



A CALIFORNIA DISTINGUISHED SCHOOL

**SPECIAL MEETING MINUTES
BOARD OF DIRECTORS
Tuesday, May 11, 2010
5:00 PM, LIBRARY**

I. PRELIMINARY:

A. CALL TO ORDER 5:02 PM

B. ROLL CALL

Members Present:

Julia O'Grady

Carol Osborne

Karen Perkins

John Riley

John Callas

James Paleno

Susan Frank

Alex Shuhgalter

Patrice Fisher

Officers/Non-Voting Members:

Greg Wood

Marcia Haskin

Azad Amanat

Absent:

Amy Held

Jason Cutler

II. PUBLIC COMMENTS:

Non-agenda items: No individual presentation shall be for more than two (2) minutes and the total time for this purpose shall not exceed sixteen (16) minutes. Board members will not respond to presentations and no action can be taken. However, the Board may give direction to staff following a presentation. Use of names of individuals should be avoided when referring to accusations or wrongdoing (names should be presented to the Executive Director for follow-up action). Speakers may choose to speak during the public comment segment and/or at the time an agenda item is presented.

Dan Kelly, teacher, presented a petition signed by 120 teachers and staff that recommends that the Board offer Marcia Haskin the Interim Executive Director position. He said that the effort arose from a number of faculty and staff members, with UCLA's work on structure being a contributing factor.

Leslie Woolley, parent, (who spoke after item III B.) expressed her opinion that, although Marcia Haskin has been a great presence at the school, she thought that an Interim Executive Director was needed alongside Ms. Haskin, and she wanted to see the search process continued. Ms. Woolley also said that she views the UCLA process positively.

Alison Holdorff-Polhill, parent, (who spoke after item III B.) felt that UCLA's work has been brilliant. She also spoke of her belief that an Interim Executive Director is needed to handle the business end of the school. She suggested that both the Interim Executive Director, and the Interim Principal, report directly to the Board.

Stephanie Inyama, parent, (who spoke after item III B.) expressed appreciation to the UCLA team. She also said that the Board should work on its own leadership and accountability.

III. DISCUSSION AND/OR ACTION ITEMS:

A. Interim Executive Director

The Board discussed the petition that was presented in the public session. Concerns were raised about whether it would be possible for Ms. Haskin to take on the duties of both Principal and Executive Director since these are both full-time jobs. Concerns were raised about whether parts of the Principal's job or the Executive Director's job would not get the full attention needed.

Marcia Haskin spoke about her years of experience as a principal, and said that she felt comfortable that she could handle the increased workload. She expressed that if she felt additional help was needed for a task, she would ask for it. Ms. Haskin questioned whether the time and energy needed to train an Interim Executive Director makes sense considering it is a short term position.

John Callas recommended that Marcia Haskin's name be added to the list of Interim Executive Director candidates. He recommended that it would not be necessary for her to go through the interview process given her extensive experience as an administrator.

Patrice Fisher questioned Ms. Haskin's ability to handle both the Executive Director and Principal positions given the scope of the two positions. She requested that Ms. Held give the Board her opinion about how Ms. Haskin handled both sets of responsibilities during her (Ms. Held's) maturity leave.

Alex Shuhgalter stated that he has full confidence in Marcia Haskin's ability to be Interim Executive Director.

Later in the evening, the Board decided that, because Ms. Haskin was now a candidate for the Interim Executive Director position, she should be replaced on the Interim Executive Director Search Committee. Carol Osborne and James Paleno were chosen to join the Search Committee.

B. UCLA School Management Program (SMP) presentation and analysis of stakeholder input regarding management structure and positions.

Pat Martinez Miller and Debbi Laidley from the UCLA School Management Program (SMP) presented to the Board the results of their focus group meetings with stakeholders.

After their presentation, the Board participated in group activities designed to

facilitate consensus building.

An exercise concerning the upper management structure led to the consensus that the Board favored one leader at the top of the organizational structure who came up from the academic side, but who also had some business experience.

Conclusions articulated after the upper management structure consensus building exercise were-

- One leader with both educational and business experience who reports to the board.
- Sufficient other administrative personnel to carry out responsibilities, and who report to the leader.

The UCLA team made some observations to the Board-

- There is confusion as to roles and responsibilities. Job descriptions need to be clarified.
- Indicators need to be put into place to judge the effectiveness of school leaders.
- Over the next year stakeholder groups need to come together on a shared vision.
- Work needs to be done on policies, governance, and transparency.
- They thought that we might be ready in the fall to begin the leader selection process.

IV. ADJOURNMENT 9:53 P.M.

(Meeting materials can be found on the Pali High website, www.palihigh.org, under About Pali, Governance, Board of Trustees, Agendas and Minutes, Material for Board Meetings)