

**BOARD APPROVED 10-25-17**

Redmond School District  
**Board Work Session**  
**October 11, 2017**

**Board Members in Attendance:** Chair Rick Bailey, Vice Chair Tim Carpenter, Directors Shawn Hartfield, Johnny Corbin, Travis Bennett

**Additional Distributive Leadership Team Members in Attendance:** Dusty Porter, Kelly Mullins, Linda Seeberg, Paul Nolan, Jennifer Hesse, Evan Grant, Tracie Renwick, Tami Nakamura, Rayna Nordstrom, Stacy Stockseth, Mike McIntosh, Chad Lowe, Matt Williams, Chris Morton, Drew Frank, Rosemary Tyson

Chair Bailey called the work session to order at 5:33 p.m. and introduced Steve Kelley, Director of Board Development, Oregon School Boards Association.

Steve Kelley covered the desired outcomes for tonight's work session with the first meeting of the Distributive Leadership Team (DLT), conducted a small group introduction exercise, and explained the Promise Scholarship Program. Research shows that a highly effective school board should learn as a team, set clear expectations, hold the system accountable, and support for success. The DLT has been created to assist the board in determining what student monitoring system they would like to develop.

#### **District Data – CIA Team**

Linda Seeberg, Chris Morton, and Tracie Renwick presented a broad overview of performance data from the 2016-17 school year. This includes Smarter Balanced Assessment (ELA, Math, and Science), and college and career readiness measures. Listed below is a summary of the data presented for Elementary and Secondary:

- Elementary - Strengths
  - Achievement in English Language Arts (ELA), Math and Science is on a positive incline over the past three years
  - Growth above the 50<sup>th</sup> percentile in ELA and Math to like-peers across the state
  - Comparison: Performing above the state and like-district average in ELA, Math, and Science
  - Subgroups: Significant growth from last year for all three subgroups (Economically Disadvantaged, English Learners, and Students with Disabilities)
- Elementary – Opportunities for Improvement
  - Subgroups: There is still a significant gap in achievement for English Learners and Students with Disabilities compared to all students.
  - Achievement in ELA is below the state target by 7% and in Math it is just barely below the state target by .5%
- Secondary – Strengths
  - Growth in ELA and Math at our middle schools is above the 50<sup>th</sup> percentile as compared with like peers across the state
  - On track 9<sup>th</sup> grade status and overall graduation rate are both above the state average
- Secondary – Opportunities for Improvement
  - Growth in Math at the high school level is below the state average

- Students with Disabilities did not achieve at the level of the overall student population in Math or ELA in our middle levels

### **REVISED Strategic Plan 2017-19**

Steve Kelley recommended the board formally approve these priorities, remembering that the objectives listed below each priority is administration's role and is not a board role. The board's role is monitoring progress toward the priorities.

**Priority #1 – Student Success** – Prepare all students for success in college, career, and civic life.

**Priority #2 – Effective Team Members** – Ensure that ALL staff receive the support and professional development necessary to prioritize student growth, collaborate effectively, and seek continuous improvement.

**Priority #3 – Partnership, Governance, and Resources** – Provide financial stability, leverage resources, expand operational efficiencies and foster strong partnerships with stakeholders.

The DLT was divided up into five groups. Each group had approximately 10 minutes to brainstorm two or three data points/metrics on chart paper and the board member reported them out to the entire DLT. They conducted this exercise for all three priorities, here are the results:

#### **PRIORITY #1 – Student Success:**

Team #1 – Director Corbin

9<sup>th</sup> Grade on-track

Graduation rates

Response to Intervention (RTI) / Care Team

Team #2 – Director Bennett

Matrix to measure student's connectivity to their school (activities)

9<sup>th</sup> Grade on-track

3<sup>rd</sup> Grade on-track

Team #3 – Director Hartfield

College acceptance rates

Student involvement in extra-curricular activities

CTE programs and enrollment

Team #4 – Chair Bailey

On-track (3<sup>rd</sup> grade reading and Algebra I by 9<sup>th</sup> grade)

Enrichment/engagement (CTE, extra-curricular, attendance, programs of study)

College and career readiness (graduation rates, behavioral data, continuing education)

Team #5 – Vice Chair Carpenter

9<sup>th</sup> Grade on-track (pulled at any time during the school year)

SBAC growth and achievement

K12 attendance data (pulled at any time during the school year)

Steve Kelley summarized the exercise outcome by pulling out three similar themes that he suggested the board discuss at their October 25 meeting:

- **Student involvement / engagement**
- **9<sup>th</sup> Grade on-track**
- **3<sup>rd</sup> Grade on-track**

Comments: We should have first trimester data for the January 10 DLT meeting. The staff will help us define what “on-track” means for grade levels 3, 6, and 9. Steve Kelley highly suggests keeping this at a high level to start, and possibly digging a little deeper as board members get more sophisticated. The board needs enough data to interact with, but not get overwhelmed with, just enough to pull out trends and takeaways.

### **PRIORITY #2 – Effective Team Members**

Team #1 – Vice Chair Carpenter

Staff retention

Number and quality of professional development opportunities

Team #2 – Chair Bailey

Tracking professional development – those required and by choice

Retention rates of both licensed and classified team members

Engagement (attendance)

Team #3 – Director Hartfield

Retention rates of certified (Why do teachers leave?)

Emphasis on targeted professional development for teachers of sub-groups

Measurement of effectiveness of our professional development opportunities

Team #4 – Director Bennett

Staff retention

Quality professional development

Team #5 – Director Corbin

Professional development opportunities offered (quantify hours and participation)

Tenure

Peer observations (staff participation in observations)

Steve Kelley summarized the exercise outcome by pulling out two similar themes that he suggested the board discuss in the future:

- **Staff retention**
- **Professional development**

Comments: This data conversation might be better to conduct at the April 11 DLT meeting rather than the January 10 meeting, as it might be too early in the year to collect enough data.

### **PRIORITY #3 – Partnership, Governance & Resources**

Team #1 - Director Corbin

Financial audit info

List partnerships

Grant tracker

Team #2 – Vice Chair Carpenter

With whom and how have we partnered

Measures of parent involvement, including subgroup involvement (conferences, open houses, etc)

Team #3 – Chair Bailey

Engagement (families, volunteers, community partnerships)

Safe schools (staff and student accident reports)

Resource stewardship (revenue/expenditure charts, audit, continuity of resources/programs)

Team #4 – Director Hartfield

Analysis of equity within each building

PTC/PTO share-outs (financial, engagement)  
Budget analysis of like districts

Team #5 – Director Bennett

Increasing connectivity with community and parents (including those without kids in school)  
School culture (community attendance levels, volunteers)

Steve Kelley summarized the exercise outcome by pulling out two similar themes that he suggested the board discuss in the future:

- **Engagement (community partnerships, family, PTO/PTC, volunteers)**
- **Financial audits**

Superintendent McIntosh commented that the board should have further conversation and ask a few questions: Is the data meaningful? Is the data out there? Can the data be gathered? Is it worth the time to do so?

Steve Kelley reminded the board that this is more of a “dipping the big toe in the pool” and it will evolve. Again, he reminded the board to start small and what is meaningful will rise to the surface.

Director Bennett commented that the goals in Priority #1 will give us the answers to the other Priorities #2 and #3.

Steve suggested that the board start with Priority #1 at the October 25 meeting and further discuss Priority #2 in April, and see when Priority #3 comes up.

#### **Next Steps for Board**

- January 10, 2018 DLT Work Session – Review key metrics/goals with DLT for Priority #1
- April 11, 2018 DLT Work Session – Review key metrics/goals with DLT for Priority #2
- April 11, 2018 - Review board’s self-evaluation results

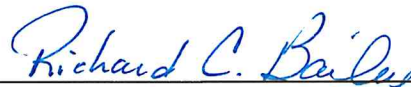
Board Goals:

1. Current Goal: The board participates in annual training and professional development, and at least annually participates as a team with the superintendent in a team building retreat focused on assessment and goals.
2. Additional proposed goal: The board will create and execute a student achievement-monitoring plan for the 2017-18 school year.

Consider adopting the additional second goal at the October 25 meeting.

#### **Adjourn**

Board Work Session adjourned at 8:31 pm.



Richard C. Bailey, Chair



Gina Blanchette, Executive Assistant