

**Redmond School District
School Board Work Session
August 8, 2012**

In Attendance: Chair Cathy Miller, (via conference phone), Vice-Chair AJ Losoya, Directors Jim Erickson, Ric Little, Bob Perry, Superintendent Mike McIntosh, RSD Staff; Linda Seeberg, David Burke, Trish Huspek, Gina Blanchette, Media, Ben Botkin (*Bend Bulletin*) David Foote

Vice-Chair AJ Losoya called the meeting to order with a quorum of five at 5:51 p.m. The statement of confidentiality was read to the media.

DISCUSSION ITEMS

AJ Losoya provided a review of the process that was used last year for board visits to schools and parent conversations. He stated that it would be his preference to not add an additional day to the schedule.

Superintendent McIntosh stated that school visitations and parent conversations can be looked at jointly or separately. The principals would present at work sessions; either individually or collectively. School visits could be individually scheduled as well as parent conversations.

Linda Seeberg stated that she had received feedback from elementary principals that having board tours in the morning would be a better timeframe to be able to provide the board what they want to observe.

AJ Losoya stated he doesn't believe parents will come to the district office for the parent conversations. He questions even continuing to do it considering the number of people who have attended in the past. He suggested going to a quarterly basis; dividing the schools up for attendance could gain more involvement from parents.

Jim Erickson stated that he continues to support the concept of parent conversations because communication is critical. He would however suggest the sessions have more structure. "They have been very open ended and dominated by the current "hot topic."

Cathy Miller reported that she has spoken to several PTC's and they have suggested the board schedule coming to one of their meetings during the year to hold a "town hall" type of meeting. Each school PTO/PTC/Booster Club would host the board one time during the year. There would be a pre-determined topic to discuss and then there could be a Q and A time. All board members concurred with this suggested model for the parent conversations.

Parent Talk Conversations

- Schedule the parent talks around scheduled PTC/PTO/Booster Club meetings.
- Advertise to the parents that this particular PTC/PTO/Booster Club meeting is a town hall with the board and school/district staff.
- The board wouldn't be a part of their agenda – the meeting would be dedicated to district information
- The board would need to adjust their schedule to accommodate whatever day the PTC/PTC/Booster Club meets on.
- Student presentations could occur during the meeting so that students could be showcased.

School Visitation

- School visits will be on Wednesdays in the morning
- Building leaders need to be prepared for school visits; need to be organized and principals need to have accountability
- What are the things that are happening as a result of collaboration (Walk to Read, Walk to Math, etc.)

Principal Presentations

- Presentations would be scheduled on work session dates
- Need to hear not only about their successes but the challenges they face – be as specific as possible
- Need to see passion – this is an opportunity to share the work they are doing in the building and to share it around district goals.
- Presentations need to be real, authentic and focused – not a “dog and pony show”
- Wouldn't take a lot of time to prepare – it is what they are living every day

Resourcing the Expectations

Superintendent McIntosh stated that he would like to publically thank David Burke and Linda Seeberg for their work on this document. The charge coming out of transition team meeting was to capitalize on clarify, simplify, prioritize and sustain. This document tries to represent that we are here to serve kids the best we can.

Linda Seeberg provided the board with a power point presentation that provided an overview of the course of action the district will use in resourcing the expectations in three areas; student proficiency, student, family and community supports and stewardship of district resources.

Linda Seeberg stated this work started with our transition into a different leadership model that came out of the Transition Team meetings where we did some great work in terms of processing information about our best hopes and worst fears. One of the strong themes that came out of that is that we have taken on a lot of things this year and the feeling that we need to have the opportunity to get proficient in those items. “Let's prioritize and clarify what we are working on so that we don't feel that we are learning new things every year and not gaining proficiency. We wanted to create a clear prioritized list of what we are going to be about this year. Where we can walk into any school and see clear alignment in the system.”

Linda Seeberg reviewed with the board both the 2011-2012 outcomes as well as the goals for the 2012-2013 school year in each of the identified areas. Teachers are responsible for teaching all standards but the focus will be on prioritized standards. Standards are changing – they are called Common Core Standards; they are different than the standards we are used to and are more rigorous. The way we instruct will be changed based on those new Common Core Standards. The new standards are a state requirement.

Jim Erickson stated that if assessments are happening on a routine basis in a classroom a young person is being held accountable and receiving feedback regarding their weaknesses on a regular basis. “They are going to be held accountable because they are going to be asked to perform at a high level and all teachers are going to know how that student is doing.”

The new Synergy information system is a more robust system that will provide one standardize grading and report card system. In addition, it will allow parents to have an “on time” reporting system on grades. Elementary school report cards have been updated to reflect new standards. “This will propel us light years ahead to focus on the work.”

David Burke stated this system will be able to provide amazing things related to the levels of feedback we will be able to provide to both teachers and students regarding student learning. It is more than just an electronic grade book for us.

All of this information will be shared in detail with the principals at the administrative retreat.

Board members provided feedback regarding the draft document.

Response to Media Reports/Articles/Editorials

Mike McIntosh stated that he needs clear direction from the board regarding the appropriate means to communicate our position from personnel matters to curriculum matters. He stated he is not interested in engaging in verbal wars with the media. He is seeking feedback on the board's philosophy – do we engage, do we not engage. If we feel something has been misrepresented do we respond or don't we.

Cathy Miller stated that she wouldn't want to use the word "respond" because that makes it seem like we are in a defensive position. "It is more about our communications process regarding our decision making process when all of the information isn't out there. What is not understood by the public is a concern for me because we are going to have more challenges next year and how do we manage the information flow."

Superintendent McIntosh stated that he appreciates the relationship that the district has with both Leslie Pugmire-Hole and Ben Botkin. He would rather be proactive in expressing our message instead of being reactive and defensive.

Bob Perry stated that it would be difficult to come up with a hard and fast policy. Each issue needs to be treated on a case-by-case basis. "In addition we need to remember there are legal restraints."

AJ Losoya stated it is important to build relationships with the media and to be proactive with them.

Ric Little stated, It is disappointing to get blasted by the media when you have tried to protect someone's rights. We need to be proactive within legal restraints."

School Board Meeting Assessment/Reflection

Superintendent McIntosh stated that he wants to make sure as we develop the relationship between the board and himself that a clear understanding on how we want to operate is established. Part of those understandings is to determine how the board would like to see the meetings flow.

As a suggestion a list of possible self-assessment questions were provided to the board for their review.

Cathy Miller stated that she is a proponent of the board doing a 360 evaluation. "We need to make sure we regulate our meetings to make sure we are being the most effective." She stated she does not feel it necessary to do a self-evaluation after every meeting.

Jim Erickson stated he believes the board has done a far better job in identifying what is operational and governance issues. "I think as a board we must understand the criteria of what we do and what we don't do." To him that is a walk the line thing that needs to be decided in the moment. "Respect says you continue to listen or respectfully cut them off. This is the art of communicating – you must be flexible."

Cathy Miller stated that if at a meeting something comes off-topic there is nothing wrong with tabling the conversation until the next meeting. This would be brought forward on the portion of the agenda where the board asks for future agenda items. In regard to the portion of the agenda for non agenda items, she believes the board needs to continue to engage them respectfully. "We don't want to do anything by virtue of expectation that would diminish the culture we are trying to establish."

AJ Losoya stated that one of his disappointments over the last couple of years is that we would like to see more participation in board meetings. "We need to be sensitive to everyone, including the people who are in the audience who are waiting to present to the board."

Bob Perry stated there might be some people on the board who didn't agree with his statement at the last meeting. He believes that some "cheap shots" were made toward the RPA. "We are supposed to be their partners and they were hung out to dry and that is why I spoke up."

Superintendent McIntosh stated there are times when people are engaged and invited to participate. Sometimes you wonder if that is the right thing to do. If you do that regularly and you ask one person's opinion and not another, does that affect how much voice they have? How much voice is appropriate and how much power do they have to sway and twist the conversation?"

Cathy Miller stated that is a valid point. "If there is an agenda item that we ask for input on it should be a general invitation to participate."

Superintendent McIntosh reported that he had spoken to someone today who doesn't come to the meetings because they don't want to be called on.

Cathy Miller stated she would encourage feedback among the team. "If there are things we think we could do better at future meetings, I would invite that feedback. We want to be reciprocal in feedback."

Superintendent McIntosh stated that he needs to know what the board expects from him around that issue. "I feel it's my responsibility to keep you informed, but sometimes it's hard to determine what decisions I should be making with or without the board's knowledge or approval. We are sorting out the leadership model as we go."

Cathy Miller stated that Superintendent McIntosh is doing an excellent job. "If there is anything operational that is an impact to the climate of a building or the district, please just inform us. If there is an issue we may hear about in the community, having a heads up is all I need to carry on."

School Improvement/Achievement Compact Team

Superintendent McIntosh stated both of these items were updates the board had requested at the last meeting. He asked for direction regarding the Cabinet. "The org chart that we have developed got us out of the tradition of the hierarchical piece. The cabinet idea was formed to provide a support for the superintendent. In addition it could provide feedback to the board." He asked the board if that is a priority or if that portion could be postponed until more is known on what is happening with the position of superintendent. "It doesn't make sense to invite people to serve for one year. It would make more sense for the next superintendent to identify that team."

All board members concurred that if Superintendent McIntosh already has people in place that can provide him feedback, there is not an urgent need to identify a cabinet.

Transition Team will meet soon to help inform the decision the board needs to make on posting for a superintendent.

Superintendent McIntosh reported that he believes the School Improvement Team and the Achievement Compact team should be one and the same.

Agenda items

- Continue the discussion/organization of having government representatives tour our facilities to show the good work and the challenges that we have.
- Grants for community schools might be ending – Board needs a better understanding how we are going to sustain those programs
- Discussion around scheduling the next five-year projection plan
- Mayor, City Council, Board Summit regarding PERS
- JCA – update from Cathy regarding ESD

Mike McIntosh reported that we now have final occupancy for Ridgeview High School.

AJ Losoya expressed his appreciation to the district office team for all of their hard work.

ADJOURN

The work session was adjourned at 9:02pm

AJ Losoya, School Board Vice-Chair

Trish Huspek, Executive Assistant