

Board of Directors Meeting  
School District 4J, Lane County  
Hybrid Meeting (virtual and  
in-person)  
200 North Monroe Street  
Eugene, Oregon 97402  
Thursday, October 5, 2023

**NOTICE:** The Board Retreat at 2:30 p.m. will be open to the public to attend in person, and via Zoom Webinar at <https://4J-lane-edu.zoom.us/j/91225128314>

**No public comment will be received at this meeting.**

**Meet at the Downtown Athletic Club  
Board Retreat**

- I. **2:30 p.m. Board Retreat** **2**  
**999 Willamette St., Eugene**
  - 1. Board Retreat Day 1 of 2 **3**  
The Spano Advisory Group
- II. Adjourn

THIS MEETING WILL BE BROADCAST OVER KRVM-AM (1280)

INFORMATION FOR THE DEAF AND HARD OF HEARING:  
Closed Captioning is available during Board meetings through a zoom live feed  
which is also displayed at in-person meetings.



**Eugene School District 4J**  
200 North Monroe Street  
Eugene, OR 97402-4295  
541-790-7700  
*www.4j.lane.edu*

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**Board Retreat**

**Date of Meeting**

October 5, 2023

2:30-9:00 p.m.

Downtown Athletic Club

999 Willamette St.

Eugene, OR

**Title**

Board Retreat Day 1: Team building, Governance

**Presenter**

Spanos Group Advisors



**Agenda**  
**School Board and Staff Retreat**  
**October 5th and 6th, 2023 - Downtown Athletic Club**

**Day 1 – October 5, 2023; 2:30 to 9:00 pm**

**Participants**

- School Board, Superintendent, Chief of Staff, Chief Operations Officer, Chief Business Officer, Executive Assistant to Supt. and School Board, Executive Assistant to the Chief of Staff

**Theme**

- The importance of building connections and trust between the participants to create a high performing team by:
  - Understanding not what your colleagues think, but how they think as they consider the challenges and questions put before them.
  - Understanding what a governance model is/should be for the District and the respective roles of the School Board and Staff.

2:30 to 3:00 pm - Welcome and Introductions

3:00 to 4:30 pm - Relational Learning Review

- Importance of Self Awareness
- Review results of Gregorc Assessment

Break

4:45 to 6:00 PM - Governance

- What is it and why is it important?
- Review the Carver Governance Model
- Group discussion - what was learned and differences from the current model.

Dinner

6:30 - 8:30 PM - Governance (continued)

- Discussion on practices to build a high performing team (trust, transparency, conflict, commitment, accountability).

8:30 to 9:00 PM - Closing thoughts

9:00 PM - Adjourn

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**Day 2 – October 6, 2023; 8:30 AM to 4:00 PM**

**Participants**

- School Board, Superintendent, Chief of Staff, Chief Operations Officer, Chief Business Officer, Executive Assistant to Supt. and School Board, Executive Assistant to the Chief of Staff.

**Theme**

- Reviewing the Working Agreements document/School Board Norms:

8:30 to 9:00 AM - Breakfast

9:00 to 9:30 AM - Check in from Day 1

9:30 to 10:45 AM - Discuss Norms

- What are they and why are they important
- Examples

Break

11:00 AM to Noon - Review Working Agreement document

- History, purpose/intent, adherence
- Norms document in addition to Working Agreements?

Lunch

12:30 to 2:00 PM - Small group review of working agreements document

- What do we want to keep?
- What do we want to remove?
- What needs rewording/reworking?
- What do we want to add?

Break

2:15 to 3:30 PM - Working Agreement document review (con't.)

- Small groups present findings/recommendations to the full body followed by full group discussion to finalize content in the working agreements document.

3:30 to 4:00 PM - Wrap Up Discussion

- Reflections from attendees
- Next steps

4:00 PM - Adjourn