

## NEBRASKA STATE BOARD OF EDUCATION MEETING NOTIFICATION AND AGENDA

- Meeting Date:** Friday, July 7, 2023 9:00 AM
- Meeting Title:** State Board of Education Special Work Session Notification and Agenda
- Location:** The Lincoln Marriott Cornhusker Hotel  
Arbor I and II  
333 South 13th Street  
Lincoln, NE 68508
- Agenda:** Except for emergency items added at the time of the meeting, the agenda will not be changed less than 24 hours prior to the start of the meeting and any changes will be immediately posted on the website. The Board will attempt to adhere to the sequence of the published agenda, but reserves the right to adjust the order of items if necessary and may elect to take action on any of the items listed.
- Interpreter:** If you need interpreter services or other reasonable accommodations, please contact the Nebraska Department of Education at (402) 471-5059 five (5) days prior to the meeting to coordinate arrangements.
- Website:** An electronic version of the agenda and support materials are available on the State Board of Education's Agenda page: [www.education.ne.gov/stateboard/state-board-agendas/](http://www.education.ne.gov/stateboard/state-board-agendas/)
- Lunch:** On Friday Friday, July 7, 2023, the State Board of Education may also take a recess for lunch. The Board may resume work on the agenda at approximately 1:00 p.m.

1. CALL TO ORDER (The Board may take a recess)  
President Gubbels
  - 1.1. Roll Call  
President Gubbels
  - 1.2. Pledge of Allegiance  
President Gubbels
  - 1.3. Announcement of the placement of the Open Meetings Act information  
President Gubbels
2. BUSINESS  
President Gubbels
  - 2.1. Discuss establishing Commissioner performance objectives  
President Gubbels

3. ADJOURNMENT  
President Gubbels

The next regularly scheduled meeting of the State Board of Education will be held on Friday, August 4, 2023, at 9:00 a.m. in Lincoln, Nebraska. As needed, a work session will be held on Thursday, August 3, 2023 in Lincoln, Nebraska.

The agenda contains a list of subjects known at the time of its distribution on June 29, 2023. A copy of the agenda reflecting any changes will be available for public inspection during the normal business hours in the Office of the Commissioner of Education and on the State Board of Education's Agenda page: [www.education.ne.gov/stateboard/state-board-agendas/](http://www.education.ne.gov/stateboard/state-board-agendas/). *Except for items of an emergency nature, the agenda will not be changed later than 24 hours before the scheduled commencement of the meeting.*



# **NDE Commissioner/ Board Planning Session**

JULY 7, 2023

# Agenda



- ▶ Introduction to the Day
- ▶ Icebreaker-Personality Styles
- ▶ High Performing Team—Trust Matters
- ▶ Characteristics of Effective School Boards
- ▶ **Establish 2023-24 Performance Expectations**

# Personality Styles

Spirited	Tranquil	Fearless	Practical
Charming	Modest	Firm	Factual
Sociable	Friendly	Self-Reliant	Obedient
Extrovert	Tolerant	Pioneering	Accommodating
Persuasive	Hospitable	Competitive	Orderly
Popular	Loyal	Willful	Precise
Joyful	Good Listener	Independent	Accurate
Verbal	Willing	Strong Willed	Efficient
Emotional	Trustful	Tenacious	Contemplative
Entertaining	Lenient	High-Risk Taker	Diplomatic
Outgoing	Moderate	Self-Confident	Cooperative
Energetic	Companionable	Determined	Logical
Optimistic	Helper	Assertive	Strict
<b>Total:</b>	<b>Total:</b>	<b>Total:</b>	<b>Total:</b>

# Personality Styles

Exciting	Private	Can-Do	Disciplined
Gregarious	Empathetic	Defiant	Cautious
Articulate	Charitable	Impatient	Dignified
Uplifting	Thoughtful	Decisive	Attentive
Invigorating	Reflective	Committed	Objective
Impulsive	Sincere	Industrious	Conforming
Motivational	Compassionate	Conclusive	Soft-Spoken
Whimsical	Soft-Hearted	Definite	Compliant
Imaginative	Devoted	Challenging	Methodical
Carefree	Sentimental	Forceful	Systematic
Creative	Spiritual	Daring	Even-Tempered
Lively	Humble	Bold	Cool-Headed
<b>Total:</b>	<b>Total:</b>	<b>Total:</b>	<b>Total:</b>

# Personality Styles

## ***ENTHUSIAST***

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### CHARACTERISTICS

Enjoys freedom  
Optimistic  
Expressive  
Verbal  
Enjoys today  
Accepts conflict  
Courageous  
Humorous  
Visionary

### WORK ON

Listening more intently  
Consider details  
Control self-temper  
enthusiasm  
Avoid highs and lows  
Weigh social approval

“If you don’t have time to do it right, when will you have time to do it over?”

Water/gin/worms. Teacher, during experiment, drops one worm into each. Worm dies in the gin. Student is asked to explain – says, “If you drink lots of gin, you won’t get worms.”

## ***MAIN STAY***

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### CHARACTERISTICS

Even tempered – Low key  
Content with others in limelight  
Tolerant of others but only to an extent  
Stays angry when upset – not easily forgiving  
Loyal – need connection  
Functions best in supportive role – great helpers  
Very private person  
Empathetic / charitable  
Gullible – easily falls for pranks  
Tends to think everyone is sincere  
Spiritual



# Personality Styles

## **TASKMASTER**

### LIKES

Control  
Confident  
Strong work ethic  
Takes risks  
Competitive  
Leadership  
Politically wise  
Decisive – Logical

### THINGS TO WORK ON

Avoid aggression  
Listen more intently  
Seek gray areas  
Balance goals and people  
Avoid judgments

“What part of ‘no’ don’t you understand?”

Taskmaster says, “Everyone hates me,”  
to which a reply comes, “Don’t be silly,  
not everyone has met you yet.”

## **ANALYST**

### CHARACTERISTICS

Practical  
Reliant on facts  
Desire to please others  
Deals with exactness  
Deals with great detail  
Deep thinkers/ponder everything  
can be seen on their expression  
Tend to be perfectionists  
Act professional  
Struggle with “off key” humor  
Logical  
Cautious  
Low key – never know they are there  
Concrete thinkers  
Cool headed

### PROBLEMS

Too demanding of detail  
Too much of a perfectionist  
Will be seen as social stiffs



# High Performing Team – Trust Matters

- ▶ The Board/Commissioner relationship is the key to moving the state forward consistent with the goals. There is a direct correlation to an effective system and an effective leadership team.
- ▶ New commissioners or new board members mean change is imminent in the manner in which the team leads.
- ▶ People can't be expected to alter their leadership styles but they can be expected to conduct themselves consistent with district expectations.
- ▶ Disagreement with respect strengthens relationships.

# Commissioner Challenges 2023-24

- ▶ Continued academic recovery from Pandemic
- ▶ Statewide challenges and perceptions
- ▶ Political dynamics in Nebraska and US
- ▶ Budget challenges/Federal funds
- ▶ Enrollment declines
- ▶ Retirements and staffing challenges
- ▶ Leading change centered on goals

# Characteristics of Successful School Boards

**Effective boards commit to a vision of high expectations for achievement.**

- ▶ Define clear goals to attain higher student achievement and quality instructional practices.
- ▶ Make sure this is always the highest priority.

# Characteristics of Successful School Boards

**Have strong shared beliefs about state system teaching all to highest levels**

- ▶ Board members expect to see improvements quickly as a result of initiatives.
- ▶ They view poverty and lack of parental engagement as opportunities and not excuses.



# Characteristics of Successful School Boards

## Accountability driven

- ▶ Spend less time on operational issues and more time on policies to achieve great results.
- ▶ Micro-management less likely when focus is on goals.

# Characteristics of Successful School Boards

## Collaborative relationship with staff and community

- ▶ Strive to make strong connections to stakeholders and groups in setting goals (strategic planning).
- ▶ Seek out input regarding state direction and open for suggestions on improvement.

# Characteristics of Successful School Boards

## Are data savvy

- ▶ Alignment of resources (professional development) to state goals and needs.
- ▶ Can articulate data to people who inquire.



# Characteristics of Successful School Boards

## Lead as a united team with the Commissioner

- ▶ Collaboration and trust with the commissioner.
- ▶ Resolve individual issues appropriately
- ▶ Open and honest communication
- ▶ No surprises

# Characteristics of Successful School Boards

Participate in team development and training with their Commissioner.

- ▶ Seek to build shared knowledge, values and commitments for their improvement efforts.
- ▶ Have formal training for new board members.

# Developing First Year Performance Expectations

- ▶ Individually, write down 2-3 performance expectations you have for Dr. Maher and for the Board.
- ▶ Pair off and seek commonality
- ▶ Pair off again and seek commonality
- ▶ Come back as a group to reach consensus
- ▶ Establish success indicators
- ▶ Review timelines for completion

# Action Planning Form

Performance Objective:

Goals	Timeline	Responsibility	Resources Needed	Evaluation

# Final Reflections

