

BOARD APPROVED 12/18/19

Redmond School District

Board Meeting

November 20, 2019

Board Members in Attendance: Vice Chair Shawn Hartfield, Directors Liz Goodrich, Rick Bailey, Travis Bennett. Absent: Chair Tim Carpenter

PROCEDURAL ITEMS

Vice Chair Hartfield called the meeting to order at 5:30 p.m. and established a quorum. No changes to the agenda were made.

Citizen Comment

RPA Student – Updates and announcements.

Avery Hartford – RVHS Student – Updates and announcements.

PRESENTATIONS

Bond Polling Data Review – Jeremy Wright

Polling took place last month from October 15-17, 2019, surveying 400 likely Redmond School District voters. The benchmark for overall support for a bond proposal should be in mid-50's or higher, survey results were at 53%. After a summary of what the bond pays for and asked again, our support increased by 5 points. The community is tax sensitive and want to see value, the \$70 million package polls as too much.

In summary, Jeremy believes that May 2020 would be extremely difficult, November 2020 is winnable, but would take a lot of work. Getting closer to a \$55 million package or get price per 1000 down. Parent and teacher leadership will be crucial to success. The Board must take an active role in this effort. We would need to drive up turnout in low performing Redmond precincts, reduce the under vote, and cut through the November 2020 chatter. Under votes are going to be the challenge in Nov 2020.

If November 2020 is the option, Jeremy would propose this timeline:

May - Board adopts proposed bond package

May-Aug - Community engagement, plan for fall

Late Aug – Final poll, language finalized, go/no go decision

Sept and Nov – Go time

Superintendent McIntosh announced the Community Bond Task Force has ruled out proposing a May option, but has not ruled out a November option although there will be a number of obstacles.

Superintendent Search – Hank Harris, Human Capital Enterprises

Hank conducted a number of focus groups over three days. Between the online survey and the focus groups, he heard from 505 respondents. Compiling all the responses, Hank developed a list of 13 qualities the respondents would use in the “Ideal Profile” for the next superintendent. They include:

- Track record of tangible education roles
- Shared decision making
- Prudent steward of resources
- Community engager
- Mission of the district
- Has served as a superintendent
- Courageous leader
- Effectively
- Track record hiring and retaining
- Power of leveraging mental health
- First hand rural
- Humble leader

Hank heard a lot about fostering a positive professional climate of mutual trust and respect among faculty, staff, and administrators. Hank believes that is what we already have and people would like to see continue.

Respondents also shared strengths and things to be proud of:

- Leadership Quality
- Staff Skill and Dedication and a Culture of Caring
- Supportive Collaborative Culture
- Secondary Opportunities
- History of Strong Labor Relations
- Unique and Innovative Programming

Respondents shared challenges for a new leader:

- Financial Context – Capital and Operational
- Security Enhancements and Lynch Site
- Central and Defining Vision of Academic Leadership
- Equity Issues
- Retention of Staff
- Cultural and Political Context

Feedback from Board members:

Director Bennett – Can we add a long-term home, not the typical longevity of 2.9 years and move on

Director Goodrich – Can we merge #5 (community engager) and #11 (leveraging community resources)

Vice Chair Hartfield – Concerned about #7 and #12 (having served in a like-sized district, and a rural community experience) could limit the candidate pool

The Board agreed to remove #12 (first-hand knowledge of rural communities) and remove “like-sized” district from #7.

Director Bennett made a motion to approve the ideal profile with the changes discussed. Director Bailey seconded the motion. Motion carried, 4-0.

The posting will open December 17 and run through January 30. Preliminary interviews will be January 31 – February 3 and then applications will come to the Board February 5. Typically, the application is approximately 6-7 pages and contains a few essay questions, cover letter, transcripts of interviews and transcript of phone reference.

ACTION ITEMS

2020-21 Budget Committee Calendar – Kathy Steinert

At this time we have received four applications for three vacancies and Kathy will bring those to the Board at the December 18 meeting.

Director Goodrich made a motion to approve the 2020-21 Budget Calendar as presented. Director Bailey seconded the motion. Motion carried, 4-0.

Consent Agenda

Director Bailey made a motion to approve the Consent Agenda as presented. Director Bennett seconded the motion. Motion carried, 4-0.

Superintendent Update

- Reasons for not changing start times include elementary students who would be arriving and departing in the dark as well as athletics, students would be missing more school due to having to leave early for games.
- Working with Rick Williams who is developing Badger Development just north of the RVHS tennis courts, we are working on a negotiation for a second entrance to RVHS, more to come
- Redmond Learning Center structures will be removed as soon as they move
- Rental property by RVHS is no longer a viable rental, we are vacating the renter, more to come

Board Updates

Director Bennett

- Club volleyball is ramping up

Director Bailey

- Attended OSBA Convention where SSA was talked about a lot
- Was behind a school bus recently and all the kids that got off the bus, turned and waved at the driver
- Ravens won the state volleyball championship!
- Attended the RVHS veterans day assembly, great assembly

Director Goodrich

- Attended an AVID showcase at EGMS
- Attended OSBA Convention, great stuff
- Monday attended Juntos final celebration, impressive and great work
- Going to do a ride-along on a few busses soon

Vice Chair Hartfield

- Attended OSBA Conference, great conference this year, learned more about IEP process

Director Bailey made a motion to adjourn the meeting at 7:34 pm. Motion was seconded by Director Goodrich. Motion carried, 4-0.


Shawn Hartfield, Board of Directors, Vice Chair


Gina Blanchette, Executive Assistant