

**Bend-La Pine Schools  
Bend, OR 97703**

The Board of Directors for Bend-La Pine Schools met in a regular meeting on October 11, 2016 at La Pine High School, 51633 Coach Road, La Pine, OR 97739.

**Board Members Present**

Peggy Kinkade  
Andy High  
Cheri Helt  
Julie Craig  
Stuart Young  
Ron Gallinat

**Board Members Absent**

Nori Juba

**Call to Order**

The meeting was called to order at 5:23 p.m. by Chair Kinkade. The Pledge of Allegiance followed.

**Review of Agenda**

Chair Kinkade reviewed the agenda, there were no changes.

**Public Input**

There was no public input.

**Superintendent Spotlight of Success**

*South County Schools*

Superintendent Mikalson introduced Patrick Flanagan, Principal at La Pine Elementary, and expressed his appreciation for not only Flanagan, but for all South County schools and the community outreach work they do. He also noted the phenomenal work being done to focus on attendance and ways to engage families. Jim Boen added his appreciation and agreed South County schools do an exceptional job to partner with the local community to help educate and support students and families.

Flanagan shared about the La Pine Fall Festival and the growing partnership with Working Together for La Pine Kids. The Fall Festival included a variety of community resources and OHSU helped host the Let's Get Healthy Fair at La Pine Middle School. Flanagan said over 500 parents and students attended the events and felt it was a huge success. He is looking forward to continuing the events in years ahead.

**Consent Agenda**

Chair Kinkade asked about the personnel recommendations which included a classified resignation and certified hire for the same person. Jay Mathisen confirmed it was a positive professional step for the employee. Ron Gallinat commented on the retirements of Roger McMillan and Diane McMillan from Bend Senior High, noting his appreciation for their work and dedication to Bend High students over the years.

**Ron Gallinat moved to approve the Consent Agenda. Stuart Young seconded the motion. Unanimous approval.**

**Reports**

*Financial Report*

Zhai Logan noted the financial update included in the board packet. The update is the first of the 2016-17 school year and the estimated beginning fund balance is approximately \$8.9 million, which is more than what was initially projected. Logan noted the PERS rate increases coming and the district will work hard to keep reserves strong to help with large future costs.

Ron Gallinat asked if the PERS increases could impact a possible bond rate. Brad Henry said it is possible and the district will continue to monitor factors that could affect rates. Andy High asked if the district tracked how many of the new students this year came from in or out of state. Henry said no and that the state does account for growth in their formula for ADMw, generally at 1-2%. Kinkade thanked Logan for the report.

#### *Professional Development Update*

Lora Nordquist and Michele Oakes reviewed the growth and change in opportunities for professional development in the district. Classes are taking places in various locations, and delivery options and times have also expanded to include summer months, evenings, etc. Some of the courses taught through the district now also qualify for college credit. Nordquist explained that quality professional learning is embedded into the work being done and with the expansion of instructional coaches, the district now has more capacity to provide follow up opportunities for staff members.

Oakes shared an update on the PASS program, noting 85 teachers are now participating with three being Professional Level Tier 1 teachers. The district's first level review took place in June 2016. The district hired a national leader to train and develop a scoring system, train on how to assess, calibrate scoring, look at biases, score components, assessor feedback and teacher feedback. There were nine assessors who participated in the training and Oakes shared a short video of teachers who have recently gone through a level review. She explained assessors look at three tasks: teaching practice and learning environment, on demand assessment, and an action research project which is the teacher's topic of choice.

Oakes shared areas of strength: mentor support, increased reflection and improved professional practice and areas of growth: new teacher induction, more relevant to K-12, flexibility of courses, and workload balance. The district has begun to address the areas of growth and has a plan in place for future changes and how new teachers will be better supported.

Oakes said she and Heather Anderson, teacher at Juniper Elementary, are working to support the 13 current National Board Certification candidates. There are another 22 candidates, 5 from Crook County School District, in the pipeline. Oakes and Anderson have presented at the state level about the certification and are working with the HDES for cohort technology support for the region. Oakes added that OEA has been working with partners across the state for a possible bill that would help support the National Board.

Nordquist shared next steps the district will be taking in expanding professional development, noting the use of technology, and increasing the capacity for mentoring and coaching. Nordquist explained that districts are responsible for creating an aligned professional development system for teachers and the PASS system meets, and exceeds, the states requirements. Jay Mathisen added the professional development that is available now is top notch and teachers have a variety of options to choose from. Superintendent Mikalson agreed and said the board and district should be very proud of the work being done. He is impressed with what the district does and the structure of this work is paying off for teachers in their continued learning.

Chair Kinkade shared she joined teacher, Adam Carter, in a mentoring role with a kindergarten teacher and appreciated seeing the work of the two teachers together. Nordquist invited any other board member who is interested in a similar experience to contact her and she would help coordinate details. Cheri Helt asked if the district is tracking teacher retention, specifically for those who have worked with mentor teachers. Oakes said it is complicated to collect that information as retention is really difficult to define. Nordquist said there is little research nation-wide about teacher retention, specifically for teachers who have mentors, and added our district retention is fairly high simply because of location. Helt shared her interest in tracking teacher retention and also tracking student success, for those students with a teacher who has a mentor, to show that our investment in and support of teachers is producing positive student results.

**Discussion***Board Staff Linkage – Expectations*

Chair Kinkade shared a handout she prepared to possibly add to current governance policies in an effort to address the board-staff linkage expectations without creating a redundant set of policies.

Discussion ensued and suggestions were made to the areas of fielding information requests, handling of email, and interviews with media. Areas still to be addressed include the board member relationship with adopted schools and managing or considering business opportunities presented by third parties. Kinkade asked board members to share any other feedback with her prior to the November 8 meeting. She hopes to bring a final draft for board action and approval on the 8<sup>th</sup>.

**Board Comments**

Andy High encouraged all to attend the upcoming Bend High Distinguished Alumni event and any of the Veterans Day events at the high schools as they have always been excellent.

Chair Kinkade recessed the regular meeting at 6:30 p.m. The board then met in executive session.

Chair Kinkade resumed and adjourned the regular meeting at 6:56 p.m.

Respectfully submitted,

Andrea Wilson  
10.11.2016