



**LAKE TAHOE UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION  
MINUTES OF THE SPECIAL MEETING OF  
March 11, 2005**

**DISTRICT OFFICE BOARD ROOM  
1021 Al Tahoe Boulevard**

**8:00 a.m. Special Closed Session  
9:30 a.m. Special Open Session**

<b>Board Members Present</b>	<b>Staff Members Present</b>		<b>Guests Present</b>
Wendy David Sue Novasel Madeline Fernald Doug Forte Barbara Bannar	Lori Garcy Barbara Davis Mike Curran Angie Freeman Beth Delacour Marie Meagher Steve Morales Shelley Giannotta	Jackie Nelson Jim Watson Karen Gillis-Tinlin Mark Romagnolo Marcia Kaster Jim Valdes Marilyn Pawling Kathi Jensen	Deb Treiber Lynn Twitchell Steve Hall

**ITEMS 1. CALL TO ORDER**

The Open Session of the special meeting of the Lake Tahoe Unified School District Board of Education was called to order at 8:01 a.m. at the District Office Board Room by Wendy David.

**ITEM 2. APPROVAL OF AGENDA**

Mrs. Novasel made a motion to approve the agenda as submitted; Mrs. Fernald seconded the motion. *Ayes: David/Fernald/Novasel/Bannar/Forte. Noes: None.*

**ITEMS 3-5. ANNOUNCEMENT/ADJOURN TO CLOSED SESSION/ RECONVENE TO SPECIAL SESSION**

Mrs. David announced the items to be discussed in closed session, adjourned the meeting to closed session at 8:02 a.m. until 9:30 a.m. A short recess was called and the Board reconvened to special session at 9:40 a.m.

**ITEM 6. ACTION ON ITEMS FROM CLOSED SESSION**

**No Action.**

**ITEM 7. PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was said.

**ITEM 8. COMMUNICATION FROM THE PUBLIC**

Steve Hall said that it is important to work on a five-year plan, but requested that the Board meet when teachers and parents can attend – not in the morning time. Wendy said that this is the very beginning and there will be many more opportunities to provide input.

**ITEM 9. BOARD / LEADERSHIP TEAM WORKSHOP**

**A. Discussion Regarding the Future of the District**

Wendy David explained that the Board wants to set a direction for the District so that, when they interview a new superintendent, they will be looking for a shared goal and vision. Lori Garcy asked everyone to answer the following questions and to share their answer with the whole group.

**What would you like this District to be like in five years?**

*Jim Watson* would like to see the lighthouse re-lit.

*Steve Morales* wants it to be known for the successes in educational programs.

*Mark Romagnolo* wants to create a K-12 system that will meet the needs of the demographic changes. Reconfigure grade levels, AVID throughout, ROP programs. Have programs in place for the new demographics.

*Marilyn Pawling* wants flexibility. To look at our clientele (students and families) and see what best meets their needs.

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**ITEM 9. BOARD / LEADERSHIP TEAM WORKSHOP (CONTINUED)**

**A. Discussion Regarding the Future of the District (continued)**

*Marcia Kaster* wants to build upon the needs of the 21<sup>st</sup> century. Look at technology and infuse it across the district.

*Wendy David* wants a District that has tremendous community support. An Ed. Foundation that is very supportive. Three elementary schools with different focuses. Families would have choices and people would want to come to Tahoe. HS that addresses the changing population. A state-of-the-art ELL program – other areas will look to Tahoe for example. A Board/Leadership/Teachers/Parents so unified that we wouldn't have to sit and talk like this. Wants to have a community that is incredibly proud.

*Kathi Jensen* wants people to say “they're exemplary” not ok or good. We have the potential to be a lighthouse district. Sp. Ed. with no due process. Refocus on building relationships.

*Karen Tinlin* wants all of that but in a year. Nothing new that we haven't said before. Frustrated that we talk, talk, talk... wonderful ideas, but never implement them. We were a lighthouse district, had an incredible district. Wants a great EL and Special Ed. program. Wants what's good for all kids.

*Madeline Fernald* wants a student population of 50,000. A Cyber school. The district has never championed environmental education, every business has a classroom, tap more into local businesses, create a multi-lingual program, where we're aligned K-14, early head start. Everybody in the whole community reads from 12:00 - 12:15. Create greater capacities.

*Lori Garcy* said districts go through phases. She wants options and choices for parents, students, and staff. Exploit the uniqueness of the area. Virtual high school, magnet, charter schools. Get teachers to develop a program at school sites. More people getting together to develop concepts – allow the freedom to design things that are right for kids based on what we know.

*Doug Forte* would like the district to be perceived by ALL as proficient and efficient, focusing and doing what is in the best interest of all of our children.

*Sue Novasel* wants it to be a district of equal strength. All students, no matter, can be challenged. Virtual charter school, academies, build upon what our community needs.

*Barbara Davis* want administration and staff work collaboratively, everyone is dedicated and hard working, problem-solve together, collaboration is the culture. Identify things we can or do well, focus on those things, and do them better. We can't be everything to everybody. Like AVID, alternative programs, technology, look at ways to generate enrollment through this.

*Barbara Bannar* wants it to be a leader in addressing EL needs while addressing the needs of all students. Bring those up and it brings up the whole school. Community involvement – she's seen what STAT did – bring the community in to the goals. They think we don't need that money since we get by without parcel tax.

*Jackie Nelson* said there is pressure to teach to standards, test scores, sub-groups. Fewer resources and harder work. Want to get to the point where we have the PR piece to have the symbols out there. To say we do incredible job in this district. How to help everyone in the community to believe that. We're working on the logistics and operations, put the kids first, and hang all the other stuff around. Everyone can be unified – have one voice. HS people saying something negative about MS or elementary. Stop shooting ourselves in the foot.

*Mike Curran* said with hopes enrollment is stabilized in 5 years. He wants a stable Superintendent and Board to ensure the student needs are met. Feeling of pride, satisfaction working for LTUSD. Relationships with bargaining units good.

*Shelley Giannotta* wants students that are empowered and challenged. All staff need to pull together to feel the pride. Put the u back in unified.

*Jim Valdes* wants a truly unified district with meaningful articulated curriculum. Decisions are based on what's truly what's best for kids. Decision made through input from Board/Leadership/ Staff/ Community. When people think their voices are heard, it makes a difference – they will participate more.

*Beth Delacour* wants people to say we have great schools. Everyone playing different roles – be fluid, add value.

Lori Garcy asked two more questions, asked the group to form into five smaller groups to answer the questions and then have each group report out their answers.

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**ITEM 9. BOARD / LEADERSHIP TEAM WORKSHOP (CONTINUED)**

**A. Discussion Regarding the Future of the District (continued)**

**What obstacles are keeping us from getting to where we want to be?**

**What can we do as a district to overcome these obstacles.**

Reports from the five groups:

*I. Barbara Bannar's* group wants to be a Lighthouse district again.

Obstacles: Climate of nationwide public education bashing. Time & money restrictions. Lack of unity in all stakeholders. Competition for survival of teachers, schools, programs. Negative public image of a teacher's life. Infighting.

Overcome Obstacles: Focus on PR. Unification and involvement of all staff. Realizing impact of actions and presence of Board/Leadership. Strategies for inclusion of all staff.

*Mike Curran's* group wants the district to be unified, not only in name. Achieve the best possible education for our children. Curriculum articulation among different levels, need to establish goals – from Board/Leadership. Could be an obstacle if we don't involve other groups, teachers, etc.

Personal unification – teacher to teacher, feeling connected. Connected to the district as a whole. If CSR goes away, it would not seem to be a high school problem, but we need to see everything as everyone's problem.

Being connected. Obstacles: factionalization among administration – resolve it and put it in the past.

Agreement as to what we're going to work toward. Interest-based bargaining. Had great experience with that – when that was working, If we could apply those principles now it would help toward common goals.

*Barbara Davis'* group also want to be a Lighthouse district again that is based on measurable results.

Ostacles: difficulty of having an honest conversation among any stakeholders. Want to meet the needs of kids and get biggest bang for the buck. Talk honestly. We can't have everything anymore and have to identify the most important things, e.g CSR, and how do we get there? Finances are an obstacle. Attitude/Passion – it's hard to feel passion when you're dismantling. RIF process – taking people with skills and matching them. Putting people in jobs just because there's a slot there. Need to develop choices for staff. Look at Interest-Based Bargaining.

*Steve Morales'* group wants the district be recognized for education options and achievements. Obstacle: public perception of our organization. Malaise in education in Sacramento and here. Strength is our people. Obstacle: getting administration and staff to sit and agree on the goal. Philosophy of opposition because decisions are so difficult to make when every one is in opposition. Bargaining units, management, board. Trust is what it all comes down to.

*Sue Novasel's* group wants to change the community perception about what our district is. Perceptions are realities.

Show that we are open minded and a strong district moving forward. Obstacle: Lack of PR. Show our strengths.

Perception: low expectations, low scores. Overcome: improve student results – AVIDize district. Instill the philosophy into our kids – the philosophy of AVID. Roadblock: disagreement – what successes we have – we don't have the data so that's where mis-perceptions come from. We perpetuate some of these misconceptions ourselves - without data it's just an opinion.

Lori Garcy said that this is only tip of the iceberg. She has seen a lot of similarities in the responses this morning. She asked the Board and Leadership Team to think about what they've heard and to keep in mind and think about how they would deal with those obstacles in their daily routine. Individual power is even greater than group power.

**ITEM 10. ADJOURN**

Mrs. David adjourned the meeting at 10:59 a.m.

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**DR. LORRAINE GARCY, INTERIM SUPERINTENDENT  
AND SECRETARY TO THE BOARD OF EDUCATION**