



P: 541.923.5437

F: 541.923.5142

145 SE Salmon Ave | Redmond, OR 97756
www.redmond.k12.or.us

BOARD APPROVED 1/24/18

Redmond School District
Board Work Session
January 10, 2018

Board Members in Attendance: Chair Rick Bailey, Vice Chair Tim Carpenter, Directors Shawn Hartfield, Johnny Corbin.
Absent: Director Travis Bennett

Distributive Leadership Team Members in Attendance: Dusty Porter, Kelly Mullins, Linda Seeberg, Paul Nolan, Jennifer Hesse, Evan Grant, Tracie Renwick, Tami Nakamura, Rayna Nordstrom, Stacy Stockseth, Mike McIntosh, Chad Lowe, Matt Williams, Chris Morton, Drew Frank, Rosemary Tyson, John Albrecht

PROCEDURAL ITEMS

Chair Bailey called the work session to order at 5:30pm.

Superintendent McIntosh read the Board Recognition Proclamation signed by Governor Kate Brown and thanked the Board for all that they do to support our students and community.

Kiki Fiersto and JJ Ridel from Redmond High School presented the Board with gift baskets as a thank you to the Board.

Steve Kelley, OSBA Board Development

The last Distributive Leadership Team meeting it was decided we would focus on the three District Strategic Priorities (Student Success, Effective Team Members, Partnership, Governance & Resources) and decide on metrics to follow the data and help support the district's goals.

Priority #1 - Student Success - Suggested Metrics – Linda Seeberg, Tracie Renwick, Chris Morton

Linda, Tracie and Chris presented the DLT with some options of metrics for Strategic Priority #1 – Student Success, which included Smarter Balanced Assessments (SBA), 9th grade on track, attendance, college and career readiness and advanced coursework for college credit. All of this data is high level and currently readily available.

They recommended these data sets:

3rd Grade SBA - English Language Arts

3rd Grade SBA – Mathematics

3rd Grade Attendance - % not chronically absent

6th Grade SBA – English Language Arts

6th Grade SBA – Mathematics

6th Grade Attendance

Freshman On-Track

- Students earning six or more credits by the end of 9th grade are considered on track to graduate
- Completion of Algebra 1 or above by the end of 9th grade
- Attendance
- Four year graduation rates (diploma) and four year completer rates (includes GED as well)
- Students participating in Advanced Placement and dual credit courses (Advanced Diploma, College Now, Expanded Options)

Steve Kelley asked the DLT to work within their small groups as discuss which metrics they find useful/not useful and what additional information could be useful and/or make the data more meaningful. Each small group's Board member reported out their findings:

Director Corbin –

- Useful – Focus on growth, benchmark comparisons at 3, 6, 9, comparisons of like districts and state
- More meaningful – Adding demographics of each group for attendance, cohort data, and track progress of district interventions

Director Hartfield

- Useful – 3, 6, 9 data all useful, but just may not tell the whole story
- More meaningful – Data that looks at engagement, and more data on chronically absent

Vice Chair Carpenter

- Useful – Keeping the information at a high level
- More meaningful – Adding a 6th grade pass rate on core classes, and number of students opting out of testing and how does that affect data

Chair Bailey

- Useful – Solid and understandable for board level, data will lend itself to other useful information
- More meaningful – Like-district comparison data, and break out advance diploma (by color)

Director Bennett

- Useful – Annual metrics to see trends, also data is easily digestible to general public
- More meaningful – Data for subgroups such as EL and SPED, watching four years to see the same group of students as they move through, and take the 5th year seniors out to have a more clear comparison

Similar patterns that emerged:

Cohort data

Simple, high level, 30,000' for public consumption

Simplify the college/career graph so it does not look detrimental

Engagement

October or November would be a good time of year to calendar reviewing this data next year.

Priority #2 – Effective Team Members

Since the DLT pushed through Strategic Priority #1 fairly quick, the group discussed Strategic Priority #2 – Effective Team Members. HR Director Lynn Anderson joined the group and was helpful to report what data we already had available to us. Here are some ideas the DLT brought up for possible data they might like to consider:

- Staff Retention
- Retirement vs resignation, as well as if employee left willingly, or was it a non-renew, etc.
- Special Education (different subgroups)
- Exit interviews
- Which groups to track? Lynn explained that turnover is the highest in our classified ranks, licensed are fairly stable. Lynn believes a factor is that we induct teachers and train, not so much with IA. Paul Nolan believes, to keep it simple, we track licensed teachers and IA's. The classified turnover is a global issue.
- Professional development – Frequency at the different levels, HS/MS/Elementary, hours per year
 - Wednesday professional development days (SIW) – Do we track that and who participates
 - Is there an opportunity for PD and is it being utilized
 - Two categories, embedded and optional

Lynn Anderson and her team will present metrics at a March board meeting for a first review.

Priority #3 – Partnership, Governance & Resources

Here are some ideas the DLT brought up for possible data they might like to consider:

Partnership:

- Schools to provide number of partnerships, with who, and how often
- Family engagement, Title I and III, who shows up to those activities
- Track volunteer hours

Governance & Resources:

- Financial audits – already using and effective.

April 11th is the next DLT meeting. Steve suggested we have the same conversation we did for Strategic Priority #2 & #3 as we did earlier to night for #1. Staff will have presented the data to the board ahead of time. The DLT will also discuss a time when it is best to have the annual review of the data. Steve reminded the Board that their role is around the strategic direction and the superintendent's job is the strategic planning. The Board will look at the data, but Mike sets the strategic targets, the Board should stay "big picture".

Break – Steve thanked and dismissed all DLT except Board members.

Steve led a conversation with the Board members about their reaction to the meeting, which was all positive. Steve also discussed the Board Self-Evaluation:

- Secretary Blanchette to send out Board Self-Evaluation via Survey Monkey on March 1, 2018
- Board will turn evaluations in my March 15, 2018
- Secretary Blanchette will send results to Steve Kelley so he can assist the Board in a discussion on April 11, 2018.

April 11, 2018 could be when the Board will receive the \$5000 scholarship check. The Board needs to decide how they will disperse the scholarship money. OSBA will ask for some information, news lips, etc., showing how the scholarship is dispersed.

Possibilities for annual review of data:

Strategic Priority #1 – Student Success - October/November

Strategic Priority #2 – Effective Team Members - March

Strategic Priority #3 – Partnerships, Governance & Resources - January/February

Once these are established, it is important to build the template for the timing of the annual reviews.

Board Work Session adjourned at 7:50 pm.



Richard C. Bailey, Chair



Gina Blanchette, Executive Assistant