

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

The Board of Directors for Bend-La Pine Schools met in a regular meeting on August 18, 2015 in room 314 of the Education Center, 520 NW Wall Street, Bend, OR.

Board Members Present

Nori Juba
Peggy Kinkade
Cheri Helt
Ron Gallinat
Andy High

Board Members Absent

Julie Craig
Stuart Young

Call to Order

The meeting was called to order at 5:35p by Chair Juba. The Pledge of Allegiance followed.

Review of Agenda

Chair Juba reviewed the agenda and noted with the earlier start to the meeting, public input will take place at 6:00p.

Superintendent's Report

Superintendent Mikalson shared an update on many great things happening around the district in preparation for school to start. The Leadership Academy was a great success and numerous trainings are currently being offered and are well attended by staff members. He noted the ice cream / meet your principal socials that took place recently and the Whinnie the Pooh bus rider safety training happening at the Transportation Department students. September 9 is the first day of school and Mikalson shared the open house schedule at each board members place along with the 2015-16 Handbook and Calendar. Mikalson congratulated Julianne Repman and Alandra Johnson who recently brought home awards from an NSPRA Conference. Jack Ensworth, Ensworth Elementary School's namesake, recently passed away at the age of 89. Mikalson said Ensworth was a teacher of 'Student B' long ago, a national teacher of the year, and leaves a legacy that will continue in the district for many years to come.

Consent Agenda

Peggy Kinkade noted the personnel updates for certified staff at each board members seat. Cheri Helt asked if the additional teacher at Silver Rail was due to high enrollment. Brad Henry said it was not. **Andy High moved to approve the Consent Agenda. Peggy Kinkade seconded the motion. Unanimous approval.**

Policy Governance

Executive Limitation 5 – Staff Compensation

Peggy Kinkade reviewed the changes and updates made to Executive Limitations 5 and 6, noting the updates came from the discussion at the board retreat.

Cheri Helt asked about number four of EL 5 and if the language might be redundant. The board discussed ideas about how to interpret or possibly reword the portion of EL 5. Juba felt EL 5 was comprehensive and asked board members to think of how they would like to be involved in bargaining and where they might want to address it as executive limitations are written. The board discussed board involvement in negotiations and Kinkade said she would make sure it is addressed in future executive limitation work and if need be, can bring back EL 5 for the addition of such language.

Kinkade asked board members if they would like to vet executive limitations through legal counsel. All agreed to legal review and agreed to consider tonight a first read of the three listed executive limitations. The three executive limitations will be brought back at the September 8 meeting for final read.

Executive Limitation 6 – Staff Evaluation

Kinkade reviewed the updates to Executive Limitation 6, noting much of the wording was taken from Salem Keizer but updated to meet the intent of this board and district. Andy High asked about b and c and how termination at the board level will work, noting he would like to make sure there is consistency in evaluations, feedback, etc. so there is some sense of uniformity if and when such terminations come before the board. Mathisen shared how the evaluation system and requirements have been updated, including a software tool administrators and teachers will now be using to help track documents and dates and providing a way for both to communicate with each other. Mathisen said the process and path for performance termination has been updated to meet statute requirements and provides specificity High is looking for.

Kinkade asked if the updates in evaluation are written in administrative policy anywhere currently. Mikalson noted this is a good place for the board to consider what details they want to include in EL 6. Kinkade suggested adding 'in a timely and systematic way' to the limitation and board members agreed that would capture their thinking and desires.

Chair Juba noted the time and offered to answer any questions for audience members who arrived after the meeting began. There were no questions. He asked for any public input. There was no public input.

Executive Limitation 1 – Global Executive Restraint

Kinkade reviewed Executive Limitation 1 and noted the samples included in the board packet along with a handout of a draft for the board to consider. Juba asked about the term 'imprudent' and if it is too subjective. Mikalson agreed it was. The board discussed wording and agreed to have this draft reviewed by legal counsel as well.

Chair Juba thanked Kinkade and Gallinat for their work. Andy High asked which attorneys would be reviewing the limitations. Mathisen said Sharon Smith and Melinda Thomas with Bryant, Lovlien and Jarvis, as they have been the district's policy experts for several years.

Discussion

Ends / Outcomes Discussion

Cheri Helt noted the updated draft of the Ends / Outcomes Governance Policy and said it is very similar to the last version the board reviewed, but did note some minor changes to numbers one and two under Academic Excellence to clarify the intent.

Andy High asked how extra curricular participation will be tracked, specifically when students are participating outside of district sponsored teams. Mikalson agreed those types of extra curricular activities are important to track, but for the time being he would like to focus and choose things that are measurable knowing that the system will continually be refined. Helt does not want to shy away from trying to measure something because it seems too difficult. High added he would like to make an attempt to measure non-district extra curricular participation and the board discussed the importance of extra curricular activities in moving toward Student B. Kinkade suggested moving forward with the way the district is currently tracking and how the policy is written and continue to look for a way to track what High is wanting.

High asked about number six under Future Ready, and if the district is missing those students who begin their career right after graduation. He would like to consider a way to track such students and add them to this measurement. Discussion ensued about student surveys and where data comes from. High said he wants to make sure that 'future ready' is not just limited to college attendance, but rather that the district is producing students who will enter into the community and be respectful, valuable members of society. Mikalson agreed and the board continued to discuss the importance of such qualities and how they are

tied to the 4 C's. Kinkade noted details like this could be captured in the executive limitations process and encouraged board members to consider where these types of measures belong.

Kinkade noted the measures indicated in this policy communicate board values to all staff and her desire is to keep them measureable and simple. Mikalson and Mathisen shared the discussion at Leadership Academy and work around school design, noting the ask for schools this year is to select three or four of these ends that they will work and focus their goals on over the next few years in an effort to help schools develop their story and broaden their definition of student success. The ultimate goal being that school goals align with the goals of the board and the details of the work will be done at the school level.

Chair Juba said he thinks this is great work and captures what the board needs to focus on and broadens the measure of success beyond academic excellence. Juba said Craig had expressed her excitement in this document to him earlier and Juba thanked Dave VanLoo and Austin James for their work with DART 2.0 and developing a system that allows the district to measure. More discussion ensued around the ends and outcomes and Superintendent Mikalson noted once this policy is approved the district will be able to establish some baseline data and he can begin to work to align his annual evaluation to these goals and set measures of growth for each.

Chair Juba asked if board members would like to move forward with the draft presented. Helt added schools are waiting to set their improvement goals based upon this document and encouraged the board move forward so schools can begin to set their goals and growth targets. Kinkade said she likes the document and appreciated the discussions involved getting to this point. High would like to have Craig and Young present if the board were to take action. Helt noted Young worked with her through the writing and review of this document and is in favor of moving forward. Juba said Craig had expressed her approval to him as well. Juba called for a motion.

Ron Gallinat moved to approve the Ends / Results Governance Policy. Cheri Helt seconded the motion. Unanimous approval.

Chair Juba thanked Helt for leading the work in this document and thanked Mikalson for his help in getting the board to wrap their arms around this work. He is excited that Mikalson and Mathisen have worked hard to align board work with building work and feels it will make a significant difference in the success of our schools.

Board Communication & Committee Work

Chair Juba reviewed the variety of committees board members are involved with, including Policy Governance with Kinkade and Gallinat. He complimented their work and said it sets the stage for future board work. The Performance Audit Committee led by High will be an effort to look at finances and Juba suggested having the Policy Governance Committee create a path for which committee work will continue. Sites and Facilities is coming up and Juba suggested the roles and responsibilities of that committee be clearly defined before the process begins. He would like clear definition on board participation in committee work, especially around land, facilities, construction, etc. Juba said policy governance and executive limitations are places to dig in and define the boards role and he is hopeful to clarify this work and move forward. Superintendent Mikalson agreed, noting staff members are looking forward to committee work and board participation clarification.

Adopted Schools

Chair Juba feels it is the role of the board to support the whole district and finding the best way to support schools and staff members is most important. He said being an advocate at the state and federal level is work that the board needs to continue to focus their talents towards. Finding more resources for staff, engaging and informing the public of the good work happening in schools amongst the financial constraints are responsibilities he would like board members to take on.

Juba reviewed the list of current board member adopted schools and noted the purpose of adopted schools has not always been clear. He asked board members for ideas on how to structure this work. Helt shared ideas and suggested having more board meetings at schools, possibly including a meet and greet

time to interact with community members rather than just offering public input. Juba agreed and feels the board needs to go out to the public more, like Carver suggests. He suggested ways to engage with City Council and other public groups they could meet with and events they could be a part of.

High would like a better understanding of what board member responsibilities are with their adopted schools. Helt shared the history of work and the idea is for that board member to be a liaison and advocate for their schools. Gallinat added he has attended his schools' Site Council meetings, special events, etc. Lora Nordquist shared feedback from principals on when board members visit schools and Mathisen added the visitations vary widely amongst the district. Kinkade likes the idea of board meetings happening at schools and would like to see more standardization in how board members participate at their adopted schools. She suggested having Mikalson communicate with principals about the boards idea of adopted schools, once agreed upon by the board. Juba agreed.

High suggested board members adopt a legislator to connect with on a more frequent basis. Juba agreed and feels the board has an important role in building bridges with the community and added getting our local leaders into schools would be valuable. He asked board members to email Julie Craig their ideas, as she has volunteered to put together a document of what the role of a board member is at adopted schools. Juba asked High to connect board members with local legislators.

Chair Juba noted a handout at board members' seats with their zones, voter precincts and schools. He asked Craig to work with board members on their adopted school preferences and bring it back to the September 8 board meeting.

Board Leadership Meetings

Chair Juba would like to resume the regular weekly, board leadership meeting schedule, every Tuesday at 8:00a. He and Kinkade will rotate each week and two other board members will join to meet for one hour with Superintendent Mikalson, Jay Mathisen and Andrea Wilson. Juba asked board members for feedback and would like to create a six-month topic / agenda calendar. Juba asked board members to send Wilson any dates they can not meet and a final schedule will be sent out to board members.

Board Comments

Cheri Helt thanked the administrative staff for the direction given at the Leadership Academy. She thought it was a great day and is excited for the school year.

Ron Gallinat echoed Helt's sentiments.

Peggy Kinkade said she loves the focus on students in the 2015-16 Handbook and Calendar, it is inspiring and a great tone to set for the school year.

Andy High thanked Helt and Yong for working through the Ends / Outcomes document and reminded all of the upcoming ribbon cutting celebrations at Pacific Crest Middle School (September 2) and Silver Rail Elementary (September 3).

Chair Juba thanked everyone for the great work done over the summer and feels the district and board are on the right trajectory.

Meeting adjourned at 7:40p.

Respectfully submitted,

Andrea Wilson
8.18.2015