

**Redmond School District
School Board Meeting
February 15, 2012**

In Attendance: Chair Jim Erickson, Vice-Chair Cathy Miller, Directors Ric Little, AJ Losoya, Bob Perry, Superintendent Shay Mikalson, RSD Staff; Mike McIntosh, David Burke, Linda Seeberg, Trish Huspek, Gina Blanchette, Lynn Evans, Drew Frank, Association Representatives – Josh Davis, REA and Deb Troxel, OSEA, Media – Leslie Pugmire-Hole (*Spokesman*), Ben Botkin (*Bend Bulletin*), and four community members.

Board Chair Jim Erickson called the meeting to order with a quorum of five at 5:35 p.m.

Hadley Evans led everyone in the flag salute.

PROCEDURAL ITEMS

Jim Erickson provided a review of the processes that have been established regarding Citizen Participation for Non-Agenda items.

Citizen Participation for Non-Agenda Items

Erin Buckley-Noonan – She stated she believes the parent survey she received from both OMS and Sage wasn't in context with the culture that the district is trying to create in an efficiency based system. She made notes regarding the survey and has provided that information to the principal at Sage. "If you are going to have a survey, don't use this one." In addition she stated that report cards don't match the proficiency based system. Her son's report card is a mixture of proficiency and letter grades.

Superintendent Mikalson stated this survey was chosen because it allows us to receive national norms to get feedback in comparison to other schools across the nation. The district is able to add questions to the survey to specifically address our needs. He further reported that later in the meeting there will be a presentation that will address her concerns regarding the report card.

Alisha Capson – concurred with Ms. Buckley-Noonan's comments regarding the survey.

PRESENTATIONS

RHS Student Representative Report

The Redmond High School student representative was unable to attend tonight's meeting. She will be in attendance at the March 7th meeting.

Local Service Plan

Superintendent Mikalson stated there has been a great deal of work that has been accomplished on shared services and that work would not have happened without Superintendent Dempsey's leadership. Superintendent Mikalson expressed his sincere appreciation for his leadership across the region.

Dennis Dempsey, Superintendent of the High Desert Education Service District (HDES) was present to formally present the HDES Local Service Plan (LSP) to the Board. The Plan includes services in the areas of Core Services, Children with Special Needs, Technology Support, School Improvement Services, Administrative and Support Services.

The 2012-13 LSP includes services required by state and federal law and services contracted to component school districts, non-component school districts and other public and private entities. 90% of all State School Fund monies received by the HDESD are spent on services provided directly to component school districts pursuant to OARS 327.019(8).

Each component school district (Bend LaPine, Crook County, Redmond and Sisters) is required to review and either recommend changes to the distribution of the LSP dollars or approve as presented.

Superintendent Dempsey stated that all regional superintendents serve on the ESD budget committee.

Cathy Miller stated the HDESD is highly regarded as a pilot model in terms of services provided. "Their service to us as a K-12 system has been exemplary. From substitutes to special education we have been able to do a lot more with very restricted resources because of the talent and leadership of Superintendent Dempsey."

Superintendent Mikalson stated that Superintendent Dempsey works very hard to make sure that ESD resources flow directly into the classroom.

Superintendent Dempsey stated he has worked with many superintendents in the last 12 years. "There is currently a very good cadre of superintendents who see the benefits of regionalization. The shared services model that is currently being implemented can only be successful if all superintendents and boards support it."

Cathy Miller reported that education service districts have historically not been embraced politically and their future is still unstable. "If we had to do without our ESD, we would have a tremendous increase in our costs. The ESD needs our support as a K-12 district to be vocal in the services they are providing."

Superintendent Update

Superintendent Mikalson stated the last two weeks have been an extremely difficult time for the entire Redmond Community. He expressed his sincere condolences to the families who tragically lost their children last week.

Association Report

Josh Davis - REA

- Expressed his condolences to the families. "Teachers should never have to see their student buried."
- Reported there was a lot of stress around staff assignments
- There are 40 teachers who are signed up to attend the day of action in Salem. He expressed his appreciation to Karen Gray and Kris Whipple in getting representation to Salem for that event.

Deb Troxel - OSEA

- Reported they have established their team who will be participating in contract negotiations this year. They will have their first meeting in March.

Jim Erickson reported that he had the privilege of meeting with Drew Frank, principal of Tom McCall Elementary before the tour today. "He is a rock solid educator and I am so pleased he is a part of our team and I know he will have a great legacy here."

Jim Erickson further reported Board members had the opportunity of visiting five classrooms today. "I don't want anyone to feel that what used to happen wasn't good, I am just acknowledging the changes that are happening. In the past we saw teachers working really hard but didn't always see student engagement happening. When we go into classrooms now, the innovations that are being shared on Wednesdays are being implemented. In every room we visited we saw active engagement by the students. He expressed his thanks to the staff for their involvement in the change processes.

Tom McCall Elementary School

Drew Frank, Principal of Tom McCall Elementary School stated it was fun for him to lead the Board tour. "I am in classrooms all the time but to have outside educators come in and notice the positive things that are happening is really exciting for me. I want to make Tom McCall Elementary the gem of the district where students, teachers and parents are happy." He stated that he was very fortunate to become the principal of a school where the staff is willing and ready to reach every student.

Mr. Frank provided the Board with a PowerPoint presentation that outlined the school's 2011-2012 performance plan goals, how they are addressing proficiency, and how School Improvement Wednesdays and teacher evaluation supports their performance goals.

2011-12 Performance Plan Goals:

- Implement the Response to Intervention (RTI) model of interventions and progress monitoring
- Utilize research-based reading intervention programs
- Increase active engagement in all academic settings
- High-content vocabulary is taught every week

How they are addressing proficiency:

- Implementation of the RTI model
- The system "finds the kids" – no student can fall through the cracks
- Six-week cycles of intervention, progress monitoring and reassessment
- Targeted instruction at each students' level in conjunction with a research-based intervention program
- Data driven decisions based on universal screeners, diagnostic surveys and progress monitoring

Mr. Frank reported that Tom McCall Elementary is not only focused on academics but also great support systems. He stated the PTC group at Tom McCall is a great support to them. "In dwindling resources, parents continue to give."

Superintendent Mikalson stated that Drew Frank is an example of hiring the best. "His experiences have been powerful to the district."

Dull Olson Weekes Architects – RHS Design and Development

Mike McIntosh introduced Renee Kroupa from Dull Olson Weekes Architects, Andy Larson from Skanska and Jerry Milstead construction manager for this project. He reported that the design process for the Redmond High School remodel has occurred very quickly. "We are all working very hard to figure out a means of getting the biggest bang for the dollars." The Board was provided a floor plan and rendering of what the front of the building could look like. Ms. Kroupa stated they are excited to see how they can make RHS a competitive structure with Ridgeview High School. "There will be some tremendous cosmetic and function improvements." Ms. Kroupa reviewed the process that has been engaged in so far in the remodel of RHS and the various schematic designs that were developed during the process.

There was discussion around the upgrade in technology that will be available in each of the remodeled classrooms. A great deal of the technology that is currently at the Hugh Hartman building will be incorporated into RHS.

Construction is scheduled to begin this summer and is estimated to be completed during the summer of 2013. The project will be done in two phases. Because the school will be without an office in the fall, Skanska will bring in their construction portable that we will use as our main office.

Principal Search and Staffing Update

Lynn Evans, Human Resources Director, provided an update to the Board regarding recruiting of a principal for Redmond High School. The same model is being used as was used in hiring the principal at Ridgeview. The RHS strategic planning team has provided information about what kind of candidate we are looking for. The position has been posted and closed last week. They have scheduled phone screening interviews tomorrow with the top 10 candidates. 24 people applied for the position. Each of the members of the screening team has a binder of materials that they reviewed and rated. The top 10 candidates were determined from that scoring process. After that process is completed, they will decide who they want to come to the formal interview process. Ms. Evans reviewed the process the final candidates will proceed through.

Ms. Evans further reported that Michelle Herron, principal at Tumalo Community School has applied for a leave of absence for the next two years. That principal position will be posted and Linda Seeberg will take the lead on the hiring of that person.

Superintendent Mikalson stated the final step in the hiring process for Redmond High School will be that two names will come forward to him. He will interview the two candidates and then site visits will be performed.

Bob Perry stated that he heard a concern regarding how good of a job the current high school staff are doing in regard to discipline. He received a complaint from a substitute teacher who said that student behavior was unacceptable. Mr. Perry stated that because we are in the hiring process for that school, we need to make sure the new principal is a good disciplinarian.

Ms. Evans reported that tentative staffing assignments at the high schools were announced last week. She stated she is excited to provide that information early and hopes very few adjustments will need to be made. A copy of an email listing the tentative staff assignments that was sent to staff on Thursday, February 9 was provided to the Board. She reviewed the process that was followed when making the tentative assignments. Prior to decisions being made staff were asked their preference in school assignment.

Proficiency Update

Superintendent Mikalson stated that in school systems, and in life, things can move quickly but to move back to “why” is at the heart of growth all throughout our school system. “Teachers and school systems are held accountable for the growth in our students. Teachers cannot make a student learn – a good teacher knows to have success, is to create systems to make that growth happen.”

Linda Seeberg and David Burke revisited the topic of proficiency and the systems of support in moving from the ideals into reality. They spoke about the systems that are supporting the work toward proficiency with a specific focus on the new Student Information System (SIS).

Proficiency – Know-what, Know-why, Know-how

- Priority standards - Learning objectives are clear and measurable – about the design of our instruction and students having a clear understanding of what they are learning.
- Students work toward mastery
- Assessment is meaningful and drive student learning

The new student information system (SIS) will allow us to report our progress to the priority standards and evaluation standards will be available to provide teachers feedback on if they are actually seeing those systems being implemented in the classroom.

The reason our district went to the grade book was because that is where things become real. “We needed a real tool to give teachers before we asked them to apply this across the board. Part of the professional development is making sure they have the skills and tools they need. Grade book allows us to change the conversation with parents. They will be able to understand why their student has the grade they do. It identifies areas that students are either flourishing or need additional assistance.”

David Burke related a time when a parent complained that his class was too difficult and that he wasn't being fair to the students. Students were used to getting used to getting "A's." This was his first experience of raising the rigor of instruction and having students and parents not understanding why they didn't receive an "A" in his class.

Quality feedback gives students and teachers the information they need in order to improve academic health. Assessments need to be meaningful and drive student learning. By looking at the assessments more accurately we can inform instruction.

We need to know how our students are doing as they move through our system. In a proficiency based system we use data between levels and have check in systems across the system. Teachers will be able to look back at a student's proficiency level on any given standard.

We are the first district in the state to go with this student information system.

State is not just requiring credits to graduate but also requiring demonstrated essential skills in reading. There are currently 18 seniors at RHS who haven't passed the OAKs test. David Burke reported that he is confident those students will be able to pass the test by the end of the year.

ACTION ITEMS

Policy IK – Academic Achievement – 2nd Reading

Shay Mikalson reported this is the second reading of this policy which was reviewed during a work session. Superintendent Mikalson reviewed the changes to the policy. He stated that he wants to be clear that proficiency grading does not mean we are moving away from letter grades. Letter grades and GPA information will still be provided at the high school level, consistent with the expectations of universities and accrediting associations.

Josh Davis asked for clarification on policy language around what the "additional services or alternative public education options" are. Superintendent Mikalson stated that "additional services or alternative public education options" are required by law. It describes to districts they need to provide those services and options but not what they specifically are.

There was discussion regarding policy language, "Parents will be notified as soon as practicable when student academic performance or behavior jeopardizes success or shows sudden mark deterioration." Superintendent Mikalson stated staff would work together to establish what "as soon as practicable" means; what the expectation of timely feedback is.

Jim Erickson asked if it would be appropriate to add language to the policy that grades will be available online. Superintendent Mikalson indicated that ultimately that will be the goal but with the new system, he can't guarantee that will be available on September 1. The implementation of the online grade information will be slower at the elementary level.

There were language changes requested in the policy. The policy will come back to the Board for a third reading.

KL – Public Complaints – 1st Reading

Superintendent Mikalson reported there has been a regional effort to implement an Essential Skills Appeals Process if a student is denied a diploma based on the lack of evidence of passing essential skills.

There was discussion about how an appeal would work and the role of the principal and counseling team in the appeals process.

Cathy Miller questioned the placement of the Essential Skills Appeals Process being listed in this policy. She believes it would make more sense to add it to the end of Policy IKF – Graduation Requirements because it relates directly to that policy.

District staff will contact OSBA for clarification on where the appeals process can/should be placed. Pending that information, this policy may come back to the Board for a second reading.

IKF – Graduation Requirements – 1st Reading

This is the first reading of required revisions to the policy to include language requiring districts to establish a process for appeal in the event a student is denied a diploma based on the failure to meeting the Essential Skills graduation requirement.

Superintendent Mikalson reported the State has approved the inclusion of work samples for students to have an alternate way of demonstrating proficiency in essential skills. Because students can be denied a diploma for not meeting the essential skills requirements, we need to have an appeals process in policy to allow students to appeal the scoring of work samples. He reported they have worked hard in the region to identify such an appeals process.

Superintendent Mikalson further reviewed with the Board the importance of the Redmond School District implementing weighted grades. For the last year a committee of parents, teachers and administrators have worked on this concept. A draft of administrative regulation IK-AR was reviewed with the Board as it outlines the work that has been done.

He stated everyone is familiar with the concept of a 4.0 is someone who receives straight A's. However, districts in our region use a weighted grading system. Courses designated as Advanced Placement, International Baccalaureate, or dual-credit College Now in core subject areas are weighted on a 5.0 system.

Students might think they don't want to take an advanced course because they might receive a "B" instead of an "A". This puts us on an even playing field as districts in our region. Superintendent Mikalson reported that weighted grades would be applied to the graduating class of 2013. He believes that in our system those are the courses that should be weighted. With his own experience, some students are not self-selecting the most rigorous course because they are fearful their GPA will be affected. By implementing weighted grades he believes it will encourage students to take those courses and challenge themselves.

Jim Erickson stated that this rigor should be in all classes not just those identified and continued to say that he is philosophically opposed to the weighted grading system. However, he supports the collaborative process that this concept has gone through and will not oppose the implementation.

Board members concurred that weighted grades should be implemented in the Redmond School District. Grades will be retroactive and a weighted GPA will be figured for the first time in 2013.

Bob Perry stated, "If we get proficiency to the level we want it perhaps we won't need the IB and AP classes." The reason he supports weighted grades is because he knows someone who couldn't get into Oregon State because he had a 3.8 GPA. "If he had not taken the more rigorous classes, he would have most likely had a 4.0 and would have been admitted into Oregon State."

The Board requested the following clarifications in the Policy IKF language:

1. "Students and their parents will be notified of graduation and diploma requirements."
 - a. How often will this occur?
2. "The district will issue a high school diploma, upon request, to a person who served in the Armed Forces....."
 - a. What type of diploma?

Classified Employee Appreciation Week

Each year a week is set aside in March to recognize and honor classified staff members for all they do for our schools. This year the week of March 5-9 has been designed as that week.

The Board was provided a copy of a resolution that will be sent to each school expressing the Board's deepest appreciation for the work and dedication each classified employee provides to the district.

Cathy Miller moved to adopt classified employee appreciation week as March 5-9, 2012. Ric Little Seconded the motion – Motion carried 5-0.

Votes: Ric Little – yes; Cathy Miller – yes; AJ Losoya – yes; Bob Perry – yes; Jim Erickson – yes

Local Service Plan

Earlier in the meeting Superintendent Dennis Dempsey from the High Desert ESD formally presented the 2012-2013 Local Service Plan to the Board for their review and approval.

Cathy Miller moved to approve the 2012-2013 Local Service Plan as presented. Ric Little Seconded the motion. Motion carried 5-0.

Votes: Ric Little – yes; Cathy Miller – yes; AJ Losoya – yes; Bob Perry – yes; Jim Erickson – yes

Correction to January 4, 2012 Board Meeting Minutes

Cathy Miller stated she has a minor correction to the January 4 minutes. During the meeting she made a comment that was not properly recorded in the minutes in regard to the processes and considerations when Mr. Lemos was hired. When she was addressing his hiring, she was addressing when he was first hired in the district.

Ric Little made a motion to correct the minutes as presented. AJ Losoya seconded the motion. Motion carried 5-0.

Votes: Ric Little – yes; Cathy Miller – yes; AJ Losoya – yes; Bob Perry – yes; Jim Erickson – yes

Consent Agenda

- Personnel Changes
- School Board Regular Minutes from January 25, 2012
- Gifts to the District
- Out of State Field Trip

Cathy Miller wanted to know how the pole vault has been certified as being safe. She asked if our risk management person for the district needed to review this donation. Mike McIntosh stated that if staff did not feel it was safe, the students would not be allowed to use it.

Cathy Miller moved and AJ Losoya seconded a motion to approve the consent as presented. Motion carried 5-0.

Votes: Jim Erickson-Yes; Ric Little-Yes; Bob Perry-Yes; Cathy Miller-Yes; AJ Losoya - Yes

DISCUSSION ITEMS

Superintendent Report

- Letter is being mailed from the schools to all parents indicating what their assigned school is for next year. Included in the mailing will be an invitation to attend a parent summit. Building principals are planning activities to attract parents to their building for a family fun night. At 6:30 both Superintendent Mikalson and Mike McIntosh will provide information on the transfer process if they decide to. In

addition, information for grade 5 will be provided about middle school options. Same thing at the middle school with 8th graders transitioning into high school and their options. Schools have also been asked to provide an information packet on their school. If they are happy with the school they are currently attending they don't need to do anything.

- Superintendent Mikalson reviewed the caps that will be used to determine capacity at each building. In this first wave of transfers some schools won't have room for students to transfer. They will be using building capacity at the secondary levels to determine caps. After April 2nd parents will be notified if they have been approved for transfer. If they don't make it in the first process, their requests will be considered on a case-by-case basis
- Reviewed with the Board the decline of allocated resources to education and the current projections from the State.

Board Updates

- Cathy Miller – John Rexford has been selected as the new HDESd superintendent.
- AJ Losoya reported he had the opportunity to attend regional labor/employment OSBA class last Wednesday. The days was very informative. They went over several law cases around the state and the outcomes.
- Cathy Miller reported the zoning bill has passed. She stated this will have a huge impact on the industrial land that we own, possibility becoming a viable revenue source for the district

Requests for Agenda Items

- Advance information on the budget prior to the March 7 work session.
- Work session – concerns to consider increasing our contingency from 5% to possibly something higher.
- TAG update (future agenda)
- Survey – work session agenda item

Superintendent Mikalson stated that a year ago we looked at options for a survey. We were not only looking for a local rating but a comparison on how we scored based on national outcomes. Many of the bullet points that were on his evaluation were wrapped into the survey; questions were added related to more local concerns. Those surveys have been completed and the numbers are being crunched from the student and staff surveys that just occurred at the semester.

ADJOURN

*Bob Perry moved and Ric Little seconded the motion to adjourn at 10:25 p.m. Motion carried 5-0.
Votes: Jim Erickson-Yes; Ric Little-Yes; Bob Perry-Yes; Cathy Miller-Yes; AJ Losoya - Yes*

Jim Erickson, School Board Chair

Trish Huspek, Executive Assistant