

ROSEBURG PUBLIC SCHOOLS

1419 Northwest Valley View Drive
Roseburg, Oregon 97471
Regular Board Meeting

Vol 5 No. 7

January 23, 2019

Board Members:

Rodney Cotton
Joseph Garcia, Chair
Micki Hall
Rev. Howard Johnson
Rebecca Larson
Charles F. Lee
Steve Patterson, V. Chair

Administration:

Lee E. Paterson, Superintendent
Richard Burton, Director of Student Services
Robert Emerson, Director of Teaching & Learning
Robert Freeman, Director of Human Resources
Cheryl Northam, Chief Operations Officer

REGULAR SESSION

TIME/PLACE: A regular meeting of the Douglas County School District No. 4 Board of Directors was held on Wednesday, January 23, 2019, in the Administrative Office Board Room located at 1419 NW Valley View Drive, Roseburg, Oregon.

CALL TO ORDER: Board Chairman, Joe Garcia, welcomed attendees and called the meeting to order at 6:00 p.m. and invited Superintendent Lee Paterson to lead the Pledge of Allegiance.

ATTENDANCE: School Board and Cabinet members were all present. Reporter Kyle Bailey was in attendance.

REVIEW OF AGENDA: Superintendent, Lee E. Paterson, announced that a recommendation for hire had been added to the Consent Agenda.

COMMUNICATIONS TO THE BOARD: Superintendent Paterson had no communications to report but did acknowledge the colorful posters that were created by Green Elementary students in honor of Board Recognition Month. Chairman Garcia expressed appreciation on behalf of the Board.

STUDENT RECOGNITION:

Green Elementary School Principal, Amy Rodriguez, introduced fifth-grade “star” student, Chloe Garcia and presented her with a congratulatory letter and McDonald’s gift card. Chloe always tries her best and has blossomed into a wonderful student who pushes herself to be a true leader. Quiet by nature, Chloe is a great help at booster club events and has the lead role in the fifth-grade play with 35 plus lines to memorize as well as a solo performance. Teachers notice the special way Chloe has with her peers, and believe she has the potential to be anything she chooses to be.

STUDENT LEADERSHIP REPORT: Marinda Carlyle and Allie Fetsch acknowledged School Board Recognition Month and distributed tokens of appreciation to each member of the Board, and shared high school student appreciation for our Board’s support of the high school’s programs, as well as their dedication and commitment to improving all aspects of the District.

The annual Arts Assembly will be held February 22nd, with auditions to be held in the Rose Theatre February 6th. This showcase of talent will include individual performances, a video montage highlighting student art work, along with painting and clay throwing demonstrations.

The date for the Orange and Black Dance has been moved to March 1st and is intended to enhance school spirit and student involvement.

Finals Week is nearly completed, and the new semester will kick off next Monday. The Rose Theatre was the scene last Thursday of a jazz concert including bands from both middle schools, the RHS jazz ensemble and the UCC band.

A Robotics competition on the 19th resulted in two of our four teams advancing. A Big Top Carnival fundraiser is scheduled Feb. 2nd to benefit the RHS Unified Partners Club.

Boys' Basketball is now ranked 16th in the state, sharing first place in the league with North Medford. Collin Warmouth recently broke the RHS scoring record. Although struggling, the girls' team has a great attitude and continues to strive for improvement. Wrestlers placed second to Newberg by a single point and cheerleaders placed second at the competition in Albany.

Yearbook staff are currently interviewing students to collect senior ads that will be included in the 2018-19 RHS yearbook.

Director Hall added her encouragement for people to attend one of the Arts Assemblies, noting that the student talent is incredible.

CONSENT AGENDA: Superintendent Paterson presented the Consent Agenda consisting of Minutes from January 9th, Gifts to the District, and the following personnel transaction:

- Recommendation for Hire: Kim Hanson, Art Teacher at Joseph Lane Middle School, a temporary position for 2018-2019.

Director Steve Patterson moved to approve the Consent Agenda as presented. Director Hall seconded, and the Motion passed unanimously.

M5-25 Approved the Consent Agenda

RECESS: Chairman Garcia called for a brief recess at 6:17 p.m. to allow students and families attending for student recognition to depart. The meeting was reconvened at 6:19 p.m.

PUBLIC PARTICIPATION: Roseburg Mayor, Larry Rich, read a Proclamation from the City of Roseburg announcing January as School Board Recognition Month. Mayor Rich congratulated members of the Board and thanked them for their dedication to students attending Roseburg Public Schools.

Roseburg Education Association President, Camron Pope, presented a Resolution sponsored by the Oregon Education Association requesting support for increasing Oregon Public School Funding. The association believes that the Oregon legislature is in favor of increasing funding for education and is therefore asking our Board to consider adopting a resolution in support of that effort.

Chairman Garcia thanked Mr. Pope for the information. The Board takes no action during public participation.

COLLABORATION GRANT PRESENTATION FROM TEACHING AND LEARNING

Teaching and Learning Grant Manager, Dani Jardine, shared that we are in the third year of the \$660,000 Collaboration Grant. The grant team includes representatives from every school in the district, and is a mix of teachers, learning specialists, administrators and district office staff. The purpose of the grant is to embrace the culture of innovation to try new things and make systematic changes. Specifically, all instructional staff will continuously improve their practice by participating in differentiated professional development aligned to professional needs, that improves student growth. This has changed our system of PD and learning throughout the district as we have access to experts from the state who share expertise with our teacher leaders.

The group met each month last school year to develop an application for the grant. Everyone learned a great deal through the PD model of plan, do, study and act. After establishing their focus, this year's efforts are directed to collecting data to establish continual measurement in a variety of ways. Once collected, data is checked to determine what is and isn't working. The next step is to adopt the change; adapt the change or abandon the change. The intent is to continually improve the model throughout the year rather than waiting for months to determine if desired results are being achieved. Change ideas included:

- Elementary Change Idea: Teacher leaders will receive and deliver PD (ELA) to their building based on needs;
- Middle School Change Idea: Teacher-led PLCs will be more effective and meaningful for those participating;
- High School Change Idea: Learning walks about learning targets and student engagement will be facilitated throughout the year; and
- Evaluation Change Idea: The effectiveness of the evaluation framework can be improved when principals and teachers develop a common and thorough understanding of the system.

Teacher leaders are required to provide professional learning to their peers, thereby creating teacher leaders at each site. One of the change ideas is for all principals and teacher leaders to develop a culture of shared leadership at their school. The grant team continues to meet monthly to monitor the PDSA and review current data.

Last year, four staff members attended Carnegie training. This year, 16 people including administrators and teachers will be attending to further improve our efforts. Administrators have determined that the modified Danielson framework based on "Look For's" can be specifically tailored to the work done in our District.

Ms. Jardine emphasized that this year is focused on the planning and learning, creating PD for implementation in 2020 across the district. TOSAs are also receiving PD and are resources for the teachers while guiding the actual PLC work within the departments.

ACKNOWLEDGE COMMUNITY REPORT OF DIVISION 22 STANDARDS FOR 2017-2018: Superintendent Paterson acknowledged the Report to the Community, indicating that Teaching and Learning Director, Robert Emerson, has led the effort to reach compliance in each of the 51 areas. Director Emerson reflected that each year the list continues to grow, as with every legislative session the list expands. The latest addition was dyslexia. Last year we had not quite completed the universal training, and we have now completed that. The biggest concern expressed last year continues to be Talented and Gifted (TAG). That had been addressed through PD and we continued that with the Wonders training this year. We had specifically requested that trainers from McGraw Hill address differentiation during staff trainings.

Mr. Emerson continued that students are either identified by parent request or high achieving through Dibels and iReady assessments, but these can overlook critical thinking and students in poverty. The high school offers programs such as Honors and AP to meet the needs of academically advanced students, but not necessarily social/emotional, creativity and critical thinking.

If one assumes that approximately two percent of students would be identified as TAG, those numbers need to be considered as we enter the budget process. Director Emerson has initiated a small task force led by Dani Jardine, charged with identifying what similar districts are doing in this area and evaluating appropriate assessments. Mr. Emerson cautioned that people generally assume that this high achieving student population are absent of risk, when in reality they experience high rates of suicide and drop-out rates when their needs are not being met. We are being challenged to put some resources behind this program. Mr. Emerson reflected on his early career as a TAG teacher at a middle school and explained that all children can be screened at one grade level, such as third grade. He emphasized that many of these children do not fit a mold; you can discover children who are both behavior disorder and gifted. Not all students are lecture based, but rather may thrive with hands-on learning opportunities.

Director Larson expressed her concerns that some teachers don't understand the needs of this population. Children on both ends of the bell curve have unique and different intellectual needs. Director Hall questioned the resources directed to the program at Rose when the TAG program needs have yet to be considered. The superintendent pointed out the need to address the needs of both, and Director Hall concurred that some of the students at Rose might have been identified as gifted. Director Larson added that teachers can benefit from training to learn strategies and the kids needs to feel that they have someone on their side.

Superintendent Paterson stated that our progress to date is inadequate, but we are ready to do the work. Chairman Garcia commented that efforts put forth in trauma informed care and poverty, etc., isn't balancing with the needs with this population. Director Cotton thanked Director Larson for her passionately advocating for kids, adding that it is time to address this challenge. Lee continued that we are curious to learn what other models are being utilized elsewhere. Chairman Garcia requested that Mr. Emerson create models/ideas of a potential program in line with the district mission/vision.

Director Hall moved to accept the Report of Division 22 Standards. Director Cotton seconded, and the Motion passed unanimously.

M5-26 Accepted the Community Report of Division 22 Standards for 2017-2018
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RESOLUTION 18-19-14: ADOPTING THE SECOND RESTATEMENT OF DECLARATION OF TRUST OF THE PROPERTY AND CASUALTY COVERAGE FOR EDUCATION (PACE): Chief Operations Officer, Cheryl Northam, presented Resolution 18-19-14, sharing that this is a request from PACE to adopt changes including updated language, additional crime coverage, and adding members to the Trust Board, etc.

Director Lee moved to adopt the second restatement of Declaration of Trust of the Property and Casualty Coverage for Education (PACE). Director Cotton noted his unhappiness with PACE. Director Hall seconded, and the Motion passed unanimously.

M5-27 Adopted second restatement of Declaration of Trust of the Property and Casualty Coverage for Education (PACE)

NEXTUP LEADERSHIP CONSULTANT UPDATE: Greg McKenzie and Mike Taylor of NextUp Leadership reported their findings from the staff/student/community outreach effort conducted last week. Mr. McKenzie thanked Janet for her assistance in getting the group meetings scheduled to provide staff, students, parents and community members the opportunity to express their views. He also thanked Principal Weber for gathering a great group of students for the consultants to meet with. Greg and Mike will continue to take input from community leaders.

A Report on Qualifications for New Superintendent was presented, and Mr. McKenzie pointed out that the qualifications are listed in no particular order.

The opportunity for public comment was provided, and no members of the audience wished to comment.

Director Hall moved to approve the proposed qualifications with the addition Chair Garcia's suggestion to include 'self reflects before acting' and Director Hall's addition of 'life-long learner'. Director Cotton seconded and the Motion passed unanimously.

M5-28	Adopted	qualifications	for
		superintendent	as modified

The revised Superintendent Search Calendar was presented for consideration. This document will be the work plan going forward. The search is expected to open tomorrow.

Director Cotton moved to approve the proposed Search Calendar. Director Hall seconded, and the Motion passed unanimously.

M5-29	Adopted	Superintendent	Search
		Calendar	

The search team and Board members also reviewed the screening committee selections process. Once selected, screeners will undergo training, sign confidentiality agreements and then proceed through the review process. Some screeners may be invited to participate in the actual interviews. OSBA will be collecting the applications. The current superintendent will not be involved in the process until near the end when he will contribute in an advisory capacity.

ADOPT 2019-2020 BUDGET COMMITTEE CALENDAR: Chief Operations Officer, Cheryl Northam, presented the proposed 2019-2020 Budget Committee Calendar, including the revisions requested at the previous Board meeting. The first committee meeting is now scheduled for April 10th at 5:30 p.m. and will be immediately followed at 6:30 p.m. by the regular Board meeting. On March 6th, the Board will have a work session to discuss preliminary budget priorities. That meeting will be followed by a brief regular meeting to consider an Intent to Award proposals for seismic rehabilitation.

Director Larson moved to approve the proposed 2019-20 Budget Committee Calendar. Director Hall seconded, and the Motion passed unanimously.

M5-30	Approved	the 2019-2020	Budget
		Committee	Calendar

POLICY JECB: ADMISSION OF NON-RESIDENT STUDENTS, for Second Reading and Adoption: Superintendent Paterson explained that this revised policy now reflects Board input received at First Reading regarding attendance and behavior.

Director Hall moved to approve Policy JECB: Admission of Non-Resident Students, for Second Reading and Adoption. Director Steve Patterson seconded, and the Motion passed unanimously.

M5-31 Approved Policy JECB: Admission of Non-Resident Students, for Second Reading and Adoption

COMMITTEE REPORTS: BUILDING & SITES (JANUARY 16, 2019): Director Steve Patterson reported that the committee reviewed renditions illustrating the appearance of Hucrest Elementary, explaining that changes would not be as drastic as had been anticipated. The state will not allow the project to be spread over two summers, so the project could potential run into classroom time. Modular units may have to be considered. Facilities Manager, Tracy Grauf, updated the Board that we are in the middle of the RFP process. Mr. Jardine is hopeful that the RFP will result in adequate contractor response. Project completion may not occur until the end of December. Design changes should result in a less disruptive project than what we experienced at Green Elementary. Mr. Grauf stated that response from contractors will dictate whether to proceed with this grant project that must be completed no later than December 31, 2019. Chair Garcia emphasized that project management will need to meet his expectations and standards.

Mr. Grauf also shared that the Fullerton IV project is going well. The moment frames have improved the overall appearance of the school. Director Patterson commended Mr. Grauf and his team for the work completed over the break when the issue of broken pipes occurred at Eastwood Elementary. The crew had the building up and running in record time and looks better than ever. The committee also discussed the new intercom and clock system recently installed at Fullerton IV. Director Hall noted that the new fencing at Fullerton IV looks very nice and was a great idea. The middle school security cameras are operational, and Director Patterson shared that two parent groups contributed \$4,700 to complete that project. Director Johnson suggested that the battery back up be installed when possible. Chair Garcia thanked Mr. Grauf for his update.

PROFESSIONAL LEARNING COMMUNITY (PLC) DISCUSSION: Teaching and Learning Director, Robert Emerson, led the Board through the enhanced Schoolzilla dashboard, illustrating the real-time data pulled from Synergy, specific to graduation data, attendance, chronic absenteeism, suspension, early-warning indicators, discipline, etc. Information is sortable by school, classroom, ethnicity, gender, etc. PLCs can learn from the information by identifying patterns and asking clarifying questions, analyzing causation or explanations for the data. The Board formed teams and viewed and reflected on chronic absenteeism using various lenses such as grade level, gender, ethnicity, poverty, discipline, etc. Director Johnson encouraged administrators to confirm that all individuals entering this data into the system be trained to do so in a consistent manner.

SUPERINTENDENT’S REPORT: Superintendent Paterson indicated how pleased he was with the Board response to recent PLC activities. Our instructional staff appreciate their willingness to engage in the same type of learning activities that they participate in on a regular basis.

The superintendent has addressed the community through Inside Douglas County. He has been able to attend athletic events at the high school and visited all school sites except for Winchester Elementary. All sites are

participating in ODE's engagement protocol to identify areas where we can improve our practices.

Lee also met with leaders of the Japanese Sister City Program, Kuki, formerly Shobu. He also met with secondary administrators for a discussion about alt ed data and how that reflects on the entire district. We want to own our data but also would like to make sure it's presented fairly.

He is working with Communications Specialist, Chelsea Duncan and RHS Principal Weber in creating a response to the recently reported drop out and graduation rates. A school safety article appeared in Saturday's paper on the education page that was made possible through the efforts of Director Hall and Chelsea Duncan. The modern standard is that all children will graduate from high school. Chairman Garcia added his concern that some children are not interested in graduating and others have no familial support. Superintendent Paterson noted the importance of remembering that there are no disposable children. The system is not perfect, but we have no excuse not to try.

The Board will begin work soon on addressing athletic policy. We have budget discussions on the horizon, long-range facility planning and the District Continuous Improvement Plan. Superintendent Paterson expressed appreciation for the Board's support as we continue to do our best.

REPORTS BY BOARD OF DIRECTORS: Director Hall reflected on graduation rates driving so many conversations but pointed out the feds are allocating less and less money for education. We need to own our numbers while assuring that they reflect the reality in our District. Director Lee expressed that he would like the OEA proposal for lobbying for additional funding for education on a future Board agenda. Director Cotton shared his story of a family member who attended school only through the eighth grade but went on to do very well for himself. Director Johnson shared a fascinating detail regarding his father's graduation history as well. Chairman Garcia announced that he is reviewing dates for Renee Sessler to continue to work with the Board. The Board will continue to be busy as we engage in meaningful work, and he thanked his fellow Board members for dedicating their time.

PUBLIC PARTICIPATION: No remaining attendees wished to address the Board.

ADJOURNMENT: With no further business before the Board, Chairman Garcia adjourned the meeting at 9:15 p.m.

Lee E. Paterson, Superintendent

LEP/jlk

Next Meeting: The February 13th School Board Meeting will be held at 6:00 p.m. in the administrative office Board Room located at 1419 NW Valley View Drive, Roseburg, Oregon.