

BOARD WORKSHOP MINUTES – BOARD OF EDUCATION  
REDFORD UNION SCHOOLS, DISTRICT NO. 1  
January 3, 2022

Board Workshop  
1/3/2022

A Board Workshop of the Redford Union Board of Education was held on January 3, 2022, at Plante Moran Cresa Offices, 3000 Town Center, Suite 100 Southfield, MI 48075.

President Pridemore called the meeting to order at 5:05 PM.

Call to Order

Present: Bailey, Gray, Gubachy, Kick, Osowski, and Pridemore  
Absent: McKee

Roll Call

President Pridemore asked everyone to please place their cell phones on silent or vibrate.

President's Remarks

Superintendent Witt thanked everyone for attending and Happy New Year.

Superintendent's Remarks

He thanked the hosts of Plante Moran Cresa Paul Wills, Lamberto Smigliani and Nicole Blocker. He said Happy New Year to everyone.

Superintendent Witt thanked Greg Sieszputowski of the Michigan Association of School Boards (MASB) for attending.

Call to the Audience: Public Participation Regarding Special Meetings

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None.

Adoption of Agenda as Presented

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It was moved by Member Osowski, seconded by Member Kick, to adopt the agenda of January 3, 2022, Board Workshop as presented.

Yes: 6 No: 0 Motion: Carried

## Board Retreat:

## Board Retreat

District Governance – Greg Sieszputowski, Director, Leadership Development & Executive Search Services, MASB

District Governance

Mr. Sieszputowski presented a PowerPoint Presentation to the Board on Roles, Goals, Responsibilities & Expectations. He said he would also gloss over the Superintendent Evaluation Tool. He mentioned that the Superintendent's Evaluation would need to be completed and submitted by June. MASB highly recommend all Board members be trained on the specific Evaluation Tool that would be used to evaluate the Superintendent.

The Board separated into two groups; Group 1 reviewed and discussed the role of the Superintendent and Group 2 reviewed and discussed the role of the Board of Education.

The groups came back together to have an open discussion.

There were questions and answers.

In 2015 the District started a 5-year Strategic Plan with the former Superintendent.

Mr. Sieszputowski recommended that the Board start a new Strategic Plan, reassess, set new goals, and bring in stakeholders. He said when the Board is thinking about goals, information, and policy setting that is needs to be communicated to Superintendent Witt. Superintendent Witt would need to have a clear understanding of what the Board needs to make good decisions and how they want to receive that information.

Mr. Sieszputowski recommended that Board members take self-evaluations. MASB has a free Self-Evaluation Tool.

The Board discussed the student data reports provided to them in the past, which did not give a straightforward narrative. Mr. Sieszputowski said he would send examples of Data Reports to the Board and Kim Crenshaw, Executive Director of Curriculum and Technology.

The open discussion continued.

Mr. Sieszputowski recommended that the Board review the roles, goals & expectations and determine what their intentions are and how to put those intentions into words for the Superintendent to execute those goals in the right way.

The Board needs to have a clear understanding of the Superintendent Evaluation process. Ensure that the Board's expectations are known to the Superintendent and the Administrative Team.

The Board's expectations should also be shared with new Board members if they start after the expectations have been set.

Mr. Sieszputowski said If the Board members are interested in any other training, they could reach out to him or Debbie Stair, MASB. She oversees the District's workshops.

Superintendent Witt said that the Board members could also reach out to him or Jackie Warren, Administrative Assistant, if they are interested in MASB Training.

The Board thanks Mr. Sieszputowski for presenting.

Tour of Plante Moran Cresa (PMC) Open/Flexible Concept Office Space – Paul Wills, AIA, LEED AP, Partner, Plante Moran Cresa and Lamberto Smigliani, AIA, NCARB, Senior Vice President, Plante Moran Cresa

Tour of Plante Moran Cresa (PMC) Open/Flexible Concept Office Space

The group went on a tour of the office spaces. The Board thanked Mr. Wills and Mr. Lamberto.

Instrument/Process for Superintendent Evaluation – Scott Corba, Esq., Collins & Blaha, P.C.

Instrument/Process for Superintendent Evaluation

Mr. Corba presented a PowerPoint Presentation. The Board had an overview of the Statutory Framework, Development of Local Tools, and Tool Overview.

Mr. Corba said that the Board and Superintendent should all be on the same page. Expectations should be communicated, and the Superintendent should know how he is being evaluated.

The Board must have a meeting to perform the Superintendent Evaluation. Prior to the meeting, each Board member should organize their thoughts on how the Superintendent is performing. Each Board member should have a copy of the Evaluation Tool. The Board would have the option to request that the Superintendent complete a self-evaluation using the Evaluation Tool in advance of the actual Evaluation.

At the Superintendent's request, his Evaluation may be in Open or Closed Session.

During the Evaluation the Board must work through each component and determine how they feel the Superintendent is rated and assigned a Highly Effective, Effective, Minimally Effective, or Ineffective by reaching a consensus.

The overall Evaluation rating must be done in Open Session and can be subject to the Freedom of Information Act (FOIA)

There were questions and answers.

The Board thanked Mr. Corba for presenting.

Future Meeting Dates:

Future Meeting Date

Monday, January 10, 2022 – Regular Meeting – 5:00 PM  
Board of Education Administrative Offices (Gymnasium), 17715 Brady St., Redford, MI  
48240

Monday, January 10, 2022 – Board Workshop (Immediately following the regular meeting  
Board of Education Administrative Offices (Board Room), 17715 Brady St., Redford, MI  
48240

It was moved by Member Gray, seconded by Member Osowski, to adjourn the  
meeting at 7:59 PM.

Adjournment

Yes: 6 No: 0 Motion: Carried

Respectfully Submitted,

Lisa Gubachy  
Secretary  
Redford Union Schools  
Board of Education