

Bend-La Pine Schools

Board of Directors Meeting Minutes

Meeting Date: October 8, 2019

Meeting Location

La Pine Middle School
16360 1st Street, La Pine, OR 97739

Board Members Present

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

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

Co-Chair Craig reviewed the format for public input and asked that those speaking to be mindful of the three minute time limit.

Nicole Stefano, parent, shared experiences of her children and concern around large class sizes. She asked how funding priorities and staffing allocations are decided and how the Student Success Act funds will be used to help reduce class size. Stefano will email the board her questions for follow up.

Ben Becker, teacher at La Pine Elementary, shared about experience and struggles unique to the La Pine community and the need for equity across the district. Becker advocated for permanent school counselors at the elementary level, reduction in class sizes, transportation system improvements, and for more technology support in the classroom. He also suggested a commute incentive and carpooling idea for those who work in La Pine but live in Bend.

Carrie Crossley, teacher at La Pine Elementary, echoed Becker's sentiments and shared about her professional experiences and the significant difference smaller class sizes make.

Co-Chair Craig thanked all for attending and shared her appreciation for the work they do.

Consent Agenda

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

Reports

❖ South County Schools Update

Jim Boen introduced Dr. Robi Phinney, principal at La Pine Middle School, and thanked her for hosting the board meeting. Phinney shared about her role principal at La Pine Middle School and as the district's AVID

coordinator. Phinney began her work with the AVID program in 2014 and has been passionate about the program ever since. Phinney highlighted the work being done at LPMS and in other schools across the district. There are currently 11 electives being taught in the district with 289 students enrolled in AVID courses; 120 teachers have attended AVID summer institutes.

Phinney shared how the AVID system works, focusing on four domains: Instruction, Systems, Leadership and Culture. She noted site plan development work, data collection and improvement cycles that are used to gauge success and evaluate strengths and weaknesses in the programs at schools. Co-Chair Craig asked how students are identified for the AVID program and Phinney said that for schools that are not a school-wide program, DART is used and an application is also put out to all students. Stuart Young complimented Phinney on her work and said he is thrilled to hear that AVID is becoming the core of some schools and would like to know how the board can help support the program. Phinney noted that cost is the biggest barrier, however there are grants that help offset expenses.

Co-Chair Craig asked about the significant changes Phinney has seen since implementing AVID at LPMS. Phinney shared how LPMS unintentionally created an achievement gap within their own school, but ultimately this helped them redirect the school's goals and led to a school-wide AVID focus. The biggest impact has been that AVID students have the best attendance, and for her staff, she knows they feel stronger and more united because they are working toward the same goals.

Superintendent Mikalson thanked Phinney for her energy and optimism in the program and for leading AVID work in the district.

❖ **Enrollment Update**

Brad Henry noted the enrollment report at board member's seats, which are the numbers reported to the state on October 1. The district has grown by 250 students from October 1, 2018; approximately 70 students over projections.

❖ **EL 5 – Staff Compensation & Development Policy Monitoring Report**

Jay Mathisen reviewed the executive summary in the board packet, noting the work done over the past year and the accomplishments and goals / priorities for the upcoming year. Superintendent Mikalson shared that Michelle Oakes and Carrie Douglass will be presenting about NBCT program at the upcoming Oregon School Board Association Annual Convention. Co-Chair Douglass asked about the upfront costs and any other barriers that some teachers are struggling with in their pursuit of becoming NBCT certified. Mathisen said the upfront cost is one that the district doesn't cover, however, once a teacher is certified, they do receive a \$2500 annual stipend for as long as their certification is active.

Robi Phinney noted that Mid Oregon just approved a low to no-interest loan for teachers who would like to pursue their NBCT certification.

❖ **EL 6 – Staff Evaluation Policy Monitoring Report**

Jay Mathisen reviewed the executive summary in the board packet, noting the work done over the past year and the accomplishments and goals / priorities for the upcoming year. Mathisen shared his appreciation for the efforts to improve the evaluation system for classified staff which was done in partnership with OSEA.

The Excellence and Equity review that is currently underway will also help with a better understanding of the district's evaluation process and areas that could be improved upon to make evaluations more meaningful to staff. Superintendent Mikalson said he is planning to share a report on the Excellence and Equity feedback with the board at the December meeting which will ultimately help update the

comprehensive plan and guide budgeting decisions. Co-Chair Douglass asked if recent alumni are one of the focus groups the district is working with as part of the review. Mathisen said no, but agreed it's an excellent idea to consider and he would follow up.

❖ **Financial Update**

Brad Henry noted the narrative in the board packet and budget statement following. He said not much has changed since the last financial update; revenues reflect the increased enrollment and additional staffing has been allocated to help offset the growth.

❖ **Policy & Regulation Update**

Andrea Wilson reviewed the policy and regulation update in the board packet, noting this is one of four updates the board will see as part of the EL 12 – Legally Required Policies monitoring effort.

Discussion

❖ **Board Ends Discussion**

Superintendent Mikalson shared about the district's whole person approach to students and learning and the shift from Student A to Student B. He noted the current Board Ends and potential updates to the Ends were discussed at the August Board Retreat. Mikalson introduced Dave VanLoo to help provide a deeper look at the Ends and why the recommendations that were presented at the board retreat came about.

VanLoo shared about the discussions he, Co-Chair Douglass and Stuart Young engaged in last school year in an effort to redefine the Ends. The guiding principles for Ends include:

- Are these measures predictive of student success in life beyond K-12?
- Are these measurable?
- Can they be disaggregated?
- Are the benefits of having the data commensurate with the cost of collecting the data?
- Can schools directly impact these measures?

VanLoo also noted the importance of having effective tools to provide data to measure, and that there are some things there is just no way to capture information on. Discussion ensued on the current Ends and proposed Ends and why the suggestions have been made with VanLoo pointing out that the question to always keep in mind is 'what decision are we trying to make based on this data?'

Co-Chair Douglass thanked VanLoo for his expertise and noted areas she feels the Ends are lacking. Discussion ensued on the use of surveys, gathering data from younger students, the need for more understanding on how students are doing in post-secondary coursework, etc. Board members shared thoughts of gathering feedback from staff as well and using that information to help better define the Ends. Discussion ensued on the idea of the board seeking a facilitator to help evaluate and redefine the Ends. Co-Chair Douglass asked board members to send her their hopes and desires in what a facilitator would offer the board and she would begin to draft an RFP.

Mikalson thanked VanLoo for his leadership, vision and care that he has invested into the district's data system, DART, noting it is a tool that is providing educators in the district extremely valuable information and data on students to help know them by their name, strength and need.

Board Comments

Melissa Barnes Dholakia thanked all presenters and appreciated the commentary on NBCT, Leadership Cadre and literacy.

Caroline Skidmore shared her appreciation for the reports as well and is looking forward to hearing what the results and feedback are from the various focus groups and how their input will help guide investment decisions. She said she enjoyed coming to La Pine and was especially struck by the work happening around social and emotional learning. She thanked Phinney for her presentation and taking extra time to visit today.

Stuart Young highlighted the successful negotiations resulting in employment agreements between the district and union groups and shared his thanks and appreciation of district and union leadership for their willingness to work together.

Co-Chair Douglass thanked all for attending and addressing the board. She appreciates hearing directly from parents, staff and community members. She too enjoyed visiting La Pine Middle School today and noted the incredible work of staff to support students is evident.

Amy Tatom shared she has been visiting schools over the past months which has helped her feel more connected and understand the needs and challenges schools are facing. She thanked teachers and shared her appreciation for the incredible work they do, noting it will be critical to use additional investments coming to schools the help support staff and the schools serving high needs students.

Shimiko Montgomery also thanked those who attended and shared about their experiences, noting it is so important to continue to share stories of what staff are experiencing and what schools need because it will ultimately help guide funding decisions. She thanked staff members at all schools for their hard work, commitment, time and effort.

Co-Chair Craig agreed with other board members sentiments and thanked all for attending.

Meeting adjourned at 7:30 p.m.

Recorded by: Andrea Wilson

Minutes approved at 11.12.19 board meeting