

*Approved on August 29, 2024*

**PRESENT:** Josey Ballenger, Flournoy Humphreys, Scott Newman-Bale, Dr. John VanWagoner, Ginger Smith, and Coni Taylor

**ABSENT:** None

**1. CALL TO ORDER**

Trustee Newman-Bale called the meeting to order at 4:02 p.m.

**2. PUBLIC COMMENT**

Trustee Newman-Bale offered time for public comment and the following was offered:

- Marie Wood: Playgrounds

**3. PROCEDURAL ITEMS**

**a. Draft Committee Meeting Minutes from June 27, 2024**

The Committee was asked if they had any changes to the draft minutes from the June 27, 2024, meeting. No changes to the minutes were recommended. Minutes are to remain as posted.

**b. Agenda Review: August 12, 2024 Board of Education Meeting**

The Committee reviewed the August 12 Board Meeting with administration.

**4. INFORMATIONAL ITEMS**

**a. Human Resources**

Trustee Newman-Bale deferred to the Associate Superintendent of Labor Relations and Legal Services, Coni Taylor, to provide an update on the following items:

**i. Staffing Update**

Ms. Taylor shared that from a teacher standpoint elementary is fully staffed, secondary still needs a STEM, special education and math teacher. Currently, there are 12 bus driver openings, the district is still offering a referral bonus, sign on bonus and covers CDL training. The Human Resources and Communication Departments have been working together on a robust radio campaign to advertise open positions. She also shared that, as a result of the recent hire of two (2) Chief Academic Officers in the Curriculum and Instruction Department, there are two (2) lead principal positions open at Central High School and East Middle School. Those positions have been posted and are expected to be filled prior to the start of the school year.

**ii. Policy Update**

Ms. Taylor shared that Executive Assistant, Kendal Glaze, has provided Board members with a list of changes that were recommended by Board members after reviewing the Thurn Law policies. Any technical changes have been made and a list of substantive changes will need to be reviewed and approved by the Board. A discussion of next steps will take place at the next Board meeting on August 12, 2024.

**iii. COMPASS Strategic Plan Update**

Ms. Taylor provided the Board with an overview of COMPASS Strategic Planning Goal 2A - attract, recruit and retain a diverse and robust employee workforce to provide a world-class learning environment. Some highlights of work that has been done in this area are:

- Increased human resource services and employee touchpoints.
- Expanding capacity of district administrators and supporting advancement.
- Active community participation.
- End of year touch point for new hires.

**b. Communications Update**

Trustee Newman-Bale deferred to the Executive Director of Marketing and Communications, Ginger Smith, to provide an update on the following items:

**i. Bond Communication Update (standing item)**

Ms. Smith shared that the Communications Team will continue to post informational reminders on social media leading up to the August 6 election.

**ii. COMPASS Strategic Plan Update**

Ms. Smith provided the Board with an overview of the following COMPASS Strategic Planning Goals:

- Goal 2A - Attract, recruit and retain a diverse and robust employee workforce to provide a world-class learning environment. Some highlights of work that has been done in this area are:
  - Extended advertising outreach on social media and satellite television.
  - Additional awareness of employment opportunities.
- Goal 2C - Implement strategies to attract and retain students, leading to sustainable enrollment. Some highlights of work that has been done in this area are:
  - Collaboration with Northern Michigan Community Action Agenda (NMCAA).
  - Increased participation in community activities and initiatives.
  - Opening of the new TCAPS Health Center.
  - Increased reach to vulnerable populations.
- Goal 3A - Analyze and improve communication system to establish a culture of collaboration and transparency. Some highlights of work that has been done in this area are:
  - Implementation of TCAPS Branding and Communication Toolkit.
  - Partnership collaboration on events (i.e. Staff Welcome Back, Summer Enrollment).

**5. OTHER ITEMS**

Trustee Ballenger informed the Committee that she will be attending the MASB Summer Institute this month.

**6. ADJOURNMENT**

This meeting adjourned at 4:53 p.m.

Respectfully Submitted By,

*Stacey Hozak*

Stacey Hozak  
Committee Recording Secretary

**Next Board Executive Committee Meeting**

**Thursday, August 29, 2024, at 4:00 p.m.**

**Administration at Glenn Loomis**

**1009 S. Oak Street, Traverse City, MI 49684**

***Executive Committee Members:***

***Scott Newman-Bale (Chair), Flourney Humphreys, Rotating Board Member,  
Dr. John VanWagoner, Coni Taylor, and Ginger Smith***