

# Granite School District

## Board of Education Study Session Tuesday, September 21, 2021

A study session of the Board of Education of Granite School District convened in Auditorium A at the Granite Education Center, 2500 South State Street, Salt Lake City, Utah. President Karyn Winder called the meeting to order at 5:05 p.m., those in attendance:

Karyn Winder	President
Nicole McDermott	Vice President
Terry Bawden	Board Member
Connie Burgess	Board Member
Clarke Nelson	Board Member
Kris Nguyen	Board Member

Julie Jackson, board member, joined the meeting virtually.

The following members of the administration were present:

Rich Nye	Superintendent
David Garrett	Business Administrator/Treasurer
Don Adams	Assistant Superintendent
Rick Anthony	Assistant Superintendent
Leslie Bell	Assistant Superintendent
John Welburn	Assistant Superintendent

Ben Horsley, Communications Director, Doug Larson, Policy & Legal Services Director, Patrick Flanagan, Human Resource Director, and Stacy Bushell, Executive Secretary were in attendance.

### **CONSENT ITEMS**

Personnel:

Administrative Appointment effective September 22, 2021

Charlotte Bacon	Assistant Director, Accounting
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**Motion:**            **I move that we accept the Consent Agenda.**

Made by:            Nicole McDermott

Seconded by:     Kris Nguyen

Called for vote:    President Winder

Results:            Motion Passed Unanimously

Dave Garrett introduced Charlotte Bacon, newly appointed Assistant Director of Accounting.

### **STUDY SESSION:**

#### **Staffing**

Patrick Flanagan shared data on current staffing needs in the district by department; Nutrition Services' greatest need is nutrition service workers, elementary lunch managers, and delivery drivers. Currently coordinators and central kitchen staff are helping to cover some elementary schools. Transportation, Custodial Services and Granite Police are also working to fill remaining positions.

Paraprofessionals and substitute teachers are needed on an ongoing basis. Granite has a lane change program for paraprofessionals which allows the employee to qualify for a higher pay rate. Currently there are 605 active substitute teachers in our pool. Dr. Flanagan shared the processes for filling sub requests and how we cover classrooms when there are not enough subs taking the jobs on a given day. He shared the short-term actions we are taking and ideas to recruit new employees from our communities. An employee referral incentive program will be implemented on an as needed basis within a month.

Human Resources will also work on long-term strategies to recruit and retain employees. Many positions have not received a formal job analysis for a long time. These studies are costly and take time however, job studies could be helpful as we develop solutions for the future.  
(Exhibit 2212)

Board members asked questions about funding, salary factors, and structure of positions and pay. They expressed concern about the strain on teachers when schools don't have enough support staff.

President Winder called for a five-minute recess.

#### **Strategic Planning and Vision Overview**

Superintendent Nye gave context to the why as we consider strategic planning for the district. We look at key measures of student achievement to determine what is most important. Data on the USBE website allows us to see by district how students are doing on statewide measures. While we recognize our teachers, administrators and staff are working hard, the data available shows that we have opportunity to improve. We need to do better by evaluating our system to get greater results. Our graduation rate at seventy-six percent is the lowest in the state. We can and will do better.

Dr. Nye shared thoughts on strategic planning to prioritize our efforts and improve outcomes for our students. Begin with a vision statement, a defined mission and identified values. We will articulate our collective commitments. Then develop a framework based on anchors or pillars. Next, establish goals, focus on objectives, and list expectations linked to our priorities. District and school responsibilities to meet expectations, monitor and measure effectiveness of the actions we are taking and utilize funding effectively will be identified. (Exhibit 2213)

The District Improvement Steering Committee (DISC) is engaging in discussions about our strategic plan. Last month they were presented with a framework for strategic planning. In the coming months they will identify themes. As we develop our plan, the board will give input and we will solicit feedback from stakeholders. Strategic planning will be an ongoing effort this year with a report to the board in April and a timeline for rollout in the 2022-2023 school year.

Board Comments: Board members discussed and asked questions about data on the USBE site. They discussed their role in a strategic plan. The board feels they need to schedule the time to address this topic. Dr. Nye will provide updates and bring the topic to future study sessions as the board directs.

**Motion:**            **I move we adjourn.**

Made by:            Terry Bawden

Seconded by:      Clarke Nelson

Called for vote:    President Winder

Results:            Motion Passed Unanimously

Meeting adjourned at 7:40 p.m.