

## **Bend-La Pine Schools Board of Directors Meeting Minutes**

**Meeting Date: December 10, 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 *left meeting at 6:23 p.m.*  
Amy Tatom

### **Call to Order**

The meeting was called to order at 5:30 p.m. by Co-Chair Craig. The Pledge of Allegiance and review of the agenda followed.

### **Public Input**

Kaelynn Adams, teacher at Silver Rail Elementary, shared about the current inclusion model the district's Special Programs Department is using with students and the negative impacts it has in the classroom. She asked the district and Board to consider using Student Success Fund dollars to hire more support staff for high needs students.

Nicole Stefano, parent, asked when more information about how the district plans to invest the Student Success Act dollars will be available. Co-Chair Craig said that the Excellence & Equity Report Update will have more information and encouraged Stefano to stay and hear about the district's findings and next steps.

Jen Jennings, parent, thanked the district for doing the Excellence & Equity Review and thanked Better Together for helping lead the effort. She addressed the Board last year about discrimination and racism in the district and said she feels that not much has changed. She noted the amazing partners in the community and encouraged the district and Board to continue to work together on this important topic.

Dr. Dalton Miller Jones, addressed the Board about the importance of hiring staff members who are multi-cultural. He shared a handout about the positive impact of having teachers from underrepresented backgrounds working in schools.

Naomi Crummett, addressed the Board about Restorative Justice and equity practices and the need for the district hire teachers of color.

Oscar Gonzales, with the Latino Community Association, shared about the need to have more culturally responsive curriculum in schools and advocated for more staff to be trained in how to use Restorative Justice practices when working with students of color.

Romir Chatergy, member of Restorative Justice and Equity group, reemphasized sentiments about the need to use Restorative Justice practices. He asked Board members to consider equity and experiences in creating and focusing on equity in schools as part of their search for a new superintendent.

### **Consent Agenda**

Co-Chair Craig proposed moving the Excellence & Equity Update Report after the Consent Agenda. Board members agreed.

**Stuart Young moved to approve the Consent Agenda. Amy Tatom seconded the motion. Unanimous approval.**

### **Reports**

#### **❖ Excellence & Equity Update**

Superintendent Mikalson shared an update on the Excellence & Equity Review, noting a hard copy report at each Board members seat as well as available for meeting attendees and that the report is also live on the district's website. Mikalson shared about the work which has taken place for the past several months to listen and gain a deep understanding of students' and families' experiences in our schools and to use the information gathered to direct change. The online version of the report provides links with more in-depth information that came from the 36 listening sessions and survey results.

Mikalson noted this is not a "one and done" effort. The district intends to make this type of review an ongoing process and hopes staff, students, families, and community members take time to read and dive deep into the information as it is a shared responsibility to use this information as a catalyst for cause and change. Mikalson said this is a call to action for everyone in our community to engage and dig deeper into the resources that are a part of the Excellence & Equity Review. Mikalson provided a summary of the reflections of what is going well and where improvement can be made.

Mikalson thanked Lora Nordquist, Jay Mathisen, Alandra Johnson, Julianne Repman, Chris Boyd and the team at Better Together who lead the collective review effort. He said the district is committed to making this review an ongoing process, just like the district does to assess the needs of our sites and facilities. Mikalson explained this information will also be considered as the district determines how to invest Student Investment Account dollars. Resources alone don't drive change, but will help lay the ground to help accomplish the district's larger goals. At this time, the district does not know the exact dollar amount that will come from the state. He will continue to keep the Board and community updated on the figures and anticipates sharing a recommendation for investment in February with the Board making final decisions on the investments in March 2020.

Melissa Barnes Dholakia thanked Mikalson and district leadership who lead the Excellence & Equity Review, specifically for those who lead focus groups. She noted Bend-La Pine Schools' efforts far exceed that of other, larger, districts across the state and thanked those who shared during public input and hope this process, report and next steps are validating and encouraged all to dig deeper into the online information. She said she is deeply appreciative of this work and is looking forward to creating action plans to support identified needs. Co-Chair Douglass shared her appreciation for the thorough effort and transparency around the review. She commented on the need for community support and thanked community partners for their work and looks forward to next steps. Co-Chair Craig agreed, adding this could be a great opportunity to look at ways to broaden community partnerships.

Co-Chair Craig recessed the meeting at 6:23 p.m. The meeting resumed at 6:32 p.m.

## **Action Items**

### **❖ EL 3 : Treatment of Students, Parents / Guardians & the Public Update**

Co-Chair Craig noted the Safe Storage Resolution approved by the Board in November 2019 and with this resolution there was suggestion of updating language in EL 3 to align with the resolution. Craig read the updated language in EL 3 aloud.

**Melissa Barnes Dholakia moved to approve the updated version EL 3 : Treatment of Students, Parents / Guardians & the Public as presented. Caroline Skidmore seconded the motion. Unanimous approval.**

## **Reports**

### **❖ 2018-19 Alternative Learning Options Evaluation Report**

Kathy McCullum, HDESD Alternative Learning Options Coordinator, shared about the evaluation process used to review the district's ALO programs and Charter Schools. McCullum introduced: Bend International School, COIC, Desert Sky Montessori, J Bar J, Academy at Sisters and OYCP. McCullum thanked all for their work and dedication to students and also shared her appreciation for the support Jim Boen provides.

McCullum shared student success stories and noted the ALO's and Charters Schools within the district serve 1,300 students (of that 600 students are not district residents). She highlighted successes from the 2018-19 school year including that 220 GED's were awarded along with 144 diplomas. McCullum noted the goals for the next year for each program. She commented that the recommendation as written, are for the Board to consider as part of the approval to continue programs for 2020-21. Superintendent Mikalson clarified that approval will come back for consideration at the January board meeting.

### **❖ Ends Report**

Superintendent Mikalson shared the Board Ends report, noting a document at each Board member's seat with data that reflects information from the 2018-19 school year. Mikalson noted the achievement gap continues to be an area the district can improve upon, but the measures are showing the district is making progress. He noted, with the work of the Ends Board sub-committee last school year, End #4 and #7 are not part of the report; however he commented that the district has seen an increase in student participation in extra-curricular activities. Mikalson said the state is working to finalize graduation rates and he anticipates the data presented tonight (from district tracking) will be very close to the states final figures.

### **❖ Secondary Attendance Area Review Update**

Superintendent Mikalson shared an update on the attendance boundary process for middle and high schools. The Attendance Boundary Review Committee is currently in the process of gathering and will review feedback from community members on the three proposed boundary maps that have been shared publicly. Feedback is being gathered through community forums and an online survey. Mikalson said the committee will consider the feedback and narrow their work to one boundary map which he anticipates will be shared in January for public review.

Melissa Barnes Dholakia shared her appreciation for the knowledge and expertise of the committee members. She noted the challenges of transportation while trying to establish balanced, yet diverse enrollment and asked if there was more information about student diversity represented in each map option. Mikalson said he would follow up and provide to the Board for the current maps and will also be part of the next round of proposed map(s). Mikalson clarified the boundaries would go into effect for the 2021-22 school year.

### **❖ Financial Update**

Brad Henry reviewed the financial update in the Board packet, noting the annual audit is wrapping up and has gone well. There is not much change since the last financial report given, however, he noted the personnel costs are more refined and the ending fund balance is about \$100,000 more than the adopted budget.

## **Discussion**

### **❖ Superintendent Vacancy**

Co-Chair Craig said the Board received four proposals in response to their superintendent search firm RFP. The Board search committee (Co-Chair Craig, Co-Chair Douglass and Barnes Dholakia) will interview all four search firms this coming Friday and are looking to make a decision as soon as possible. Co-Chair Craig shared an update of the posting and hiring timeline and offered to answer any questions. Caroline Skidmore asked about costs and if the contract for the search firms are negotiable. Co-Chair Douglass said there is room for negotiation and the Board does have discretion with services and costs included.

### **Board Comments**

Caroline Skidmore thanked Superintendent Mikalson for the Excellence & Equity Review presentation and shared her appreciation for the work and effort that went into the process. She appreciates the district's commitment to make this a continuous effort and looks forward to hearing more about how this work will help guide the way the district invests the Student Investment Account funds.

Amy Tatom shared her appreciation for the Excellence & Equity Review and the efforts made to listen and gather feedback from staff, students and families to truly understand the challenges they are facing. She is also looking forward to the Student Investment Account funds and seeing how investments will help support needs identified through this work.

Melissa Barnes Dholakia complimented the work of the ALO's and Charter Schools and the importance of the programs and options they offer students. She attended the MYP review at Pilot Butte Middle School and said it was awesome to learn more about what Pilot Butte staff and students are accomplishing. She has also been meeting with members of Cabinet as part of the superintendent search committee, and appreciates their time and thoughtfulness as the district searches for a new superintendent.

Co-Chair Douglass noted the overwhelming amount of work the district has accomplished through the Excellence in Equity Review process and is excited to dive deeper into the report to learn more. She appreciated hearing the Ends Report and noted the incredible amount of work that goes into meeting the goals of the Ends. Douglass also shared her appreciation for the work of the ALO's and Charter Schools who capture and connect with students who don't fit into traditional school settings.

Co-Chair Craig agreed with fellow Board member comments and shared she also attended the MYP review at Pilot Butte Middle School and appreciates all the work and dedication of being part of such a great program. She noted the OSBA Conference took place in November and she appreciated the time to connect with staff and Board members and especially enjoyed the pre-conference session which focused on Alaska's approach of Trauma Informed Care. She is excited to see how the Excellence and Equity review will impact Ends, Board goals and ongoing work in the district.

Meeting adjourned at 7:25 p.m.

Recorded by: Andrea Wilson

**Minutes approved at 1.14.2020 board meeting**