

**Redmond School District
School Board Work Session
January 12, 2011**

In Attendance: Board Chair Jim Erickson, Vice-Chair Cathy Miller, Directors Paul Rodby, Ric Little, A.J. Losoya, Superintendent Shay Mikalson, District Staff – Martha Hinman, Trish Huspek, Media: Leslie Pugmire-Hole (*Spokesman*), Patrick Cliff (*Bend Bulletin*)

The Board work session was called to order at 3:30pm.

Policy IKF – Graduation Requirements

In an attempt to clarify some concerns that were shared during the first reading of this policy, Shay Mikalson and Martha Hinman spoke to the board regarding the graduation requirements and the alternative certificate to give board members a greater understanding of the state mandated changes.

The alternative certificate is intended as a replacement for the “certificate of attendance” that has been awarded in the past. The students who qualify for this certificate are those students who do not satisfy the requirements for a high school diploma, a modified diploma or an extended diploma. Each student receiving an alternative certificate shall have the option of participating in the high school graduation ceremony with the members of their class receiving a high school diploma. This certificate is primarily for those students who are medically fragile and are unable to meet the full set of academic content standards even with reasonable accommodations. Only students who are on an IEP or 504 Plan will receive this certificate. The decision to award an alternative certificate is a team decision (student, parent/guardian, counselor/case manager and administrator). There is a clear process in place to make that determination.

Ms. Hinman reviewed the Diploma Options matrix with board members. There was discussion around the various diploma options and how a student would qualify for a specific diploma.

Board members requested that the advanced diploma option be added to the matrix as well as policy IKF. Board members will provide a “friendly amendment” to the proposed policy changes to add the advanced diploma to policy IKF prior to voting on it during the regular board meeting.

There was discussion on how proficiency aligns with graduation requirements and diploma options.

Policies IGBBC – Programs and Services – Talented and Gifted – 1st Reading

Board members reviewed the proposed language changes. Board members asked clarifying questions regarding the assessments. Board members had no objections or additions to the recommended policy changes.

Policy IGBBA – Identification – Talented and Gifted – 1st Reading

Board members had no objections or additions to the recommended policy changes.

Policy GCBDA/GDBDA – Family Medical Leave – 1st Reading

Board members had no objections or additions to the recommended policy changes.

Policy GBA – Equal Employment Opportunity – 1st Reading

Board members had no objections or additions to the recommended policy changes.

Policy JHCD – Administering Non-Injectable Medicines to Students – 1st Reading

Martha Hinman spoke to the issue of the addition of the parent being involved in the development of the medical protocol established for their student. Board members had no objections or additions to the recommended policy changes.

Policy JHCDA – Administering Injectable Medicines to Students – 1st Reading

Board members had no objections or additions to the recommended policy changes.

Policy BBFB – Board Member Ethics and Nepotism – 1st Reading

Board members had no objections or additions to the recommended policy changes.

There was conversation regarding the existing board policy regarding the naming of new facilities.

Superintendent Evaluation

Jim Erickson reviewed the document that was provided to board members that addressed the questions asked by A.J. Losoya regarding the superintendent evaluation process. Also reviewed was current board policy.

- How many times does the board want to evaluate the superintendent?

Paul feels the existing evaluation is too cumbersome. In his business there are performance reviews that are done at the end of the year. Throughout the year there are three other “work progress reviews” that are done to gauge success during the year. These are employee initiated reviews that allows the employee to constantly update their employer on their progress. This is a growth model that allows the board to gauge the progress in meeting the set criteria.

AJ, Ric and Cathy are in support of the three work session dialogues in a growth model and then a formal evaluation at the end of the year.

- What criteria will be evaluated?

Jim stated that he would like to see Shay evaluated on the following components:

- Proficiency
- Climate and collaboration
- Communication and outreach
- Long range planning and pro-active approach to the future predicable chaos

Paul stated he would like to see a climate survey be completed as part of the evaluation process.

Jim would want to see an open survey done and the data back prior to the June 30th final evaluation. He believes state scores are one of the things that need to be critically looked at in evaluating any superintendent. “We need to look at the hard data to create specific goals for the following year. That then becomes what we look at during the three sessions during the year.”

Board members determined that a possible schedule could be:

- The first work session would occur in November and the second one in March
- The final performance evaluation would occur in August – after student data is available
- After the evaluation was completed, the board would immediately have a work session to establish goals for the following year

Cathy stated that not only do they need to establish the criteria that will be used to evaluate the superintendent; they will also need to clearly define how they will measure progress.

Board members will take the information presented by Jim and provide their input. All input should be given to Trish by January 21st to collate the suggested changes and additions.

It was determined that a feedback/work session should be completed prior to the end of the 2010-11 school year.

The work session adjourn at 4:45pm.

Jim Erickson, School Board Chair

Trish Huspek, Executive Assistant