

**Bend-La Pine Schools
Bend, OR 97701
September 13, 2016**

Regular Meeting 5:15 p.m.

The Board of Directors of Bend-La Pine Schools will meet in a regular meeting on September 13, 2016 in room 314 of the Education Center, 520 NW Wall Street, Bend, OR.

Agenda

Call to Order	Chair Kinkade
Pledge of Allegiance	Julie Craig
Review of Agenda	Chair Kinkade
<i>Public Input</i> This is the time provided for individuals to address the Board. Visitors who wish to speak must sign up prior to the beginning of the meeting on the sign-up sheet provided. Please state your name and topic when you address the Board.	Chair Kinkade

Consent Agenda

Approval of Minutes – August 2, 2016 Reference: ORS 192.650 and ORS 332.057	Chair Kinkade
Approval of Personnel Recommendations Reference: ORS 332.505	Deputy Superintendent Jay Mathisen

Action Items

Central Oregon Family Charter School Application	Superintendent Mikalson
--	-------------------------

Reports

High School Programming	Deputy Superintendent Jay Mathisen
-------------------------	------------------------------------

Board Retreat Continuation

Board Staff Linkage – Monitoring Superintendent Performance	Chair Kinkade
2016-17 Board Work Plan	Chair Kinkade
Board Roles	Chair Kinkade
Board Ends Review	Chair Kinkade

**Board Comments
Adjourn**

Accessible Meeting / Alternate Format Notification

This meeting location is accessible. Please contact Bend-La Pine Schools at 541-355-1001 if you need accommodation to participate in the board meeting. Please call at least three days prior to the scheduled meeting date. Thank you.

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

The Board of Directors for Bend-La Pine Schools met in a regular meeting and board retreat on August 2, 2016 at the MODA Building, 360 SW Bond Street in the 2nd floor conference room, Bend, OR 97703.

Regular Meeting

Board Members Present

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

Called to Order

The regular meeting was called to order at 9:02 a.m. by Chair Kinkade. The Pledge of Allegiance followed.

Public Input

Jennifer Baran, parent and community member, thanked the board for their time and expressed her concerns about microwave radiation, a class 2b carcinogen. Microwave radiation is present in iPhones, iPads, cell phones, and anything that uses wifi. Baran said 12 countries and Los Angeles Unified School District have all made efforts to limit and reduce exposure to microwave radiation. Baran shared handouts of research to better inform about the dangers of exposure to microwave radiation.* Baran urged the district to take immediate action to reduce exposure and offered several suggestions that could help lessen exposure. Baran asked the board to address microwave radiation as a formal agenda item in a future meeting to continue the discussion.

*all articles are available in the Superintendent's Office for review

Paul Sheean, parent and community member, shared he now understands how harmful microwave radiation exposure is after much research. Sheean feels the dangers of exposure are not widely discussed because the wifi industry is huge and many companies stand to benefit financially from the continued growth and usage. He said the most important thing is understanding and educating parents, teachers, etc. about the risks of exposure and ways to help support the health of all children. Sheean also urged the district to take action and make efforts to reduce microwave radiation in schools.

Chair Kinkade thanked Baran and Sheean for their information and said the board will work with Superintendent Mikalson to follow up on this topic and how it relates to student safety. Andy High also thanked both for their time and asked that any additional research or articles they would like to share be emailed to board members.

Lori Bogen thanked the board for their time and said she appreciates the position and responsibility of a board member. She also thanked Superintendent Mikalson and Lora Nordquist who facilitated the evaluation of the Central Oregon Family School Charter application. Bogen feels COFS is ready to open their doors and have worked hard over the last two years to prove themselves a successful school option. First Presbyterian Church has agreed to house COFS and there are numerous parents who are ready to begin and excited about the model of school COFS offers. Bogen said she would appreciate a yes vote to sponsor the COFS application from the board today.

Consent Agenda

Ron Gallinat moved to approve the Consent Agenda. Julie Craig seconded the motion.

Cheri Helt clarified the reason she is supportive of IP 65 is because the bill has specifically identified and dedicated funding to go toward education (comments on page six of the minutes).

Unanimous approval of the Consent Agenda with noted update to the minutes.

Action Items

Central Oregon Family School Charter Application

Chair Kinkade noted the materials in the board packet reflect work done by the district's evaluation team and public hearing information. Superintendent Mikalson thanked Lora Nordquist for her work in leading the Central Oregon Family School (COFS) charter application review process. He explained after the public hearing the school board must either approve or deny the application within 30 days. Mikalson reviewed his recommendation to the board and noted the elements of the application that gave him reason not to support approving the application. Mikalson shared his concerns around COFS' ability to meet the needs of all students, curriculum, instructional time and attendance standards. His fundamental concern is that the COFS model is very similar to what Bend-La Pine Online (BLPO) currently offers and is not sure that this charter option would fill an unmet need in the district.

Mikalson said if the board chooses to approve the application today, the next step would be to begin to develop the charter agreement. If the board chooses to deny the application, the district will send COFS a letter to confirm the decision and from that point, COFS could submit a revised application for consideration.

Chair Kinkade asked board members if they had any questions.

Cheri Helt asked Mikalson for clarification of what the BLPO program includes. Mikalson said the district relies on learning coaches (i.e. parent or guardian) do to most of the instruction. There are currently 58 K-5 grade students and 48 6-8 grade students who do BLPO exclusively. A BLPO teacher oversees each of these students and for grades 6-8 there are also teachers through the online course that provides curriculum specific support. Our BLPO teacher offers coordination for outings and field trips, partners with learning coaches, supports the content specific teachers, and arranges for tutoring. There is also a counselor involved in the BLPO program.

Nori Juba asked for clarification about the enrichment opportunities provided with the BLPO program. Skip Offenhauser said there are a variety of offerings including book groups and math help groups that meet at an elementary school site. There are also outdoor experiences and field trips and a robotics club was in place this past school year. There is space within the Education Center to provide a classroom environment for 18-20 students to come and work together alongside BLPO teachers. The district also offers open lab times for families to receive help and work together. Juba also expressed his concerns around the financial plan and the requested amount of funding in the application.

Juba asked if any additional information has been added to the application. Nordquist explained the application was evaluated on what was originally submitted. Any new information will only be considered if the board decides not to approve the application today and is part of the resubmitted application from COFS.

Stuart Young appreciates the value of and the good intent with this type of program, however, he agrees with Superintendent Mikalson and does not feel the application is ready as written.

Ron Gallinat shared his concern for those students who fall behind in the program and strategies available to help them catch up. He asked how BLPO handles this situation. Mikalson said this is a challenge for any school system. His main concern with the COFS application is the lack of Response To Intervention (RTI). He noted what the district currently provides and complimented to work of Sean Reinhart's team with EBISS and RTI being a part of all schools and BLPO. Gallinat asked if there was any concern from the district with the charter being located at a church. Mikalson said no.

Chair Kinkade asked for clarification regarding instructional time concerns. Mikalson explained the recent changes in the laws around instruction time and that a district must guarantee students are receiving a specified amount of instruction, rather than adding up the hours of school in a day to determine instructional time. Each year Mikalson is required to sign Division 22 Assurances to verify the district is meeting hour requirements. He is concerned about the flexibility of the COFS program and trying to make their model fit with a very inflexible law. BLPO students are part of the district's system that allows tracking of attendance, assessment, etc. A charter school is responsible for their own tracking and he needs to be assured that COFS' model had extremely accurate and well documented information.

Andy High asked if the board approved the application today, is it reasonable that COFS could open for the 2016-17 school year? Would it be possible for the charter to open mid-year or at a semester break, noting the amount of time taken to write and fully execute the charter agreement between the district and Bend International School. Mikalson reviewed the timeline for charter agreements once board approved and said he would not support an opening in September at this time. Lori Bogen said, if need be, COFS could start at the second semester of the school year.

Chair Kinkade asked Bogen if South Columbia Charter School is part of the Scappoose School District. Bogen answered yes, and noted she has resigned her position.

Kinkade shared, at the public hearing, she thought COFS seemed to be different than BLPO, but after hearing today about the specifics of the BLPO program she is questioning the differences. She noted COFS' option for families to have a choice in curriculum and asked how rigid is BLPO regarding curriculum. Offenhauser explained the district uses K-12 Curriculum and materials are sent directly to the family to go along with the online program. Our BLPO teacher offers different opportunities, assessments, intervention support and coaching to the learning coaches. BLPO teachers are also able and do monitor student progress through the online program. Nordquist added the flexibility in curriculum is also a concern for the district for reasons of quality and alignment to the common core and meeting public school curriculum standards.

Julie Craig said she is not ready to approve the COFS application at this time and supports the reasons Superintendent Mikalson has provided. She does support out of the box thinking and finding ways to support all kinds of students. The model COFS has presented seems to duplicate what the district offers with BLPO and encouraged further clarification of the differences in COFS's next application submission. Donese Pogue with COFS said they have spent the last 21 days addressing the remediation points provided by the district and feels their proposal is very strong and the revised application is ready as of yesterday. Craig thanked Pogue and the team for their efforts and explained that the board has not seen the new information and for that reason she supports denying the application today. Gallinat agreed to deny the application as written and encouraged COFS to submit their revised materials for consideration.

Ron Gallinat moved to deny the charter application from Central Oregon Family School. Julie Craig seconded the motion. Chair Kinkade asked for any other board comments.

Andy High encouraged COFS to submit a revised application as soon as possible, adding this is part of the process the district and board need to follow. Craig agreed and appreciates the effort and desire to serve all students. She is supportive of unique and different approaches to education and appreciates the work involved in the resubmission to come.

Kinkade added, this is a viable school model and serves the needs of students and families but she is not 100% convinced it is something the district does not currently offer. She would like to understand and see more specifics in how COFS is different. She added, when the district takes on a charter school, it is a big commitment and we need to have a high level of confidence that the charter will be successful. Helt said she is supportive of alternative options for students, but would like to have a better understanding of the COFS teacher's work load and how it compares to that of BLPO teachers. Helt added that she is concerned BLPO is not being marketed well and families may be misinformed about the program. Juba agreed and would also like to see a more detailed budget in the revised application.

Chair Kinkade noted the motion and second previously made to deny the Central Oregon Family School charter application and asked for a vote of the board. The board unanimously agreed to deny the application.

Chair Kinkade thanked Nordquist and the committee for their time and work to review the application. Nordquist said the application materials for Desert Sky Montessori Charter School are currently being reviewed and a public hearing for their application will take place in September. Discussion ensued about the time and investment of staff to review charter applications. Andy High asked if there is a way for the district to elevate our standard of completeness through policy or regulation. Cheri Helt suggested utilizing HDESD services, or something of the like, to help review applications as she feels district staff should not be bogged down with having to review incomplete

materials. Nordquist agreed and said Lauren Lester with the HDES does help review legal requirements, however, the ability to evaluate specific educational standards and business pieces of the application fall to district staff. Mikalson said there have been efficiencies added to the review process and the district will continue to look to find ways to raise the bar of completeness standards.

Juba suggested a statement or position paper from the board be drafted for future charter applicants to better define the district and board's expectations for a charter school application. Superintendent Mikalson said this statement should be a unified voice of the district and board and we would be open to further discussions about the idea and what to include. Young would hope the statement expresses the value of alternatives, but the board and district's desire for high quality programs that do not duplicate current district programs. Helt agreed and would like to include that the board does not support district staff time being spent to help charters develop financial plans, defining services to serve at risk students, etc. The paper could help guide applicants with the questions and the level of quality the district is seeking. Craig agreed and expressed her desire to be very clear in the statement that the board will not support a charter that duplicates services the district already provides.

Reports

Executive Limitation 1 – Global Executive Restraint

Chair Kinkade noted the monitoring report in the board packet, and Superintendent Mikalson added this executive limitation is very broad and the evidence of compliance show how staff work together in partnership with the board to meet this limitation. The areas for improvement noted in the report, specifically related to the recommendations from Plan B, are being considered and reviewed by staff. The district is looking into a district accreditation process through Advanced Ed, a group Lora Nordquist has been a part of in other district accreditation processes like Hillsboro. Jay Mathisen will be part of an accreditation process taking place in Florida later this year and Nordquist in Kentucky. Mikalson feels this will add significant value to our district and should be completed in the next year. Nordquist shared the report back is extremely thorough, is internationally benchmarked and provides scores to show how the district compares with others who have been through the same evaluation process.

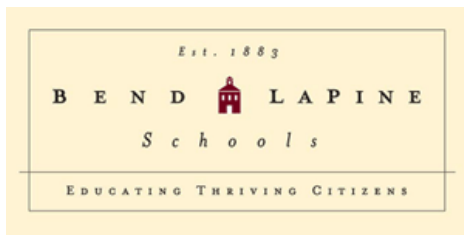
Nordquist reviewed the accreditation process and said the site visits are extensive and include board, staff, students, parents and classroom observations. The process exposes strengths and weaknesses of the district and the final report provides recommendations for improvement. The external review takes place every five years and areas for improvement are evaluated every two years.

Executive Limitation 2 – Emergency Superintendent Succession

Superintendent Mikalson reviewed the monitoring report in the board packet and feels the team he has put together is strong. Nordquist, Mathisen and Henry are all capable and knowledgeable about district matters to step into the lead position at any time. Mikalson noted the updated organizational chart is now an addendum report attached to this executive limitation.

Andy High asked how the succession plan is communicated to staff. Mikalson said it is known at the Cabinet level and there is opportunity to communicate to other district administrators and supervisors. Juba asked about the Safety Coordinator recently hired and Mikalson said that position is paid through the local service plan with the HDES and Scott Bojanowski has significant experience with emergency planning and safety and will be an exceptional addition to the team. Bojanowski will help train district staff and work regionally to coordinate safety practices.

Chair Kinkade called a 10-minute break at 10:37 a.m. and said the Board Retreat will begin at 10:47 p.m.



HUMAN RESOURCES

Education Center

520 N.W. Wall Street

Bend, Oregon 97703-2699

(541) 355-1100

Fax: (541) 355-1109

DATE: September 9, 2016

TO: Shay Mikalson, Superintendent
Board of Directors for Bend – La Pine Schools

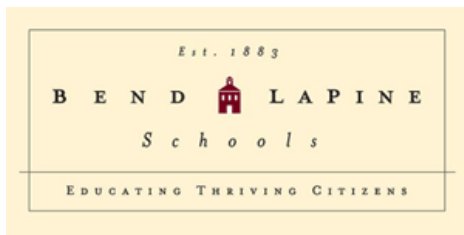
FROM: Jay Mathisen, Deputy Superintendent
Jon Lindsay, Director of Human Resources - Certified

RE: Administrative and Licensed Recommended Hires, Resignations, and Retirees

The Human Resource Department recommends approval of the following hires, resignations and retirees at the school board meeting on September 13, 2016. All hires are subject to successful drug testing, background check, and Oregon licensure.

CERTIFIED HIRES

NAME	POSITION	LOCATION	STATUS	HIRE DATE
Anderson, Stephen	Study Skills @ .167 FTE 106369	Bend Sr HS	Temporary Full-time	09/13/2016
Barker, Kelsie	Health/PE Teacher @ .50 FTE 106368	La Pine HS	Temporary	09/13/2016
Barker, Stephanie	PE/Health Teacher @ .167 FTE 106429	Summit HS	Temporary Part-time	09/13/2016
Bowers, Amanda	Primary Teacher 106330	Amity Creek ES	Temporary	09/13/2016
Buckman, Deborah	Intermediate Teacher 106104	Buckingham ES	Temporary	09/13/2016
Campbell, Heather	Science Teacher 106322	Pacific Crest MS	Temporary	09/13/2016
Clark, Laura L	On-line Teacher 106353	TLC/Mt View HS	Regular	09/13/2016
Curran, Jason L	Math Teacher @ .50 FTE 106416	Sky View MS	Temporary	09/13/2016
Davidson, Elyse	Primary Teacher 106101	Silver Rail ES	Regular	09/13/2016
Dawson, Ashley	Primary Teacher 106103	Juniper ES	Temporary	09/13/2016
Ekstrom, Janna	Advisory Teacher @ .20 FTE 106339	REALMS MS	Non-Contract	09/13/2016
Forster, Lydia	Intermediate Teacher @ .50 FTE 106333	Ensworth ES	Temporary	09/13/2016
Fox, Vondell	Health Teacher @ .25 FTE 106366 – 1 st Trimester only	La Pine HS	Temporary Full-time	09/13/2016
Hayes, Kelli	Primary Teacher 106104	Silver Rail ES	Temporary	09/13/2016
Hartley, Aria	Orchestra Teacher @ .333 FTE 106342	Summit HS	Non-Contract	09/13/2016
Hecker, Erin	Lang Arts/Social Studies .50 FTE 106430	Pacific Crest MS	Temporary	09/13/2016
Hobbs, Alice	K-8 Teacher @ .35 FTE 106399	Westside Village ES	Temporary Full-time	09/13/2016



HUMAN RESOURCES

Education Center

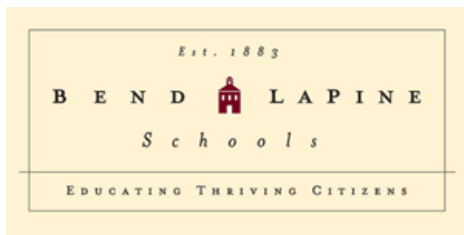
520 N.W. Wall Street

Bend, Oregon 97703-2699

(541) 355-1100

Fax: (541) 355-1109

Jacobsen, Christine	K-8 Teacher @ .35 FTE 106399	Westside Village ES	Non-Contract	09/13/2016
Johnson, Kimberly	Primary Teacher 106103	Buckingham ES	Temporary	09/13/2016
Kennedy, Carrie	Elementary Teacher @ .50 FTE 106102	Ensworth ES	Regular Full-time	09/13/2016
Kent, Brian	Math Teacher @ .167 FTE 106382	Cascade MS	Regular Full-time	09/13/2016
Krauthoefer, Molly	Social Stds/Lang Arts @ .50 FTE 106290	Pacific Crest MS	Regular	09/13/2016
Lahey, Hilary	Speech Language Pathologist 106116	Special Programs	Regular	09/13/2016
Lenz, Ryan	Applied Tech Teacher @.75 FTE 106272	Marshall HS	Temporary	09/13/2016
Marr, Heather	Social Studies/Lang Arts 106323	Pacific Crest MS	Regular	09/13/2016
McKae, David	Math Teacher 106393	Cascade MS	Temporary	09/13/2016
Miller, Heidi	Primary Teacher 106417	High Lake ES	Temporary	09/13/2016
Munger, Mark	Physical Educ Teacher @ .50 106359	Ponderosa ES	Temporary	09/13/2016
Othart, Nicolas	Physical Educ Teacher 106356	Marshall HS	Regular	09/13/2016
Papke, Jeffrey	Agriculture Teacher 106196	Mtn View HS	Regular	09/13/2016
Perez, Laurie	Primary Teacher 106104	Lava Ridge ES	Temporary	09/13/2016
Peters, Kelly	STRIVE / Math Teacher 106436/106395	STRIVE/TLC	Temporary	09/13/2016
Poyner, Blake	Math/Science Teacher 106354 - Revised	Pilot Butte MS	Temporary	09/13/2016
Prevenas, Margaret	Science Teacher @ .50 FTE 106415	Sky View MS	Temporary	09/13/2016
Rhodes, Amy	Intermediate Teacher 106364	La Pine ES	Temporary	09/13/2016
Rugani, Nancy	Primary Teacher 106417	High Lake ES	Temporary	09/13/2016
Seidel, Christine	Science Teacher @ .475 FTE 106380	High Lakes ES	Non-Contract	09/13/2016
Shein, Jane	Science Teacher @ .50 FTE 106411	Pacific Crest MS	Temporary	09/13/2016
Shepard, Justin	Music Teacher @ .167 FTE 106412	Cascade MS	Temporary Full-time	09/13/2016
Simpson, Kristen	Math Specialist @ .30 FTE 106381	RE Jewell ES	Non-Contract	09/13/2016
Summers, Stanley "Bryan"	Orchestra Teacher @ .50 FTE 106257	Pacific Crest & Cascade MS	Temporary	09/13/2016
Timm, Sheryl	Primary Teacher 106104	Silver Rail ES	Temporary	09/13/2016
Vela, Sandra	Music Teacher @ .25 FTE 106332	Ensworth ES	Non-Contract	09/13/2016



HUMAN RESOURCES

Education Center

520 N.W. Wall Street

Bend, Oregon 97703-2699

(541) 355-1100

Fax: (541) 355-1109

Walker, Crystal	Intervention Support @ .20 FTE 106349	High Lakes ES	Temporary Full-time	09/13/2016
Webb, Zachary	Design Teacher 106308	Pilot Butte MS	Temporary	09/13/2016
Wolf, David	Special Educ Teacher @ .50 FTE 106220	Special Programs Westside Village ES	Temporary	09/13/2016

CERTIFIED RESIGNATIONS

NAME	POSITION	LOCATION	HIRE/RESIGNED DATES
Abrams, Scott	Strive Teacher .50 FTE	Strive/Teaching & Learning	08/26/1997-08/19/2016
Clemons, Russell	Math and PE Teacher	Bend Sr HS	10/14/1992-09/30/2016
Ford, Katherine	7/8 Math Teacher .667 FTE	Cascade MS	08/25/2008-08/11/2016
Garner, Karen	Reading Specialist	Juniper ES	08/28/2006-09/11/2016
Kolb, Andrew	Orchestra Teacher	Cascade MS; Pacific Crest MS; Summit HS	08/28/2012-06/30/2016
Lahey, Hilary	Speech Lang Pathologist .20 FTE	Special Programs	08/29/2016-09/13/2016
Mooney, Kassandra	Primary Teacher	High Lakes ES	08/25/2014-06/30/2016
Mortensen, Kim A.	Teacher	Cascade MS	08/30/2004-03/30/2016
Taylor, Kurt	Physical Educ/Health Teacher	Marshall HS	09/04/2013-07/28/2016

CERTIFIED RETIRE/REHIRE 2016/17 ONLY

NAME	POSITION	LOCATION	HIRE/RESIGNED DATES
Clemons, Russell	Math and PE Teacher	Bend Sr HS	10/01/2016 - 06/30/2017



HUMAN RESOURCES

Education Center

520 N.W. Wall Street

Bend, Oregon 97703-2699

(541) 355-1100

Fax: (541) 355-1109

September 7, 2016

TO: Shay Mikalson, Superintendent
Bend-La Pine School Board of Directors

FROM: Jon Lindsay, Director of Human Resources – Licensed Staff
Debbie Watkins, Director of Human Resources – Classified Staff

RE: Classified Recommended Hires, Resignations and Confidential Retirements

The Human Resources Department recommends approval of the following hires and resignations at the School Board meeting on September 13, 2016

Classified Hiring

Name	Position/Posting No.	Location	Temp/Regular Position	Hire Date
Abrams, Stott	#106221 EA – Inclusion	High Desert	Temp 6.5 hrs / day	8/18/16
Achterberg, Donna	#106374 Bus Driver	La Pine Transportation	Reg 4.75 hrs / day	8/22/16
Adams, Cindy	#106372 EA – Inclusion	Elk Meadow	Temp 3.5 hrs / day	8/25/16
Aleksey, Jason	#106355 EA – Inclusion	La Pine High	Reg 7 hrs / day	8/26/16
Anderson, Ann Marie	#106212 Media Manager	Silver Rail	Reg 7 hrs / day	8/11/16
Bartz, Cheryl	#106426 EA – Student Supervision	Lava Ridge	Temp 2 hrs / day	9/2/16
Bennett-Gossett, Janelle	#106350 Transportation Specialist	Transportation	Reg 8 hrs / day	8/17/16
Blue, Catherine	#106337 Media Tech Assistant	Summit	Reg 8 hrs / day	7/12/16
Chaney, Derik	#106221 EA – Inclusion	Special Programs	Temp 7 hrs / day	8/29/16
Chavira, Denise	#106221 EA – Inclusion	Special Programs	Temp 7 hrs / day	8/17/16
Clements, Lois	#106222 EA – Inclusion	Bear Creek	Reg 6.5 hrs / day	8/30/16
Coronado, Amy	#106352 Procurement / Contract Management	Business Office	Reg 8 hrs / day	8/23/16
Darmon, Drew	#105222 EA – Inclusion	Summit	Reg 7 hrs / day	8/17/16
Edde, Robert	#106398 EA – Student Instruction	Westside Village	Reg 3 hrs / day	8/29/16
Ferris, Amy	#106407 EA – Student Instruction	Lava Ridge	Temp 3.5 hrs / day	8/29/16
Foster, Elizabeth	#106222 EA – Inclusion	Special Programs	Reg 7 hrs / day	8/12/16



HUMAN RESOURCES

Education Center

520 N.W. Wall Street

Bend, Oregon 97703-2699

(541) 355-1100

Fax: (541) 355-1109

Galvin, Suzanne	#106221 EA – Inclusion	Lava Ridge	Temp 4 hrs / day	8/29/16
Garrison, Alyssa	#106363 Campus Monitor	Bend High	Reg 7.75 hrs	8/18/16
Green, Brettney	#106222 EA – Inclusion	Special Programs	Reg 6.5 hrs / day	8/12/16
Helmly, Ann	#106221 EA – Inclusion	Special Programs	Temp 6.5 hrs / day	6/7/16
Hogen, Lisa	#106318 EA – Student Instruction	WE Miller	Reg 3.25 hrs / day	8/1/16
Howk, Tracy	#106388 EA – Student Instruction	Juniper	Temp 3.75 hrs / day	8/29/16
Kelley, Shelly	#106388 EA – Student Instruction	Juniper	Temp 3.75 hrs / day	8/29/16
Magaret, Christen	#106397 EA – Student Instruction	Westside Village	Reg 1.6 hrs / day	8/26/16
Mayfield, Kimberly	#106118 Speech Language Pathology Assistant	High Desert	Reg 6.5 hrs / day	8/19/16
McCarty, Kimberly	#106222 EA – Inclusion	Mountain View	Reg 7 hrs / day	8/17/16
Mohorcich, Laura	#106221 EA – Inclusion	Cascade	Temp 6.5 hrs / day	8/16/16
Montgomery, Bridgit	#106401 EA – Student Instruction	La Pine Elementary	Temp 6.5 hrs / day	8/25/16
Neill, Jamie	#106293 FAN Advocate	Ensworth	Reg 7.6 hrs / day	8/15/16
Nelson, Bobbi	#106221 EA – Inclusion	Juniper	Temp 6.5 hrs / day	8/22/16
Neumann, Elizabeth	#106425 EA – Student Instruction / EA – Student Supervision	Amity Creek	Temp 7 hrs / day	8/30/16
Nordlund, Smantha	#106406 Nutrition Technician II	Elk Meadow	Reg 3.25 hrs / day	9/6/16
Pardo Jr, Nick	#106383 Outside Services	Maintenance	Reg 8 hrs / day	8/30/16
Poulin, Renae	#106345 Bus Driver	La Pine Transportation	Reg 4.5 hrs / day	8/9/16
Russell, Katharine	#106391 Media Manager	La Pine High	Temp 4.31 hrs / day	8/25/16
Roberts, Ronna	#106406 Nutrition Technician II	High Lakes	Reg 3.25 hrs / day	9/6/16
Salari, Jennifer	#106367 Media Manager	High Lakes	Reg 7 hrs / day	8/26/16
Schmidt, Greg	#106236 EA – Inclusion	Elk Meadow	Temp 3.25 hrs / day	8/22/16
Scrocca, Mary	#106288 EA – Student Instruction	Ponderosa	Temp 6 hrs / day	6/17/16
Smith, Darrel	#106344 Bus Driver	La Pine Transportation	Reg 4.5 hrs / day	8/9/16



HUMAN RESOURCES

Education Center

520 N.W. Wall Street

Bend, Oregon 97703-2699

(541) 355-1100

Fax: (541) 355-1109

Sweigert, William	#106424 EA – Student Instruction	Amity Creek	Temp 7 hrs / day	8/30/16
Tirrill, Debora	#106327 EA – Student Instruction	Three Rivers	Reg 3.8 hrs / day	8/12/16
Toepfer, Gregory	#106343 Bus Driver	La Pine Transportation	Reg 4.25 hrs / day	8/9/16
Tucker, Rebekah	#106358 School to Career Manager	Marshall	Temp 4 hrs / day	8/18/16
White, Lindsay	#106221 EA – Inclusion	Summit	Temp 7 hrs / day	8/18/16

Classified Resignations

Name	Position	Location	Resign Date
Anderson, Joan	EA – Inclusion	RE Jewell	9/27/00 – 8/23/16
Boone, Fred	Bus Driver	Transportation	1/8/13 – 8/23/16
Cardwell, Tamberly	Speech/Language Pathology Assistant	Three Rivers / High Desert	9/1/15 – 8/19/16
Forconi-Beach, Amy	EA – Inclusion	Lava Ridge	6/19/13 – 8/5/16
Hamper, Marilyn	Nutrition Technician II	WE Miller	8/27/08 – 8/8/16
Hausler, Heidi	EA – Student Instruction / EA – Student Supervision	Amity Creek	8/27/13 – 8/6/16
Hauser, Stacy	Nutrition Technician II	Elk Meadow	9/12/12 – 7/27/16
Johnson, Kimberly	EA – Student Instruction	Buckingham	2/23/15 – 8/29/16
Levin, Laura	Nutrition Technician II	Cascade	9/22/10 – 8/1/16
Martin, April	EA – Inclusion	Bear Creek	12/15/00 – 8/22/16
McCoy, Renee	Media Manager I	High Lakes	8/27/09 – 8/1/16
Nelson, Charles	Custodial Crew I	Buckingham	8/2/16 – 9/6/16
Phillips, Caren	EA – Inclusion	Summit	10/13/04 – 8/15/16
Ruzicka, Donna	EA – Inclusion	High Desert	9/4/07 – 8/8/16
Welker, Thomas	EA – Transition Co-op	Special Programs	9/4/07 – 8/3/16

Confidential Early Retirement – Rehire for the 2016-17 School Year

Name	Position	Reason	Rehire Date
Pence, Loni	Confidential Specialist II	Rehire through 6/30/17	10/1/16

Memorandum

TO: Board of Directors, Bend-La Pine Schools
From: Shay Mikalson, Superintendent
Date: September 2nd, 2016
Re: Recommendation on the resubmitted application for
Central Oregon Family School

On Tuesday, August 2nd, 2016, the Board of Directors of Bend-La Pine Schools denied Central Oregon Family School's (COFS) charter application. On Tuesday, August 16th, I sent COFS a letter informing them of the board's decision, along with specific suggestions for remediation. COFS resubmitted an application on Friday, August 19th.

Under the direction of Assistant Superintendent Lora Nordquist, a review committee was formed to evaluate the re-submitted application.. In addition to the committee's review of submitted materials, they consulted with attorneys from the High Desert ESD. They also consulted with staff from the Oregon Department of Education regarding instructional time and teacher qualifications.

Pursuant to ORS 338.055, the district board must evaluate a charter application in good faith using the criteria outlined below. Under each criterion are the committee's overall findings regarding the charter school's resubmitted application. ("Application" in this document refers to all materials and communications submitted to the district by the applicants.) Some concerns expressed in this report could fit under several evaluation criteria but are addressed only once for the sake of brevity.

a) The demonstrated, sustainable support for the public charter school by teachers, parents, students, and other community members, including comments received at the public hearing.

This criterion has been met.

b) The demonstrated financial stability of the public charter school, including the demonstrated ability of the school to have a sound financial management system in place at the time the school begins operating.

A continuing area of concern related to the school's financial management system is included under criterion (e).

c) The capability of the applicant, in terms of support and planning, to provide comprehensive instructional programs to students pursuant to an approved proposal.

This criterion has been met.

- d) The capability of the applicant, in terms of support and planning, to specifically provide, pursuant to an approved proposal, comprehensive instructional programs to students identified by the applicant as academically low achieving.**

A continued concern in this area is the lack of an articulated Response to Intervention (RtI) process. RtI is mentioned in the application, but no specific information is shared about the following parts of the process: universal screening processes, decision rules, or specific progress monitoring strategies/tools.

- e) The extent to which the proposal addresses the information required in ORS 338.045. (Under ORS 338.045 (3) (a), the board of directors of a school district may include requirements for additional information in a charter application, as documented in board policy or administrative regulations. The concerns expressed in this section pertain to either state or local requirements in ORS 338.045.)**

This criterion includes a large number of areas for evaluation, and the district committee rated the application as not meeting standards in several of these areas. The most important areas of concerns are identified below:

- ✓ *Budgeting and Financial Oversight.* The internal control procedures lack sufficient detail, including an outline of “start to finish” processes on transactions.
- ✓ *Discipline.* In the area of due process, there is no mention of the processes and procedures for investigation; nor is there a description of the process for documentation, parent communication and archiving of student discipline issues.
- ✓ *Teaching Staff.* The primary concern of the district regarding the COFS application is that the school’s teaching staff will not meet the charter requirement that one-half of the total full-time equivalent teaching and administrative staff must be licensed by Teacher Standards and Practices Commission (TSPC). (See ORS 338.135(7)(c); Coquille School Dist. 8 v. Castillo, 212 Or. App. 596, 612-13, 159 P.3d 338 (2007)).
- ✓ *Instructional Time.* Related to the above concern about teaching staff, the district believes that COFS is not meeting state instructional time requirements set forth in OAR 581-022-1620 when a parent who is not licensed or registered with TSPC is providing direct instruction to a student 20 hours each week without the support of a teacher who is present or available while the instruction is taking place.

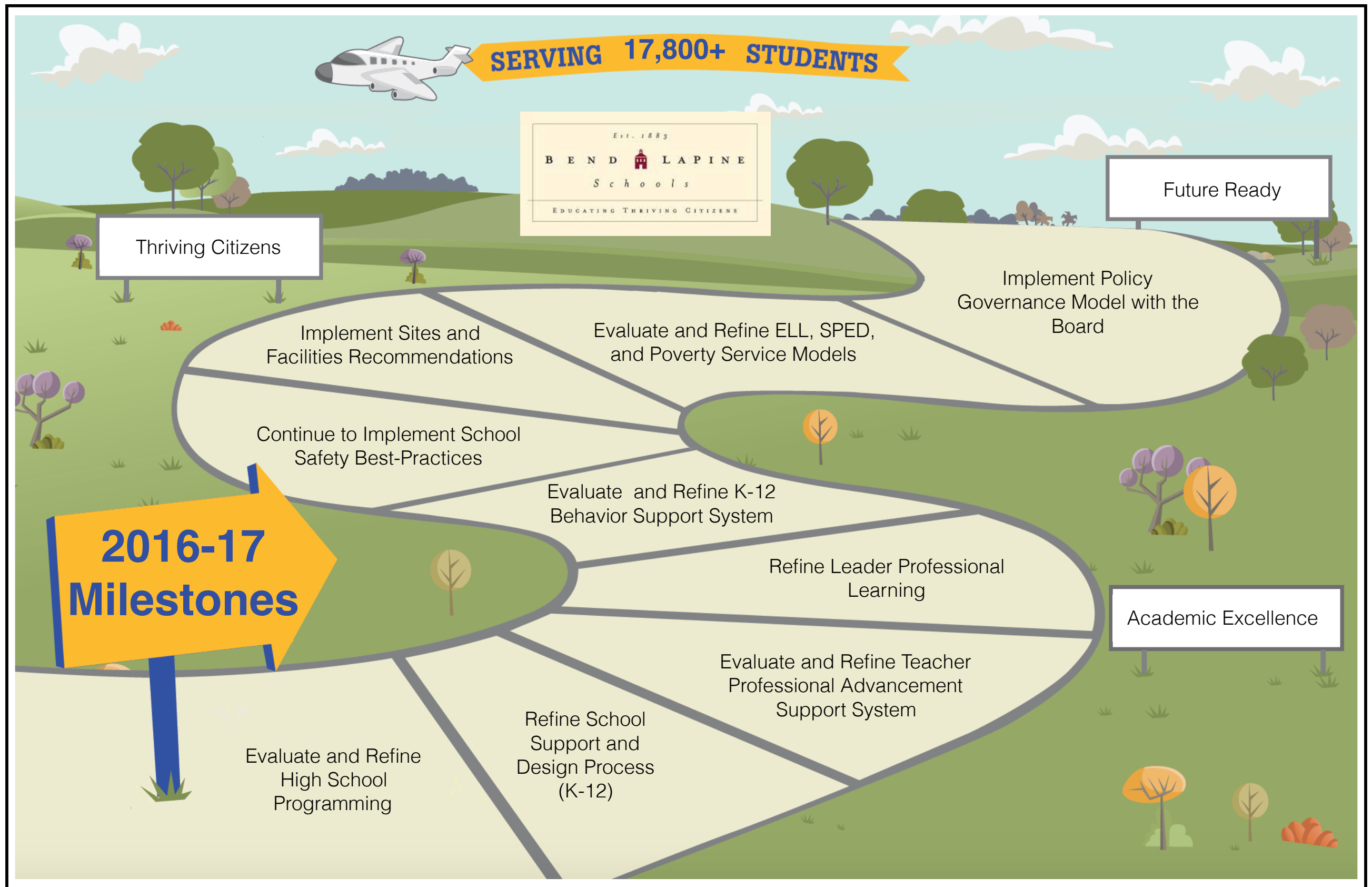
- f) Whether the public charter school is outweighed by any directly identifiable, significant and adverse impact on the quality of the public education of students residing in the school district in which the public charter school will be located.**

It is the district's belief that the current BLPO program is very similar to that proposed by COFS. The district has experienced success with the program. The district is in the process of expanding the K-5 component of BLPO, both in size and scope, providing more opportunities for collaborative learning, enrichment, and family support. The district believes that COFS will limit the potential to expand enrollment in BLPO

g) Whether there are arrangements for any necessary special education and related services for children with disabilities pursuant to ORS 338.165.

This criterion has been met.

Given the substantive concerns expressed above, the district recommends that the Board of Directors of Bend-La Pine Schools not approve sponsorship of Central Oregon Family School.



2016-17 ACTION STEPS



MONITORING SUPERINTENDENT PERFORMANCE

DRAFT NEW BLS POLICY

BOARD-STAFF LINKAGE (BSL #1)

The Board will view superintendent performance as being identical to organizational performance. Superintendent job performance will be monitored systematically against superintendent job expectations which are defined as:

- reasonable progress toward organizational accomplishment of the board's Ends policies, and
- organizational operation within the boundaries established in the board's Executive Limitations policies.

Accordingly, monitoring determines the degree to which board policies are being met. Information not formally presented as monitoring data and that does not contribute directly to this purpose is not considered monitoring data.

The board will acquire monitoring data on Ends and Executive Limitations policies by one of three methods:

1. By internal report, in which the superintendent discloses information and demonstrates compliance to the board;
2. By external report, in which an external, disinterested third party selected by the board assesses compliance with board policies;
3. By direct board inspection, in which the whole Board formally assesses compliance with the appropriate policy criteria.

The consistent standard for compliance for Executive Limitations policies shall be whether the superintendent has reasonably interpreted and acted within the scope of the board policy being monitored. For Ends policies, the standard shall be whether the superintendent has reasonably interpreted and whether reasonable progress is being made toward achieving the board's described Ends. The board will make the final determination as to whether superintendent interpretation is reasonable, whether the superintendent is in compliance, and whether reasonable progress is being made.

Executive Limitations Policies will be monitored annually through a report presented by the superintendent at a school board meeting. While some policy language specifies interim updates (e.g. quarterly financial reports), the schedule for complete and formal EL monitoring appears below. Modifications to this schedule are subject to agreement between the superintendent and board leadership.

February:	EL 10 Financial Planning & Administration
March:	EL 11 Asset Protection
April:	EL 7 Facilities
May:	EL 9 Technology
June:	EL 8 Academic Program
	EL 12 Legally Required Policies
July:	EL 1 Global Executive Restraint
August:	EL 2 Emergency Superintendent Succession
September:	EL 3 Treatment of Students, Parents/Guardians & the Public
October:	EL 4 Treatment of Staff
November:	EL 5 Staff Compensation & Development
December:	EL 6 Staff Evaluation

The school board may request specific evidence or data related to an Executive Limitation report but shall do so in a timely manner with respect to the schedule. The superintendent will notify the school board of

any material change to an Executive Limitation report that occurred after the report was submitted to the board.

Evaluation of the Superintendent

The board will conduct a formal summative evaluation of the superintendent according to the timeline, process and scoring specifications outlined in the superintendent's contract. Board leadership and the superintendent shall also meet in November and May of each year to ensure that roles and responsibilities are being properly met by each party.

The summative evaluation will be based upon data collected during the year from the monitoring of Ends and Executive Limitations policies.

As the summative evaluation process described above is based on the prior year's evidence and actions, an incoming superintendent would not have impacted those results, therefore, board leadership shall have the discretion to develop an evaluation relevant to the first year of service of an incoming superintendent.

Nothing in this policy is intended to imply the establishment of any personal rights not explicitly established by statute, contract or board policy. All employment decisions related to the superintendent remain the sole discretion of the board.

DRAFT

2016-2017 BLS BOARD WORK PLAN DRAFT

1. Governance
 - a. Re-affirm Carver's Principles of Policy Governance (retreat)
 - b. Complete Board-Staff Linkages policies (by end of October)
 - c. Monitor and refine Executive Limitations
2. Board Professionalism
 - a. Complete self-evaluation by monitoring Governance Process policies
 - b. Invite staff feedback on board performance
 - c. Participate in professional development opportunities (including OSBA, NSBA and other opportunities)
3. Community Outreach
 - a. Build bridges with other public agencies
 - b. Strengthen adopted schools' relationships
 - c. Engage parents
 - d. Dialogue with stakeholders
4. Education Advocacy
 - a. Engage with 2017 legislature
 - b. Collaborate with coalition of Oregon leaders to increase our impact
 - c. Pursue assessment alternatives
5. Leverage District Resources
 - a. Consider land use options, philosophy, entrepreneurship
 - b. Strengthen relationship with select community partners (e.g. Looking Forward, Education Foundation)
 - c. Create Charter School position paper to clarify the board's expectations
6. Leverage Board Resources
 - a. Board meetings focused on priority issues
 - b. Prioritize board time
 - c. Create structured, clear, effective committee assignments

Board goals:

1. All students receive an excellent education and are prepared for their future.
2. All students demonstrate personal integrity and responsible citizenship.
3. All schools provide safe, nurturing environments conducive to learning.
4. The school district operates with the highest level of fiscal stewardship while maintaining effective and efficient practices to meet board goals.

2016-17 Board Assignments

Sites & Facilities Committee (part 2)

State advocacy work/legislature

Local partnerships and community outreach

- Adopted schools
- Connect with “owners” (per Carver)
- Parks & Rec MOU
- Relationship with City of Bend, City of La Pine
- Recognition of community partners/student employers etc

Audit committee (quarterly meetings)

Education Foundation (clarify role)

Land Committee

- review current land holdings
- consider land acquisition
- land use opportunities

Proposed Vice Chair Roles (see GP 5 Board Member Roles)

- Orientation of new board members
- Oversight of Board's resources and budget
- Consult on all other designated Chair duties

Other committees or work groups which could help the Board with its work?

PURPOSE STATEMENT

"Educating each student to be a thriving citizen"

MISSION STATEMENT

Bend-La Pine Schools, in partnership with our community, will prepare each student with the knowledge and skill, confidence and personal integrity to contribute as a thriving citizen in our ever-changing global society.

CORE VALUES

World Class: Globally rigorous, relevant curriculum and instruction that inspire critical thinking, creativity, communication, and collaboration.

Students First: Decisions based on what is best for students.

Culture of Excellence: A pervasive expectation for excellence that drives opportunities for high achievement and growth for all.

Data Driven: Decisions based on the best information and practices available.

Positive Relationships: Interactions based on honesty, dignity, respect, and integrity.

BOARD GOALS

GOAL 1: All students receive an excellent education and are prepared for their future.

GOAL 2: All students demonstrate personal integrity and responsible citizenship.

GOAL 3: All schools provide safe, nurturing environments conducive to learning.

GOAL 4: The school district operates with the highest level of fiscal stewardship while maintaining effective and efficient practices to meet Board goals.

WORLD CLASS OUTCOMES

Consistent with the district Purpose, Mission, Values, and Goals all children of Bend-La Pine Schools will attain the highest level of academic achievement, develop the essential skills and attributes necessary

for continued growth in learning, and graduate prepared to contribute as a thriving citizen in our ever-changing global society.

In that effort, the Bend-La Pine Schools accepts the responsibility, through the adoption of the following ends/results, to commit all resources to help give all students regardless of ethnicity, socio-economic status, English language proficiency or disabilities the knowledge, skills, and attributes necessary to succeed, grow, and ultimately graduate from Bend-La Pine Schools prepared to thrive in their future:

Academic Excellence

1. Bend-La Pine Schools students' academic achievement will show continuous improvement, as measured by the percent of 3rd-8th and 11th graders annually scoring 3 or higher on the Smarter Balanced State Assessments, or by the percent of 9th-11th graders meeting ACT's College and Career Readiness Benchmarks, in Reading, Mathematics, Writing, and Science.
2. Bend-La Pine Schools annual progress in eliminating the achievement gap for all students will show continuous improvement, as measured by the percent of state or federally identified student populations in grades 3rd-8th and 11th annually scoring 3 or higher on the Smarter Balanced State Assessments, or by the percent of 9th-11th graders meeting ACT's College and Career Readiness Benchmarks, in Reading, Mathematics, Writing, and Science.
3. Bend-La Pine Schools shall make continuous advancement toward on-time graduation, as measured by Bend-La Pine Schools' 4-year cohort graduation rate.

Thriving Citizen

4. Bend-La Pine Schools students' demonstration of the essential skills and attributes of hope, engagement, and well-being will show continuous improvement, as measured by the Gallup Student Poll of students in grades 5-12.
5. Bend-La Pine Schools students' participation in extra and co-curricular activities will increase annually, as measured by the percent of secondary students participating in school-based extra- or co-curricular activities that are recorded in the district's student information system.

Future Ready

6. Bend-La Pine Schools students' participation in advanced, career and technical, arts, world-language, and post-secondary courses shall increase annually, as measured by the average number of credits earned per secondary student, per year. This shall include high school credits in middle school, college credits in high school, technical and career ready coursework, Advanced Placement, International Baccalaureate, arts, world-language, and other advanced learning opportunities.
7. Bend-La Pine Schools students' use of the essential 21st Century skills of critical thinking, communication, creativity, and collaboration will show an increase, as measured by the BrightBytes Clarity Student Survey of students in grades 3-12.
8. Bend-La Pine Schools shall show continuous advancement in the number of students' entering post-secondary education, as measured by the percent of graduates entering 2- or 4-year colleges within 16 months of graduation.