

Redmond School District  
**School Board Meeting**  
**February 26, 2014**

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**In Attendance:** Chair AJ Losoya, Vice-Chair, Ron Munkres, and Directors- Rick Bailey, Bob Perry, and Shane Nelson, Superintendent Mike McIntosh, RSD Staff: Linda Seeberg, Kathy Steinert, Trish Huspek, Kelly Richard, Nicole MacTavish, Lee Loving, Martha Hinman, Lynn Evans, Rayna Nordstrom, David Burke, Chris Morton, REA representative, Lisa Sage. From the HDESD, John Rexford, and Bob Moore, From the RPA –Tayler Bremont, and Karissa Olson, community members, Vickie Lewis, Val Nichols, Bill Walker.

AJ Losoya called the meeting to order with a quorum of five at 5:35 p.m.

Bob Perry led the group in the flag salute.

**Citizen Participation for Non-Agenda Items**

Tayler Bremont and Karissa Olson – Redmond Proficiency Academy

- Open House – Tuesday March 4 – All campuses are open to the public to tour the school and to talk with students and staff. This is a great time for students who are thinking about attending the RPA to come and check out the program.

**PRESENTATIONS**

**2014-2015 Local Service Plan**

John Rexford, Superintendent of the High Desert Education Service District (HDESD) and HDESD Board Chair Bob Moore were present to formally present the HDESD Local Service Plan (LSP) to the Board. The Plan includes services in the areas of Core Services, Children with Special Needs, Technology Support, School Improvement Services, Administrative and Support Services.

Bob Moore reported on changes in the ESD. “We have had a change in leadership with Superintendent Rexford joining the ESD. Last session in the legislature was a big session regarding ESD’s about how the state would be structuring ESD’s. As of the last couple of months we have started creating a new Strategic Plan for the ESD. We have received assurances from Salem that not a lot of changes will be made to the ESD structures. This has allowed us to sit down and evaluate where we are going as an organization. A high priority will be to obtain input from our component districts.”

The 2014-15 LSP includes services required by state and federal law and services contracted to component school districts, non-component school districts and other public and private entities. 90% of all State School Fund monies received by the HDESD are spent on services provided directly to component school districts pursuant to OARS 327.019(8). Resources are allocated based on student count. Several new programs have been added to the menu of services available.

Superintendent Rexford stated the plan defines the menu of services that are available to the school districts. Resources are allocated based on student count. Several new programs have been added to the menu of services available.

Also included in the report is a document that reports out their goals and outcomes as an organization.

Each component school district (Bend LaPine, Crook County, Redmond and Sisters) is required to review and either recommend changes to the distribution of the LSP dollars or approve as presented.

### **Superintendent Report**

Superintendent McIntosh reported the following:

- Reported on the posting and hiring process for the Director of Technology and Innovation. During the first round the district interviewed and offered the position to someone who ultimately declined. The position has now been reposted. Review of the applications will begin next week.
- The district has planned to also hire a programmer. “We have a number of structural things that aren’t being supported. The ESD will hire a programmer to support the work that we do.”
- Superintendent McIntosh reported that the Hartman Campus will open as an elementary school in 2015. There have been three significant decisions that have been made to get to this point:
  - The district will resume occupancy of the Hartman Campus
  - It will be a K-5 school
  - Planning Principal - This is big work that is complicated because of a boundary change. Boundary changes are always a large piece. The planning principal will be instrumental in this process.
- High School forecasting has gone incredibly smooth. The technology has worked successfully.
- Superintendent McIntosh will be attending a Youth Build conference in Seattle next week. The district partners with the Heart of Oregon at Brown Education Center to offer this program.
- Superintendent McIntosh expressed kudos to Nicole MacTavish in organizing the visit to RHS by superintendents in the region. The superintendents were greeted at the front door by JROTC students who were very attentive to their guests. “They attended to us in every way. The comments from the superintendents were touching.”
- Superintendent McIntosh attended Redmond Executive Association meeting. “It was a great visit and they had great questions about the district.”
- Superintendent McIntosh has been visiting the elementary schools in the morning, delivering donuts and hanging out in the staff room to have informal conversations with the staff. “Overall everyone is doing well but they are working hard. “Our folks are working hard to do the very best they can do.” He is enjoying going out and acknowledging their work.
- RHS was approached a while back about placing a war memorial showcase in their school that would honor RHS graduates who were killed in action. The memorial will go back as far as World War I. We are currently doing research to determine who those soldiers are.
- A Teacher Leader Banquet will be held on April 11<sup>th</sup> at the VFW hall in Redmond to honor 137 teacher leaders in the district who are going above and beyond.
- The last Budget Taskforce meeting was held last night. The Board will have a proposed budget on April 30<sup>th</sup>. Kathy and her team are now in the process of developing a line item budget. Superintendent McIntosh stated “I felt good about the work that was accomplished during the Budget Taskforce process. We are not trying to bargain with the associations within the budget process. However the budget does inform that process.”

Bob Perry asked the following questions regarding full day kindergarten:

1. How do parents feel about all day K?
2. Can kids at that age handle that much time in school?
3. Will we get funding?
4. Does it make a significant difference in a students learning?

Superintendent McIntosh stated, “What we know is the legislature has said that all day K is not mandatory but if we choose to implement in 2015, we will get a full ADM. The question is if the money pot will get bigger to cover that additional expense. We are moving forward as if it will. Full day K is appropriate for most students but there is going to be an exception for every situation. Parents have the

right to do what is best for their child. Our kindergarten readiness assessments are dismal. We are experiencing a lot of kids who are not ready for school. Through Title I funds some students are attending an extended day kindergarten program this year. We believe those students will surpass those students who only attend for 2.5 hours per day even those students who came into the program behind grade level.” Superintendent McIntosh is in full support of all-day kindergarten.

Linda Seeberg stated, “We are in conversations with other districts who are currently offering all-day kindergarten to ask those very questions. The implementation was the biggest change but once it was implemented parents are supportive of the idea.” In conversations that she is having with current half time kindergarten teachers they are expressing relief in being able to stretch the learning out into the course of the day. “We are going to be very careful as we implement the program.”

Rick Bailey stated he isn’t convinced that a child that young can be engaged for that amount of time. He is curious about what happens when a kindergarten student comes in the first day of school and is reading at a 3<sup>rd</sup> grade level. Will the teacher be able to move that student over so they can progress at their rate of learning?

Linda Seeberg stated that is exactly what the teachers were talking about, to be able to add an additional half day to kindergarten will allow those things to take place.

Superintendent McIntosh stated, “Options become greater for all students at all levels of learning.”

### **Association Report**

Lisa Sage – REA

- Just completed forecasting for next year
- Appreciate all of the communication that is coming from Superintendent McIntosh
- Relief funds have helped in a lot of places
- Agrees with Linda’s statement that was in the Bend Bulletin regarding Common Core not dictating curriculum that it is standards. That Common Core is learning standards.
- Teachers are staying positive and burning the midnight oil creating curriculum that aligns to the standards

Ron Munkres stated that it would be helpful to the Board to be able to see an example of the work they are doing to create curriculum that is aligning to the standards. Linda Seeberg stated that the Common Core Store is still a developing resource and we will continue to house things there for easy access for teachers.

Superintendent McIntosh stated the work they are doing is transformational. He appreciates the comment that they are staying positive about the work.

Bob Perry stated that he isn’t blaming anyone in the district but he does take issue with the fact that staff continue to state that Common Core isn’t curriculum. “Common Core standards directly lead to what information is contained in both Common Core-aligned teaching materials and the assessments. What is taught is directly related to what is tested and what is tested is directly related to the content of the standards.” Mr. Perry believes to communicate anything other than that is misleading and shouldn’t be happening.

AJ Losoya stated, “This isn’t anything that our Board members can control. Our state doesn’t have an option and I know there is a lot of great work going on. I appreciate all of the work and communication that has been going on to educate everyone on the Common Core.”

Rick Bailey stated, “When I was reading the Common Core statements it stated that yes these are standards but that they are also a baseline. From what I am hearing we are adapting the curriculum but I would like to see where we are going to use Common Core as a baseline and go beyond it so that we can say our students are well educated and we don’t have to worry about minimum standards.”

### **Deschutes County Public Library**

Todd Dunkelberg from the Deschutes County Public Library was in attendance to speak to the partnership they have with the Redmond School District. Their goal is to develop a love of reading with people with all ages, develop reading readiness, and improving literacy skills and supports the governors 40-40-20 initiative. He reported that librarians are trained in preparing parents and caregivers in the importance of literacy and how to teach reading skills. “They have the same challenges that the schools do in reaching those students who don’t have as much support at home in developing reading skills.”

The most visible presence in the schools is the Library Lynx program at the schools. At every elementary school the students can reserve a book and then the library sends them to the schools for the students to check out. This program is unique to the state and one of only a few in the country.

“This has been a very successful partnership with the school district.”

## **ACTION ITEMS**

### **Classified Appreciation Week**

Each year a week is set aside in March to recognize and honor classified staff members for all they do for our schools. This year the week of March 3-7 has been designated as that week.

AJ Losoya stated that on behalf of the entire Board they would like to extend their warmest appreciation to every classified team member in the district. “Each of you is a valued team member in the district.”

The Board was provided a copy of a resolution that will be sent to each school expressing the Board’s deepest appreciation for the work and dedication each classified employee provides to the district.

AJ Losoya read the proclamation to the attendees of the meeting.

Superintendent McIntosh stated, “I wish we had a rep here tonight from the classified ranks. As a district we work hard to recognize them and make them nothing less than a team mate. There are over 300 classified staff members in various positions, it is impossible to place a value on that contribution. We honor that value to our district.” Supt. McIntosh will be sending out a message to the classified staff on Monday morning.

*Rick Bailey made a motion to declare March 3-7 as Classified Employee Appreciation Week. The motion was seconded by Shane Nelson.*

Discussion:

AJ Losoya asked Board members to consider changing the language to read, “Classified Team Member Appreciation Week. He feels that given the definition of both of those terms that “team member” supports what we have been doing across the district to create a “team effort.”

Board members concurred with the language change.

*Rick Bailey amended his motion to declare March 3-7 “Classified Team Member Appreciation Week” Shane Nelson seconded the amendment. Motion carried 5-0 as amended.*

### **Licensed Staff Contract Renewals**

Under ORS 342.805 to 342.937 the Board is required each year to take action on the contract status of licensed district employees. Renewing probationary teachers and administrators and extending the contracts of contract status licensed teachers and administrators must be completed prior to March 15<sup>th</sup> as per the appropriate statute.

Lynn Evans, Human Resources Director reviewed with the Board the document that indicates the Licensed Employee Contract list and recommendations.

*Bob Perry made a motion to adopt the recommendations listed on the teacher and administrator status list provided for the 2014-2015 school year as presented. Rick Bailey seconded the motion. Motion carried 5-0.*

### **House Bill 3681 Transfers and Enrollment Caps**

Superintendent McIntosh stated reviewed with the Board that House Bill 3681 was enacted by the 2011 legislature and provides an additional method of school choice for Oregon students. The bill did not remove Oregon’s traditional methods of inter-district transfer, tuition and mutual district agreement. Local school districts have control over the decision of whether to accept students using any of the methods of inter-district transfer.

Timeline requirements for districts:

- Prior to March 1, district school boards must determine whether the Board will give consent to persons whose legal residence is not within the school district to attend school in their district. If the school board gives consent, the Board shall establish the number of persons whom consent will be given for the school year.
- April 1 – Deadline for students to seek consent from districts offering transfers
- May 1 – Deadline for districts to provide written notice to districts of residence that a student has received consent to transfer.

Also reviewed was the Capacity by School by Grade report. As a district we can indicate where we have openings at grade levels at each school.

*Rick Bailey made a motion to accept non-resident students under the provisions of HB3681 for the 2014-2015 school year and to approve the grade level capacity report as presented. The motion was seconded by Ron Munkres. Motion carried 5-0.*

### **Local Service Plan Approval**

Mike McIntosh stated that what we are proposing is the menu of services. “From this plan we purchase legal services, special education services, etc. We will get together to discuss the dollar amounts and what the services are that we need. The ESD comes up with the services and then we go through the process of the budget cycle to determine which ones we select. Right now we have some technology services coming out of the LSP for this year. We are going to bring those back to the Redmond side and repurpose the dollars that are assigned to this plan.”

*Ron Munkres moved to approve the High Desert Service District Local Service Plan as presented. The motion was seconded by Rick Bailey. Motion carried 5-0.*

## **Consent Agenda**

- Personnel Report
- Finance Report (Have been reviewed by the Finance Committee)
- Board Meeting Minutes from January 29, 2014
- Board Work Session Minutes from February 12, 2014
- Gifts to the District

Superintendent McIntosh reviewed the gifts to the district that have been received in the last month in acknowledgement of the incredible support the district is receiving from the community. “Without this kind of support we wouldn’t be able to afford the richness of the programs we offer.”

Rick Bailey stated that he wanted to acknowledge Redmond High School. “It seems that for a while now we have been hearing about Ridgeview but it seems to me that Redmond High School is hitting its groove again.”

*Rick Bailey moved to approve the consent agenda as presented. Shane Nelson seconded the motion. Motion carried 5-0.*

## **DISCUSSION**

### **Superintendent Evaluation – Board Questions/Requests for Additional Information**

AJ Losoya stated that he hopes board members are well into completing their superintendent evaluation. Board members were provided an opportunity to ask clarifying questions or make requests for information prior to completing their superintendent evaluation forms.

Shane Nelson stated that he is impressed with the summary that Superintendent McIntosh provided to the Board. “I can tell that you are a tremendous leader.” He further stated that the following questions were for his personal edification regarding district processes.

Q. Is there a system in place to track professional development at the building level?

A. School improvement Wednesday is our big job embedded professional development opportunity. Principals are responsible for everyone signing in. Lynn Evans stated that the evaluation of professional development varies by building. Each principal is responsible for providing an opportunity for staff to provide feedback. There isn’t a district level assessment that happens on each of those days.

Q. In the distributive leadership model, are there building teams that are responsible for developing school improvement plans?

A. Linda Seeberg reported that the school improvement planning document is tied to the Strategic Plan. Principals look at school level data when they are developing their school improvement plans.

Bob Perry stated that this process is very difficult. “The Board is being asked to evaluate the superintendent on completion of tasks instead of results. I don’t think that is fair to Superintendent McIntosh or the Board. If you are a salesman, you can’t base your success how many calls you made it is based on the sales you are realized. In this case, it is based on how the kids are doing. I struggled with this because it isn’t kid focused. The jury is still out on student achievement.”

Superintendent McIntosh stated, “We expect there to be multiple measures. We aren’t going to pin the success of an entire team on one number. I have two goals as superintendent; to enhance instructional technology and to increase our high school graduation rate. Both demand deeper tasks. I don’t want to diminish the success of the tasks because that is how we get to the desired outcomes. We need to mark

growth based on whatever data we choose to use as the marker and one that has some chance of being sustainable three years from now.”

Lynn Evans stated that one of the key things that we are going to start reaping the benefits of in student outcomes is that we are in year three in the implementation of our evaluation system. “It really is a paradigm shift as far as how the principals are coaching their teachers. It is working; either the teachers are improving their practice or they aren’t working for us anymore. That is a high impact area where we are going to see some good outcomes.”

Superintendent McIntosh stated that the desired outcome is that we have meaningful feedback that is based on a crystal clear understanding of what we do and where we are going. “If we look at a learning attitude one must accept those things as our present reality.” He expressed his appreciation for the Board’s participation in the process so far. “We will take the information/feedback and morph the system to get to the right process.”

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

Ron Munkres

- School Visitations
  - He attended the Music and Movement event at Terrebonne Community School. “It was very enjoyable with a lot of energy. The gym was packed and they had great parent participation.”
  - He was at Redmond High School to attend the Key Club. While he was there he went down to the CTE wing unannounced. He was very impressed to see all of the students “on task.”
- He has been participating in the ASPIRE program. He has learned that we need to encourage students to know where they are on their transcripts.
- Vern Patrick is going to be providing him data on the effects their CLC program has on their students.
- We need to keep sustainability for the CLC programs

Rick Bailey

- Attended a science event at Vern Patrick. “The students are learning a great deal and are enjoying it.”
- Reported that people are noticing the security doors that are being put in at Sage. “This lets them know that the district continues to be concerned with student safety.”

Superintendent McIntosh reported that the district is continuing to implement security measures to help protect our kids. “If you don’t hear anything about it, that doesn’t mean we aren’t still marching down a well-defined path.”

Shane Nelson

- He is a part of the Shared Future Coalition. Of the five entries received, two entries were from students at Ridgeview High School. “The submissions were really good. I was impressed. I had a great sense of pride to see those.”

Bob Perry

- Reported that he had requested some information from Superintendent McIntosh regarding possible textbooks being used in the district. He was impressed that before the end of the day he received word that they were not being used in our district. He thanked Superintendent McIntosh for the quick information.

- Provided a map that represents the states that are reconsidering Common Core. They are all at different stages in the reconsideration process.
- Read an article regarding Common Core that warns one size fits all is un-American,

AJ Losoya

- Attended the Obsidian Middle School Showcase Night. “This was a great way for students to showcase some of the work they are doing in class. There were a few different CLC presentations that night. I was so impressed with what they are doing with drama at Obsidian.”
- Sage Elementary has a 5K walk coming up. Sign up ends on Friday.
- Reported that he went into Sage and forgot to sign in at the office. The office staff chased him down to put a visitor tag on him. He was impressed with their diligence in maintaining school security.

**ADJOURN**

*A motion was made by Rick Bailey and seconded by Shane Nelson to adjourn the meeting at 8:04pm. Motion carried 5-0.*

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AJ Losoya, Board Chair

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Trish Huspek, Executive Assistant