

Bend-La Pine Schools

Board of Directors Meeting Minutes

Meeting Date: November 10, 2020

Meeting Location:

To support Governor Brown's executive orders for social distancing, the Board of Directors conducted the Board Meeting virtually, through Cisco Webex. The meeting was also live streamed to the BLS Schoolboard YouTube webpage.

Board Members Present

Carrie Douglass
Shimiko Montgomery
Melissa Barnes Dholakia
Amy Tatom
Caroline Skidmore
Stuart Young
Julie Craig

Call to Order

The meeting was called to order at 5:32 p.m. by Chair Douglass, roll call followed.

Review of Agenda

Chair Douglass reviewed the agenda; noting the revised agenda which moved the Executive Limitation Updates from the Consent Agenda to an Action Item.

Public Input

Chair Douglass noted the Board was accepting general public input and input specific to the Student Investment Account Grant Agreement at the meeting tonight. No public input was received on either topic.

Consent Agenda

Julie Craig moved to approve the Consent Agenda. Shimiko Montgomery seconded the motion. Unanimous approval.

Reports

❖ School Reopening Update

Chair Douglass shared her frustration in the rising COVID-19 infection rates in Deschutes County; noting the surging numbers are directly preventing students from returning to school. The Board recently sent a letter to community partners to help support efforts that would help reduce COVID-19 cases and ultimately, help students return to school. She noted there is an emergency City Council meeting scheduled for noon on November 12 to discuss this topic in more depth. Douglass also read a statement from St. Charles which emphasized safe gathering practices, especially over the upcoming holiday seasons.

Superintendent Nordquist shared an update on the recently revised return to school metrics and the district's plans at the various levels to return to school once metrics are met. Nordquist said, currently, about 10% of the district's student population is being served in Limited In Person Instruction (LIPI) and with the expanded metrics, the district is looking to also expand LIPI opportunities.

Nordquist introduced Bend City Mayor, Sally Russell and Deschutes County Commissioner, Tony DeBone to share about the work their organizations have done, and are considering doing, in an effort to help mitigate COVID-19. Discussion ensued on the importance of education, enforcement of safety measures, and increased community-wide communication efforts that could help mitigate city and county infection rates. Douglass

emphasized that the Board is encouraging all community members to follow best practices, stay away from risky activities that are shown to cause infection spread, and listen to the science on how to reduce and mitigate the spread of COVID-19. Russell thanked Douglass for bringing community partners together and her efforts to get students back to school. Douglass thanked Russell and DeBone for their time and service to the community.

❖ **Executive Limitation Policy Monitoring Reports**

Katie Legace noted the executive summaries and reports in the Board packet for each of the Executive Limitation reports and reviewed highlights of work accomplished and priorities for the upcoming year.

EL 3 – Treatment of Students, Parents / Guardians & the Public

Legace reviewed the Excellence in Equity Review process that took place during the 2019-20 school year and shared how the results and data gathered have helped define the work of the Equity Coalition. The district is also partnering with the BRYT Organization to help with SEL work in all high schools and provide all administrators and supervisors with equity trainings. She noted the district is also continuing to transition toward a restorative justice based disciplinary practice.

EL 4 – Treatment of Staff

Legace noted the Culture of Care project and grant being used to help train staff in best practices on how to support students who have experienced trauma. Safe working environments continue to be a priority and initiative the district is working on. The district is also continuing to prioritize ways to diversify the district's workforce. Jon Lindsay shared student and staffing demographic data and the desire of the district to have a workforce that is reflective of our community and student population. He also noted gender balance and diversifying language skills as also being priorities the district will continue to work toward.

Barnes Dholakia shared her appreciation for the data and the efforts the district is making to diversify the workforce in ethnicity and gender. Amy Tatom agreed and appreciated the data presentation. Lindsay noted a new position in Human Resources, the Director of Retention & Recruiting, is currently posted and said he is grateful and excited to expand this portion of the Human Resources Department.

EL 5 – Staff Compensation & Development

Legace said the district continues to lead and be focused on National Board Certified Teacher certification. Legace also commented on the professional development and focus on distance learning platforms, which continue to be a work in progress and priority to continue to expand on. Kinsey Martin shared about the Grow Your Own, Alternative Pathways and LEAD Cohort initiatives she has been a part of. Chair Douglass thanked Martin for the great information and shared her enthusiasm and support for this impactful work.

EL 6 – Staff Evaluation

Legace shared about a new evaluation system that was implemented for the Classified employee group in 2019-20 and added there is work underway to adjust the teacher evaluation in light of distance learning. Dave VanLoo shared about the Youth Truth survey tool that the district is moving forward with using in an effort to gather more staff, student and family voice. Student topics include engagement, academic challenge, culture, health and wellbeing, diversity, etc. Staff survey topics include culture, relationships, engagement, professional development, etc. Family survey topics include culture, communication, safety, resources, engagement, etc. all surveys come in multiple languages and the theme of similar topics will provide data that can be compared by student, staff and family. VanLoo shared how data is gathered, reported, and the ways in which the district can compare and utilize the data collected.

Survey communication will begin soon to help get response rates as high as possible. The survey will be administered in January and data will be back to the district in February and then the district will provide a training, by level, to evaluate the data.

Barnes Dholakia shared her appreciation for information shared in the reports and hearing about next steps and continued goals of the district.

Action Items

❖ Student Investment Account Grant Agreement Approval

Superintendent Nordquist noted the grant agreement in the Board packet, which she also presented at the October Board meeting, and offered to answer any clarifying questions about process or priorities. There were no questions or comments.

Chair Douglass moved to approve the Student Investment Account Grant Agreement. Melissa Barnes Dholakia seconded the motion. Unanimous approval.

❖ Executive Limitation Updates

Melissa Barnes Dholakia led Board members through a review of Executive Limitations 3, 4, 5, 6, 8 and 9 noting adjustments and clarifications made to the EL's based upon feedback received from Board members and district leadership. Shimiko Montgomery suggested removing the word "learning" in EL 3, #7, to ensure that trauma-informed practices are being used in all district environments.

Chair Douglass thanked Barnes Dholakia for her work and effort to incorporate suggestions and feedback.

Melissa Barnes Dholaki moved to approve Executive Limitations 3, 4, 5, 6, 8 and 9 as presented, noting the amendment to EL 3 as Montgomery suggested. Stuart Young seconded the motion. Unanimous approval.

Discussion Items

❖ Superintendent Search Process

Julie Craig shared about the interview timeline, and said the six semi-finalist interviews will take place November 19 & 20. The Board is hoping to come away with two finalists who will be interviewed on December 17 & 18. Douglass added she looking forward to meeting candidates and working with the selection committee, which includes 17 district staff members. The finalist interviews will also include students, community partners, and a community forum.

Board Comments

Julie Craig shared the Kindness Campaign video developed by Alandra Johnson and thanked the students who shared their wisdom and participated in making the video.

Shimiko Montgomery shared her appreciation for the video and enjoyed hearing from students. She also appreciated hearing the EL reports tonight and the good work and priorities of the district.

Stuart Young thanked Chair Douglass for her energy and leadership efforts and working with community partners to help get students back to school.

Meeting adjourned at 7:35 p.m.

Recorded by: Andrea Wilson

Minutes approved at 12.8.2020 board meeting