

**OVERSIGHT
VS.
OVERSTEP**

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EXECUTIVE DIRECTOR
NEVADA ASSOCIATION OF
SCHOOL BOARDS**

***SUPPORTING SUCCESS FOR ALL
STUDENTS THROUGH LOCAL
SCHOOL BOARD LEADERSHIP***

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What is oversight? What does it look like?
Examples ?



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What is overstep? What does it look like?
Examples?



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SOME GENERALIZATIONS.....

OVERSIGHT

Focused on the management system, board or district policy, state mandate, and accountability
The board making reasoned decisions—acting together in a public meeting

OVERSTEP

Focused on individual actions
Can damage the board's relationship with the superintendent and deplete positive morale among other district staff
Can create negative public perceptions and contribute to board dysfunction

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SOME GOOD QUESTIONS TO ASK.....

Am I acting within the policies and/or protocols established by the board?

Am I focused on board policies and how the board uses those to act to support what is good for ALL kids?

Am I overstepping my role as an individual board member?

Am I reasonably informed?

Is the board overstepping collectively?

Have we gathered appropriate information and deliberated with due diligence?

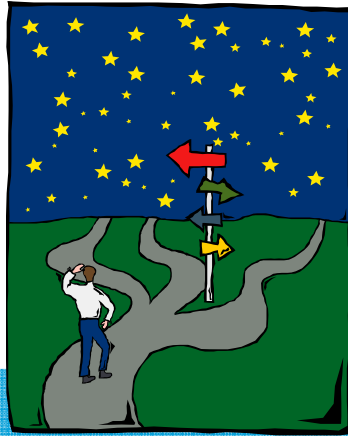
Are we allowing our educational leader, our only employee—the superintendent—to do the job he/she was hired to do?

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SOME SCENARIOS

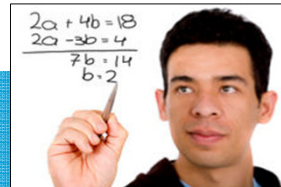
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**CYCLES OF BEHAVIORS...
WHAT CAN BE LEARNED?**



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**EXAMPLE 1—
A BOARD MEMBER COMES IN TO MEET WITH THE SUPERINTENDENT BECAUSE HE WANTS THE DISTRICT TO CHANGE THE MATH CURRICULUM TO ONE HE HEARD ABOUT FROM HIS BROTHER WHO TEACHES IN ANOTHER DISTRICT. THE BOARD MEMBER HAS A LOT OF INFORMATION INCLUDING TEXT BOOKS THAT HE WANTS TO SHARE WITH THE BOARD AND THE SUPERINTENDENT.**



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**EXAMPLE 2—
A BOARD MEMBER WRITES A BLOG ON A WEEKLY BASIS ABOUT LIFE IN RURAL NEVADA. IN HIS MOST RECENT BLOG HE HAS CRITICIZED AN ADMINISTRATOR'S ACTIONS. HE STATES THAT THE BOARD VOTED IN FAVOR OF THE ACTION BUT THAT HE IS IN DISAGREEMENT WITH IT AND THINKS THAT THE VOTE SHOULD HAVE GONE THE OTHER WAY. IN THE BLOG, HE IS ASKING TO HEAR FROM OTHERS WHO WOULD SUPPORT HIS PERSPECTIVE ON THE ISSUE SO HE CAN CONTINUE TO LET THE SUPERINTENDENT KNOW HIS FEELINGS.**



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**EXAMPLE 3—
A JOB HAS BEEN POSTED IN ACCORDANCE WITH DISTRICT PROCEDURE. A BOARD MEMBER CALLS THE SUPERINTENDENT TO ADVOCATE FOR THE HIRING OF A SPECIFIC INDIVIDUAL, STATING THAT SHE IS A GOOD PERSON AND IN NEED OF A JOB. HE FEELS THAT—SINCE HE IS ON THE BOARD—HE SHOULD HAVE A SAY IN THE HIRING OF STAFF.**



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EXAMPLE 4–

A BOARD MEMBER CONTACTED A CONTRACTED PAINTER AND ASKED HER TO CHANGE THE COLOR OF THE NEW PAINT DESIGNATED FOR THE HALLWAYS OF AN ELEMENTARY SCHOOL. THE CONTRACTOR CHANGED THE PAINT COLOR AS REQUESTED BY THE BOARD MEMBER. THE SUPERINTENDENT WAS SURPRISED WHEN THE FINAL BILL ARRIVED—CHARGING DOUBLE FOR PAINT TO COVER COSTS FOR THE ORIGINAL COLOR AND THE NEW COLOR.



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EXAMPLE 5–

A CONSTITUENT STOPS A BOARD MEMBER IN THE GROCERY STORE TO SAY THAT HE RECEIVED AN EMAIL FROM ANOTHER BOARD MEMBER—SENT FROM THE SCHOOL DISTRICT EMAIL ACCOUNT—SUPPORTING A SPECIFIC CANDIDATE IN THE UPCOMING BOARD ELECTION. THE CONSTITUENT ASKED IF THE SUPPORT OF THIS CANDIDATE WAS A POSITION THE ENTIRE BOARD HAD ADOPTED SINCE THE MESSAGE CAME FROM THE SCHOOL EMAIL ACCOUNT AND, IF NOT, THE CONSTITUENT WONDERED WHY THE BOARD MEMBER HAD USED THE SCHOOL EMAIL ACCOUNT TO SEND THE MESSAGE.



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**EXAMPLE 6–
THE SUPERINTENDENT RECOMMENDS RETAINING A
STAFF MEMBER. A BOARD MEMBER REQUESTS TO
SEE THE PERSONNEL FILE AS SHE DOES NOT FEEL
THIS STAFF MEMBER IS EFFECTIVE IN HIS POSITION.
WHEN THE SUPERINTENDENT DENIES THE REQUEST,
THE BOARD MEMBER SENDS AN EMAIL TO EACH
MEMBER OF THE BOARD DEMANDING THAT THE
BOARD REQUEST THIS INFORMATION.**



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**EXAMPLE 7–
A NEWLY ELECTED BOARD MEMBER FOCUSES ON BEING
AVAILABLE TO STAFF AND PARENTS TO FIELD QUESTIONS AND
ATTEMPT TO RESOLVE PROBLEMS. THE BOARD MEMBER POSTS
ON FACEBOOK THAT SHE WOULD LOVE TO HEAR FROM
INDIVIDUALS ABOUT ISSUES THAT ARISE AT THEIR SCHOOLS AND
ENCOURAGES CONSTITUENTS TO TEXT HER IF THAT IS EASIER.
SHE POSTS HER MOBILE NUMBER AS WELL. TWO DAYS LATER,
THE BOARD MEMBER VISITS THE SUPERINTENDENT AND
SHARES ALL OF THE COMMENTS SHE HAS RECEIVED AND TELLS
THE SUPERINTENDENT TO DO SOMETHING ABOUT EACH OF
THEM. THE BOARD MEMBER THEN BRINGS THESE ISSUES
FORWARD AT THE BOARD MEETING AND ASKS THE
SUPERINTENDENT TO REPORT ABOUT HIS PROGRESS.**



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**EXAMPLE 8—
A STAFF MEMBER COMMITS AN ALLEGED
CRIME. THE BOARD WANTS TO TALK ABOUT
THE SUPERINTENDENT’S RECOMMENDATION
ABOUT THE HANDLING OF THE INDIVIDUAL
DURING EXECUTIVE SESSION.
IS THIS LEGAL IN NEVADA?**



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**EXAMPLE 9—
THE BOARD HAS HIRED A NEW SUPERINTENDENT
AND IS ENGAGED IN THE PROCESS OF NEGOTIATING
HIS/HER CONTRACT. AN ATTORNEY HAS BEEN
HIRED TO REPRESENT THE BOARD IN HANDLING
THIS PROCESS. INDIVIDUAL BOARD MEMBERS
COMMUNICATE WITH THE ATTORNEY TO SUGGEST
SEVERAL OF THEIR OWN PERSONAL PREFERENCES
WHICH THEY THINK SHOULD BE INCLUDED IN THE
CONTRACT.**



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HOW TO LEARN MORE ABOUT BECOMING A MORE EFFECTIVE BOARD MEMBER:

**FUTURE NEVADA ASSOCIATION OF SCHOOL BOARDS
PROFESSIONAL DEVELOPMENT OPPORTUNITIES**

**REVIEW OF LEGISLATIVE SESSION BILLS IMPACTING SCHOOL
BOARDS AND SCHOOL BOARD MEMBERS, AUGUST 5
MORNING—RENO, HYATT PLACE HOTEL**

**PROFESSIONAL DEVELOPMENT OPEN TO ALL SCHOOL BOARD
MEMBERS, SEPTEMBER 16 MORNING, LAS VEGAS—TUSCANY
SUITES**

NASB CONFERENCE, NOVEMBER 17-18—RENO, ATLANTIS

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**BEING A SCHOOL BOARD MEMBER IS
NOT EASY...HOWEVER,
BEING A MEMBER OF AN EFFECTIVE
SCHOOL BOARD CAN BE ONE OF THE
MOST REWARDING EXPERIENCES
YOU WILL EVER HAVE AND ENABLE
CHILDREN YOU WILL NEVER SEE
OR KNOW TO EXPERIENCE
GREATER
LEARNING AND
SUCCESS
IN YOUR
COMMUNITY'S
SCHOOLS.**

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