

**Redmond School District
School Board Meeting
September 13, 2011**

In Attendance: Chair Jim Erickson, Vice-Chair Cathy Miller, Directors Ric Little, AJ Losoya, Bob Perry, Superintendent Shay Mikalson, RSD Staff; Mike McIntosh, Trish Huspek, Gina Blanchette, Valerie Grindstaff, Linda Seeberg, Chris Morton, Lynn Evans, David Burke, Lee Loving, Jake Roberts, Steve Stancliff, Media – Leslie Pugmire-Hole (*Spokesman*), association representatives Karen Gray,(REA), Dru Carpenter (OSEA), Community members, Jan & Dennis Dorgan, Wayne Hanson from Mid Oregon Credit Union

Board Chair Jim Erickson called the meeting to order with a quorum of five at 5:30 p.m.

Citizen Participation for Non Agenda Items

Dennis Dorgan – Spoke to the recent firing of the principal at Redmond High School (Board Chair, Jim Erickson stated that Mr. Lemos is currently on a leave of absence, he has not been fired) and that without further information from the district the community is only left with speculation and the information that comes from the newspaper. Mr. Dorgan stated the community is very upset and he feels obligated to discuss it and give his viewpoints. Mr. Dorgan asked for clarification about who was here during the hiring, how was it vetted, and how do parents know if it is safe for children at the schools. Mr. Dorgan spoke to the information regarding Mr. Lemos’ past that was reported in the newspaper. “His employment should never have been in existence. Apparently there is something that is going on and it makes us all think the worst. We will continue to do that until we receive more information. If we are going to move forward we need to get it resolved and never let it happen again. The OEA and OSEA also share a responsibility in their lack of action to protect their membership. Until the taxpayers, students and public are provided with accurate information, the Board will be held accountable based on speculation.”

Jim Erickson stated this is a personnel issue and needs to be treated in a confidential manner. It is not appropriate for the Board to respond to any of the inquiries. The community needs to know that appropriate steps to resolve this issue in a fair way are being taken and it cannot to be discussed in the public.

Mr. Dorgan stated that is the first public statement that has been made. The Board needs to let the community know that steps are being taken to resolve the issue.

Greg Delgado – Stated that the Latino community wondering what happened regarding Mr. Lemos. They know him as someone who is highly respected in the community and questions are being raised in the Latino community. Mr. Delgado stated that they don’t wish for Mr. Lemos to be tried in the media and understands there is a privacy issue. However, the community is wondering if there will be a public statement made providing clarity to the situation. He is concerned this issue is building a vacuum of misunderstanding in the Latino community and they are hoping for a public statement soon.

Jim Erickson reiterated the issue is confidential at this point and staff are moving forward to resolve the issues. There is a process in place, and when that process is completed, there will be a public statement. However, there are privacy issues that need to be respected in this matter and the District will update everyone when it is appropriate.

Jim Erickson further stated that, “In all times, good and bad, we have to put trust in all of us, not just in the systems, but the people as well. As a district we will get through this the best possible way without going to worse possible scenarios. There isn’t anyone in this district that wants students to be unsafe. The issue needs to be resolved in a private and confidential manner.”

Public Comment – School Boundaries

Superintendent Mikalson stated that staff have put forth recommendations on how students will be assigned to a high school. Students living within the Tumalo Community School and Obsidian Middle School boundaries would be assigned to Ridgeview High School. Students living within the Terrebonne Community School and Elton Gregory Middle School boundaries would be assigned to Redmond High School. This is another opportunity for the Board to take public comments on the recommended boundaries.

The Board is scheduled to make a final decision in November.

Superintendent Mikalson stated that he was in attendance at the Obsidian Middle School Back-to-School night to provide information to parents regarding the recommended boundaries and invited them to the public hearings. He stated that staff will be attending the balance of the open houses to provide that information as well.

After discussion regarding the benefits of a public hearing dedicated to the topic of boundaries, the Board set the date for a Boundary Public Hearing on Wednesday, October 26 at 6:30pm at Redmond High School.

Bob Perry stated that news articles would be beneficial in the Spokesman and Bulletin.

Cathy requests the communication focus regarding this hearing be on grades 8, 9 and 10 parents to encourage their attendance at the meeting. Need to have a full on communication campaign to ensure high attendance.

Jim Erickson requested that information be provided at the meeting that would clarify any enrollment caps and protocols that will be in place when determining placement. Superintendent Mikalson reported that this process follows the new state law that will go into effect in 2012. In response to a question from the Board regarding if placement is year-to year, Superintendent Mikalson stated that once a student is a program, they are in the program unless they make a transfer request in April of each year.

Val Grindstaff stated the concern for a lot of families is the “haves vs. the have nots. She wanted to make sure that this problem is in the Boards forethought as the buildings are developed. Jim Erickson reported this issue has always been in the forethought of the Board and that \$10 million has been set aside for remodel of RHS to make physical changes that will support the best possible academic program.

PRESENTATIONS

Community Schools Annual Report

Desiree Margo, Principal at Lynch Elementary was present to provide the Board with the annual Community Schools Report. This is the same report that is required to be provided to both the state and federal government each year. She began by thanking the Board for dedicating money from the bond proceeds for renovating Lynch Elementary. It is amazing the transformation that is taking place and how grateful the staff is for those changes.

Secondly, she provided each of the Board members with a publication from the Oregon Department of Education, in which Lynch Elementary is noted for being named as one of the “2011 Celebrating Student Success Schools.”

Desiree stated that Community Schools could never be successful without a great team. In attendance co-presenting were Jake Roberts, Sandra Harris, John Hartford, Andy Martin, Marisol Benz, and David Salciccioli.

A Community School is both a place and a set of partnerships between the school and other community resources. Its integrated focus on academics, health and social services, youth and community development and community engagements leads to improved student learning, stronger families and healthier communities. The schools become centers of the community.

District Community schools are supported by two different grants; the Federal Community Learning Center Grant and the Oregon Community Foundation Grant. In addition, the program is supported by strong community partners.

Ms. Margo provided a PowerPoint presentation that reviewed the three performance targets as well as the strategies that are being used to address those targets.

David Salciccioli, Community School Coordinator for Lynch Elementary School reviewed the parent activities that were sponsored by the Community School programs last year. These activities were very well attended and a great opportunity to build community within the schools.

Cathy Miller asked if our homeless families are being contacted to participate in the programming. The schools work with their FAN advocate to ensure those families are contacted and invited participate in after school programs.

Sustainability Plan – part of the federal grant asks Community Schools to think about sustainability for when the grant ends. The District is currently in year three of a five year grant from the Federal Community Learning Center Grant and year two of the Oregon Community Foundation Grant. Ms. Margo reviewed the strategies to grow and sustain the programs when the grant funds end.

Community members can donate to the Community School's programs in the Redmond School District through the United Way.

Superintendent Mikalson stated that, "Relationships drive these programs and the coordinators are the driving force behind the success of these programs."

Oregon Credit Union Foundation

Jessica Courier, Oregon Community Foundation (OCF) was in attendance to present a check in the amount of \$3500.00 to the Vern Patrick Elementary Community School program. She stated the community school coordinators are "magic makers" of the programs. Also present was Kyle Frick and Wayne Hanson of the Mid Oregon Credit Union Foundation. In addition to community schools grant, OCF wrote a grant to provide Money Smart Financial education classes. Through these classes families are learning skills that will help them to achieve financial stability. Mr. Frick reviewed the many programs the Mid Oregon Credit Union Foundation are able to sponsor each year. One of the events that will be coming up is their partnership with the High Desert Museum to sponsor "Teachers Night Out" which is in its third year. The event is scheduled for September 29th from 6:00pm-8:00pm at the museum.

Jessica thanked both John Hartford and Desiree Margo for their help and guidance over the last few years in the development of the Community Schools program.

Superintendent Mikalson stated the impact the funding the Oregon Community Foundation and Mid Oregon Credit Union Foundation have provided the District over the last few years has been tremendous. He expressed his sincere gratitude to Jessica Courier, Kyle Frick and Wayne Hanson for their partnership with the Redmond School District.

ACTION ITEMS

Adoption of Teacher and Principal Evaluation Systems

Lynn Evans, Linda Seeberg, Valerie Grindstaff, Karen Gray and Steve Stancliff spoke to the Board providing them the background regarding the TIF grant in partnership with Chalkboard in 2010. The TIF grant includes a requirement to create an educator and principal evaluation system to be implemented in the 2011-12 school year.

Superintendent Mikalson stated the heart of the work is to ensure there are staff in each building who are dedicated to supporting the work and implementing the evaluation with fidelity.

Lynn reported that per ORS 342.80, the Board is required to develop an evaluation process in consultation with school administrators and teachers. Lynn stated they will be requesting the Board adopt the evaluation systems that have been developed.

Karen Gray reported that RSD is ahead of Senate Bill 290 that requires school boards to adopt performance standards for all educators and principals by July 1, 2013.

Linda Seeberg reviewed with the board the side-by-side comparisons of both the educator and principal evaluation components. She stated the purpose of the mini-observations is to provide feedback to both teachers and principals to help everyone get better at their craft.

Karen Gray stated that teachers have been involved in the development of this evaluation system and the majority of those she has spoken with are excited about the additional opportunities to get feedback.

The transformation in this system is that all certified educators and principals will receive on-going constructive and actionable feedback.

Lynn Evans reviewed with the board performance standards for both teachers and principals. There are four domains for educators; planning and preparation, classroom environment, instruction, and professional responsibilities. Principals have three domains; student outcomes, teacher effectiveness and leadership actions.

Also reviewed was the ongoing professional development that will be provided to teachers. In September they will receive introductions to the standards system and the District School Improvement days will focus on performance standards and the evaluation system.

Lynn Evans stated they request support and adoption by the Board of the new systems of evaluation.

Jim Erickson expressed his appreciation to everyone who has worked on these evaluation systems. He stated, "It would have been a wonderful experience to have spent my career under the systems that they have described tonight."

Lynn Evans wanted to publically thank Karen Gray, Val Grindstaff and Steve Stancliff who have worked many hours on this system. She stated that, "Karen's leadership is phenomenal and is key to the progress that the district will make."

Bob Perry moved to adopt both the principal and educator evaluation systems as presented by representation from the CLASS Project Design Team. Cathy Miller seconded the motion. Motion carried 5-0.

Votes: Jim Erickson-yes, Cathy Miller-yes, Ric Little-yes, AJ Losoya-yes, Bob Perry-yes

Policy Revision, 2nd Reading – EEACCA – Video Surveillance

Superintendent Mikalson provided the Board with the requested language changes to Policy EEACCA – Video Surveillance.

Bob Perry stated that after the last meeting, he did research on video surveillance in schools. He provided information from the Iowa State Education Association (ISEA) website and noted several court decisions regarding the use of cameras in classrooms. Mr. Perry read the summation by the ISEA stating that an employee has little or no expectation of privacy in a space such as a classroom that is open to staff, students, parents and others. Mr. Perry also provided two articles from the ISEA website. Mr. Perry stated that the district should have the ability to have cameras in the classrooms but only by the approval of the classroom teacher, principal and superintendent.

Superintendent Mikalson stated that he does not want teachers to feel that cameras would be used to gauge their effectiveness as a teacher. The intent of the policy is to provide surveillance in areas that are difficult to monitor (on busses, in hallways, parking lots, etc.)

Cathy Miller stated that she met with Police Chief Tarbet and obtained his position on video surveillance. He stated that he supports cameras in all exits, entrances and parking lots. He did not feel it was necessary in the classroom unless there is a safety concern. Cathy feels that the final decision should remain with the superintendent. Superintendent Mikalson stated there are financial resources that need to be considered when determining placement of cameras.

Jim Erickson stated that his expectation would be that if there is a student in the classroom and there is safety concern, the teacher needs to make sure they report it to the principal. Jim does not feel teachers should have the final determination if a camera is placed in a classroom. The way the policy is written, a decision would not be made to place a camera in a classroom unless all other avenues of investigation have been exhausted.

Karen Gray stated there are private things that go on in classroom that should remain confidential. Sometimes students share things in a classroom that should remain private.

Bob Perry stated he believes the option of placing cameras in a classroom should be available to the district.

AJ Losoya stated that he would support placing cameras in the classroom if it had the endorsement of the teacher and principal however, the superintendent should have the ability to override the decision.

Jim Erickson stated that when revising the policy it would be prudent to ensure that the superintendent does not have exclusive authority to place a camera in a classroom. While he knows that Superintendent Mikalson is not a proponent of video surveillance in the classroom, there is no guarantee that any future superintendent would not have a different position on the subject.

Karen Gray suggested using permissive language instead of absolute (i.e., video cameras *may* be placed instead of video cameras *will* be placed)

Lee Loving spoke to the value of placing cameras in hallways and parking lots. "They are an encouragement for good behavior."

After a lengthy discussion, due to the importance of this policy, it was determined to keep this policy under further review and revision. Several additional language changes were requested. The Board directed Superintendent Mikalson to create an administrative regulation that will address the parameters and processes that will be used in the placement of cameras. The Board further directed the executive assistant to research the Oregon Revised Statutes for mandatory language within the policy to ensure mandatory language is not deleted from the policy. The revised policy and administrative regulations will be brought forward by the November 2nd Board meeting.

Student Rights and Responsibilities Handbook Revisions

There was a lengthy discussion regarding the language around cameras in classrooms as it appeared in the Student Rights and Responsibilities Handbook revisions. As recommended, language was changed to include permissive language as opposed to absolute language.

Cathy Miller asked for clarification about ramifications of harassment and bullying on Facebook and other digital methods. Mike stated action can only be taken if the act influences behavior on the school property. Cathy Miller requested that building principal's review this material with students and that all students are advised against this form of harassment and intimidation. Jim stated that students should be encouraged to report this activity if it occurs.

Cathy Miller made a motion to approve the Student Rights and Responsibility as discussed and revised. AJ seconded the motion. Motion carried 5-0. Votes: Jim Erickson-yes, Cathy Miller-yes, Ric Little-yes, AJ Losoya-yes, Bob Perry-yes

Policy Revision, 2nd Reading – GBC – Staff Ethics

Superintendent Mikalson reviewed with the Board the revised staff ethics policy. The requested language and formatting changes were made as requested at the last meeting.

AJ Losoya made a motion to approve the staff ethics policy GBC with the revised language as presented. Ric Little seconded. Motion carried 5-0. Votes: Jim Erickson-yes, Cathy Miller-yes, Ric Little-yes, AJ Losoya-yes, Bob Perry-yes

Jim Erickson wanted to ensure efforts will be taken to distribute the revised policy to all staff members. Cathy Miller stated this should be one of the policies that staff members are required to sign in acknowledgement of receiving the information. Superintendent Mikalson stated that he will follow-up with Lynn Evans, Human Resources Director.

Policy Revision, 1st Reading – JED – Student Absences and Excuses

Superintendent Mikalson reviewed with Board members the revised Student Absences and Excuses policy. He stated the revisions are state mandated as approved through House Bill 3197. He further reported the district has purchased a district wide system that will allow phone calls to be made to notify parents of student absences.

There was discussion regarding the use of an automated system to make these calls and concern that students could intercept the call and parents would never know of the absence. Superintendent Mikalson stated that parents can provide any phone number they choose to receive the information. (Cell phone numbers, office phone numbers, etc.)

Cathy Miller made a motion to approve the Student Absences and Excuses Policy JED as presented.. Ric Little seconded. Motion carried 5-0. Votes: Jim Erickson-yes, Cathy Miller-yes, Ric Little-yes, AJ Losoya-yes, Bob Perry-yes.

Consent Agenda

- Personnel Changes
- School Board Regular Minutes from August 15, 2011

Cathy Miller moved and AJ Losoya seconded a motion to approve the consent agenda as presented. Motion carried 5-0. Votes: Jim Erickson-yes, Cathy Miller-yes, Ric Little-yes, AJ Losoya-yes, Bob Perry-yes.

DISCUSSION ITEMS

School Improvement Wednesdays

Linda Seeberg and David Burke provided a Q & A regarding the School Improvements Wednesdays. School Improvement Wednesdays are a time for staff to improve instruction and outcomes for students through focused trainings and collaboration.

David Burke provided the Board with an overview of the district link that has been designed to provide an overview of the process in determining the benefits of implementing job embedded professional development, an interactive calendar to allow everyone to see what is happening at each individual building, as well as links for resources and outcomes.

The website also provides the opportunity for staff to provide feedback regarding the effectiveness and relevancy of the professional development that was provided.

School Improvement time will be spent in three ways; 1) Building level days will focus on building level school performance, 2) Intra-District days will connect specialists around the district, as well as classroom teachers, 3) District level days will provide professional development on a newly adopted evaluation system.

Jim stated that application of what someone learns is essential in really learning. If we want learning to happen, feedback needs to happen and he wants to ensure that the work produced is of high quality. “We need to ensure that we are modeling concepts for teachers and then let them try and test those concepts. If we don’t do that, we are failing them.”

David stated that it is valuable to share work. The point is not to provide deliverables to others. The point is to learn, for example, what it means to create a quality rubric.

AJ Losoya asked if there is a plan to evaluate early release Wednesdays. What will be the evaluation process during the school year? Superintendent Mikalson reported there is an evaluation process in place to ensure quality professional development is happening. The plans are reviewed by each building level team and the CLASS professional development group have spent the last two years working on the professional development plans. Linda Seeberg reported that district office staff are planning on being in attendance during these sessions as well.

Finance Reports

Mike McIntosh reported the Finance Committee has reviewed the year end June reports. The District ended slightly better than anticipated. Kathy Steinert reported to him there is only an \$800 negative difference between the revenues projected and actuals.

Investment Reports – No significant changes to report and he feels the District is doing well regarding their investments. He is requesting that in November or December he be provided a work session opportunity to discuss budget.

Board members were provided an opportunity to ask clarifying questions both the financial and investment reports.

Superintendent Report

- ✓ Superintendent Mikalson has scheduled two staff summits; one for secondary staff and one for elementary staff to discuss the direction of the District. There are a lot of new things in the District this year and it is always important to communicate why we are doing what we are doing. This will be a filmed activity. Superintendent Mikalson will provide the video to the Board to review.

Association Reports

Dru Carpenter – OSEA

- ✓ First meeting on Monday – more information at next Wednesday’s Board meeting

Karen Gray – REA

- ✓ At the last Board meeting she reported on a Lysol attendance contest. Karen Provided the handbook and contest rules to the Board. It is a contest that is sponsored by Lysol and scholastic. It is a K-5 program with approximately \$25,000 available. Winning class can win \$10,000.
- ✓ Last year proposed to move forward with the TIF grant only if 2/3 of the membership approved. Over the summer she met with Shay Mikalson, Lynn Evans and Steve Stancliff for the purpose of devising a way to both honor the decision of the Rep Council while, at the same time, take advantage of approximately \$85,000 of federal money available to them for further planning and implementation of the CLASS project blueprint as well as leadership position stipends for teachers. The agreement they have entered into does not immediately obligate them to distribute any performance based compensation awards and they will still hold a vote of the full membership to determine further participation in the TIF grant, but that vote will not occur until June of 2012. The revised timeline allows them to make a more informed

decision because they will have a year to learn more about the process, refine the goals and familiarize themselves with the evaluation system.

- ✓ Signed another MOU regarding teacher work days and the responsibilities on those days. Karen reported that she had stressed to their membership that this is a huge step and that they talk about being treated as professionals and that they also need to act as professionals.
- ✓ School Improvement Wednesdays – On district driven days she is going to try and get into every building during the school year.

Jim Erickson reported that the district did not receive a response from the letter that was presented to the legislative representatives regarding the budget impact. He expressed his appreciation to everyone who worked an entire day to craft the document.

Request for Agenda Items

- ✓ Clear statement of the Board meeting agendas/processes
- ✓ Tour of Ridgeview

Jim asked if there is a plan to promote the use of Ridgeview (auditorium) for community events. Superintendent Mikalson reported as soon as the District has received the certificate of occupancy, they will schedule open tours for the public. In addition, community groups will be encouraged to hold their spring meetings in the building.

Cathy Miller asked if someone is working on a policy that will address the use of the Ridgeview facilities. Superintendent Mikalson reported that JB Demaris, Support Services Director and Brent Walsh, Athletic Director at the high school have worked extensively to update the facilities use policies and those changes have been implemented this year. The policy applies to all schools in the district.

Jim Erickson stated that as we move forward to scheduling various groups into Ridgeview we need to let everyone know that we are actually opening two new high schools.

Superintendent Mikalson stated that as the design of RHS becomes clearer those designs will be shared with everyone. Completion is anticipated in the summer of 2013.

ADJOURN

*Cathy Miller moved and AJ Losoya seconded the motion to adjourn at 10:12 p.m. Motion carried 5-0.
Votes: Jim Erickson-yes, Cathy Miller-yes, Ric Little-yes, AJ Losoya-yes, Bob Perry-yes.*

Jim Erickson, School Board Chair

Trish Huspek, Executive Assistant