

**Redmond School District
School Board Work Session
July 13, 2011**

In Attendance: Board Chair Jim Erickson, Vice-Chair Cathy Miller, Directors, Ric Little, AJ Losoya, Bob Perry, Superintendent Shay Mikalson, District Staff - Mike McIntosh, Gina Blanchette, Trish Huspek, association representative - Karen Gray, media – Leslie Pugmire-Hole (*Spokesman*)

Shay Mikalson provided background information regarding the Strategic Plan that was presented on June 8, 2011. This will be a review of that information to allow for feedback.

Board members were given the opportunity to view an eight minute video addressing the Strategic Roadmap.

Performance Meter

Goal 1: 100% graduation

The state moved to a 4 year cohort model to determine graduation rates. The State does not count students who are on a modified diploma (ILS, Special Ed, GED). The state recognized that in the four year cohort there are many students that take five years to receive their diploma. This was the first year of a five-year cohort rate. The Redmond School District has 110-130 students who are pursuing their advanced diploma; regular high school credits in addition to 27 college credits. Those students appear in a four year cohort number as not graduating. The State is recommending that the five year cohort rates be published.

For students to move onto the 5th year, they have actually received the regular high school credits and have graduated. The four year cohort data shows that those students did not receive those credits when they actually did. The four year cohort rates are misleading and don't communicate the realities of how many students actually graduated.

Expanded Options is the law and is required – school districts must spend a specified amount determined by the state. Most districts, 99% of them, do the bare minimum of the law. RSD is one of the few that does the exact opposite in developing the advanced diploma. Redmond School District is one of about five districts that have created a similar system.

Students can obtain a modified diploma. To determine if a student is qualified to earn a modified diploma a team of teachers and parents meet, by the student's sophomore year, to determine eligibility. Modified diplomas do not count in the graduation rates that are reported by the State. Modified diplomas will not allow a student to enroll into a four year university.

Bob Perry expressed concern that the goals established are possibly too aggressive. Superintendent Mikalson stated that he isn't afraid to fail as long as the district's trajectory is up. Many of the goals are federally mandated. These are the targets that have been established in Oregon.

Jim Erickson stated that, “It is critical that every teacher stands in front of their classroom believing that every student can be successful. We need to help everyone understand that isn’t okay to just regurgitate information, they must be able to apply what they know to everyday life.”

Goal 2: Academic Achievement for all:

Superintendent Mikalson stated that the district has been in a large visioning process and that has morphed into our vision of every child, every chance, every day. Superintendent Mikalson stated, “We need to leave as many options open to our students as possible to ensure they are college prepared and career ready with the skills that are necessary to be successful in life.”

Goal 3: 100% attendance:

There is a huge opportunity for student achievement if we can get student attendance increased. We need to partner with families to create a system where education is valued.

Ric Little asked if our attendance policies need to be revised. Superintendent Mikalson reported that our attendance policies are in line with State standards. “Instead of taking a punitive stance, we need to help families understand the value of attending school and it is directly related to student achievement.”

Goal 4: Parent and community engagement:

We need to get parents to attend parent/teacher conferences and a greater participation on the parent survey. Cathy Miller feels that every school has a record of how many volunteers they have. It would be helpful in engaging parents to use the information. She expressed concern that many parents feel they are not welcome in the middle schools and high schools.

Goal 5: School Safety:

Cathy Miller reported that she continues to hear that parents don’t feel their kids are safe. She feels that we need to address the culture of the community to ensure the community will move along with us as a district. “There is a huge lack of understanding on what we are trying to do and what it means to our kids, the community, and the work force.”

Goal 6: Teacher and Principal Effectiveness

Superintendent Mikalson stated that we are all accountable for our students’ success. We will use data to personalize the supports that all of our employees need to be efficient and successful, from professional development and training, to creating measurable performance goals.

Karen Gray expressed a concern that Writing is not represented in the performance plan. She feels that if it isn’t represented in the plan, then it won’t get the attention it deserves. There needs to be an elementary and middle school goal at grades five and eight. Board members were all in agreement to add Writing to the performance meter.

Four Pillars of Proficiency

Superintendent Mikalson reviewed with the Board the four pillars of proficiency that will ensure all students are college-prepared and career ready; intended learning is clearly known, student engagement is evident, academic rigor is evident and learning is assessed to mastery. We need a Linchpin system, we don’t just follow a manual; we make decisions that are what is best for kids.”

Superintendent Mikalson reviewed the 2010-13 Roadmap to Proficiency and the timeline checkpoints. Checkpoints for the 2011-12 are that Priority Standards will be developed for every classroom in the core academics and Common Assessments in core academics will be implemented in each building.

In order to ensure that we are communicating with our patrons, the Redmond School District will begin using Face book, Twitter, School Connects, Genesis by Edupoint, as well as regular Superintendent updates to district staff. In addition, the school district website will become more user friendly for parents and community members. Our current student information system, eSIS, will be run along side of the Edupoint system for the 2011-12 school year.

Board Chair, Jim Erickson expressed the following concerns:

1. The brochure does not explain what mastery is and feels it is fundamentally important to define what mastery is. As this process moves forward and we focus on what mastery means, how will the timeline proceed if we don't understand the outcome?
2. Student Engagement – We must engage the brain in linking this new concept into our currently present experiences within our mind. That is what student engagement is. He fears the language used is focusing on the activity and not the mental activity that needs to take place. Engagement of the mind – without that active personal involvement learning doesn't happen. “You can have the best activity in the world, but until the student is engaged, mastery learning will not take place.”

Superintendent Mikalson reported that the intent now is for every building to engage in staff development to look at these and develop the one strategy they will use, as a building, to move forward next year. They will talk about what it means for students to be engaged.

Bob Perry recommended that in order for everyone to understand where we are headed, we should state how we are currently doing education and the outcomes and then state what the proficiency system is and how it will benefit the students.

Karen Gray stated that the key indicators should align more with the Danielson model. “If we could dovetail those two areas it would be beneficial. We need to use common language and ideology.”

RSD School Performance Plan

Building principals will be provided this performance plan at the beginning of the school year that will have the baseline data provided. They have been charged to meet with their building teachers to set the year one goals and the strategies that will be used to achieve those goals. It is the work of building leadership; principals, certified and classified staff to continually monitor and adjust the strategies that are being used to facilitate student achievement. How we evaluate all schools should be the same including the RPA or COIC. Superintendent Mikalson provided Board members with an Administration Regulation (AR) for Policy IGBHA. He stated this is the same AR that Peter Miller uses when evaluating alternative education programs. However, added to our AR is a provision that those two programs, RPA and COIC, will need to align with the RSD School Performance Plan.

Cathy Miller asked Superintendent Mikalson if he foresees continuing to move staff to different buildings. In response, Superintendent Mikalson stated that he have a belief, especially in our classified staff, that as we identify specific needs in the district, we will use staff members to flood the areas that need the help. We need to use our staff to the best of their abilities. Staffing is always a conversation that will occur during the spring and with Ridgeview coming online, staff will certainly be moved around the district.

Superintendent Evaluation

Superintendent Mikalson stated that the expected outcome of today's conversation is to continue clarifying what the Board's expectations are of him as the Superintendent.

Cathy Miller recommends the community engagement should be launched in the late fall. She feels that beginning that process in the spring is not conducive to getting parents aware.

Superintendent Mikalson stated this isn't the only time where parents will be engaged. Each school has a fall open house as well as parent/teacher conferences during the year. The spring feedback would be to obtain community feedback on how the school year went.

AJ Losoya would recommend that the mid-year superintendent review should occur during a December/January timeframe.

Superintendent Mikalson stated that as a district we need to move from "vision to outcomes." His updates to parents will specifically address the districts progress to achieving those outcomes.

In an effort to assist parents in knowing what proficiency means, Cathy Miller requested that a video be placed on the website that would show a student demonstrating proficiency.

Mrs. Miller further stated that Superintendent Mikalson has devoted a great deal of time as an instructional coach for the district and, as a Board, we have a responsibility to make sure that everyone understands that how he has approached and led the district so far is why we are progressing as a district.

There was discussion regarding the process that will be used in future superintendent evaluations.

Also discussed was how the survey results will be used at the building level to help determine some of the year one goals and targets.

Jim Erickson wanted to ensure that Superintendent Mikalson has reviewed the survey data with building principals so that a plan of action can be made to address the concerns.

Board members were supportive of Superintendent Mikalson's objectives. Those will be the objectives that the superintendent evaluation will be based on at the mid-year as well as the June review.

Bid Awards Background

Mike McIntosh provided background information on the bid awards that will appear on the regular board meeting agenda. The bond savings allocation for remodel projects was reviewed. Mr. McIntosh reviewed the results of the bidding process. All of the bids came in over budget. The Board will need to decide to either reject all bids and start the process over or award the bid to the lowest responsible bidder. There are additional costs to the district to reenter into the bid process. The price of steel and product is increasing. Labor prices are about the same. If the Board decides to move forward with the bids, a discussion will need to be entered into to decide where the additional construction costs will be funded from. There were no criteria in the RFP that would provide preference to a local contractor

Mike reviewed the 2008 bond allocations for the \$110 million. He will be proposing that we accept the base bids and he would look at the contingency fund to determine how much additional work could be done on each of the schools.

*Cathy Miller moved and Paul Rodby seconded a motion to adjourn the work session at 5:00pm.
Motion carried 5-0.*

Jim Erickson, School Board Chair

Trish Huspek, Executive Assistant