

# Bend-La Pine Schools Board of Directors Meeting Minutes

**Meeting Date: December 27, 2019**

## **Meeting Location**

Bend-La Pine Schools Education Center  
520 NW Wall Street, Bend, OR 97703

## **Board Members Present**

Julie Craig  
Carrie Douglass  
Shimiko Montgomery  
Caroline Skidmore  
Melissa Barnes Dholakia  
Stuart Young *attended via teleconference and left meeting at 2:57 p.m.*  
Amy Tatom

## **Call to Order**

The meeting was called to order at 1:03 p.m. by Co-Chair Craig. The Pledge of Allegiance and review of the agenda followed.

## **Discussion**

### **❖ Superintendent Vacancy / Process & Timeline**

Co-Chair Craig introduced Dr. Valerie Pitts, search consultant with Hazard, Young and Attea Associates (HYA) who will help lead the superintendent search process. Craig noted that Dr. David Cash, with HYA, will also help lead the search and recruitment efforts.

Pitts shared about the process and timeline HYA will be using for the superintendent search, noting listening sessions, recruitment efforts, screening and vetting of applications, assisting with the interview, selection and transition process.

Discussion ensued on candidate screening and Board members agreed that they would like to take part in a Search Advocate Training that OSU Cascades professor, Erika McCalpine, offers. Co-Chair Douglass will follow up with training dates and times. The training is designed to enhance equity, validity and diversity in hiring practices.

Pitts led Board members through a process to identify norms: being honest, transparent, and open to all view points and ideas; being able to respectfully disagreeing and support the collective decisions of the Board; and making an effort to hear all voices of the board were identified.

Pitts led Board members through a process to identify areas they are most proud of and what they see as a current challenge within the district. Board members identified the following areas of success:

- Progress made on Board Ends over the past 4-5 years (graduation rates) while student enrollment has been growing rapidly, noting the desire to not lose momentum
- The deep seeded respect through the entire system (unions, staff, students, etc.), noting the desire to find a leader who can sustain that respect

- Unified feeling amongst staff at all levels and areas and how can we keep that feeling of empowerment and their work has purpose
- Finance and operations side of the district are managed extremely well with the district being able to weather the last recession and maintain a focus on priorities
- Community support and a successful history of passing bond measures
- Families have choice within the district to find options that best fit their student's needs
- School and staff autonomy
- Excellence & Equity Review and the direction it will take the district
- The district is viewed as a leader amongst other districts in the state, noting the desire for that to continue
- Strong, established district and not in need of a "turn around"

Board members identified the following challenges:

- Inequity in the district with very wealthy and very poor extremes in the community which are reflected in the varying levels of support in schools
- The achievement gap as reflected in the Board Ends data
- School age children are diversifying at a more rapid rate than our community (i.e. 8% of our community is diverse while 18% of our student population is diverse)
- Lack of state funding
- Perception that the Student Success Act dollars will be the "cure"
- The perception and expectation that the schools are going to fix "everything" –inner agency work is an opportunity and also a challenge for the district
- Instructional quality and inconsistency and lack of focus on instructional practices at various levels
- Need to prioritize principals as instructional leaders in their building
- Mental health support and intervention and that the use of best practices vary across the district
- Bullying interventions vary across the district
- Lack of student voice at the district and Board levels
- Needs of South County vs. Bend area schools
- Lack of options or limited space available in current programs and magnet schools

Pitts led Board members through a process to identify and prioritize qualities for the next superintendent. Board members identified the following:

- Excellence & Equity follow through
- Pushing toward consistent, excellent, instructional practices
- The ability to understand the needs of a growing committee / bigger city issues and the need for inner-agency collaboration
- Closing the achievement gap
- Sustainable schools – reducing the carbon footprint of facilities and teaching students about conservation practices and implementing those practices in all school buildings and district facilities
- Core belief system that all students can achieve and be college / career ready
- Need to provide more early learning options

Board members identified the following personal qualities they would like in the next superintendent:

- Communication – someone who can listen to all viewpoints and uses a variety of means to communicate with students, families, and community members
- Good manager – someone who can set a clear vision and knows how to manage and lead a big, complex organization

- Consistency and clearly articulating what they want for the district and the courage to say what is not a priority at this time
- Visionary but also very practical and grounded in reality
- Ability to build relational trust / effective team builder
- Ability to evaluate and re-focus as needed
- Courageous enough to make tough trade-offs, make tough decisions, speak up and out as needed
- Deeply learned equity understanding / learning / issues (track record of some success) with an urgency about our current state of equity
- Successful financial manager
- Strong instructional leader (experience in schools)
- Someone who has a pulse on statewide legislature, ability to be connected at the state level to drive priorities of our region (maybe even drive change at the federal level)
- Someone who will push staff a bit harder without disrupting the good momentum

Stuart Young noted the district also has the Deputy Superintendent position to fill and that it would be good to keep these priorities in mind as the district looks forward in leadership planning.

Discussion ensued on next steps and upcoming dates. The superintendent search committee (Co-Chair Craig, Co-Chair Douglass and Barnes Dholakia) will continue to communicate with fellow board members about the timeline and status of the search.

Meeting adjourned at 4:05 p.m.

Recorded by: Andrea Wilson

**Minutes approved at 1.14.2020 board meeting**