

ADOPTED MINUTES
El Dorado Union High School District
BOARD OF TRUSTEES
Special Study Session
September 23, 2025

Submit to
Board _____

I. INTRODUCTORY ITEMS

1. Call to Order

This meeting of the Board of Trustees was called to order at 5:15 p.m. by Superintendent, Mike Kuhlman in the El Dorado County Office of Education Board Room.

2. Closed Session

- a. Discuss actions for certificated and classified personnel listed in the consent agenda related to personnel action (GC 54954.5, 54957)
- b. Public Employee: Discipline/Dismissal/Release/Reassignment/Resignation (GC22714; 44929; 44929.21; 44934; 44949; 44951; 44953; 44954; 44955; 45192; 44195; 87488)

The Board reconvened Open Session at 5:15 p.m. in the El Dorado County Office of Education Board Room.

3. Attendance

Board Members

David J. Del Rio
Brooke B. Van Komen
Jessicca K. Rodgers
Lori M. Veerkamp

D.O. Staff

Mike Kuhlman, Superintendent/Secretary to the Board
Tony DeVille, Deputy Superintendent
Robert Whittenberg, Assistant Superintendent
Leslie Redkey, Assistant Superintendent
Pam Bartlett, Senior Director
Chuck Palmer, Senior Director
Julianne Pereira, Executive Assistant to the Superintendent

Board Member Timothy M. Cary and student board member Agamyia Rao were not in attendance.

II. OPEN SESSION

A. Opening Remarks

Superintendent Kuhlman reflected on John Wooden's *Pyramid of Success*, noting that each concept built upon the next in a carefully orchestrated plan, similar to the district's strategic planning process. He emphasized that while we have identified where we want to go, the next step is determining how to get there.

He shared that both of his sons recently graduated and are now working in education and mathematics. Observing the evolving job market and advances in AI, they expressed concern about students preparing for careers that may no longer exist.

Mr. Kuhlman noted that this underscores the importance of the group's work to clearly define district goals and develop a plan to achieve them.

B. Portrait of a Graduate

El Dorado County Superintendent of Schools, Dr. Ed Manansala, introduced Janice Case from the National Center on Education and the Economy (NCEE), explaining that EDCOE is intentional about its partnerships and seeks to learn from the highest-performing educational systems. NCEE was identified as a leader in this space, and its CEO met with EDCOE to better understand local students and context.

Ms. Case provided background on NCEE's mission and research, highlighting their focus on high-performing systems worldwide and how benchmarking against them can guide local improvement. She defined the concept of a learner profile and emphasized that while systems cannot be replicated exactly, valuable lessons can be adapted to strengthen our own.

Superintendents from feeder districts expressed support for aligning efforts with the high school district through a shared "Portrait of a Graduate." Ms. Case also invited participants to reflect on their own educational experiences and discuss their hopes for the young people of El Dorado County.

The session included three interactive parts:

Part 1: A Look Out and Around

Participants examined current global workforce trends, including data showing Gen Z as the most educated and civically engaged generation. They reviewed recent labor market reports identifying the fastest-growing and fastest-declining jobs and reflected in small groups on essential skills students need to thrive. A TED Talk by Jonathan focused on the distinction between repetitive tasks and the ability to navigate novel situations, prompting additional discussion. Ms. Case outlined competencies observed in high-performing systems across four domains: core skills, habits of learning and well-being, contemporary skills, and community skills.

Part 2: A Look Deeper

The group explored the "Learner-Centered, Future-Ready System" model, which prioritizes the needs, interests, and experiences of students while anticipating future labor demands. Ms. Case presented the framework's key components; engaged learners, strong system supports, enabling school conditions, and empowered educators, emphasizing the goal of scaling effective practices already happening in classrooms.

Part 3: A Look Inward and Ahead

To close, Mr. Kuhlman encouraged participants to continue these conversations at their school sites, sharing the guiding questions discussed during the session to foster broader dialogue about aligning the district's vision and practices around a learner-centered, future-ready approach.

C. Strategic Plan

Superintendent Kuhlman introduced consultant, Dr. Doug Domene, and shared information about his background, noting his extensive experience facilitating strategic planning processes for school districts, including recent work with Livermore and Carmel Unified School Districts. Mr. Kuhlman emphasized that Doug's approach is collaborative, focused on gathering genuine input through an efficient two-day process. He encouraged the group to review Livermore's plan as an example of this work.

Dr. Domene explained that while traditional plans focus on mission and vision statements, this process begins with identifying the district's Purpose; the reason the organization exists. The next step is establishing Core Values, which define what the district stands for and represents. From there, the group will develop Focus Areas, which frame how the district will achieve its purpose. Typically, there are around five key focus areas, though some districts choose slightly more or fewer depending on their priorities.

He outlined the process participants will engage in, which includes identifying the district's strengths and challenges within each focus area to guide strategic goal development.

Proposed Next Steps:

- **Spring 2026:** Learner Profile Workshop (Governing Board, Staff, Parents, Students, and Community Members)
- **Fall 2026:** Strategic Planning Process

III. **ADJOURNMENT:**

There being no further business, Mr. Kuhlman adjourned the meeting at 7:50 p.m.

Mike Kuhlman
Secretary to the Board of Trustees