

**Redmond School District
School Board Meeting
September 21, 2011**

In Attendance: Chair Jim Erickson, Directors Ric Little, AJ Losoya, Bob Perry, Superintendent Shay Mikalson, RSD Staff; Debbie Newport, Linda Seeberg, David Burke, Chris Morton, Martha Hinman, Desiree Margo, Liz Worthington, Trish Huspek, Gina Blanchette, Media – Leslie Pugmire-Hole (*Spokesman*), association representatives Karen Gray, (REA), Dru Carpenter (OSEA), Community members, and approximately 30 community members for the public comment session.

Board Chair Jim Erickson called the meeting to order with a quorum of four at 5:30 p.m. Vice-Chair Cathy Miller was out of town.

Yesenia, a senior at Redmond High School led the Board and audience members in the flag salute.

Citizen Participation for Non Agenda Items

Brad Porterfield – Reported that he sent each Board member an email that addresses the issue of Mr. Lemos and the decision to remove him from the principal position at the high school. He believes the addition of Mr. Lemos to the high school was positive for the district. He provided statistics regarding the impact that Mr. Lemos has had at the high school; the school rating scores increased, and behavior referrals and expulsions dropped due to a policy change that involved communicating with parents prior to disciplinary issues happening. Mr. Porterfield stated Latino families are more involved at the high school. “Mr. Lemos addresses all students, not just the Latino students. However, Latino students have been performing better under Mr. Lemos’ leadership. It would be a huge mistake to let him go.”

Mr. Erickson stated that he wanted to express the Board’s appreciation to Mr. Porterfield for coming and speaking to them with such respect. “As a Board and District we are handcuffed by Mr. Lemos’ rights for confidentiality and the requirement to let processes be completed.” He assured everyone there has been no claim that students were at risk or unsafe. He further stated that processes take time and asked everyone to trust that the District is moving through those processes as quickly as possible. Mr. Porterfield requested comment on what those processes are.

District Legal Counsel, Shawn Swisher stated this is an ongoing confidential personnel matter and there is no comment that can be made at this time. At the request of Mr. Lemos we cannot discuss the process. That is between Mr. Lemos and the District.”

Rosie Gomez – She came from Sisters and has a senior at Sisters High School. She noted there was a situation in Sisters a year and a half ago where a teacher was dismissed for talking about Creationism in the classroom. The Board held a community meeting to open a dialogue with both sides. She stated she does not want details regarding Mr. Lemos but would invite the Board to call a community meeting to engage in that type of dialogue. She feels that Mr. Lemos is a great role model for the students. She stated she trusts the District is following the processes that need to occur. “Good leaders make mistakes and are able to come before people to admit those mistakes. When they do that, they become examples for the students.”

Geraldo – Stated he was here in support of Mr. Lemos. He did not attend RHS and lives in Bend and works with high school students. Through working through his organization he met Mr. Lemos. “Mr. Lemos’ work extends to the students who are currently attending COCC, especially the undocumented students. He does not only help at the high school, but continues with the undocumented students who have a goal to continue their education beyond high school. He is a supporter of tuition equity. If we can’t keep a leader in the community that the Latino youth look up to, those youth will be lost. To have someone like him at the high school on the daily basis is huge.”

Karin – Is a senior at RHS. Mr. Lemos started at RHS when she was a junior. “Everything changed when we had our first talk.” There was a lot of racism toward the Latino students at RHS but Mr. Lemos changed that.” She looks up to Mr. Lemos and stated if he got to the point of being a high school principal, it makes her believe she can do anything. She reported his doors were always open to all students, was never angry, and made sure to keep everyone welcome at RHS. “Whatever he did in his past, is the past. Everyone learns from their mistakes and Mr. Lemos deserves a second chance and I want him back.”

Yesenia – Is a senior at RHS. She did not want to talk about the controversy but came to speak about Mr. Lemos as a leader. He pushed her to excel and opened many doors for her. She attended her first Board meeting last year and spoke about Panther Pride. Mr. Lemos encouraged all groups and attended soccer games. She noted she was happy to see Mr. Loving at the game last week and that she doesn’t have a problem with Mr. Loving. She just wants the rumors to be cleared up about Mr. Lemos. What is important to her is not what happened in the past but the impact that Mr. Lemos has had on her the last year. She is currently the senior class vice-president and Mr. Lemos was key in helping her get her name out. “The most important thing is for his name to be cleared.” She expressed her appreciation to Mr. Lemos. She asked the Board to help clear his name and stated that she wants him to be remembered as a great principal.

Mr. Erickson stated, “It isn’t right for anyone in the public to speculate and talk about this situation.” He encouraged her to keep believing in herself. “It is clear you have a great future.”

Mr. Erickson further stated that, “All educators need to recognize that relationships help students see their potential. This business is about people and creating relationships.”

Julie Wright – Spoke to the Board regarding the District’s dress code and how it is enforced. She has been in schools and has observed inappropriate revealing clothing on students. She spoke specifically to a female student who was working in the office and was wearing a “one-shouldered” dress. She was disappointed that no one in the office said anything to the student about it. She is concerned that the policy is not being enforced.

Jim Erickson stated the Board adopts policies and the enforcement for those policies is the responsibility of the administrators. Clothing should be modest and be appropriate for school.

Superintendent Mikalson stated the dress code should be enforced and encouraged Ms. Wright to contact the building principal if she observes a student in school who is inappropriately dressed.

Her daughter decided to not take the AP calculus class this year due to the size of the class. She asked how these programs will be handled with the opening of the new school.

Superintendent Mikalson stated that core academics will be provided at both schools. At this time, the plan is to offer IB courses at Redmond High School and AP classes and Ridgeview. Scheduling is based on student sign-up. The number of students that enroll will determine if a second teacher can be added. Budget is also a consideration when building a schedule.

The Board thanked everyone for coming to the meeting tonight and expressed their appreciation for the respect that was demonstrated tonight during the public comments. Jim Erickson stated, “Our lack of being able to respond to concerns is not out of disrespect but out of confidentiality issues.”

Public Comment – School Boundaries

Superintendent Mikalson reported these public comment sessions are an attempt to provide the community an opportunity to share their thoughts with the Board regarding the proposed boundaries for Ridgeview and Redmond High School. With the remodel that will occur at Redmond High School, the District is actually opening two new high schools.

Superintendent Mikalson stated that Ridgeview High School will open with grades 9, 10, and 11. Grade 12 students would remain at RHS. He reviewed the recommendation for assignment to a high school based on home schools. Students would be assigned to one high school. Core classes and comprehensive electives that are required for graduation would be offered at both schools. He reviewed that in April of each year, students will have the opportunity to request a transfer to another high school.

On October 26th at 6:30pm, in the Redmond High School auditorium, there will be public meeting where more details will be provided regarding the processes that will be involved in transferring to another high school as well as an additional opportunity for the public to provide input to the Board regarding the proposed boundaries.

Mr. Perry wanted to make note that if a student transfers to a high school outside of their assigned boundaries, transportation will be the responsibility of the family.

Becky Cyrus asked for clarification around what will happen for seniors who want to take AP courses. Superintendent Mikalson stated that currently many of those courses are combined with the IB program. Students make choices if they will take the AP tests or IB tests.

There was also a question asked about the future of the FFA program. Superintendent Mikalson stated that at this time the program will remain at Redmond High School. The possibility of offering the program at Ridgeview will be a yearly decision with principals and staff looking at enrollment numbers. However, we need to be clear that the facilities need to be able to accommodate a class. The district wants to offer as many options for students as possible. In addition, budgetary issues will also need to be considered in any future offerings.

When asked if it has been a consideration to put the freshman at the Hartman campus and rest of students at Ridgeview Superintendent Mikalson state this has not been a consideration. He reported that at the October 12 Board meeting there will be a presentation from the planning team and architects regarding the Redmond High School remodel.

Superintendent Mikalson stated that we are hoping for a good turnout at the October 26th public hearing. It is important to get feedback from stakeholders. Some decisions have been made; Ridgeview will open with grades 9-11, AP and IB decisions have been made, and career course decisions have been made to assist in the design of the buildings. The question becomes how do we make a transfer process work? Additional class offering information will be known in January when students forecast but more information will be known when we receive notification about funding from the State. He further stated that if we opened two identical high schools, we limit the options that students in the district have. By having two separate comprehensive programs we expand those options.

Mr. Perry stated that the October 26th date has been scheduled as a special School Board meeting to specifically hear from parents regarding this matter. The Board will not be adopting any policy until after this meeting so everyone's opinion matters.

PRESENTATIONS

Superintendent Update

Superintendent Mikalson thanked the CLASS (Creative Leadership Achieves Student Success) team and stated this is truly a model of innovation in the district. "In the district we have talked about quality professional development to get the best outcomes for students. Today was a School Improvement Wednesday and the quality of conversation that I heard about instruction is wonderful to see in schools." He thanked the CLASS team of teachers who volunteered for two years to make this a reality. He specifically thanked Alishia Anderson and

Jennifer Moore for, “Getting a vision into reality. To see these things coming to life instead of just talking about them are a gift to the district.” Provided to the Board was a Q & A document on why these days are so important. There is also a link on the district website that will identify what each building is doing on those days.

Jim Erickson congratulated the team who put the website together. “It is clear on what the expectations are in each building and why it is happening.”

Association Report

Karen Gray – REA

- She expressed her thanks to the staff at Redmond High School. She stated they have undergone significant change from last year to this year. She provided a summary of the changes. “They need to be publically acknowledged for their efforts and for the extent of the change. They have undergone unprecedented change in working conditions and we all need to be aware of that and acknowledge them every chance we get.”

Jim Erickson asked if it would be appropriate to send out a communication to the high school staff acknowledging their efforts. Karen Gray stated that the high school is in a unique situation and believes it would be nice for them to be acknowledged.

Superintendent Mikalson stated that while he is not opposed to singling out the high school staff, he wants to make sure that it is clear that every employee in the district is making amazing sacrifices.

Jim Erickson will draft an email that will be sent to all staff.

Dru Carpenter – OSEA

- First meeting of their association was this last Monday. Nominations are currently open for a vice-president due to a resignation over the summer.
- Contract opens this year for full negotiations. Between now and January they will set aside time during their meetings to discuss contract language.

Brown Education Center

Debbie Newport, Director of the Brown Education Center was in attendance to provide the Board with an overview of the programs that are currently being offered at Brown Education Center.

Bob Perry reported that during the building tour he had the opportunity to learn about the students and programs that are housed at Brown. He stated, “There is a great story here and a lot of kids here being helped.” Debbie stated that during the tour Mr. Perry noted the feeling in the building is very positive; students and staff have smiles on their faces and are happy to be here. She appreciated those comments as they validate what is happening in the building.

Debbie Newport echoed Karen’s acknowledgment of the work the staff are doing at the high school. “It has been a whirlwind start but everyone has a positive, enthusiastic attitude and are doing an amazing job.”

Brown Education Center (BEC) provides services to a variety of students from Redmond School District and the region. Most students qualify for services through Special Education. They currently have just under 100 students who attend programs at BEC.

One of the changes this year is in the Transition Program. The transition programs provide two levels of service to meet the needs of qualified students; Life Skills Transition and a newly created program called “OutReach” that is being run by Liz Worthington. This program combined three former programs (Pacific Crest, TurnAround and SpEd Transition Services) to serve students age 14-21. High school students with behavioral challenges and modified diploma graduates with documented learning/behavioral disabilities, have the opportunity to build a schedule that may include dual enrollment at RHS, job training within our community, development of resources

for independent living, healthy lifestyles and purposeful adult living. Ms. Worthington reported the students have recently opened a doggie treat business called “Pampered Pooches.” The intent of the business is to teach students small business operation skills. They are hoping to be able set up an account for Pampered Pooches with the tech department so they will be able to receive orders.

Another change this year is the Child Center. The Child Center Program is a therapeutic day treatment program. It provides full-day treatment and educational services to children, grades K-6, who have severe emotional needs. Included in those services are: individual and group therapy, family support, social skills support and overall care coordination. There are currently seven students in the program. There are long-term plans to expand the program.

Ms. Newport reported on the YouthBuild program. This program has suffered a dramatic reduction in funding. Youth Build is a nationally based program that serves low-income youth ages 16-24. It is also a work/earn/learn program – students are employed, learning job skills specific to the construction trade, while attending school and working to complete their high school education or GED. It is a comprehensive program that in addition to education and construction job training also includes career development, transition services and leadership training. There are currently 14 students enrolled from around the region.

There is a grant writer who is employed by the Heart of Oregon who is currently working to obtain additional funding to support the program. The Redmond School District is in a partnership with the Heart of Oregon. We provide the staffing, location and facilities support. They do all of the fundraising for the program.

Superintendent Mikalson stated this program is scrambling to live out every child, every chance, every day and should be commended for their success.

Assessment to Mastery

Linda Seeberg, David Burke and Chris Morton spoke to the Board about improving feedback so students and teachers know-what, know how, know-why. That feedback is important to instructors so they know how to meet the needs of students. If our feedback to students that is not clear, it doesn't give them information to improve learning. By providing a simple grade we don't inform parents on how students are really doing. General feedback is not sufficient – it does not give them the information or resources to improve. In a proficiency based system we know that students need analytical thinking, writing skills, personal management and reading.

Traditional systems provide a letter grade. In proficiency system students are provided feedback on the attainment of core standards. We need quality tools to provide quality feedback. Assessments need to provide quality information about what the student truly knows, not just recall of facts. Authentic learning means that students can apply what they know to a new situation. It forces students to master the material and doesn't allow a student to regurgitate facts, they must apply their knowledge. As we assess our students we to ensure our assessments truly reveal what students know.

Linda Seeberg stated that we need to be very purposeful about an assessment plan for the students in our district. She reviewed the various assessments that are used in the district and the purposes of each. Formative assessments are given and provide feedback to teachers, students and parents on what students are doing well and what they are struggling with. The goal of summative assessments is to measure the level of success or proficiency that has been obtained at the end of an instructional unit or year, by comparing it against some standard or benchmark. “Our assessments must be complex and thoughtful enough to give students and teachers the feedback they need to improve.”

Chris Morton provided the Board with more detailed information about common formative assessments. All classrooms are using the same assessment. We are able to evaluate student growth at a much higher level. It is a critical part of an assessment plan. There are three components to a formative assessment; screening for students who are “at risk” of either not meeting proficiency or students who are already proficient and need a different trajectory to challenge their education, diagnose skill specific deficit and, to monitor student progress.

Superintendent Mikalson stated, “The cost is too great to not succeed. Every adult in the system is responsible for student success. We must provide more mastery so that students will be successful in the next thing they do. It is a challenge we must embrace collectively. It is the work and it is what we should all be spending our time and energy doing.” He has never met a teacher who doesn’t want the best for their students. “We must have dialogues on how we get there. We might disagree but we need to get there.”

AJ Losoya stated that the delivery piece is important. “It will take more than School Improvement Wednesdays to ensure all teacher teams are on board.” He believes that for parents we still need to refine it and relate it to real-life examples.

Bob Perry expressed his appreciation to the staff that have developed this system.

Jim Erickson stated that the most important person who must be involved in the assessment of work is the student. He believes the work that students do everyday should be a formative assessment for them. He would encourage systems be provided that would give students the right to access their own work so they understand what mistakes they made. “Retention of what is learned requires application.”

School Based Health Clinic Update

Martha Hinman and Desiree Margo provided updates regarding the School Based Health Clinic (SBHC). The clinic at Lynch Elementary is currently under construction and will be opening in a couple of weeks. The high school clinic has extended their hours to provide services. Both locations continue to have mental health support for our students. Desiree Margo stated the SBHC are a great partnership with the health department to meet student needs. She reported that in the first seven months of operation at Lynch Elementary, they did more business than the Lapine clinic did in four years. This is a clear indication of the need in our community.

School Based Health Clinics are important to getting our students the health care they need in order to increase their achievement in school. It is about removing barriers so that students can receive health care. SBHC continue to connect families to dental care and sealer clinics. The nurse at Lynch is currently working to organize a district wide dental van for students. Funding for services comes from community partnerships and collaboration. Redmond School District is known for being very collaborative with community organizations. All students in the district can access the health clinics.

ACTION ITEMS

ELL Essential Skills Policy - IKF

Martha Hinman reviewed a document with the Board that lists Redmond High School diploma options. Specifically she reviewed the Essential Skills policy. The Board adopted the revised graduation Policy IKF in January of 2011. Since that time the State has provided guidelines for essential skills for English Language Learners (ELL). Mrs. Hinman reviewed the guidelines in the policy.

Bob Perry expressed a concern that if we take as our credo that we are making all students’ college prepared and career ready, are we graduating students who can’t read, write and speak English? Superintendent Mikalson replied that is the reason for the change in policy, to ensure this doesn’t happen. He further stated the State did a good job of taking input from various stakeholders and applied that input in making changes to this policy.

Martha stated that we are looking at all students across the board and are not leaving out any of the subgroups (special education needs, ELL students) when interventions are being developed.

AJ Losoya moved and Bob Perry seconded a motion to approve the graduation requirements policy with the addition of the Essential Skills Policy as presented. Motion carried 4-0. Votes: Jim Erickson-yes, Ric Little-yes, AJ Losoya-yes, Bob Perry-yes.

Superintendent Mikalson reported that Martha has taken on the role of Regional Director for Special Education and that every superintendent in our region is impressed with the professionalism that she delivers.

Consent Agenda

- Personnel Changes
- School Board Work Session Minutes from September 13, 2011
- School Board Regular Minutes from September 13, 2011
- Gift to the District

AJ Losoya moved and Ric Little seconded a motion to approve the consent agenda as presented. Motion carried 4-0. Votes: Jim Erickson-yes, Ric Little-yes, AJ Losoya-yes, Bob Perry-yes.

DISCUSSION ITEMS

Review of Revised Board Meeting Agendas and Processes

Board members reviewed a document that provided an overview of the discussions at the last Board meeting regarding proposed changes to the Board agendas and processes that will be used in creating agendas.

Also reviewed were the Board meeting expectations and communication plans/meeting parameters for the Communication Conversations (formerly known as Listening Sessions).

AJ Losoya believes that the name of the conversation should be more directed toward parents. These conversations need to be an opportunity for parents to come and share their concerns.

There was conversation regarding various ideas about what those sessions should be named. It was determined that for now, they will be called Parent Talk/Community Conversations.

In order to engage the community in meaningful discussions about education, the school board will ask parents and community members to consider the following five questions:

- How can our Board most effectively communicate with its broad range of constituents?
- How can our schools more effectively engage our students in demonstrations of their proficiency?
- With the continued decline in resource, what are your educational priorities for your student(s)?
- How is your school effectively providing every child, every chance, every day? What would you like to see your school do differently?
- What other questions or comments do you have for the Board?
 - Examples of “other” questions or comments would be helpful to provide

Superintendent Report

- ✓ Provided the Board a document that reviews the Oregon Association of School Executives (OASE) policy/advocacy position development and reporting structure. Superintendent Mikalson reported this organization is dedicated to getting our voices heard as decisions are being made at the state level. There are workgroups that will change the face of education; one of those is the OASE Vision and Policy Task Force. This task force will influence the Governor’s vision of a P-20 system. They are attempting to reshape the landscape on how funding happens in Oregon and produce a system that focus’ on outcomes. Superintendent Mikalson’s concern is that this board has not met yet, and by law, they must give a report by December. This means that formal recommendations will be coming from a group that has not even met. There are currently self-selected groups that are providing information to the OASE. Superintendent Mikalson will attend as many of these subgroup meetings as possible so that he is aware of the work that is being done.
- ✓ School Funding – Economists are advising the \$56 million that was to be allocated to K-12 education could be in jeopardy in the next session. They further advised the financial situation we are currently in could be a 10 year cycle. Superintendent Mikalson stated that, “We will need to look at transformational changes, we can’t think in the short term.”

Board Updates

None

Request for Agenda Items

None

ADJOURN

*AJ Losoya moved and Ric Little seconded the motion to adjourn at 9:45 p.m. Motion carried 4-0.
Votes: Jim Erickson-yes, Ric Little-yes, AJ Losoya-yes, Bob Perry-yes.*

Jim Erickson, School Board Chair

Trish Huspek, Executive Assistant