

Governor's Education Excellence Commission
State Capitol-Capitol Board Room
Wednesday, March 24, 2010
9:10 AM-12:00 PM

Minutes



1. **Meeting called to order by Governor Herbert, Chair**

2. **Members attending:**

Governor Gary Herbert
Mary Jane Morris
Debra Roberts
Richard Nelson
Tamara Lowe
Mark Bouchard
Larry Shumway
Lane Beattie
Scott Anderson
Bonnie Jean Beesley
Carl Boyington
Chris Kearn
Stan Albrecht
Ron Wolff

Lt. Governor Greg Bell
Mike Bouwhuis
Bill Sederburg
Luana Searle
Ilene Mecham
Sen. Pat Jones
Rep. Greg Hughes
Kim Campbell
JoDee Sundberg
Brian Allen
Sen. Howard Stephenson
Jim Wall
Robyn Bagley

Other attendees:

Angie Welling
Carson Howell
Glenn Cherepovich
Bryan Guyer
Matthew Palfreyman

Paul Neuenschwander
Mike Kjar
Colene Tucker
Joseph Watkins
Media Representatives

3. **Members excused:**

Rep. David Litvack
Pam Perlich

4. Governor Herbert's welcome:

Governor Introduced Lieutenant Governor Greg S Bell, former legislator, former local government official who is familiar with Utah's systems of public and higher education.

Appreciates your willingness to serve, and values your role and the position each of you represent, not only yourselves but your organizations. You were all hand chosen to be a part of this education commission. Your commitment will play a significant role in the Commission's success. Governor will personally chair the work of the commission and work alongside each of you over the course of the next few months. At the end of this process, we hope to have consensus recommendations that will make a difference and lead Utah toward education excellence.

As stated in inaugural address and State of the State, education is a priority for the Herbert/Bell administration. This commission will determine education excellence and write the blueprint on how to accomplish it.

Expect all Commission members to check their biases at the door and be willing to find solutions to unique challenges, so that every student can **"Be the best they can be"** in order to be successful in the marketplace. Everyone is expected to come with an open mind and willingness to work together.

This is a new day and a new beginning!

5. Introduction of Dr. Brett Savage, Moderator:

Dr. Savage is the President of NextPhase Leadership. He has been asked to be the facilitator of this group. We didn't want anyone to facilitate that had any kind of bias point of view. We need someone who is absolutely neutral, making sure that, as a panel, our opinions are heard and understood and that everyone participates.

He has served in this capacity both on National and International levels. Just to mention a few, he served as the Moderator for the US National Summit for Personalized Health Care held here in Deer Valley Utah-For Global Business Solutions, North/South America, the EU and Asian delegates for the Global Pharmacology Industry – Global Leadership Issues and Strategies at Berkshire Hathaway. His best qualification may be his service as Moderator for "Issues and Tragedies" between his 10 highly independent and head strong children.

6. Dr. Savage:

While I may be neutral about what your outcomes may be, I am not neutral about you or why you are here to help create those outcomes. I am not neutral in the standpoint of the process. I want the process to go well and hope to make it easier, which is what we need. But there is work to be done.

7. Brief personal introductions of members recognizing their personal role and organization.

8. Rules of Engagement:

To bring together “disparate” people that have different ideas and backgrounds in common, which is why you are sitting at this table today. We want to bring you together in such a way that we can make sense out of issues and make some change.

- ✓ **Willingness** — Central rule of us being here. It is more important than ability. Check and recheck your willingness to be here, not just by giving up your time, but to be here by lending your heart and soul and listening to others heart and soul.
- ✓ **Circle of Influence/Circle of Concern** — Put our efforts into things we can actually do something about. Bring lots of concerns, try to put on the table what we can learn from and what we can change.
- ✓ **Conflict is welcome in this room** — You are here because of differing ideas, concerns, and agendas. Get to know everybody here. You can disagree without being disagreeable.

Make sure you are not taking too long on what you have to say. If you are sitting here and not saying much, maybe the conversation is not in your area and your role is to simply listen. Be careful about how long you talk and how much you talk so we can find a balance of everyone having their input heard.

BE HERE NOW — We all have day jobs and the work is piling up, but we need to be here. No phone calls, emails or text messages, except during the break.

✓ **Rule of Two Feet**

We want you to feel comfortable and welcome. We expect you to be a part of this, we want you to be here now and participate in finding solutions. If can't, we understand. If this is the case, please feel free to give up your spot for a more willing participant.

9. There are only two ways to be in the world I-It and I-You — Martin Bruber

I-IT

**Self Centered
Closed Minded
Power Holder
Win-Lose
Selfish
Me**

I-YOU

**Compassionate
Engaging
Listener
Inclusive
Curious
Wise
Leader
Present**

- ✓ How quickly can you move from “It” to “You”?
- ✓ Which way would you like to be treated?
- ✓ You can be an individual that sees other individuals as an IT or a YOU.
- ✓ Where do we need to be to succeed as a Commission?
- ✓ How would you describe yourself, as IT or YOU?

Again, I am neutral as far as your outcome, I am not neutral as far as you're concerned. It is your responsibility to find solutions, mine is to help you get there.

10. Discussion on questions 2 & 3 handed out prior to the meeting.

What is your greatest hope and desired success for this commission, and what is your personal hope/desired outcome that you want to accomplish as a member of this commission?

1. Create a strategic and strong education for our children
2. Close the achievement gap
3. Understand concerns for policy role
4. To lead the country for creating technology
5. Being at the top of the totem pole
6. Elevate industry, address complex issues, advance political stand
7. Communication oriented
8. Inventory of education programs we've had in the past
9. Change the perception of public education
10. Long range plan for education
11. Find three definite things we agree on
12. Understand each others' perspectives and problems
13. How to provide our kids with a good education
14. Kids will be inspired – dreams enhanced
15. Communicate with citizens on education
16. Better way to deliver instructions to our leaders in public education
17. Long term plan for education
18. Personal contribution to work with kids
19. Identify obstacles
20. Stop using funding shortfalls as an excuse
21. Consensus
22. Understand that we are not each other's enemies
23. Eliminate some of the frustration, anger, dysfunction and distrust that has developed over the years.
24. **Governor Herbert: “If this group can't do it, it can't be done.”**

11. What do we have in common so far?

- ✓ Focus on Utah's children
- ✓ Hopeful we can do something
- ✓ Must establish goals we can achieve

We have the opportunity to be the best state in the country in education. We are the best managed state already, why aren't we in education. We have the needs, the resources and the collaborate spirit in this community to do it. We need to work toward that in a collaborate spirit, knowing that all of us are going to have to make some sacrifices in the process.

Eighty percent of all strategic plans fail in the business community not because of technology or money, but because of the human factor. Because people work against each other, somebody gets mad at management, somebody digs in their heels simply to spite someone else, etc. Plans fail because of the people, not the plan

12. What works already for this group?

BEST PRACTICES — What is working?

- ✓ Better communication between education officials and the Legislature
- ✓ Better up-front input from education on budget issues with the Governor's Office
- ✓ K-16 Alliance improvements without extra dollars
- ✓ Current education system is an amazing success
- ✓ Lines of communication opened up to come together and build on successes we have
- ✓ The Governor has committed to be our leader and be a spokesperson we can all rally around
- ✓ The most important factors in the educational sphere is the teacher in the classroom
- ✓ Think hard about where we are at, in terms of the roadmap, and determine what we are doing right. You can't get where you're going if you don't know where you are now.

What is NOT working?

- ✓ Funding for charter schools – how funds are disbursed
- ✓ Lack of quality 2-year + degrees in the state
- ✓ Need to close the achievement gap
- ✓ Bridge the gap between the education community and Legislature with an ongoing management system that reflects our values
- ✓ Number one issue is class sizes
- ✓ Diversity of teachers
- ✓ Quality teaching
- ✓ Lack of discipline and respect for teachers
- ✓ Safety
- ✓ Lack of career guidance counseling
- ✓ Trusted relationships

- ✓ Vouchers
- ✓ Using data to make decisions without the whole truth
- ✓ How do we better use parents in the system

12. Conclusion

The conversation is not over simply because this meeting is over. Our titles or backgrounds don't matter here, what matters is that we be able to come together around a common goal.

My invitation to you is that you focus on putting **humanity first**. Planning, issues and strategies come next.

Thank you for your activity and your involvement today, as well as your contribution to the best practices discussion. Go back to your spheres of influence and inform them of today's meeting as well as your concerns and let's do what we can until then.

Meeting adjourned at 12:00 PM