Board Governance

Section 2.20 – Board Communication with Staff Members

Official communication between the Board and employees will occur as follows:

- An employee will first communicate on school- or employment-related matters at the administrative level.
- Any employee who exhausts the opportunity of discussing a matter at the various administrative levels may then communicate in writing with the Board on the matter.
- No anonymous communication will be considered by the Board.
- Any employee who wishes to address the Board in the employee's capacity as a parent, District resident, or individual, rather than as an employee, may do so by following the procedures outlined in Board Communications With the Public.
- Official communications, policies, directives, Board concerns, and Board action(s), as appropriate, will be communicated to employees by the Superintendent.
Policy - Board Governance

Section 2.21 – Board Communications with Public

Official communication between the Board and the community is subject to the following:

- Any community member who exhausts the opportunity of discussing a matter at the administrative level may communicate with the Board in writing.
- No anonymous communication will be considered by the Board.
- Official communications, policies, Board concerns, and Board action, as appropriate, will be imparted to the community by the Superintendent.
Policy - Board Governance

Section 2.22 – New Board Member Orientation/Handbook

A member-elect or any person designated for appointment as a member-elect of the Board is to be afforded the Board's and the staff's fullest measures of courtesy and cooperation. The Board and staff shall make every effort to assist the member-elect to become fully informed about the Board's functions, policies, procedures, and problems.

In the interim between election or appointment and actually assuming office, the member-elect shall be invited to attend appropriate meetings and functions of the Board and is to receive appropriate reports and communications normally sent to Board members.

The member-elect is to be provided access to appropriate publications and aids, including the Board's Policy Manual and Administrative Regulations and publications of the state and national school boards associations.

The Board President and members of the administrative staff will also confer with the member-elect as necessary on special problems or concerns.

Board members-elect will be encouraged to attend meetings or workshops specifically designed for Board members-elect. Their expenses at these meetings may be reimbursed by the District in accordance with law.
Policy - Board Governance

Section 2.23 – Board Member Development Opportunities

Governing Board members are encouraged to attend workshops presented by the county, state, and national school boards associations. Professional journals and books in the school libraries shall be available to every Board member.

In keeping with the need for continuing in-service training and development for its members, the Board encourages the participation of all members at appropriate Board conferences, workshops, and conventions. However, in order to control the investment of time and funds necessary to implement this policy, the Board establishes these principles and procedures for its guidance:

- The Board will periodically decide which meetings appear to be most promising in terms of producing direct and indirect benefits to the District.
- Funds for participation at such meetings will be budgeted on an annual basis.
- When funds are limited, the Board will designate which of its members would be the most appropriate to participate at a given meeting.
- With the prior approval of the Board, Board members may participate in meetings other than those authorized in the budget.
- When a conference, convention, or workshop is not attended by the full Board, those who do participate will be requested to share information, recommendations, and material acquired at the meeting.
Policy - Board Governance

Section 2.24 – Board Member Compensation and Expenses

Board members may be reimbursed for expenses incurred in connection with any school business authorized by the Board.

Reimbursement amounts shall not exceed the maximum amounts established pursuant to A.R.S. 38-624.
Policy - Board Governance

Section 2.25 – Board Member Insurance/Liability

General

Pursuant to statute, Governing Board members are immune from personal liability with respect to all acts done and actions taken in good faith within the scope of their authority during duly constituted regular and special meetings. However, the Governing Board may procure insurance or may establish a self-insurance program for the management and administration of a system for direct payment of benefits, losses, or claims, or any combination of insurance and direct payments, including risk-management consultation, to provide payment of any property loss sustained or lawful claim of liability or fortuitous loss made against the District or its employees or officers, if the employees or officers are acting in the scope of their employment or authority.

Participation in Group Insurance

Plans of the District

Governing Board members and their dependents are eligible to participate in health, accident, life, or disability insurance plans made available to employees of the District if the Board members pay the full premiums associated with such coverage and participation of the members and their dependents does not result in an expenditure of District monies. Former Board members, their spouses, dependents, and surviving spouses or dependents of Board members or former Board members may continue to participate in the health, accident, life, or disability insurance benefits provided to employees of the District if the following conditions are met:

- Former Board members must have served at least four (4) consecutive years on the Board, must have been covered under the insurance plan while serving as Board members, and must pay the full premiums for the insurance coverage.

- Such participation must not result in an expenditure of District monies.

- The spouse and dependents of a Board member or former Board member may continue participation in the insurance plan if they pay the full premium for the insurance coverage and their participation does not result in any expenditure of District monies.

- For a surviving spouse or dependents of a Board member or former Board member to be eligible for continued coverage, the deceased Board member or former Board member must have served four (4) consecutive years and have been covered under the insurance plan while serving on the Board.

- The surviving spouse and/or dependents of a deceased Board member who was eligible for coverage while in office will be eligible for continued coverage.
Policy - Board Governance

Section 2.26 – School Board Legislative Program

The Board will participate in legislative programs through conferences with the state and national school boards associations.

The Board authorizes the Superintendent to actively participate in the development of legislation that has a positive effect on educational programs of the District.
Policy - Board Governance

Section 2.27 – School Board Memberships

The Board may choose to be a member of and participate in school boards associations at the state, county, regional, and national levels. The Superintendent will ensure that the subject of school boards association membership is addressed during budget preparation.
Policy - Board Governance

Section 2.28 – Liaison with School Boards Associations

In addition to informational liaison between itself and the various school boards associations, the Board shall be officially represented in the associations' affairs through the election and appointment of delegates and/or observers to the governing bodies of these organizations.
Policy - Board Superintendent Relationship

Section 3.0 – Administration of the District

The establishment of policies is the responsibility of the Board, and the execution of those policies is a function of the Superintendent.

The Superintendent is the chief executive officer of the School District and is responsible for the professional leadership and skill necessary to translate the policies of the Board into administrative action.

The Superintendent is responsible for the administration of the District. The Superintendent may delegate the necessary authority to other employees and develop such procedures and regulations as the Superintendent considers necessary to ensure efficient operation of the District.

The Board’s sole official connection to the operational organization, its administration, faculty and staff, its methods and practices, and its achievements and conduct, will be through the Superintendent.
Policy - Board Superintendent Relationship

Section 3.1 – Board Decisions

Only officially passed motions of the Board, speaking authoritatively as a group, are binding on the Superintendent.

- Decisions, directions or instructions from individual board members, officers, committees or liaisons are not binding on the Superintendent or staff except in rare instances when the Board has specifically authorized such exercise of authority.

- In the case of board members, committees or liaisons requesting information or assistance without Board authorization, the Superintendent may refuse such requests that require, in the Superintendent’s opinion, a material amount of staff time or funds or which are disruptive.
Policy - Board Superintendent Relationship

Section 3.2 – Accountability of the Superintendent

The Superintendent is the Board’s only official link to operational achievement and conduct, so all authority and accountability of administration, faculty and staff are considered by the Board to be the authority and accountability of the Superintendent.

- The Board may never give directions or instructions to persons who report directly or indirectly to the Superintendent except for legal counsel since this person reports to both Board and Superintendent.
- The Board will not evaluate, either formally or informally, any administrator, faculty or other staff other than the Superintendent.
- The Board will view Superintendent performance as identical to District performance so that District accomplishment of Board-prescribed District Goals and avoidance of Board-proscribed means (i.e., Executive Limitations) will be viewed as successful Superintendent performance.
Policy - Board Superintendent Relationship

Section 3.3 - Authority of the Superintendent

The Board will instruct the Superintendent through written policies that prescribe District outcomes (District Goals) to be achieved and prescribe District circumstances to be avoided (Executive Limitations), allowing the Superintendent to use any reasonable interpretation of these policies within those District Goals and Executive Limitations.

- The Board will develop policies instructing the Superintendent to achieve specified results for specified recipients at a specified cost and/or priority. These policies will be developed systematically from the broadest, most general level to more defined levels and will be called “District Goals” policies. All issues that are not “District Goals” issues are defined here as means issues.

- The Board will develop policies that limit the latitude the Superintendent may exercise in choosing the District or staff means. These policies will be developed from the broadest, most general level to more specific or narrow levels, and they will be called —Executive Limitations— policies. The Board will avoid prescribing District or staff means delegated to the Superintendent, (i.e., the Board will avoid telling the Superintendent or staff what to do or how to do it, particularly if that direction is intended to improve the accomplishment of District Goals).

- As long as the Superintendent uses any reasonable interpretation of the Board’s District Goals and Executive Limitations policies, the Superintendent is authorized to establish all further policies, make all decisions, take all actions, establish all practices, and pursue all activities. Such decisions of the Superintendent shall have the full force and authority as if decided by the Board. All prescriptions or proscriptions contained within any higher or more general level of District Goals or Executive Limitations policy apply to all lower or more specific policies within that same category of policies.

- The Board may change its District Goals and Executive Limitations policies, thereby shifting the boundary between Board and Superintendent domains. By doing so, the Board changes the latitude of choice given to the Superintendent. As long as any particular delegation is in place, the Board will respect and support the Superintendent’s choices.
Policy - Board Superintendent Relationship

Section 3.4 – Evaluation of the Superintendent

Systematic and rigorous evaluation of Superintendent job performance will be solely against the only expected Superintendent job products: District accomplishment of the provisions of the Board’s District Goals policies and operation of the District within the boundaries established in the Board’s Executive Limitations policies. The power of the Board under the Superintendent’s contract to terminate employment shall not be altered by these policies.

- The purpose of monitoring is simply to determine the degree to which Board policies are being met. Information that does not accomplish this will not be considered to be monitoring information.

- The Board will acquire monitoring information by one or more of three methods: (a) by internal report, in which the Superintendent discloses interpretations, evidence and achievement information to the Board; (b) by external report, in which an external, disinterested third party selected by the Board assesses compliance with Board policies; or (c) by direct Board inspection, in which a designated member or members of the Board assess compliance with the appropriate policy criteria.

- In every case, the standard for compliance shall be any reasonable interpretation by the Superintendent of the Board policy being monitored. The Board is the final arbiter of reasonableness, but will always judge with a —reasonable and prudent person test rather than with interpretations preferred by board members or by the Board as a whole.

- The Board will judge (a) the reasonableness of each Superintendent interpretation, including its clarity, relevance, quantified standards, justification and completeness (b) whether data or evidence directly demonstrate accomplishment of that interpretation, and (c) if accomplishment has not been demonstrated, when or under what circumstances the District shall accomplish a reasonable interpretation of the Board’s policy.

- All policies that direct or instruct the Superintendent will be monitored at a frequency and by a method chosen by the Board. The Board may monitor any policy at any time by any method for all or any part of the District but will ordinarily depend on a routine schedule.
Policy - Board Superintendent Relationship

Section 3.5 – Superintendent Compensation

Superintendent compensation will be decided by the Board as a whole and based on District performance, executive market conditions, fiscal ability and public image.

- District performance will be only that performance revealed by the monitoring system to be directly related to criteria given by the Board in policy.
- Compensation will cover the entire range of salary, bonus, benefits and all other forms.
- Compensation is to be competitive with similar performance within the marketplace. The executive marketplace to be considered includes organizations of comparable size, challenges, and complexities within the same geographic region.
Policy - Executive Limitations

Section 4.0 - Global Executive Constraint

The Superintendent shall not cause or allow any practice, activity, decision or organizational condition which is unlawful, unethical, unsafe, or in violation of Board policy.
Policy - Executive Limitations

Section 4.1 - Emergency Superintendent Succession

In order to protect the Board in the event of sudden and unexpected loss of Superintendent services, the Superintendent shall not fail to assure that at least one designated executive staff member is familiar with Board and Superintendent issues and processes and is capable and trained to assume Superintendent responsibilities on an emergency basis, should the need arise.
Policy - Executive Limitations

Section 4.2 - Treatment of Stakeholders

With respect to treatment of parents, students and the public, the Superintendent shall not cause or allow conditions, procedures, actions or decisions which are unlawful, unethical, unsafe, or in violation of Board policy. The Superintendent shall not fail to provide access to all current policies of the District.
Policy - Executive Limitations

Section 4.3 - Staff Treatment

With respect to treatment of paid and volunteer staff, the Superintendent shall not cause or allow conditions, procedures, actions or decisions which are unlawful, unethical, unsafe, or in violation of Board policy.

Accordingly, the Superintendent may not:

- Fail to make reasonable background inquiries and checks prior to hiring any paid personnel or utilizing the services of any volunteers who have unsupervised contact with students.
- Fail to establish an organizational structure that is designed to meet the functional needs of the district and is not personality based.
- Fail to use a well-defined system for recruiting and selecting the most highly qualified and best-suited candidates for employment, meeting established criteria.
- Operate without written personnel policies which:
  - Clearly state personnel rules and procedures for staff;
  - Provide for effective handling of complaints;
  - Include adequate job descriptions for all staff positions;
  - Include an effective personnel performance evaluation system;
  - Protect against sexual harassment; and
  - Protect against any form of discrimination based upon race, color, creed, religion, national origin, age, gender, sexual orientation, disability, or other personal attributes.
- Fail to protect confidential information.
- Fail to establish policies and procedures to assure an organizational culture that conforms with the following values:
  - Open and truthful communication in all written and interpersonal interactions;
  - Respect for others;
  - Focus on common organizational goals as expressed in Results policies;
  - The right of staff to appropriate confidentiality;
  - Commitment to the integrity of the district, its leaders and staff; and respect for cultural diversity.
- Fail to honor the terms of binding agreements with staff.
- Fail to provide staff with an opportunity to become familiar with the provisions of this policy.
- Fail to provide adequate on-going support for all academic and administrative personnel.
Policy - Executive Limitations

Section 4.4 - Staff Compensation and Support Plans

The Superintendent shall not fail to develop compensation (salaries and benefits) and support plans that adequately reward employees within available resources.

Accordingly, the Superintendent may not:

- Change his/her compensation and benefits or contract terms.
- Fail to establish a teacher compensation and a support framework, for the purposes of recruiting, developing and retaining high quality teachers on every Dysart campus, that:
  - addresses compensation (salaries and benefits) and support (working conditions and professional development);
  - considers those strategies that research indicates will yield the highest return on the investment;
  - promotes the continuous growth and instructional improvement of Dysart teachers;
  - promotes equitable access across all campuses to experienced, effective teachers.
Policy - Executive Limitations

Section 4.5 - Staff Evaluation

With respect to evaluation of employees, the Superintendent shall not fail to develop, maintain, and administer an evaluation system that links all employee performance with their contribution toward achieving the Board’s Results policies, their compliance with the Board’s organizational limitations policies, and their behaviors and attitudes that contribute to the District’s organizational culture and values.

Accordingly, the Superintendent may not:

- Fail to develop and administer an evaluation system for all academic and administrative personnel that is designed to improve instruction.
- Fail to develop and administer an effective evaluation system for classified personnel.
- Fail to insure the results of evaluations to each evaluated employee are communicated.
Policy - Executive Limitations

Section 4.6 - Budgeting/Financial Planning

Financial planning for any fiscal year shall not deviate materially from the Board’s Results policies or approved District Goals (Section 1.0), state and federal mandates, or risk fiscal jeopardy to the District.

Accordingly, the Superintendent may not develop and present a budget which:

- Is not presented in a summary format understandable to the Board and that clearly indicates the relationship between proposed expenditures and the Board’s Results policies and approved District Goals (Section 1.0) and the impact of those funding priorities.
- Fails to show the amount budgeted for each fund, function and object for the current fiscal year and the amount recommended for the next fiscal year.
- Fails to reflect anticipated changes in employee compensation

AZ STATUES:
ASBA DB reflects 15-821, 905. 905.01, 910, 919 and 2201
ASBA DBC reflects 824, 952, 991 and 2203
ASBA DBF reflects 911 and 948
Policy - Executive Limitations

Section 4.7 - Financial Administration

With respect to the actual, ongoing administration of the District’s financial assets, the Superintendent shall not cause or allow material deviation from the annual budget or budget policy adopted by the Board, unlawful financial administration, or allow any fiscal condition that is inconsistent with achieving the Board’s Results, or places the long term financial health of the District in jeopardy.
Policy - Executive Limitations

Section 4.8 - Asset Protection

The Superintendent shall not allow assets to be unprotected, inadequately maintained, inappropriately used or unnecessarily risked in accordance with all legal mandates.
Policy - Executive Limitations

Section 4.9 - Communication and Counsel to the Board

With respect to providing information and counsel to the Board, the Superintendent shall not fail to give the Board as much information as necessary to allow Board members to be adequately informed.

Accordingly, the Superintendent may not:

- Fail to submit monitoring data required by the Board in a timely, accurate and understandable fashion, directly addressing provisions of the Board policies being monitored.
- Fail to advise the Board in a timely manner of trends, facts and information relevant to the Board’s work.
- Fail to advise the Board of anticipated significant media coverage.
- Present information in unnecessarily complex or lengthy form and that is unrelated to Board policy.
- Fail to work with the Board as a whole except when:
  - Fulfilling individual requests for information, provided such requests are not disruptive or do not require a material amount of staff time or resources;
  - Working with officers or committees duly charged by the Board;
  - Communicating with the president.
- Fail to report in a timely manner any actual or anticipated noncompliance with any Results or Executive Limitation policy.
- Fail to supply for the consent agenda all items delegated to the Superintendent that are required by law or contract to be Board-approved, along with adequate information necessary to keep the Board informed.
Policy - Executive Limitations

Section 4.10 - Annual Report to the Public

The Superintendent shall not fail to prepare and publish an annual progress report to the public that is clear and concise, which includes the following items:

- Student performance data indicating student progress toward accomplishing the Board’s Results policies.
- Information about school district strategies, programs and operations intended to accomplish the Board’s Results policies.
Policy - Executive Limitations

Section 4.11 - Curriculum and Instruction

The Superintendent shall not fail to ensure that the District implements curriculum and instruction that includes clearly defined academic standards for specific courses of study.

Accordingly, the Superintendent may not:

- Fail to develop and implement academic standards that meet or exceed state and nationally recognized model standards.
- Fail to develop a curriculum aligned with and designed to enable students to meet or exceed the established standards.
- Fail to develop or select assessments that will adequately measure each student’s progress toward achieving the standards.
- Fail to ensure that the curriculum includes all legally required and Board approved courses and programs.
- Fail to assure that the curriculum and instruction address the different needs of students of various backgrounds and abilities.
- Fail to ensure that all curriculum and instruction are regularly evaluated and modified as necessary to assure their continuing effectiveness.
- Fail to ensure that the Board is informed of any significant deletions, additions or modifications of any instructional programs.
- Fail to ensure that all staff members are qualified and trained to perform the responsibilities assigned to them.
- Fail to ensure that the identification, referral and assessment procedures for specialized instructional programs are fairly and consistently applied across all student subgroups and in all schools.
Policy - Executive Limitations

Section 4.12 - Textbook and Instructional Materials Selection

The Superintendent shall not fail to recommend textbooks and to select instructional materials that advance the achievement of the Board’s Results policies and in accordance with state law.
Policy - Executive Limitations

Section 4.13 - District Calendar

The Superintendent shall not fail to develop and recommend to the Board for adoption a District calendar for the school year, in accordance with state law.

Accordingly, the Superintendent may not:

- Fail to consider important religious holidays as the calendar is developed.
- Fail to ensure that any change in the calendar except for emergency closings or other interruptions due to unforeseen and uncontrollable circumstances be preceded by adequate and timely notice to students, parents and teachers.
- Fail to assure the availability of a copy of the calendar for all parents/guardians of students enrolled in district schools.
- Fail to appropriately involve teachers, administrators, students and the community in developing the calendar.
Policy - Executive Limitations

Section 4.14 - Learning Environment/Discipline

The Superintendent shall not fail to establish and maintain a learning environment that is safe, conducive to effective learning and free from unnecessary disruption in accordance with state law.

Accordingly, the Superintendent may not:

- Fail to appropriately involve teachers, administrators, students and the community in developing the process and guidelines.
- Fail to arrange to have the conduct and discipline guidelines distributed once to each enrolled student and once to each new student in the District.
- Fail to distribute to students or parents copies of any significant changes in the guidelines.
- Fail to ensure that a copy of the guidelines, and any significant changes to the guidelines, are posted or available for inspection in each school building.
- Fail to ensure that the guidelines and discipline referral procedures are fairly and equitably applied in all schools and across all student subgroups.
- Fail to report to the Board, at least on an annual basis, aggregate discipline data including disciplinary actions and offenses.
- Fail to ensure that all campuses provide safe environments that support positive behaviors and good character.
Policy - Executive Limitations

Section 4.15 - Facilities

To the extent possible and contingent upon financial resources made available by the State and other revenue sources, the Superintendent shall not fail to assure the availability of physical facilities that support the accomplishment of the Board's Results policies that are safe, effectively used, and properly maintained.

Accordingly, the Superintendent may not:

- Fail to develop a long-term facilities plan to establish priorities for construction, renovation and maintenance projects. In setting those priorities, to the extent possible and contingent upon financial resources made available by the State and other revenue sources the Superintendent shall not fail to:
  - Assign highest priority to the correction of unsafe and significantly overcrowded conditions;
  - Plan, budget for and schedule preventive maintenance;
  - Plan, budget for and schedule system replacement when new schools open, schools are renovated or systems replaced;
  - Involve other tax-supported local entities as appropriate.

- Fail to use facilities efficiently and effectively, including establishing a review for student attendance zones and school capacity.

- Allow facilities to be unclean, unsanitary or unsafe.

- Fail to adequately manage the cost and schedule of school construction work, including the authorization of construction change orders.
Exhibits

1.0 BOARD MEMBER OATH OF OFFICE

Oath of Office

In addition to any other form of oath or affirmation specifically provided by law, any officer or employee shall take and subscribe to the following oath or affirmation before entering upon the duties of such appointed office or employment.

State of Arizona, County of ________________________________:

I, [type or print name], do solemnly swear (or affirm) that I will support the Constitution of the United States and the Constitution and laws of the State of Arizona; that I will bear true faith and allegiance to the same, and defend them against all enemies, foreign and domestic, and that I will faithfully and impartially discharge the duties of the office of [name of office] according to the best of my ability, so help me God (or so I do affirm).
2.0 BOARD MEMBER CONFLICT OF INTEREST

BOARD MEMBER CONFLICT
OF INTEREST

I, ________________________________, do hereby indicate:

1. That I am presently an officer/employee of the Dysart Unified School District;

2. That I (or my relative[s]: ________________________________ ) have a substantial interest in the contract, sale, purchase, or service to or decision by the Dysart Unified School District No. 89 Governing Board as described below.

3. That I shall refrain from participating in any manner in my capacity as an employee or officer of Dysart Unified School District in such contract, sale, purchase, service to, or decision by the Governing Board unless specifically permitted to do so by law.

__________________________  ____________________________
Date  Signature

Description of Conflict:
3.0 EXECUTIVE SESSION/OPEN MEETING MINUTES

EXECUTIVE SESSIONS / OPEN MEETINGS

MINUTES

Date ____________________ Time ____________________ Place ____________________

I. Record the names of persons present (Only Board Members, individuals provided for by statute, and other persons whom the Board determines are reasonably necessary for the purposes of the executive session may be present). Indicate who and when anyone leaves or enters during the executive session:

II. Specify the section of A.R.S. 38-431 under which the executive session was called and a general description of the respective topic(s). The same information should have been indicated on the agenda:

(Read prior to each executive session:)

III. All persons present are hereby reminded that it is unlawful to disclose or otherwise divulge to any person who is not now present, other than a current member of the Board, or pursuant to a specific statutory exception, anything that has transpired or has been discussed during this executive session. Failure to comply is a violation of A.R.S. 38-431.03.

IV. Items of discussion (if the session is held under authority of A.R.S. 38-431.03, Subsection A, paragraphs 4, 5, or 7, an accurate description of all instructions given must be included):
4.0 MEETING AGENDA

AGENDA

Unless changed by a majority vote of members present at each meeting, the order of business ordinarily will be as follows:

Regular meetings:

General functions:
- Call to order and roll call
- Pledge of allegiance to the flag
- Student awards/presentations
- Call for executive session (if necessary)
- Approval of the regular agenda form and consent agenda
- Summary of current events

Audience with individuals or groups
Consent agenda
Action/discussion items
Information/discussion items
Additions to next scheduled meeting
Adjournment

Special meetings:

Call to order and roll call
Items for which special meeting was called
Announcements
Adjournment
EVALUATION OF SUPERINTENDENT

The Superintendent is expected to provide leadership for the District and live up to the expectations of the Board and the community. In order to accomplish this goal, the Superintendent must be apprised of the Board's expectations and must receive formal and evaluative feedback from the Board as to how well expectations are being met. Therefore, the performance of the Superintendent shall be evaluated in accordance with the following provisions:

- The Board and the Superintendent will identify in writing the major goals to be achieved over at least the duration of the Superintendent's contract; said goals shall be subject to annual review.

- Prior to September 30 of each year, the Board and the Superintendent will identify specific objectives for the following school year. The objectives and the standards against which the Superintendent's performance will be measured will be reflected in a written document.

- Prior to January 31 of each school year, the Board will meet in executive session with the Superintendent to evaluate progress toward accomplishment of the aforementioned goals and objectives. The Board will furnish the Superintendent with a written summary of this conference.

- Prior to July 1 of each school year, the Board will meet in executive session with the Superintendent to provide a final evaluation for that school year. The Superintendent's performance will be summarized in writing and furnished to the Superintendent.

Upon the conclusion of the evaluation, the Governing Board may determine whether any changes in the compensation and benefits or contract term of the Superintendent are warranted, subject to the following:

If the Superintendent's contract with the school District is for multiple years, the School District shall not offer to extend or renegotiate the contract until May of the year preceding the final year of the contract.

On or before May 15 the Board shall offer a contract for the next school year to the Superintendent, if the administrative contract is in its last year, unless on or before April 15 the Board gives notice to the Superintendent of the Board's intention not to offer a new administrative contract. In the case where an override election is being held on the third Tuesday in May, the Board has up to five (5) days after the override election to give notice of its intention not to offer a new administrative contract; otherwise, the new contract shall be offered on or before June 15.

Adopted: April 11, 2007
LEGAL REF.:  A.R.S. 15-503

CROSS REF.:  CBA - Qualifications and Duties of Superintendent
GOVERNING BOARD INTERESTS

Areas of focus as discussed with the Board in June 2010:

Communications And Outreach
- outreach to community (addressed in Goal 2, 3, 5)
- maintaining relationships with the community (2, 3)
- outreach utilizing technology including webinars (2)
- Site Visits around key topics-invite Governing Board (2)

Academic
- Focus on strengthening programs at middle level and High School (2, 4, 8, 9, 12, 13)
- Increase rigor (2, 4, 5, 7, 8, 9, 10, 11, 12, 13)
- Interventions (2, 4, 6, 13, 14)
- accountability in instruction and academic achievement (1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13)
- integrated approach (2, 8, 11)
- address equity; technology; differentiation (2, 4, 8, 9, 10, 11, 12, 13)

Policy Governance
- Educate staff (2)

Human Resources
- Improve efficiency, effectiveness, and quality of output (2, 5)
SUPERINTENDENT GOALS AND OBJECTIVE

Goal Area: DYSART WORK CULTURE

STRATEGIC PLAN GOAL: CREATE A CULTURE WHERE STAFF HAS ADEQUATE TIME, EMPOWERMENT, LEADERSHIP, RESOURCES, AND HUMAN DEVELOPMENT.

SUPERINTENDENT GOALS:

1. Design and implement a plan that provides adequate allocation of time that result in growth in student achievement.

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<tr>
<th>OBJECTIVES</th>
<th>INDICATORS</th>
<th>MEASURES OF SUCCESS</th>
<th>TIMELINE</th>
<th>COMPLETED</th>
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<tr>
<td>1. Design and implement a plan that provides adequate allocation of time that result in growth in student achievement.</td>
<td>Data collection on most and least productive teachers as measured by OYG and Utilizing data a plan will be developed that adequately allocates time to address student achievement goals.</td>
<td>A plan is implemented that provides adequate time for teacher work that drives student growth</td>
<td>Sept 2010- data analysis and plan June 2011-research report on student achievement as correlated to teachers' utilization of time</td>
<td>0=Not completed</td>
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</tbody>
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SUPERINTENDENT GOALS AND OBJECTIVE

Goal Area: Modeling Success

STRATEGIC PLAN GOAL: Design strategies to build trust among and between all stakeholders.

SUPERINTENDENT GOALS:

2. Facilitate the revision of the Strategic Plan.

3. Evaluate feedback of community related to customer service.

4. Assess Professional Learning Community model for shared leadership throughout school and department communities

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<tr>
<td>2. Revise the Strategic Plan</td>
<td>Strategic Plan revision process and timeline developed and implemented</td>
<td>Revised Strategic Plan presented to the Board for review and adoption</td>
<td>February 2011</td>
<td></td>
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<tr>
<td>3. Evaluate the effectiveness of the customer service.</td>
<td>Survey will show 10% annual growth in customer satisfaction to reach 90-100% satisfaction.</td>
<td>Survey</td>
<td>December 2010</td>
<td></td>
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<tr>
<td>4. Assess Professional Learning Community model for shared leadership throughout school and department communities.</td>
<td>Data collected on the current utilization of Professional Learning Community model</td>
<td>School report showing 100% implementation at site level. Report analyzed for effective practices</td>
<td>December 2010</td>
<td></td>
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</table>
SUPERINTENDENT GOALS AND OBJECTIVE

Goal Area: Modeling Success

STRATEGIC PLAN GOAL: Evaluate adequacy of Human Resources practices and service.

SUPERINTENDENT GOALS:

5. Accomplish 90% of the Human Resource Departments CIP objectives identified to improve practices and services.

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<td>5. Redesign and implement a Human Resources Continuous Improvement plan and evaluate the Human Resources Department practices and service. Based on that plan</td>
<td>Continuous Improvement Plan designed and implemented to address identified audit needs 100% of identified goals accomplished Evaluated as per measures of success identified in plan.</td>
<td>CIP designed and fully implemented Continuous Improvement Plan measures of success completed</td>
<td>September 2010-designed Fully implemented by timelines Identified in plan Evaluated by May 2011</td>
<td>2=completed 1= In progress 0=Not completed</td>
</tr>
</tbody>
</table>
SUPERINTENDENT GOALS AND OBJECTIVE

Goal Area: Exceeding Standards, Future Ready

STRATEGIC PLAN GOAL: Optimize resources to drive student achievement.

SUPERINTENDENT GOALS:

6. Evaluate the impact of the intervention model in driving student achievement.
7. Evaluate the current counseling services for career and academics to determine the support for driving excellence in schools through student support.

<table>
<thead>
<tr>
<th>OBJECTIVES</th>
<th>INDICATORS</th>
<th>MEASURES OF SUCCESS</th>
<th>TIMELINE</th>
</tr>
</thead>
<tbody>
<tr>
<td>6. Evaluate the Intervention model for impact on student achievement.</td>
<td>Increased student achievement as measured by assessments.</td>
<td>Benchmark data shows increase in the achievement of student populations impacted</td>
<td>June 2011</td>
</tr>
<tr>
<td>7. Evaluate the current counseling services for career and academics.</td>
<td>Adequate services provided as measured by student exit survey, student placement data and service data reports.</td>
<td>Program evaluation utilizing: Students and parents’ survey on adequacy of counseling services provided for career and academic support. Data on student placement, college acceptance and other indicators of student success. Exit survey-100% of graduates receive exit surveys upon graduation and within 2-3 years following graduation regarding adequacy of counseling services to support career and academic post graduate plans. Counseling data on services provided and student contacts</td>
<td>February 2011</td>
</tr>
</tbody>
</table>
SUPERINTENDENT GOALS AND OBJECTIVE

Goal Area: Exceeding Standards, Future Ready

STRATEGIC PLAN GOAL: All Dysart graduates will succeed in college, work and life by mastering the New Century Learner Skills (problem solving, collaboration, leadership and communication technology) and meeting or exceeding the academic standards required by the state by spring 2013.

SUPERINTENDENT GOALS:

8. The percentage of students meeting or exceeding the standards in reading, math and writing will increase.
9. Implement plans resulting in increasing numbers of students enrolled in Advanced Placement, Dual Enrollment, Honors, CTE, on-line and hybrid courses.
10. The percentage of students who achieve 1650+ on SAT or 26+ on ACT will increase for the 2009-10 school year.
11. The number of schools that achieve excelling labels will increase.
12. The percentage of students taking and passing the practice PSAT OR ACT will increase for the 2009-10 school year.
13. Design and implement District or High School College and Career Centers.

<table>
<thead>
<tr>
<th>OBJECTIVES</th>
<th>INDICATORS</th>
<th>MEASURES OF SUCCESS</th>
<th>TIMELINE</th>
<th>COMPLETED</th>
</tr>
</thead>
<tbody>
<tr>
<td>8. Implement plans resulting in students meeting or exceeding on measurements of state standards.</td>
<td>100% of students will meet or exceed state standards as measured by mandated state assessments.</td>
<td>Student achievement data</td>
<td>Spring 2013</td>
<td>2=completed</td>
</tr>
<tr>
<td></td>
<td>100% of student will be proficient in Reading by the end of the 3rd grade as measured by the mandated state assessments.</td>
<td></td>
<td></td>
<td>1= In progress</td>
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<tr>
<td></td>
<td>100% of students will be proficient in Mathematics by the end of 5th grade as measured by the state</td>
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<td>0=Not completed</td>
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<tr>
<td>9. Implement plans resulting in increasing numbers of students enrolled in Advanced Placement, Dual Enrollment, Honors, CTE, online and hybrid courses.</td>
<td>Increasing numbers of students enrolled in Advanced Placement, Dual Enrollment, Honors, CTE, AVID, on-line and hybrid courses each year as measured by student schedules.</td>
<td>Increases in number of students in advanced programs, CTE and AVID as indicated by program data</td>
<td>Spring 2010</td>
<td></td>
</tr>
<tr>
<td>10. Implement plans resulting in students achieving 1650+ on the SAT or 26+ on ACT.</td>
<td>100% of the students will achieve 1650+ on the SAT or 26+ on ACT.</td>
<td>Increases in student scores</td>
<td>Spring 2013</td>
<td></td>
</tr>
<tr>
<td>11. Implement plans resulting in all schools achieving an Excelling label by Fall 2013.</td>
<td>AZ Learns Student Achievement Report.</td>
<td>Increases in AZLEARNS labels in excelling</td>
<td>Fall 2013</td>
<td></td>
</tr>
<tr>
<td>12. Implement a plan resulting in 100% of HS students taking PSAT, SAT and/or ACT.</td>
<td>Yearly report on the number of HS students taking the PSAT, SAT and/or ACT.</td>
<td>Increases in numbers of students taking these assessments</td>
<td>Spring 2012</td>
<td></td>
</tr>
<tr>
<td>13. Design and implement District or high school College and Career Centers.</td>
<td>High School College and Career Centers established.</td>
<td>High School or Career Centers strategically placed in the district</td>
<td>Fall 2010</td>
<td></td>
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</tbody>
</table>
SUPERINTENDENT GOALS AND OBJECTIVE

Goal Area: Healthy Students, Safe Schools

STRATEGIC PLAN GOAL: Design and implement a district-wide bullying education and prevention program.

SUPERINTENDENT GOALS:

14. Design and implement a district wide bullying education program that results in an increase in awareness of and participation in bullying education.

<table>
<thead>
<tr>
<th>OBJECTIVES</th>
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<th>TIMELINE</th>
</tr>
</thead>
<tbody>
<tr>
<td>14. Evaluate adequacy of bullying prevention</td>
<td>Discipline reports show targeted decrease in</td>
<td>Discipline data on</td>
<td>2010 baseline compared to 2010-11</td>
</tr>
<tr>
<td>program in reducing bullying incidents.</td>
<td>bullying reports.</td>
<td>bullying</td>
<td>data reported June 2011</td>
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</tbody>
</table>

COMPLETED
2=completed
1= in progress
0=Not completed
<table>
<thead>
<tr>
<th>GOAL #</th>
<th>AREA</th>
<th>REPORT DATE/MEASURES OF SUCCESS</th>
<th>COMPLETION RATING</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Dysart Culture-utilization of time and work conditions</td>
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<tr>
<td>2</td>
<td>Modeling Success-Revise Strategic plan</td>
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<td>3</td>
<td>Modeling Success-Customer service</td>
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<td>4</td>
<td>Modeling Success-Professional Learning Communities</td>
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<td>5</td>
<td>Modeling Success-Human Resource practices and services</td>
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<tr>
<td>6</td>
<td>Exceeding standards, future ready- Intervention model</td>
<td></td>
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<tr>
<td>7</td>
<td>Exceeding standards, future ready- Evaluate counseling services</td>
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<td>8</td>
<td>Exceeding standards, future ready- meeting and exceeding standards</td>
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<td></td>
<td>Exceeding standards, future ready-Numbers in Advanced placement, Dual Enrollment, Honors, CTE, on-line</td>
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<tr>
<td>9</td>
<td>Exceeding standards, future ready-Achieve 1650+ on SAT or 26+ on ACT</td>
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<tr>
<td>10</td>
<td>Exceeding standards, future ready-Excelling labels</td>
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<td>11</td>
<td>Exceeding standards, future ready-Taking and passing practice PSAT and ACT</td>
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<tr>
<td>12</td>
<td>Exceeding standards, future ready-District or High School College and Career Centers</td>
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<td></td>
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<tr>
<td>13</td>
<td>Healthy students, Safe schools-Bully Prevention</td>
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</tbody>
</table>
Based upon the Board’s acceptance of the above reports and ongoing monitoring of the completion of established goals adopted by the Governing Board for the Superintendent for the 2009-10 school year, The Board reaches the following conclusions relative to the Superintendent’s mid-year performance:

_____ The Superintendent is satisfactorily progressing on working to complete the approved goals for 2009-10

_____ The Superintendent is not satisfactorily progressing on working to complete the approved goals for 2009-10

Motion: It is recommended the Board approve this written summary of the Superintendent’s evaluation reflecting the completion ratings related to established goals.