

ROSEBURG PUBLIC SCHOOLS

School Board Meeting and Work Session Via Zoom

1419 NW Valley View Drive
Roseburg, Oregon

Vol 3 No. 5

September 22, 2021

Board Members:

Dr. Brandon Bishop
Rodney Cotton
Rev. Howard Johnson, Vice Chair
Ann Krimetz
Rebecca Larson, Chair
Charles F. Lee
Andrew Shirtcliff

Administration:

Jared P. Cordon, Superintendent
Robert Freeman, Director of Human Resources
Michelle Knee, Assistant Superintendent
Cheryl Northam, Chief Operations Officer
Melissa Roberts, Director of Student Services

BRIEF REGULAR SESSION

TIME/PLACE: A business meeting of the Douglas County School District No. 4 Board of Directors was convened at 6:00 p.m. on Wednesday, September 22, 2021, in the Administrative Office Board Room located at 1419 NW Valley View Drive in Roseburg, Oregon, electronically via Zoom link.

CALL TO ORDER / PLEDGE OF ALLEGIANCE: Board Chair Rebecca Larson called the meeting to order promptly at 6:00 p.m. and welcomed attendees and asked Director Andrew Shirtcliff to lead the Pledge of Allegiance.

ATTENDANCE: Board members were in attendance via Zoom. Superintendent Cordon, Assistant Superintendent, Michelle Knee and Chief Operations Officer, Cheryl Northam were on site, along with Chair Larson and Director Bishop.

COMMUNICATIONS TO THE BOARD / REVIEW OF AGENDA

Superintendent Cordon recommended that school psychologist contracted services be removed from the Consent Agenda prior to discussion to allow Board members to discuss it more fully. Vice Chair Howard Johnson also advised the Board that his daughter is an account executive at the Dallas branch of AMN Services, and he intended to recuse himself from the associated discussion and vote to avoid any perception of conflict of interest.

CONSENT AGENDA:

The Consent Agenda minus the school psychologist contracted services item, was presented for consideration, including approval of the Consent Agenda, Minutes from the September 8 School Board Meeting, Gifts to the District, a recommendation for employment and notice of resignation. Personnel actions included:

Hiring Recommendations:

- Licensed Staff:
- Roseburg High School
 - Cailey Powell, Agricultural Science Teacher

Resignation

Licensed Resignation:

- Craig Stinnett, Welding Teacher at Roseburg High School, effective at the end of the first semester or when a suitable replacement is found, following 13 years in the district, to take a position outside of education.

Director Rodney Cotton moved to approve the Consent Agenda and Director Charles Lee seconded. The Motion passed unanimously.

M3-17 Approved the Consent Agenda

REQUEST TO CONSIDER AGREEMENT WITH AMN ALLIED SERVICES FOR SCHOOL PSYCHOLOGIST SERVICES

Human Resources Director, Robert Freeman, recapped the difficulties encountered over the past few years in the lack of availability of school psychologist applicants, despite multiple efforts to recruit via various platforms including outreach to various universities who offer that program. Mr. Freeman shared that over the past several years we have posted at least one FTE position on national and worldwide job boards without success. The district also published a request for proposal to seek vendors who could assist in this endeavor. Two companies responded to that outreach and Student Services Director Melissa Roberts is recommending AMN Allied Services as they already have a presence on the west coast. Robert further explained that this service is very similar to travelling nurse organizations. AMN has shared that they are in contact with individuals who are looking to move to the Pacific Northwest.

With Rev. Johnson recusing himself from this discussion, remaining Board members engaged in lengthy discussion, resulting in directing the district to proceed with negotiations to forge an agreement with AMN Allied Services. AMN will be charged with recruiting assistance in obtaining school psychologist services on a contracted basis.

Mr. Freeman assured the Board that this is a temporary solution and we will continue our ongoing efforts to employ district staff in this specialized area.

Director Charles Lee moved to approve the recommendation to move forward with an agreement with AMN Allied Services to provide school psychologist contracted services. Director Brandon Bishop seconded. The Motion passed by majority with Vice Chair Howard Johnson abstaining.

M3-18 Directed staff to negotiate an agreement with AMN Allied Services to provide school psychologist contracted services

With the business portion of the meeting concluded, Chair Larson recessed the regular meeting and moved directly into a Board Work Session at 6:22 p.m.

BOARD WORK SESSION

Superintendent Cordon shared that choice is a critically important ingredient in the recipe of a positive and productive learning experience. He recapped that in March 2020 our schools closed and we moved to a Comprehensive Distance Learning Model. While many things were not in place, staff and kids were doing the

right things, but were not yet supported by a learning management system, along with adequate and sufficient devices and access. We lacked an element of choice for kids, staff and families.

During the spring and summer of 2020, we systemically planned for ways to provide choice during the pandemic for families who might be more comfortable with an improved and supported remote learning option. In the beginning of the 2020-21 school year, we offered an improved remote option for all families K-5 taught by our elementary teachers. The model worked pretty well for over 300 students. Staff did an awesome job while being asked to juggle kids both online and in person.

Over the course of this summer, RVS Principal Dani Jardine, Asst. Superintendent Michelle Knee and their team worked on additional improvements centered on choice, efficacy and access. The majority of student achievement gaps are actually access and opportunity gaps. We are grateful for the work this team has done in putting together these options for kids.

ROSEBURG VIRTUAL SCHOOL OVERVIEW (slideshow follows these minutes)

Roseburg Virtual School Principal, Dani Jardine, shared that enrollment at the new virtual school has reached 125 students and she anticipates holding at 125-130. This year is different than the remote option last year, with a common place for teachers and students at the former Rose Elementary School. For 2021-22, we are using online asynchronous curriculum from Florida Virtual School delivered by RPS teachers in Grades K-5. Most exciting, students are provided live lessons every day and the opportunity for in-person assistance for those having difficulty with their technology or needing additional instructional support. Earlier today, our STEAM teachers were on site providing lessons in rocket construction. 40-45 students took advantage of the opportunity, preparing their rockets for launching this afternoon.

Students have the opportunity to meet with their instructor daily, and the program includes core classes in ELA, Math, Social Studies and Science. In future years, we may consider adding elective options in addition to the core curriculum.

GRADES 6-12 OPTION

Assistant Superintendent, Michelle Knee, presented our Grades 6-12 option utilizing Apex Learning Management System. Students participate asynchronously and can participate in sports and extra-curricular activities. Apex teachers are Oregon certified and provide feedback on assignments and are available to conference with students during school hours. Incredible study guides keep kids on track.

CHECK IN WITH OUR ELEMENTARY PRINCIPALS

Superintendent Cordon noted that the elementary school years are beautifully formative and incredibly important years. They provide a foundation for the way we think about ourselves and others, the way we work, and to a certain degree, a trajectory for our future success in school and beyond. We are building an elementary experience for our students that is growing our kids as readers, thinkers and problem-solvers regardless of their zip code, socioeconomic status, first language, and/or the color of their skin.

Each of our elementary schools is centering their work around our Strategic Plan and focusing on the whole child. Mr. Cordon likes to think of our elementary schools as “and” schools, not “or” schools. There are schools across the country where they are focused on literacy or math, or science, or belonging, or discovery. Our schools in our school district are not made up of “or” buildings. They are “and” schools. We want to make sure our kids and our staff wake up excited to learn, and to contribute, and to explore. Our classrooms are places of joy and places where kids are deeply engaged in learning. Our kids and staff are working hard each day to meet

and achieve grade level standards in all areas, while also focusing on the social and emotional needs of our kids, staff and families. Jared expressed gratitude for our elementary principals who are here tonight to introduce themselves and their schools this evening, as well as provide you with some of the ways they are focusing on and supporting their children and families.

A full complement of our elementary principal leadership team were on line to present, including:

Eastwood - Jennifer Thompson
Fir Grove - Katrina Hanson
Fullerton IV - Debbie Price
Green - Lisa Dickover
Hucrest - Don Schrader
Melrose - Tammy Rasmussen
Sunnyslope - Dan Endicott
Winchester - Rick Snyder

This incredible elementary leadership group shared an overview of their individual school along with their specific areas of focus for the 2021-22 school year. Their enthusiasm was contagious and a welcome change from the sometimes overwhelming challenges these professionals have bravely faced over the past several months. Their commitment to creating a positive culture for kids to attend school in-person safely, to be seen and heard, and met where they are both socially and academically is commendable.

Superintendent Cordon thanked these essential principals, noting that we are a school district, not a district of schools. We are all working together to support our kids.

FOLLOW UP ON TALENTED AND GIFTED (TAG) IDENTIFICATION INQUIRY

Assistant Superintendent, Michelle Knee, followed up on a previous inquiry expressed during the August 25th Work Session pertaining to students enrolled in our Talented and Gifted (TAG) program. Michelle reported that currently we have 22% students who identify as students of color. The TAG program includes 23% of our students, so the percentages match up very well.

TAG students typically range within the 98-99th percentile of intelligence scale, but can also be identified by teacher observation and standardized testing. It is interesting to note that many of these students do not necessarily excel academically, as they are very different thinkers and can be quite emotional. Michelle explained that we strive to identify the needs of all students, looking at individual supports.

Superintendent Cordon pointed out that TAG programs are not effective, if not accompanied by adequate structures and supports.

Director Howard Johnson thanked Michelle for gathering information in response to his question and encouraged the district to continue assuring that all students have appropriate access to the supports they need to succeed.

ADJOURNMENT: With the Work Session concluded, Chair Rebecca Larson adjourned the meeting at 7:10 p.m.

Jared P. Cordon, Superintendent
JPC/jlk

Next Meeting: October 13, 2021, at 6:00 p.m. in the Administrative Office Board Room via Zoom