

Bastrop Independent School District
906 Farm Street
Bastrop, Texas 78602-3717

A Special Meeting of the Board of Trustees of the Bastrop Independent School District was held at 5:30 p.m. on Tuesday, November 25, 2008, at **the Bastrop ISD Service Center, 906 Farm Street, Bastrop, Texas.**

MEMBERS PRESENT:

James Allen, President
Jim Mills, Vice-President
Karen Halladay, Secretary
Sophia Williams
Glenn Peterson
John Eaton
Johnny Sanders

MEMBERS ABSENT:

None

ALSO PRESENT:

Roderick Emanuel, Superintendent
Henry Gideon, Chief Operations Officer
Betty Richardson, Asst. Supt. for C & I
Sandra Callahan, Chief Financial Officer
Donald Williams, Ex. Director of Communications
Nancy Barrientos, Adm. Asst. to Superintendent
Nanci Stobaugh, Director of Special Education Coop
Tessie Young, Director of Programs
Bryan Doyle, Director of IT Services
Jennifer Womack, Director of Curriculum & Assessment
Lori Gracey, Executive Director of Instruction & Technology

1. Meeting Called to Order

The meeting was called to order by President Allen at 5:30 p.m. A quorum of Board members was present. The meeting was duly called and notice of this meeting was posted in accordance with the Texas Open Meetings Act.

2. Discuss Employee Opinion Survey Results & Discuss Plans and Future Dates for Roll Out of Survey Results

President Allen reminded that the survey was conducted at the request of the board to look for patterns and holes in the district. President Allen reported that the response rate for the survey was 66%, which was well above average. In addition, he reported that the overall survey results were very positive. President Allen stated that the largest participant group taking the survey was teachers – 49% of teachers participated in the survey. President Allen asked the board members for comments or questions.

Mr. Mills commented that he would like to see the numbers a little higher in two areas – “curriculum objectives and materials are reviewed, evaluated, and updated systematically, with decisions influenced by teachers” and “teachers who experience frequent disciplinary problems in their classroom are given appropriate assistance to help resolve them.” Mr. Mills stated that he was also interested in seeing the number of respondents per question. Mr. Eaton stated that he has seen hundreds of surveys over the years and this is one of the best that he’s seen. He stated that the percentages across the board were absolutely positive, and added that there is a direct correlation between employee satisfaction and performance of the district. Mr. Eaton stated that employee satisfaction can be used as a performance indicator, adding that he’s looking forward to a great year. Mrs. Halladay agreed with Mr. Eaton on the extremely positive survey results. She hopes that these results mean that happy people work in the district. Mrs. Halladay requested a copy of the comments from the surveys. Johnny Sanders and Glenn Peterson agreed that the district needs to get the word out on the survey results.

President Allen stated that he would like to send out correspondence thanking participants and letting them know that the survey results would be posted on the districts’ website. He added that he would like for the

board to roll-out the results at the December board meeting, suggesting a couple of slides with some bullet points. He asked board members to submit a few talking points and quotes to be shared at the December meeting.

Mr. Eaton recommended that the employees be informed that the results of the survey came directly to the board and no identities were compromised and results cannot be tracked. He added that a follow-up survey would be conducted in May, and if the results are substantiated in May, the district should be well on the way to success. Mr. Eaton stated that the district may see slightly lower results in May due to employees being tired by the end of the year.

3. ADJOURNMENT

There being no other business, the meeting was adjourned at 5:58 p.m.

Board Secretary

Board President