

Redmond School District  
**School Board Meeting**  
**November 20, 2013**

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**In Attendance:** Vice-Chair, Ron Munkres, and Directors Bob Perry, Rick Bailey, Superintendent Mike McIntosh, RSD Staff: Linda Seeberg, Martha Hinman, Trish Huspek, Kelly Richard, Nicole MacTavish, Media – KTVZ, and approximately 30 community members. AJ Losoya was excused from the meeting to attend a prior work commitment.

Ron Munkres called the meeting to order with a quorum of three at 5:30 p.m. AJ Losoya was absent.

**PROCEDURAL ITEMS**

**Additions, Deletions and Corrections to the Regular Agenda**

It was requested that the board meeting minutes from October 30, 2013 and Special Board Meeting Minutes from November 12, 2013 be set forward to the December 18<sup>th</sup> meeting for review and approval. Board members concurred.

In addition, Bob Perry recommended moving the IB program discussion to be included with the Superintendents Report. Board members concurred with the move on the agenda. Superintendent McIntosh stated he has been informed there is a group of students who will be in attendance at 6:15 and he would request that when they arrive their comments would be heard. Board members concurred.

**Citizen Participation for Non-Agenda Items**

Taylor Bremont and Karissa Olson – *RPA students*. The students thanked the board for helping the RPA to be a school and to express appreciation for all of the choices the school provides to them. The RPA just hosted a Living History Day that was a huge success. Veterans were invited to the school to talk with the students about their life in the military and what they learned during that time. One of the highlights of the evening was the opportunity to meet Mayor Endicott. They enjoyed the chance to get to know him more.

Ron Munkres stated the whole event was well organized and he was very impressed with the respect the students showed the veterans.

*Tim Conley – IB Program* – Mr. Conley stated that his daughter is a junior at Redmond High School who is enrolled in IB coursework. “As a parent I have a concern with how the end of the IB program is coming about. Current juniors are given the choice between IB and AP. The students that chose IB were given the assurance that they would be able to complete the program. Many of these kids have made the sacrifice of attending RHS to be able to participate in the IB program. Out of respect to these students I would request that everything be done to let these students finish the program. If we go to an AP system it is different in the philosophy. It isn’t fair to the students who love the curriculum to be asked to change curriculum for their senior year. This class is being asked to be the sacrificial lamb. I understand the financial ramifications of the program, but I would hope the commitment would be honored for this group of kids.”

*McKenna Conley* – She chose to take IB because many of them are two year courses. The learning style is different and the AP classes don’t go as in-depth as the IB program classes.

*Julie Wright – Parent* – Ms. Wright stated that she is curious to know how many junior and seniors are enrolled in the diploma program. McKenna reported there is only one student who is going for an IB diploma but there are a lot of students enrolled in the IB classes. Ms. Wright is in attendance to find out what the replacement classes will be.

*Tanya Mendoza – RHS Senior* – She is currently a full IB senior and has been in the MYP program. “I appreciate everything the district has done to support the program. Without this program I don’t think I would be looking at many colleges and my education wouldn’t be as far as it is. The IB program is a community that builds a foundation of learning the skills they need to know. Many of my friends that couldn’t be here have also been impacted as well. My personal belief this is the best education I could have received and I don’t think you can put a price on that. It has given me a foundation that will carry me through college and my life.”

*Emma Price – Currently a junior in the IB program* - “For a long time IB has been something I have wanted to do. The opportunity has been great. I realize the IB program won’t be a reality for future classes. Is it right to not let us finish? I forecasted for this and I was told this was something I would be able to do. Now, you are taking it away. I don’t know what to believe anymore – I trusted they were telling the truth when they said I could do this. I understand it is a lot of money and there aren’t a lot of kids doing it. I don’t know how fair it is to not let us finish.”

*Brian Hicks –IB senior.* “I want to express how much the program has helped me in getting through high school. Since the sixth grade the IB program has always been my goal. It was a wonderful opportunity for me to go into high school where there was a group of students who are incredibly dedicated to their work. I love all of the teachers and coordinators. I wouldn’t have gotten what I have out of high school without this program. I have learned to manage my time and to become more involved in my community. I have learned to think independently. As I have been getting ready for college I have talked with admissions officers who have said that an IB diploma is the best thing they can see for college admissions. I feel at the very least we should allow the juniors who have started the program finish.”

*Teddy Tsui* – Thanked the board for their time and consideration. “Upon hearing we were going to drop the IB program I knew I had to advocate for the program that has had a huge impact to my high school career. I understand this is a financial situation and that catering choice for a few students is not financially efficient. I believe that a better solution to this problem would not be to give up something that could challenge and excel students in their lives, but to make it more appealing or attractive and something other students would want to do themselves. Many of our IB teachers have been taken away with the split of the two high schools. But this program is something worth fighting for. As students, our job is to reach out and achieve academic excellence. Develop the mind set and skills so that we will be successful in college and the rest of our lives. I am looking for ways to make myself better, to see how I could skip grades and that came in the form of the MYP program and by promoting this program at an earlier stage more interest in the program could happen. I have learned task managing skills and the mindset of being more than what I can settle for. To take this away would not benefit the students here – it would be detrimental to their academic lifestyle. Students in this program know how to face situations in college because the IB program taught key skills to them. There need to be provisions before you drop the program. I don’t believe you taking away academic excellence from the students is right. Taking away this option says something about our community.”

*Denise Roberts – IB Coordinator* - Encouraged the students to come so there are faces attached to the implications of this decision. Most of you know the history of the IB program but I want to bring it back to the start when we moved it to the Hartman Campus it became known as the glory days. We encouraged students beyond regular academics. IB is a whole way of being. Instead of saying that happened at Hartman, I don’t understand why we can’t aspire that at Redmond High School. When doing evaluation I had to list out the administrators of the IB program and I didn’t realize we had had six principals during that time. It is hard to build a program with that much change. I still don’t think that is a reason to end something that can be so great. We need to talk about the number of students we can get interested and into the program. No professional development time allowed for the IB program. It is aligned with the common core and it raises the rigor of learning. Encourage every student to take at least one IB class. Need to address the concern of getting more students in the program and pushing the administration at RHS to building the program. Need to be sensitive to the juniors this year because last year they were promised they could finish the program.

*Hilda Beltran – IB Teacher at RHS* – Speaking in support of the IB program she stated that as the decision is being made to stop the IB program and replacing it with AP curriculum, we are sacrificing coursework that is

already common core aligned. The program she is teaching is not designed to be exclusive but it is designed to be inclusive. “Why would we replace a college level course that is common core aligned and replace it with a course that isn’t? I understand the financial requirements but I would like to be a part of a professional group that looks at the IB course vs. AP in alignment with common core embedded requirements. I would encourage us to slow down and examine all of the pieces. Before we are saying we are going to replace it, we need to identify what will be used. I want to make sure it will truly be compatible.”

*Susan Shayegi – IB Teacher at RHS –* She has been with the IB since the beginning. “Going through the process of ending the Middle Years Program (MYP) was one thing but there was a glimmer of hope knowing we had a year to bring the IB program along. When looking at the dynamics of the freshman and sophomore classes, those students need time to be exposed to the IB program. With the moving of schools, staff and administration the activities in the 9<sup>th</sup> and 10<sup>th</sup> grade haven’t happened and the students don’t know anything about the IB program. I have been looking at how they can give those students the aspirations and confidence that they can do the program. I feel like everything I have been doing has been done for nothing because the program isn’t going to continue. There are 82 students in the sophomore honors English class. Those are students who would fold into the IB program. IB programs grow gradually. I attended a regional conference of IB schools where I received information that it didn’t matter what size the school was in relation to the number of students participating in the program. North Eugene has the same demographics as Redmond and they have an IB program. I haven’t had the opportunity to dig deep into their program. I would advocate looking at this issue before cutting it off.”

*Rachel Sarrett –* The Goals of RHS are to increase rigor and to have inclusivity and to get as many students involved in a common goal as possible. The IB program is aligned with those goals. In actuality in English the juniors have two full classes and senior’s one full class. Of those students about 75% are taking the IB test. We get our kids college credit more than any other program in the district. Inclusivity is the main thrust of the IB program. We might have small classes but it doesn’t take much effort to increase those numbers, recruitment can help. How can we make the money to pay for IB – IB is a draw, if we promote it the kids will want to receive the IB credit.

*Caroline Agee – RHS IB Student –* “Prior to this morning I was the junior class IB candidate. I would like to propose the continuation of the IB program for the juniors so that she can graduate with the IB diploma. I have been looking at colleges that take the IB diploma. IB is a great program for Redmond High School.”

Ron Munkres expressed his appreciation for everyone’s time and effort tonight in providing their input.

## PRESENTATIONS

### Superintendent Report and IB Program

Superintendent McIntosh provided a copy of a letter that was sent to staff and students at RHS. “This has been the toughest decision that has been placed on my desk. As we were looking at dividing RHS into two schools we wanted to desperately preserve the IB program. At that time Superintendent Mikalson did his best to do just that. In that conversation he also committed to continue to reevaluate that decision against enrollment numbers. This conversation around stopping the IB program is not about the quality of the program or instructors. What I am proposing is that we repurpose the resources that are going into a very narrow band of students, to the detriment of other students. The rigor has become the RHS honors classes. There are a significant number of students who are being under-served at RHS due to class numbers. We staff a building based on ratio. We are not in the fiscal position to have added staff to teach the IB courses. This topic came for me as a business decision. In this process we had three objectives; how do we exit gracefully from the program, to identify a replacement strategy and replace the curriculum, and thirdly to take care of the kids. My objective is to not leave these students stranded. I am excited about the possibility for RHS to create an incredible system. I apologize for what seems like abruptness but this decision process has been a long time coming. There will be an expense to launch any replacement program that provides the rigor we have come to expect, but not to the extent that the IB program demands. Our motivation is pure, our goal is to deliver the best possible education to every child and right now I’m not sure we are doing that. I met with the leadership team and IB teachers last night and I heard some powerful testimony. There is a firm belief in the system. There was also some powerful testimony that we can

move forward to make the system strong. I met with the rest of the staff this morning. It is critical to understand the dynamic of culture in a building when there are teachers serving two different size populations of students. We can move forward but it is going to need collaboration. I feel like this is the only choice I have given the fiscal environment and enrollment. IB was born of a vision many years ago and was birthed as the International School of the Cascades. The unsustainable factor is that we have two high schools of 850 students and the number of students willing to take on the challenge of the IB program is small. I feel compelled to represent the total population the best I can. Where we go from here needs to happen very rapidly. As with any decision, there are opinions on both sides. The small number of students and a large expenditure is the basis of this decision. I trust that the board accepts that and has confidence in our team to move forward.”

Bob Perry stated, “When we hired you to be superintendent we hired you to make the tough decisions. And it is clear this has been a hard decision.”

Rick Bailey stated, “For two years I have been defending the program and I feel we are abandoning our best and brightest students but for some reason the program is not attracting the students it needs to survive. My daughter had a full IB diploma last year and I firmly believe it is the best the thing for kids. But, while the program needs to be phased out, it would be unacceptable to abandon the juniors or seniors.”

### **Association Reports**

*REA – Barry Branaugh*

- There was a survey completed around the new evaluation system to get a feel from people on how they perceive it is going. The survey created some interesting results. Mike will work with his administrative team and evaluation team to look at the results to see what next steps need to happen.
- Expressed a concern that as money is coming back in to the district there might be an eagerness to make up for lost time. “The concern that has come out is the rate at which we add things. Please be aware that every program that has been presented I believe is good for kids. My concern is in the implementation. It is the teachers that need to implement it and the issue is time. The problem is that the only thing I can do in my schedule is to teach kids. With every successive program that comes in, it takes away more time. The concern is that if we bring in too many, we don’t do them well. As we go forward as a district we need to be cognizant of time. The reality is that we still have a resource issue and we can’t do it all.”

## **ACTION ITEMS**

### **OSBA Election**

The Oregon School Board Association is organized as one general state association with up to 21 elected representatives established across 14 geographic regions to support member participation and representation. Member boards also elect the Legislative Policy Committee and vote on the OSBA Legislative Policies and Priorities.

Before the board in this election is:

1. One candidate, Cheri Helt from Bend, for Position 3 on the Legislative Policy Committee.
2. One resolution that would amend the OSBA Constitution to change the election process to correct inconsistencies in election procedures.

There was a request from Bob Perry to separate the candidate election from the resolution so that the two issues could be voted on separately. Board members concurred with this request.

### **OSBA Resolution – Election Process**

*Bob Perry made a motion to approve the OSBA resolution as presented. The motion was seconded by Rick Bailey. Motion carried 3-0*

**OSBA Legislative Policy Committee Election**

*Rick Bailey made a motion to elect Cheri Helt to the OSBA Legislative Policy Committee. The motion was seconded by Ron Munkres.*

Discussion: Bob Perry stated that he tried to reach Cheri Helt today for the purpose of finding out what her position is on Common Core State Standards. He wasn't able to speak with her prior to the meeting beginning. He reported that based on his position regarding Common Core State Standards he could not in good conscience vote for someone who is, or might be, in support of those standards.

Board Vice-Chair Ron Munkres called for the vote: *Motion failed 2-1 for lack of a majority. Bob Perry was the dissenting vote.*

**Consent Agenda**

- Personnel Report
- Board Work Session Minutes from November 12, 2013
- Gifts to the District

In response to the many donations to the district that have been presented, Bob Perry expressed his congratulations to the community for their strong support of the district.

*Bob Perry moved and Rick Bailey seconded a motion to approve the consent agenda as amended. Motion carried 3-0.*

**DISCUSSION ITEMS**

**Board Member Updates and Requests for Agenda Items**

Ron Munkres

- The Living History Day at the RPA was a great event. He was very impressed with the organization of the event and the participation of the students.
- Had an opportunity to visit Vern Patrick Elementary at their Title I meeting. He noted the appreciation of the parents to the staff for the work they are doing with the students.
- Reported that he had met a teacher at the OSBA convention and when he asked her what she did she said, "I am just a teacher." His response to this comment was that she shouldn't ever say that because she is on the front lines doing great work every day.

**ADJOURN**

*Rick Bailey moved and Bob Perry seconded a motion to adjourn the regular meeting at 7:20 p.m. Motion carried 3-0.*

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Ron Munkres, Board Vice-Chair

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Trish Huspek, Executive Assistant