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BOARD APPROVED 4/25/18

Redmond School District
Board Work Session
April 11, 2018

Board Members in Attendance: Vice Chair Tim Carpenter, Directors, Johnny Corbin, Travis Bennett (Arrived late: Director Shawn Hartfield and Chair Rick Bailey)

Distributive Leadership Team Members in Attendance: Dusty Porter, Kelly Mullins, Paul Nolan, Jennifer Hesse, Evan Grant, Tracie Renwick, Rayna Nordstrom, Stacy Stockseth, Mike McIntosh, Matt Williams, Chris Morton, Drew Frank, Rosemary Tyson, Vicki Sime, Stephanie Wilcox, Michael Lindblad (ODE)

PROCEDURAL ITEMS

Vice Chair Carpenter called the work session to order at 5:35pm. Evan Grant introduced Michael Lindblad from ODE who was observing the meeting.

The team took a walking fieldtrip down to the “war room” in conference room 1 where district data has been posted.

Priority #2 – Effective Team Members – Lynn Anderson

Lynn explained that since the labor market is extremely tight in our region, we must actively recruit, hire and retain effective team members. She showed a marketing video and other examples of our many recruiting efforts.

Lynn presented charts depicting our district’s number of teachers we have lost and the reasons they left. There were three charts: all district teachers, only general education teachers, and only student services teachers. Comments were made throughout the DLT that our retention numbers are improving and those reasons include: thorough hiring processes, continued coaching, new teacher induction week, providing continual learning opportunities, robust evaluation system, mentor program, School Improvement Wednesday, and building trust because we do not allow ineffective people to continue.

Lynn presented a professional development spreadsheet. Our district offers a generous amount of professional development, the spreadsheet is extremely large and not very user friendly.

Small groups were asked to write down three celebrations around effective team members and three challenges, and what can the board members do to support the districts efforts.

Group #1 – Chair Bailey and team

Celebrations – mentor experiences, flexibility at building level, collaborative and optimistic environment

Opportunities – hiring specialist positions, coordination between RELC & other elementary schools, contract limitations regarding salary scale, professional development for specialists

Board Support – creating stability for the district, visibility

Group #2 – Vice Chair Carpenter and team

Celebrations – mentoring program, teacher’s voices honored, clear expectations of teacher effectiveness, prioritizing resources

Opportunities – special education challenges, professional development for elementary is limited during the day, retention of classified

Board Support – supporting and sustaining current efforts, clear expectations that connect outcome metrics to priorities

Group #3 – Director Corbin and team

Celebrations – Evaluation system, coaching and mentoring, collaboration teams, high and clear expectations

Challenges – Money, class sizes, retaining specialists, diverse needs around behavior, mental health and language, high school trimester schedule

Board Support – Continued collaboration and connection with community

Group #4 – Director Bennett

Celebrations – Evaluation system, targeted professional development, mentoring/induction/support of new teachers, cohesion through all grade levels

Challenges – dynamics of being a small district (sometimes things move fast and often), recruitment for specialty areas, overall challenges of being a teacher and behavior issues of students

Board Support – Protect and retain the great programs in place, enhance/enrich student experiences

Steve Kelley with OSBA led a short debrief of the process. He asked the Board and team members two questions:

Question #1 – What worked well for you tonight in the process of this conversation?

Comments included:

- Respect and great energy
- Developing common language between staff and Board
- Developing a bond and building trust which will result in better outcomes
- Focusing on kids and teams, the celebrations were common (earlier reported out)

Question #2 – If you had to do this conversation over again, what are some areas you can improve?

Comments included:

- Hoping the process becomes systemic and an ongoing exercise
- Board needs to respect the teams time moving forward and remember roles and boundaries
- Board would like to be more prepared for the conversations
- Team appreciates the Board wanting to have a more in depth understanding

Promise Scholarship Check Presentation

Steve Kelley presented the Board with a \$5,000 Promise Scholarship check after completing 18 hours of professional development. Only nine boards in Oregon were given the opportunity to earn these scholarship dollars.

Guest attendees were excused.

Board Self Evaluation

Although overall the scores were higher than last year, the Board felt they were more critical of themselves this year. Areas #1 and #11 improved (Board Systematic Improvement and Values, Ethics and Responsibility) and it was this year's area of focus and the Board actively participated in these processes. #2 (Policy and Governance) also improved, as a tremendous amount of effort was put into that area as well. The Board also discussed #5 (Accountability and Performance Monitoring) and what indicators could the board improve on. The Board shared these ideas:

- Communicating to the public how policy decisions are linked to student achievement data
- Board recognizing achievement, possibly the day to day heroes
- Board's priority and focus should be on curriculum, student achievement, and student success

A few Board members still see room for continued growth in #9 (Board/Superintendent Relations). The Board agreed they work well as a team, they are all on the Board for the right reasons – the kids and the community. There is a high level of trust and commitment.

More areas of growth might include:

- Remembering our BOA and being intentional to visit it often
- Utilizing different expertise
- More continued education, attending the OSBA conferences, etc.
- Changing the meeting structure with more emphasis on work session to streamline the board meetings

Board Goals

The Board currently has two goals and discussed the possibility of creating a third, but decided they did not want to dilute the focus of the two they already have. They discussed a Board retreat and making the vision/mission statement a focus.

Board work session adjourned at 8:42pm.



Richard C. Bailey, Chair



Gina Blanchette, Executive Assistant