

Redmond School District  
**School Board Meeting**  
**April 24, 2013**

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**In Attendance:** Chair Cathy Miller, Vice-Chair AJ Losoya, and Directors-Ric Little, Bob Perry, Pat Reck, Superintendent Mike McIntosh, RSD Staff: Lynn Evans, Trish Huspek, Kelly Richard, Linda Seeberg, David Burke, Chris Morton, Lee Loving, Tracie Renwick, Martha Hinman, Nicole MacTavish, RPA, Sandy Cloud, Kaitlyn REA President, Karen Gray, OSEA President, MaryAnne Agee

Chair Cathy Miller called the meeting to order with a quorum of five at 3:00 p.m.

### **PROCEDURAL ITEMS**

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

Association Reports will be added to the agenda.

#### **Citizen Participation for Non-Agenda Items**

Kaitlyn Monchamp – RPA

- Prom was wonderful. Leadership team did a great time putting everything together
- Graduation- May 23, 6:00-pm Fairgrounds Expo Center
- Dr. Bullock has decided that he wanted to talk with the senior class and have a Q & A session with the students. “It was nice to have discussion and not feel like we were being lectured. We got a lot of questions answered.”
- Spring Musical will be on May 17.

#### **Association Reports**

Karen Gray – REA

- Rebranding of the REA – The shared leadership model has been approved by the rep council. They are in the process of school visitations sharing the information with staff and recruiting them into positions of leadership. Provided a copy of the new vision/mission statements and new logo.
  - The REA promotes excellence in professional proactive and teacher led innovation
  - The REA is committed to ensuring that teachers are respected, valued, and equal partners in all decisions that impact the full development of students.
  - The REA is a democratic union dedicated to ensuring the full rights and participation of every member. As such, members share the responsibility to help support, develop, and advance the vision of the REA.
- Barry Branaugh and she have agreed to become co-facilitators in the transition in leadership
- Meeting tomorrow night with all of the school board candidates in a round table format
- Begin bargaining in a somewhat non-traditional method. Josh Davis, Barry Branaugh and Karen Gray will be representing the association.
- Had an opportunity to meet with the Governor. Met with a group of 15 teachers in Bend for 1.5 hours. While it was an interesting experience, Karen stated that she isn’t sure that it will go anywhere. From the 15 teachers that were there, the focus was on the impact of funding on students and not one person spoke about the impact to teachers. She was very pleased to see that.

MaryAnne Agee – OSEA

- Recently concluded elections for OSEA board positions. William Hilgers will be the VP.
- Looking forward to negotiations

- Upcoming PERS presentation that is being provided by OSEA on May 9, 6:00-8:00pm at Ridgeview High School.

## **ACTION ITEMS**

### **Contractor Selection for the Elton Gregory Middle School Roof Repair**

Brett Hudson, Construction Manager and Superintendent McIntosh provided the board with a review of the process that has been involved in the resolution to the EGMS roof repair.

Through a competitive RFP process that was approved by the Districts appointed Construction Council; we received four proposals in response RFP #2013-03. The proposals were scored independently by four individuals of the RSD and one professional consultant. The proposal were scored on six individually weighted criteria consisting of the firm's background, qualifications, K-12 experience, approach, local knowledge and lump sum price.

The district received four excellent proposals from all very qualified firms. The proposals represented companies from Central Oregon, the Willamette Valley and Southern Washington. All but one proposal was within our estimated budget and had one firm that scored the highest on all review score sheets showing to have met the requirement and qualifications as set in the RFP.

Staff recommends the Board approves the results of the RFP and selects Eagle Roofing as Prime Contractor for the Elton Gregory Roof Replacement Project.

*AJ Losoya moved and Bob Perry seconded a motion to approve the results of the RFP #2013-03 Elton Gregory Middle School Roof Replacement Project and contract with Eagle Roofing as Prime Contractor. Motion carried 5-0*

### **Teacher Appreciation Week – May 6-10**

Cathy Miller stated that in addition to the appreciation resolution being adopted and distributed to the schools, the board will also prepare a personal message to the staff recognizing everything they do for the students and families in the district. "Teacher appreciation shouldn't be limited to just one week. We should appreciate them all the time."

The proposed document was reviewed and several changes were made to the language.

*Pat Reck made a motion to accept the resolution as amended. AJ seconded the motion. Motion carried 5-0.*

### **High Desert Education Service District Board Election**

Cathy Miller reviewed with the board that with her retirement on the ESD board, there is a requirement for the RSD to be represented on the ESD board. We have one applicant, Michael McGowan. Our action tonight is to appoint him for that position. The appointment is for a four year term.

*AJ Losoya moved for Michael McGowan to be elected to the HDESD board position for the RSD. Bob Perry seconded the motion. Motion carried 5-0*

### **Policy CCG – Licensed Evaluations – Administrators – 1<sup>st</sup> Reading**

Lynn Evans, Director of Human Resources provided a review of the policy revision regarding the licensed administrator evaluations. These revisions come about due to Senate Bill 290 which requires the State and TSPC to adopt educator standards as well as administrator standards. It is our responsibility to make sure our policy aligns with those standards.

Board members were provided an opportunity to ask clarifying questions regarding the frequency of evaluations.

AJ Losoya stated that he feels feedback is the number one thing that is lacking in the district. “Everyone deserves annual one-on-one feedback.”

Lynn Evans stated that, “In our evaluation system we have monthly opportunities to sit down with administrators to provide informal feedback to them. Everyone is getting more feedback than they have every received before. We are becoming a culture of learning and feedback to our staff.”

Karen Gray stated that feedback is built into the system. “The standards are different from teachers but the processes are very similar.”

Superintendent McIntosh stated, “Every district in the state must have something in place by July. Redmond is one of eight to ten who are pilot schools. We are ahead of that curve and are poised to be in compliance with the evaluation expectations of the state. As a pilot district, we are in a position to provide the state feedback on the Oregon framework.”

*Bob Perry made a motion to approve CCG – Licensed Evaluations – Administrators as presented. Pat Reck seconded the motion. Motion carried 5-0.*

#### **Policy GCN/GDN – Evaluation of Staff – 1<sup>st</sup> Reading**

Lynn Evans stated this policy addresses licensed employees and classified staff. “This again is a revision in response to the passage of Senate Bill 290. Of note, is for our licensed staff, our standards that we use for teachers are grounded in the Charlotte Danielson standards and they must be aligned to the Oregon standards for teachers. The recommended policy language ensures that we are compliant with the new regulations. Classified employees are listed in this policy as well.”

Board members were provided an opportunity to ask clarifying questions regarding the policy.

*AJ Losoya made a motion to approve GCN/GDN – Evaluation of Staff as presented. Bob Perry seconded the motion. Motion carried 5-0.*

#### **Policy CCA – Organizational Chart – 1<sup>st</sup> Reading**

Superintendent McIntosh reviewed with the Board the current organizational chart that represents a shared leadership vision. By statute the superintendent reports to the board. Anything below that reports to the superintendent. He stated that he is pleased with how this shared leadership model is working. Superintendents in the past were more intimately involved in every facet of the district. This model allows the leadership team to specialize. In the center of all of it is the School Improvement Team. This team also serves as the Achievement Compact Committee.

*AJ Losoya made a motion to approve CCA – Organizational Chart as presented. Ric Little seconded the motion. Motion carried 5-0.*

#### **Consent Agenda**

- Personnel Report
- Board Meeting Minutes from March 20, 2013
- Finance Reports (Have been reviewed by the Finance Committee)
- Gifts to the District
- Out of State Field Trip

AJ Losoya reported that Kathy Steinert had invited Dr. Bullock to make a presentation on the audited financial statements. No compliance issues were identified. “Kudos to Dr. Bullock for stepping in midstream during the 2011-2012 budget cycle. They have adopted our accounting systems which will make things easier as well. They are also considering using the same auditor.”

*AJ Losoya moved and Ric Little seconded a motion to approve the consent agenda as presented. Motion carried 5-0.*

## **DISCUSSION ITEMS**

### **Superintendent Update**

- Cathy Miller, AJ Losoya and Superintendent McIntosh attended the health care reform meeting. “We found it to be interesting and alarming. Lynn Evans and her staff are working to come up with a plan that reinforces to everyone the need for health savings accounts. The insurance committee meeting will be held in a couple of weeks.
- Forecasting, master scheduling building at the high schools is proceeding for next year.
- Excited about the non-traditional method of bargaining – Tracy Renwick, Lynn Evans and Superintendent McIntosh will be representing the district.

### **Career Requirements for Graduation**

Nicole MacTavish, Lee Loving, Chris Davis, Counselor at RHS were present to discuss a career requirement proposal with the board.

Background:

To better prepare all students for success in postsecondary education, work, and citizenship, the Oregon Department of Education requires every student to demonstrate foundational skills that prepare students for post high school success. These foundational skills are referred to as the Career-Related Learning Standards (CRLS). As the district moves toward the implementation of the requirements to the Common Core State Standards they have found overlap of the standards. Because of the overlap, and the potential records keeping burden and confusion of requiring two sets of similar and overlapping skills, the Oregon Essential Skills Task Force recommended merging the Essential Skills and CRLS in one set of skills. As a result, the Career standards of Communication, Personal Management, Teamwork, and Problem Solving are now incorporated into each course syllabi at each of the district’s high schools. There are three remaining CRLS requirements that are not incorporated into those courses; Education Plan & Profile, Career-Related Learning Experience, and Extended Application.

These changes will allow the district to become more in line with State graduation requirements. Redmond exceeds the state graduation requirements and there is no plan to change that.

Lee Loving reported that there is value in the careers classes that are taught at RHS and we will continue to support the CTE classes that we have.

Nicole MacTavish reported that mock interviews will still occur but will be run through the CTE classes.

Due to the changes and overlap in the Essential Skill and CRLS requirements, the proposal is to have each student demonstrate proficiency in a more useful and productive manner. Students will be better served by have these standards imbedded in Career and Technical Education (CTE) courses. The belief is that this will result in students taking more CTE courses and diving deeper into their coursework that they demonstrate an interest, rather than a standalone course. As a result, the following is proposed:

1. Discontinue the current, specific “CN Careers” course that is required for graduation.
2. Designate and embed the education plan and profile into the counseling “Freshman Road-Show” (8<sup>th</sup> grade year) while updating annually.
3. Designate and embed the career-related learning experience and extended application in upper level CTE courses that would meet the graduation standards requirement, in accordance with professionals in the field the students are studying.
4. For students who do not choose to complete a designated CTE course, each school would offer a standalone course (For example: “Personal Finance/Careers” or “Career Independent Study”) that would meet the CRLS graduation standard requirement.

Cathy Miller stated that it will be imperative that we clearly communicate with parents to make sure they fully understand that nothing is being taken away just a modification in the delivery.

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

- Proud that Dr. Bullock did such a great job on the audit
- Pat Reck
  - March 18<sup>th</sup> at Terrebonne
  - March 19<sup>th</sup> attended the REDI
  - Met with Tracie Renwick at EGMS – attended their spring concert
  - Interviewed by the Bulletin staff – obtained their endorsement
  - Spoke last night at the CRR Lions Club
  - Spent afternoon at Ridgeview High School
- AJ Losoya
  - Thanked Bob Perry for organizing the Redmond Patriots Candidate Forum
  - Thanked Bill Braly and the Education Foundation and the Stars in the Sagebrush event. “Bill and many others put in a lot of hard work. The comments that I have received have been very appreciative of the event. It was a powerful evening that provided positive PR for the district.”

Superintendent McIntosh expressed his appreciation to Kelly Richards for her involvement in the event. “Every honoree was worthy of the recognition. It was an impressive night. Not only did we raise money, but it was also an opportunity to recognize all of the work the Foundation is doing. The Foundation has embraced our community schools. That is welcome support.”

- Cathy Miller
  - Friday, April 26-27 – River Run– Art on the River – Benefits the art programs in the district.
  - Thanked Kelly Richards for all the great district communications that she has sent out. “The community is enjoying hearing about the district.”

**ADJOURN**

*Pat Reck moved and AJ Losoya seconded a motion to adjourn the regular meeting at 4:51 p.m.*

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Cathy Miller, Board Chair

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Trish Huspek, Executive Assistant