

SCHOOL DISTRICT No. 23 – BOARD COMMITTEE REPORT

COMMITTEE: General Affairs Committee DATE: May 5, 2010

CHAIRPERSON: Trustee R. Cacchioni STAFF CONTACT: H. Gloster, Superintendent

Attendees:

Trustee R. Cacchioni (Chairperson)
Trustee M. Baxter
Trustee G. Given
Trustee A. Hunt-Binkley
Trustee W. Horning (Absent)
Trustee G. Scanlan (Absent)
Trustee J. Watson (Absent)

Staff:
H. Gloster, Superintendent
T. Beaudry, Assistant Superintendent
R. Dumontet, Director of Instruction-Human Resources
M. Essler, Executive Assistant (Recorder)

Partner Group Representation:

COPAC	No representative
COTA	Alice Rees, President
COPVPA	No representative
CUPE	Bill Zeman, President
DSC	No representative

Reports/Matters Arising

The General Affairs Committee Public Meeting Report of December 2, 2009 was received.

Presentation

Central Okanagan School District Leadership Academy

Presenter: Ross Dumontet, Director of Instruction – Human Resources

The Director of Instruction – Human Resources provided a PowerPoint presentation “Succession Planning for School Leadership”. Succession planning is integral to the District with the number of retirements each year. The Leadership Academy program is facilitated by the Director of Instruction – Human Resources and the Director of Instruction K-12, Norm Bradley. The Leadership Program is part of a planned strategic approach to develop school leaders from the current internal teacher pool. The five elements of the Succession Planning Model include: identification of leadership needs, selection process, leadership development, performance management and a review of the talent pool. An example of the significant changes in school district administration is that there are currently 49 staff who have either moved into a new job, resigned or retired. The recruitment for the Leadership Program commences with an internal posting in late Fall followed by short-listing of applicants. Candidates are invited to a presentation/interview process conducted by administration who have been trained in the interview process. The number of candidates invited to participate in the program averages 15 per year. Examples of the topics covered in the sessions include expectations, difference between management and leadership, researching of scenarios in the workplace environment, coaching and mentoring, and development of Growth Plans. Participants are provided with release time to participate in a job shadowing with a Principal.

The Committee discussed additional programs provided within the District to give opportunities for development of school leadership, including the sessions for New and Nearly New Administrators. This program included regular Friday morning sessions and presentations by Mike McAvoy. Managers and Supervisors were also invited to attend six half day sessions on management skills offered by Canadian Professional Management Services.

The majority of the \$40,000 budget goes towards the release time provided to participants in the programs.

Action Items

1. Board Policy 530 – Fund-Raising

Referred to the General Affairs Committee for review from the February 24, 2010 and March 24, 2010 Public Board Meetings. The referral from February 24, 2010 came in response to a discussion regarding the Me to We fundraiser. The referral from March 24, 2010 came as a result of concerns surrounding an individual school's fundraising campaign, specifically in reference to third party fundraising (i.e. Free the Children), and also the solicitation of silent auction items.

The Committee discussed the updating of Policy 530 to include reference to 'third party fundraising' as students are becoming more globally aware. Other items discussed include:

1. the development of principles and values around the fundraising by students;
2. reference to the distribution of letters from students to solicit silent auction gifts for fundraisers;
3. the development of parameters around the reporting of funds raised by the school parent advisory council or other organizations by the principal.
4. the updating of the Policy to include reference to the technology now available to fundraising groups including Facebook, Twitter etc.

Outcome:

The Secretary-Treasurer is to contact other School Districts to ascertain if their Fundraising Policies have been updated to include reference to fundraising for third parties or to the use of Facebook, Twitter etc.

Subsequent to the information being received, a sub-committee will be formed to include representation from partner groups and parents to review other School District's Policies. Trustee Hunt-Binkley and Trustee Baxter will be the Board representative to the sub-committee and the senior staff will include the Superintendent and Secretary-Treasurer.

The subcommittee will provide a recommendation to a future General Affairs Committee.

Items for Future General Affairs Committee Meetings

Format of BCSTA Annual General Meeting – requested by Trustee Hunt-Binkley

Video Surveillance – requested by Trustee Baxter

Future General Affairs Committee Meetings

Wednesday, October 6, 2010 at 4:30 p.m. at the School Board Office

Questions – Please Contact:

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Rolli Cacchioni, Chairperson