Board of Directors Retreat
Meeting Minutes
Wednesday, January 8, 2020
Tacoma Public Schools = Central Administration Building
601 S 8th Street – Tacoma, WA 98405 - 4th Floor Auditorium

1. WELCOME
Director Heinze welcomed everyone to the meeting.
In attendance were; Board: Heinze, Cobb, Bonbright, Leon, Keating, Staff: Santorno, Garcia, Beattie, Guests: Hager, Perkins.
Mr. Jim Hager, Consultant, introduced himself and explained the plan for the retreat.

Purpose:
1. Provide Professional Development specifically centering on governance and best practices for highly effective school boards
2. Review qualities & characteristics of peak performing governance teams;
3. Review and further strengthen relationships among Board members, with the Superintendent, and with the Deputy Superintendent;
4. Identify and commit to team strengthening and role clarity among Board members, the Superintendent & Deputy superintendent;
5. Review/affirm operation Protocols/standards of practice among the Board, superintendent working relationships.

2. GETTING TO KNOW YOU
Seven Principals of Fierce Conversations:
1. Master the courage to interrogate reality
2. Come out from behind yourself, into the conversation, and make it real
3. Be here, prepared to be nowhere else
4. Tackle your toughest challenge today
5. Obey your instincts
6. Take responsibility for your emotional wake
7. Let silence do the heavy lifting
Using the Gregorc Style Delineator, attendees completed the self-analysis tool, and discussed the results.

3. GIVENS TO BEGIN
The board discussed their Handbook.

4. LET THE DISCUSSIONS BEGIN
The board had a lengthy discussion around governance authorization, collaboration and team trust.

5. WHAT? SO WHAT? NOW WHAT?
The board reviewed and discussed the article "What Google Learned from It's Quest to Build the Perfect Team", by Charles Duhigg.

6. ADJOURN
The meeting adjourned at 12:15pm.

Minutes approved by the Board on: ___________________________
Signed by: _______________________________________________
Superintendent Carla J. Santorno
By: _____________________________________________________
Board President, Scott Heinze