

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

The Board of Directors for Bend-La Pine Schools met in a regular session on September 26, 2017 at  
Three Rivers K-8 School, 56900 Enterprise Drive, Sunriver, OR 97707.

**Board Members Present**

Andy High  
Julie Craig  
Peggy Kinkade  
Stuart Young  
Ron Gallinat  
Carrie Douglass  
Cheri Helt *arrived @5:48 p.m.*

**Call to Order**

The meeting was called to order at 5:18 p.m. by Chair High. The Pledge of Allegiance followed.

**Public Input**

There was no public input.

**Superintendent Spotlight**

Superintendent Mikalson thanked Three Rivers school for hosting the meeting and introduced Jim Boen to share and celebrate the successes of South County schools. Boen noted the success of the AVID program and work being done at La Pine Middle School, with Robi Phinney not only serving as principal at La Pine Middle, but also as the AVID Director for the district.

Phinney shared about AVID (Advanced Via Individual Determination) and what strategies are currently being used, school wide, to support students. La Pine Middle is in their fourth year of implementation with 136 students currently participating in the program. She is excited to see the AVID program expand and the impact it is having on students is noticeable. Phinney also shared about Tamarack South, which is new this year and being housed at La Pine Middle. Sean Reinhart thanked Phinney for her creative thinking and providing space for the program. Opening a Tamarack South program allows students to access their regular classes in La Pine and eliminate the travel to the Bend Tamarack campus, about two hours on the bus each day.

Carrie Douglass asked how the district is measuring the success of AVID. Phinney said it's hard to measure, AVID classes won't impact test scores for example, but she is working on a way to track students and their progress in the DART system to help show how the extra supports are allowing these students to excel. Mikalson noted the other South County administrators present: Rochelle Williams, Leslie Reif, Tim Broadbent and Mary Doyle. He thanked them for their work.

**Consent Agenda**

**Ron Gallinat moved to approve the Consent Agenda. Stuart Young seconded the motion. Unanimous approval.**

**Reports**

*EL 4 – Treatment of Staff*

Superintendent Mikalson reviewed the monitoring report in the board packet and noted the highlights from work done over the 2016-17 year, along with the requested information from the prior year's report, which will now be included in all monitoring reports.

- #1: Peggy Kinkade asked about ongoing background checks for employees. Mikalson said background checks are a part of TSPC's teacher and administrator license renewal, beyond that, employees do not undergo a background check after the point of hire. Kinkade expressed her concern and Douglass asked if

there was a way for the district to implement updated background checks for employees. Mathisen said he will look into what might be possible based on law and employee contract language. He will also follow up to see what other districts in Oregon are doing on this topic.

- #2: Mikalson noted the relationship with OSU-Cascades and the addition of Kinsey Martin who is an incredible resource to attract bilingual and biliterate candidates. The district also hosted successful classified job fairs this past year and attracted some good candidates for some of the most hard to fill positions. The district continues to seek out ways to hire and retain staff for the transportation and maintenance departments. Mikalson added, that he will continue to stay connected to the Chalkboard Project and was happy to announce that Peggy Kinkade will serve on the Chalkboard Advisory Committee.

#### *EL 5 – Staff Compensation & Development*

Superintendent Mikalson reviewed the monitoring report in the board packet and noted the highlights from work done over the 2016-17 year, along with the requested information from the prior year's report.

- #3: Mikalson noted the budget subcommittee work that John Rexford is helping lead.
- #5: Mikalson shared his appreciation for the efforts made over the recent years to offer more targeted and meaningful professional development, adding the district was recently awarded the Mentoring Grant which will help support and expand the mentoring program for new teachers. Professional development opportunities for classified staff continues to be a difficult area. Chair High asked why the district was more successful this year in hiring tough positions and what are the plans to retain these staff members. Mikalson said the OSU-Cascades connection and cohort model for the student teachers has been extremely helpful as well as posting and hiring earlier which typically draws a larger candidate pool.

Julie Craig asked how the district is working to expand classified professional development. Mikalson shared the district's leadership team is currently seeking out opportunities that will support a variety of staff members. Helt noted the difficulty in hiring bus drivers and was excited to see the number of drivers being hired on the Consent Agenda. Brad Henry complimented the efforts of the Human Resources and Transportation Departments for their efforts and creative thinking in attracting new drivers. Helt also commented on the teacher job fair and asked how the district works to hire the best candidates who attend. Mikalson said the teacher job fair is always a successful event, being able to meet candidates in person and spend a bit of time with them allows for principals to find great teachers not only for their schools but all across the district. Nordquist added the Teach Oregon Grant has also provided means for the district to expand recruitment efforts.

#### **Discussion**

##### *Small High School Options / Long-Term Location*

Superintendent Mikalson reviewed the history and work done to help balance high school capacity challenges while continuing to innovate and offer options to students. He added, that despite continued growth and capacity issues at the high school level, students continue to succeed; noting recent ACT exam scores area at a record high and students in the district score about 100 points higher than the national average on the SAT exam.

In an effort to offer options and some capacity relief, the district is going to open two small high school options in the 2018-19 school year: EL Education High School and Innovation and Entrepreneurship Academy.

EL Education High School is an extension of the district's existing EL middle school, REALMS. In its first year, the school is anticipated to serve between 75-125 students in grades 9 and 10. The school plans to grow by adding 11<sup>th</sup> and 12<sup>th</sup> grade students the following year. Roger White will serve as the principal of both the EL Education High School and REALMS.

The Innovation and Entrepreneurship Academy will offer students an innovative, project-based entrepreneurial high school experience. In its first year, the school is anticipated to serve as many as 200 students in grades 9 through 12. The focus at the academy will be on fostering 21<sup>st</sup> century skills, leadership, and the creative passion that lives within

each student. This idea emerged as school leaders and community professionals worked together to find a way to deliver personalized educational experiences for students in a real-world type of setting. Community professionals will work with students to develop authentic learning experiences as they focus on science, engineering, mathematics, the arts, humanities and entrepreneurship. Alice DeWitte, Summit High School principal, is currently leading this design work.

The two schools will be housed in a leased space from 2017-2021, that location will be reevaluated once the new high school opens in 2021. Mikalson reviewed the work Lora Nordquist facilitated over the past several months, to determine the long-term plan for the small high schools. Nordquist's steering committee held community forums, provided an online survey and met with focus groups, and ultimately gathered feedback from more than 800 residents, students, parents and staff members to present a recommendation to Mikalson. The recommendation, based on the community feedback and steering team's thoughts is to find additional space in Bend as the location for the small high schools and build a new comprehensive high school as part of the 2017 Bond. Mikalson said he is supportive of the recommendation and feels this option will meet capacity challenges and provide solutions to increase options for high school students.

Carrie Douglass asked what this decision means for Bend Senior High. Mikalson explained, the 2017 Bond has over \$10 million devoted to ongoing work at Bend Senior High. With this decision, a team will now begin to focus on a long-range renovation plan for the current Bend Senior High campus. The district will put a bid out for architectural services in the next weeks and Mikalson said he will include Bend Senior High staff, leadership, and board members as the long-range plan is developed.

Cheri Helt shared her thanks to the community for attending the high school meetings. She appreciated thoughtful conversations and questions posed by community members, which ultimately helped guide the decision shared by Mikalson. Mikalson thanked Nordquist for her time and leadership throughout the process.

Ron Gallinat said he attended three of the four public forums and is not surprised to hear that there was no clear consensus. He too appreciated the conversations and the community's attendance. Peggy Kinkade complimented the process and appreciates the efforts made to listen and solicit community feedback. The efforts of Nordquist helped make the best decision for the community as a whole. Mikalson said he is grateful for the community support and passing the bond measure last spring. He is looking forward to creating more options for students and to build new schools. Chair High said one of the Board's goals is to have community linkage meetings and the first one will be October 24, where the board will discuss and share about high school programming.

Helt also thanked Douglass for her efforts to organize tours at a variety of schools for members of the high school programming team. The trip to California provided an amazing opportunity to see a variety of facilities, learning environments and ways students were receiving an education.

#### *Board Ends*

Chair High reviewed the draft of the Board Ends in the board packet noting the Ends subcommittee included 9<sup>th</sup> grade on track as a measure to #1 and #2 based upon conversations at the last board meeting. Cheri Helt suggested finding a way to measure how many teachers are using the 4 C's in their teaching, as it would be a more direct correlation to the Board Ends. Stuart Young noted #7 is open-ended and could possibly allow for that kind of information and suggested the board move forward with the current draft. Helt said she would also like to somehow track and measure the exposure of the 4 C's and design work, project based learning opportunities. Mikalson suggested #8 could include "as measured by..." when he reports annually to the board.

**Stuart Young moved to adopt the Board Ends as presented in the board packet. Julie Craig seconded the motion. Unanimous approval.**

#### *Superintendent Evaluation*

Peggy Kinkade noted the updated performance pay scale document at each board member's seat. She feels #1 in the Board Ends section does a good job of measuring data throughout the system and reduces the potential inconsistencies across grade levels and groups. She reviewed the updated personal qualities section, based on board member feedback, it was recommended to keep this section as 1% of the total score. Discussion ensued on

personal quality measures and Kinkade suggested more specific expectations around personnel management, etc. be added to Executive Limitations 4 and/or 5 rather than to the personal qualities section of the evaluation. Stuart Young felt personnel management could be a stand-alone quality on the evaluation and suggested adding innovation and community connections. Ron Gallinat noted the importance of the superintendent being in classrooms and the value of strong community connections. Carrie Douglass agreed with Kinkade's suggestions, adding that personal qualities are more about culture and leadership / personnel management would fit better in an executive limitation.

Board members agreed to the following under the personal qualities portion of the evaluation: Professional Growth, Innovation, Community and Classroom Connections and Visionary Leadership. They also agreed to update Executive Limitation 4 to include a measure around personnel management. Kinkade will bring a revised version of the limitation for the board to review and approve. The board was also in agreement of using a 5-point scale to measure personal qualities and executive limitation reporting: 5 = responsive / proactive, 4 = proficient, 3 = compliant, 2 = partially compliant, 1 = non-compliant.

#### *EL 3 – Treatment of Students, Parents / Guardians & the Public :: Scoring Guide Discussion*

Board members agreed to the format of the evaluation guide. The scoring scale will be update to match the superintendent evaluation.

#### *Board Adopted Schools*

Julie Craig reviewed the adopted schools list in the board packet and all board members agreed to what was presented. Jay Mathisen, Jim Boen and Gary Timms will communicate with each principal about the adopted schools list.

#### **Action Items**

##### *Approval of Superintendent Mikalson's Contract*

Chair High reviewed the copy of Superintendent Mikalson's contract at each board members seat, noting this version had been reviewed by legal counsel and includes updated pay information in 2.A.I. High asked for any comments or discussion.

**Cheri Helt moved to amend the compensation amount presented in the contract to a \$210,000 annual salary (section 2A), and to also approve the contract as presented, with the amended salary.**

**Ron Gallinat seconded the motion.**

Peggy Kinade asked Helt for rationale behind the suggested increase. Helt explained, when Mikalson was hired he was the lowest compensated Superintendent in Oregon for like-sized districts. Helt said Mikalson's work over the past few years has been exceptional and if the board wants to retain him, he needs to be appropriately compensated and moved to a comparable salary range. She added the management of the 2017 Bond and continued growth of the district are responsibilities some other superintendents are not taking on.

Kinkade shared her salary research and calculation used to come up with the figure presented in the printed contract. Carrie Douglass also shared national-level salary research and agreed Mikalson's compensation should be increased. Stuart Young noted, when Mikalson was hired, he was the top candidate selected from an international search. He is delighted with Mikalson's work and the direction the district is moving toward. He agreed with Helt and would like to compensate Mikalson for his work and leadership. Ron Gallinat echoed other board member comments and likes the way the contract is written and supports an increase in compensation. Julie Craig agreed with fellow board members. Chair High commented that Mikalson has never asked for increased compensation and this is purely a Board-driven decision.

**Chair High noted Helt's motion and Gallinat's second; and called for a vote. Unanimous approval.**

High said he would follow up with legal counsel to amend the salary amount for Mikalson and align the evaluation scale as the Board agreed to earlier.

## **Action Items**

### *Resolution 1861 : OSBA Nomination for Board of Directors, Position 3*

Cheri Helt said she will be stepping down from the OSBA Board and she would like to be a part of the OSBA Legislative Policy Committee again. Helt said she has enjoyed the past two years on the OSBA Board. Patty Norris, a Crook County School District board member, is interested in being on the OSBA Board to represent Central Oregon. Crook County's board officially nominated Norris for the position and Helt said she feels Norris would be an excellent voice for Central Oregon, adding Crook County has not had representation on the OSBA Board for a long time. Helt encouraged board members to nominate Norris.

### *Resolution 1862 : OSBA Nomination for Legislative Policy Committee, Position 3*

Cheri Helt expressed her interest in being nominated for the OSBA Legislative Policy Committee. She feels the impact of the work done on the committee towards revenue reform coincides with her top priorities. Being a member of the LPC also allows for more time with her family while still being a strong representative for Central Oregon.

Chair High entertained a motion for Resolution 1861.

**Peggy Kinkade moved to nominate Patty Norris from Crook County School District for the OSBA Board of Director Position 3. Ron Gallinat seconded the motion. Unanimous approval.**

Chair High entertained a motion for Resolution 1862.

**Peggy Kinkade moved to nominate Cheri Helt for the OSBA Legislative Policy Committee Position 3. Ron Gallinat seconded the motion. Unanimous approval.**

## **Board Comments**

Cheri Helt corrected the September 12, 2017 board minutes, noting that the Mt. View High School baseball coach did have a permit, but exceeded the number of people his permit allowed for.

Peggy Kinkade thanked the South County schools for their work and to Three Rivers for hosting the meeting.

Carrie Douglass also thanked South County schools.

Stuart Young thanked Jim Boen for his leadership, specifically in the South County schools. He appreciated the thoroughness of the high school community input process and complimented Nordquist and her team for their efforts in hearing what students, staff and community members want and need at the high school level.

Ron Gallinat shared a national news story of a student using a 3ft x 5ft "index card" for a test and appreciated the creative thinking of that particular student when the teacher didn't specify inches or feet when allowing students to bring notes to a test.

Andy High said he would send his kids to any school in the district, but Three Rivers is one of his favorites, noting the special environment of a K-8 school. He encouraged all to attend the Distinguished Alumni and Veterans Day assemblies coming up at Bend Senior High.

Meeting adjourned at 7:23 p.m.

Respectfully submitted,  
Andrea Wilson  
9.26.2017