



# Poudre School District Board of Education

2407 Laporte Avenue, Fort Collins, CO 80521 • 970-490-3607

## Meeting Minutes

Minutes from Board of Education Retreat  
February 16, 2021

Rocky Mountain High School  
1300 West Swallow Road  
Fort Collins, Colorado  
Media Center

### **SPECIAL MEETING - 5:30 PM**

PRESENT: President Christophe Febvre; Directors DJ Anderson, Nate Donovan, Kristen Draper, Naomi Johnson, Rob Petterson and Carolyn Reed; Interim Superintendent Todd Lambert; Assistant Superintendent Scott Nielsen and Interim Assistant Superintendent Traci Gile; Executive Director of Finance Dave Montoya; and Legal and Policy Counsel Autumn Aspen

ABSENT: None

LATE: None

#### **1.0 CALL TO ORDER**

President Febvre called the special meeting to order at 5:34 p.m.

#### **2.0 APPROVAL OF AGENDA**

Director Draper moved to add a discussion on Equity Ends to the Informational Items.

Vice President Petterson seconded the motion.

The voting was as follows:

Those voting AYE: Directors Anderson, Donovan, Draper, Febvre, Johnson, Petterson and Reed

Those voting NO: None

ABSENT: None

Motion passed 7-0

#### **3.0 INFORMATIONAL REPORTS/DISCUSSION ITEMS**

##### **3.1 Fees**

There was no discussion on this item.

##### **3.2 Superintendent Search Discussion**

Hazard, Young, Attea and Associates (HYA) President Max McGee provided information about the Superintendent Search.

Board discussion included:

- Potential timeline was discussed.
- Over 20 local business partners participated in survey feedback.
- Four main themes surfaced in the Profile Report /Surveys:
  - Connection, collaboration, and communication.
  - Equity, opportunity, and access.
  - Strong Superintendent relationship with the Board of Education.
  - Energetic, immersive presence across the district.
- Pros and cons of site-based management were discussed.
- Finalists may tour schools.
- Preferable qualities would include strong innovation and community involvement, dynamic communication, confidence, and courage.
- Data informed leadership balanced with professional judgement is crucial.
- Interviews will start next week.
- HYA will provide Board members with a checklist for each candidate.
- Discussion regarding number of candidates, finalists and procedures ensued.
- Community forums will require scheduling genius.
- HYA to provide a sample schedule for guidance.

### **3.3 Board-Superintendent Relationship Policies Revisions Discussion**

Board discussion included:

- Potential changes to Board-Superintendent Relationships were discussed.
- Evaluation could provide 360-degree feedback.
- Option of Board member access to Executive staff was discussed.
- Legal and Policy Counsel Autumn Aspen will craft changes and present to the Board at a future meeting.

Board recessed at 7:45 p.m.

Board reconvened at 7:52 p.m.

### **3.4 Superintendent Evaluation Instrument Discussion**

Director Anderson led an activity regarding possible changes to the Superintendent Evaluation Instrument.

### **3.5 Equity Ends**

Board discussion included:

- Director Draper spoke about a potential addition of Equity Ends.
- Process and timeline for writing District Ends was discussed.

## **4.0 ADJOURNMENT**

The meeting adjourned at 9:25 p.m.

Respectfully submitted,

Jill Brunner  
Assistant Secretary to the Board of Education