

Board of Directors Meeting
School District 4J, Lane County
Hybrid Meeting (virtual and
in-person)
200 North Monroe Street
Eugene, Oregon 97402
Friday, October 6, 2023

NOTICE: The Board Work Session at 8:30 p.m. will be open to the public to attend in person, on the internet at www.4j.lane.edu/stream, and via Zoom Webinar at <https://4J-lane-edu.zoom.us/j/91225128314>

The board will not hear public testimony during the work session.

8:30 AM
Board Retreat Day 2 of 2

- I. Call to Order
- II. Day 2 of 2 for Board Retreat held at the Downtown Athletic Club, 999 Willamette St., Eugene 2
 - 1. The Spano Advisory Group 3
- III. 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

Board Retreat

Date of Meeting

October 6, 2023, Day 2 of 2
8:30 a.m. – 4:00 p.m.
Downtown Athletic Club
999 Willamette St.
Eugene, OR

Title

Board Retreat Day 2: 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

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