

# ROSEBURG PUBLIC SCHOOLS

1419 Northwest Valley View Drive  
Roseburg, Oregon 97471  
Board Work Session

Vol 4 No. 11

September 17, 2018

## Board Members:

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

## Administration:

Robert L. Freeman, Interim Superintendent   
Richard Burton, Director of Student Services Excused  
Robert Emerson, Director of Teaching & Learning Excused  
Robert Freeman, Director of Human Resources Excused  
Cheryl Northam, Chief Operations Officer Excused

## BOARD WORK SESSION

**TIME/PLACE:** A Board Work Session of the Douglas County School District No. 4 Board of Directors was held on Monday, September 17, 2018, 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 work session to order at 7:00 p.m.

**ATTENDANCE:** School Board members were present, along with Interim Superintendent, Robert Freeman. RHS Principal, Jill Weber, was in attendance.

**REVIEW OF AGENDA:** Board Chairman Garcia indicated that the purpose of the meeting was to discuss the Interim Superintendent status, options for the remainder of the 2018-19 school year, and a potential superintendent search.

## DISCUSSION

Interim Superintendent position:

Chairman Garcia has been in communication with District Legal Counsel, Jason Montgomery concerning our Interim Superintendent status. Mr. Montgomery was unable to attend this evening, but he has been consulting with our former counsel, Dan Clark, regarding potential options available to the Board. Mr. Clark suggested contacting the OSBA to discuss services they offer to districts in need of interim services. He also suggested contacting former administrators with appropriate administrative credentialing who might be interested in serving on an interim basis.

Director Patterson suggested another option, that of current Interim Superintendent, Robert Freeman, continue in his current capacity through the 2018-19 school year utilizing a long-term interim superintendent as a mentor.

Director Cotton was receptive to that idea, pointing out that overseeing HR and the Superintendent duties was too much for one person.

Director Johnson suggested appointing Director Freeman as Superintendent and then searching for a person to fill the HR position, pointing out that Mr. Freeman is respected and has the credentials.

Director Lee observed that someone familiar with Roseburg could potentially continue forward with the work already in progress with the TOSAs and the changing role of principals. He expressed concern that the Board support the new instructional design. Director Hall suggested that the hiring of the new Instructional Leadership Coordinator and the deployment of the TOSAs indicates the support of the Board. Director Emerson will need more than one year to determine the success of this initiative. Director Johnson expressed support of members of the Cabinet and noted that an incoming superintendent may or may not bond with existing staff.

Chairman Garcia advocated for selecting an interim for this year who can work with labor and the community in determining what they are looking for in a new superintendent as an extension of the work to be done with the superintendent search.

Director Patterson shared his support of bringing back the assistant superintendent position on a permanent basis to allow for shared responsibility. He reflected that Mr. Freeman has communicated well with the Board and staff and handled this transition period very well.

Director Lee stated that if the Board is in favor of the change in our instructional model and continuing the momentum of the work being done, that directive needs to be made clear to the incoming Interim as well as a new superintendent. Mr. Freeman clarified that the change in the instructional model was initiated from the results of the work done through IRRE (the Institute for Research and Reform) whose data reflected that instructors valued input from building principals. Director Emerson proposed structural changes to help principals work more effectively with teachers and have the time to observe and provide timely feedback. The teachers had consistently reported that principals were not able to spend enough time in their classrooms.

Chairman Garcia noted that the task tonight is to determine next steps. Director Johnson asked that OSBA provide input on services available and the associated costs. The Chair will also work with legal counsel to conduct outreach for potential Interim Superintendents to support Mr. Freeman who could assume the role of an assistant superintendent for the duration of this year.

#### Superintendent Search:

The Board reflected on past avenues used for administrative searches. Director Hall pointed out that people live in this area because they love it and there are good recruitment options available in Douglas County and Oregon. She would prefer a search limited to Oregon without hiring an outside firm. Board members were in favor of determining the search timeframe rather than an outside firm dictating when to begin the process.

The conversation led to the agreement that a Board Retreat would be highly beneficial to facilitate team building and improve communication, to get staff connected in a healthier fashion, and bring employees together so that they feel supported as we move the work forward.

Director Cotton asked for Interim Superintendent Robert Freeman's input regarding his future goals in the District, and Mr. Freeman acknowledged that he was hired during former Superintendent Washburn's term, and

noted that they have very different leadership styles. He is currently working very hard with administration to earn their trust and would like to continue with that work. Mr. Freeman thanked the Board for their input this evening, and offered that whatever direction is to be taken, both short and long term, it will impact the District as we move forward in the years yet to come. He continued that if he were to accept a position as long-term interim, he believes it would be problematic. He further noted that Roseburg is a district whose size is not big or small and he suggested it is too large for one person to lead. A support position is vital.

Interim Superintendent Freeman also acknowledged that as an organization, dialogue and communication could be improved, and a retreat is essential as communication begins with the Board and filters down from there. Director Patterson suggested contacting the Ford Foundation as they have facilitators who could recommend the most effective process, determine who needs to be involved, and provide direction during the retreat itself.

Chairman Garcia will begin working on the proposed options and will also send out potential topics for future work sessions to fellow Board members.

**ADJOURNMENT:** With discussion concluded, Chairman Garcia adjourned the meeting at 8:10 p.m.

**Robert F. Freeman, Interim Superintendent**

RLF/jlk

**Next Meeting:** The September 26<sup>th</sup> 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.