

OFFICIAL MINUTES
BOWMAN COUNTY SCHOOL DISTRICT #1

The Special Meeting of the Bowman County School Board was held on Friday, December 19th, at 10:30am in the Bowman County High School Conference Room. Members present: President Stacy McGee, Vice President Chad Njos & Board Members Amy Fischer, Camie Janikowski, Andy Mrnak, Kirsten Stotts, Laura Wallman. Others present: Superintendent Anni Carlson, Business Manager Lauren Sense.

Guests Present: Amy De Kok- NDSBA Executive Director (Via Zoom), Beth Johnson-BR Consulting (Via Speaker Phone), Reid Carlson, Tyneal Burke, Courtney Bagley, Kate Cristaldi, Josephine Nelson, Jon Jahner, Jenny Johnson, Cora Weiss, Amy Burke.

1. **Call to Order:** President McGee called the meeting to order at 10:35am
2. **Pledge Of Allegiance**
 - a. Amy De Kok, NDSBA legal counsel, stated that the purpose of the facilitated discussion was to strengthen the Board– Superintendent working relationship by improving communication practices and establishing clear next steps to begin a superintendent growth-plan process. She noted that the discussion was not intended to debate the evaluation or rehash past disputes.
 - b. Mrs. Carlson stated that BethJohnson from BR Consulting was present via speaker phone. Ms. Johnson is her mentor and was engaged by Mrs. Carlson.
 - c. Mrs. De Kok asked Mrs. Carlson to describe the role of the Superintendent and the expectations of the position. Discussion was held, with no specific definition defined.
 - d. The Board expressed its desire to move forward with the development of a measurable growth plan for the Superintendent.
 - e. Mrs. Carlson asked if she could read an advised statement before proceeding; Statement was read.
 - f. Mrs. De Kok asked Mrs. Carlson if she was ready to move from the evaluation process into the development of a growth plan. Mrs. Carlson indicated she was ready but requested clarification regarding comments included in her evaluation. Discussion followed. The Board clarified that individual comments do not reflect the directive of the Board as a whole. The growth plan will focus on the main themes identified.

Ms. De Kok provided six items for discussion to be considered in the measurable growth plan:

1. **Board Communication:**
Superintendent Carlson will develop and use a board-communication template to provide a weekly district update to the Board.
2. **Crisis/Safety Planning:**
Superintendent Carlson and the Administrative Team will continue developing the district crisis management/safety plan. A status report will be included on the regular board meeting agenda under the consent agenda until the plan is approved.
3. **Goal Monitoring Reports:**
Superintendent Carlson will improve the substance and quality of goal-monitoring reports and ensure alignment with the *Be Legendary* framework.
4. **Collaboration with Be Legendary Coach:**
Superintendent Carlson will meet with Laurie (Be Legendary Coach) to help develop monitoring reports so that information and data are presented appropriately within the *Be Legendary* framework.
5. **Decision-Ready Agenda Items:** For agenda items requiring Board action, Superintendent Carlson will provide supporting documentation with a superintendent recommendation, giving the Board the context needed to discuss the item and make an informed decision.
6. **Policy Awareness:**
Superintendent Carlson will work to increase her knowledge of state and local policies. To support this, the Board and Superintendent will agree on a procedure for ongoing review of Board policies and regulations to identify any needed updates or revisions.

With no further discussion, meeting was adjourned at 12:22pm

Stacy McGee, President

Lauren Sense, Business Manager