

Oxnard Union High School District

Oxnard, California

MINUTES FOR THE SPECIAL BOARD MEETING

August 1, 2016

1. OFFICIAL OPENING OF MEETING

The Special Board meeting of the Board of Trustees of the Oxnard Union High School District was called to order by Board President Hall at 9:00 a.m., August 1, 2016, at 220 South 'K' Street, Oxnard, California 93030.

Trustees present:

Steve Hall, Ed.D., President
Beatriz R. Herrera, Vice President
Karen M. Sher, Clerk
Gary Davis, Ed.D., Member
Wayne Edmonds, Member

Superintendent and Cabinet:

Penelope DeLeon, Ed.D., Superintendent of Schools
Steve Dickinson, Assistant Superintendent, Administrative Services
Rocky Valles, Assistant Superintendent, Human Resources
Tom McCoy, Assistant Superintendent, Educational Services
Maureen Sheldon, Executive Assistant

Guests present:

None present.

2. PLEDGE OF ALLEGIANCE

Steve Dickinson, Assistant Superintendent Administrative Services, led the Pledge of Allegiance to the flag.

3. ADOPTION OF AGENDA

Motion: Moved to adopt by Trustee Herrera, seconded by Trustee Sher, and carried unanimously Vote 5/0.

4. AUDIENCE TO ADDRESS THE BOARD OF TRUSTEES

No public comments.

5. OPEN SESSION

A. Review and revision (if necessary) Board Bylaw 9000-"Role of the Board" and Board Bylaw 9005 - "Governance Standards"

Superintendent DeLeon began open session with a 'vision exercise' by allowing each Board member, Superintendent included, 30 seconds to list one hope, dream or vision for Oxnard Union High School District students on an index card. Once this was completed, she asked each Board member to list, on the back of the card, three reasons why this is personally important to them. Board members, along with Dr. DeLeon, paired up in groups of two to share their hope, vision or dream. They then shared their partners hope, vision or dream within the whole group.

Trustee Sher would like all students to be college and career ready and be an active participant in their Country's future. She would like this for her own children and those that she teaches. She would also like for students to be active participants in our society with the ultimate dream of peace and harmony in our world.

Trustee Davis would like consistent incremental improvement of student achievement over time and in all major indicators and shared also by subpopulations of students in this District; everyone served and showing growth. Dr. Davis feels student achievement should be the main focus of Board. LCAP is based on student achievement and subpopulations such as foster students, ELL and Title 1, for example, and these students need to share in the academic success.

President Hall would like every student to learn and succeed in Oxnard Union High School District. Every student brings a unique gift to the table in our District and it's vital that they reach their potentials realized and we help them get to that point. Dr. Hall believes students benefit from a quality education. Every successful student contributes to our community and our democracy and has the ability to be a productive citizen. Feels the Board has done really well with reviewing issues the community has brought forward to them. Feels the Board is not afraid to discuss issues, even if results are not unanimous or if it is something controversial in the community. This is something positive and unique and should continue on. He concurred with Trustee Edmonds about evaluations of unrepresented employees and that a consistent plan is in place, their rights are respected and they are treated with dignity and respect. He would like some kind of procedure in place so the Board can make sure that is happening. Dr. Hall noted that the Board can't say that any procedure has been in place for evaluations and monitoring of performance for management in the District. Dr. Hall commented about community input and that he has never seen it here but has heard about it in the LCAP. He thinks that tying it back in to student achievement that buy-in from communication with parents is vital to the success of our students and engaging parents and community members at the beginning, in his opinion, leads to a more smooth planning process. Dr. DeLeon added that she sees herself as the public ambassador and is the person out there with the message and gathering input. She feels the District needs to go where the community is. Don't wait for the public to show up to our meetings. It is also critical for public access to anonymous comments and/or a website where the community can input comments. Also mentioned the State will be requiring the District to get results of a local climate survey that is to go out to students, staff and community around how the District is doing in terms of climate; it's still in the development stages. This will be part of the District's accountability system and the District will have to report out the results. A customer service survey went out to all employees and the District is in the process of aggregating and disaggregating the results on it. The California Healthy Kids survey will be reported out in an upcoming Board meeting.

Superintendent DeLeon noted that each student has a powerful future and it's the District's responsibility to ensure that once they depart from high school there is a life plan in place and each student knows what they will be doing next. All students need to succeed. Various teachers that Dr. DeLeon encountered in school have influenced her in life. She chose education because one of her teachers recommended her to be an educator. This put her on a trajectory to go into education, which has changed her life. Dr. DeLeon confirmed the Board's request of a process for evaluations and monitoring of performance of the management group. Dr. DeLeon noted that the Interim Superintendents performed the management evaluations for the 2015-2016 school year.

President Hall requested a spreadsheet with a list of all managers stating that their evaluations were developed. Mr. Edmonds requested that it be listed what objectives were developed and monitored/completed.

Trustee Herrera would like every student to be treated with respect, dignity and compassion in a thriving sound educational environment to help them graduate from the Oxnard Union High School District. Not all students are treated with equity and the Board should work towards this. It's the future of our District that's impacted. Our students are the future and will one day, hopefully, be there to care for us. Bea Herrera mentioned that the District doesn't report out, on a regular basis, the positive things happening within the District and would like more communication to and from the community. Dr. DeLeon mentioned she will be giving articles to the VC Star around positive things taking place in the District. An intern from Cal State Channel Islands will be assisting her with these articles. She will also be doing a monthly traveling live streaming podcast to all students and staff. Dr. DeLeon will visit every media classroom so students can put on the show for her live streaming podcasts which will be centered on achievement, great things each school is doing, motivation around District goals, input from students, highlighting great inspirational stories that students have and reports of events at school sites. Dr. DeLeon spoke to the local television station and she was informed that they would be happy to stream it live so the community can also get the live podcast. She has already done one and has received a lot of positive feedback.

Trustee Edmonds would like to assist all students to obtain a quality education by preparing them for college and the world of work. A quality education provides opportunities for those most in need, to get literacy skills necessary to function as a successful adult and helping those by continual assistance throughout their stay in high school so they can achieve by taking them from where they are currently to where they need to be over a period of time. Public education is to provide students with an education and the services to the most in need. He expressed concerns that the district has policies but they are not always implemented with consistency and the board doesn't always go back and review these

matters. He noted that he would like the system of evaluations for employees to improve because contractually the District has one in place for classified and certificated employees and they're very effective. This might be a good Report to the Board because the District has a collaborative model that probably 2/3 of our teachers participate in and this District adopted the professional standards for the teaching profession about three or four years before the State Board of Education adopted those standards and that's what our evaluation system was based on. There exist employees who are unrepresented, but they have rights and due process and the district needs to put safeguards in place for this group of employees

Dr. DeLeon asked Board members to review Board Bylaws 9000 and 9005 and discussed transformational teamwork, collaboration, sustainability, and how this is needed to ensure no student is left behind.

Dr. Hall asked Board members to point out any items that are not being addressed by the Board and/or items that are being done really well as they review these bylaws.

After review and discussion of Board Bylaws 9000 and 9005, it was decided Board Bylaw 9000 is to be revised. The word 'growth' is to be added at the end of section #1 and will read as follows: "Setting the direction for the District through a process that involves the community, parents/guardians, students, and staff and is focused on student learning, achievement and growth."

Board members took a break and reconvened at 10:05 a.m.

B. Review and Revise (if necessary) the adopted Board Goals

There was much discussion and a good deal of consensus from trustees on possible revisions and changes to board goals. Dr. DeLeon noted that Dr. Davis provided potential revisions outlined in blue (document provided) in advance of the meeting and thanked him for his assistance. Dr. DeLeon stated that she also provided metrics to assist in reviewing these.

GOAL #1 & 2

- Trustee Davis requested that the board receive regular periodic measurable student outcomes of LCAP baseline data and indicated these could be revised through the implementation of the LCAP state standards, linked learning and articulation with universities. He noted these ideas could be combined with Goal #1.
- Trustees agreed that as part of the expansion of Goal #1, in combination with Goal #2, that specific subgroups and metrics must be incorporated that are currently under Goal #2. Dr. DeLeon added, as part of the LCAP under Goal #1, that wording be included to specifically address closing the achievement gap with our EL, Migrant Ed and other students in need.
- President Hall suggestion revision of this new goal, to include language specifically that *our goal is increasing student growth learning, and achievement*. He commented that Goal #1 is about specific strategies rather than measuring student achievement.
- Trustee Herrera noted that she feels these two goals are too important, and should be separate goals, and President Hall concurred. The following ideas and wording were suggested which Dr. DeLeon said she would finalize for the board's review at the August 17 meeting. "We want to increase student learning, growth and achievement (this would require metrics and success) which leads to college and career readiness".
- Dr. DeLeon expressed that the word 'every' must be included in each of the three subgroups in #1, in order to make it really clear that the district is focused on equity and access for every student.

GOAL #3

- Herrera noted that she sees 'reclassification' differently than Goal #1, and would like to see Goal 3 remain on its own. DeLeon noted that under Goal #3, the words 'language proficiency' be added in front of reclassification and was in agreement this goal would remain separate as did Trustee Sher.

GOAL #4: no revisions.

GOAL #5

- Trustees agreed that under Goal #5, 'properties' should be made singular (*property*). President Hall commented this is important as the community is unclear on our position. Dr. DeLeon noted that the board will have an update in Closed Session on the real estate matter and a report on all of our assets, and real estate holdings.

GOAL #6: no revisions. Comment on the need for safe facilities and at current capacity we are not providing that and meeting this goal, which was addressed by trustees in their discussion of Goal #5. The question of possible boundary changes was also raised again, and requested to be reviewed.

GOAL #7

- Edmonds indicated that he would like to see language to include the local feeder schools added to Goal #7, and proposed the following or similar language... "Prepare students for college, careers and life readiness with a focus on rigorous 21st century learning strategies the implementation of state standards, linked learning, and articulation with local feeder districts, colleges and universities". Other trustees were in agreement with including feeder school language under this goal.
- President Hall inquired regarding the metric of success for articulating with our college and universities for enhancing articulation and communication with all sites. Dr. DeLeon noted she is still working on this, to begin with the rebranding of HHS.

GOAL #8

- Trustees agreed that Goal #8 regarding Special Education should be strengthened, which Davis noted, was the consensus of all trustees when the goal was put on. He suggested that language similar to the following be added: "to review the Special Education operation budget and operations to assess cost, efficiency, and efficacy of services.
- President Hall wanted to ensure we affirm our commitment to providing Special Education Language, and that we are not cutting mandated services.

ADD NEW GOAL: (community)

- Trustee Davis requested, in concurrence with Trustee Herrera's previous statement, and other trustees agreed, that the board add a new goal that would explore and increase outreach to the community in order to keep citizens better informed of positive things being accomplished in our district. Dr. DeLeon indicated she would bring this idea back in a goal for consideration by the board.

C. Determination of the metrics to be used to monitor and evaluate the progress toward the adopted Board Goals and discussion of the alignment of said goals to the new state accountability system.

Establishing a Culture of High Expectations and Powerful Futures for *Every* Student...

Dr. DeLeon stated that as part of this culture, there must be effective metrics to be used to monitor and evaluate our expectations, programs and curriculum for all students.

- Must begin to establish a culture of high expectations, to permeate all areas of our district, all communities, and not determined by demographics or zip code.
- She noted when visiting different schools, there are kids who are not highly motivated by learning or are just getting by. They will not have an edge in the career arena.
- We want our students to have expectations beyond the diploma.
- We want tangible outcomes, going into a job placement, pathway, district certification, etc. or an AA program for students to graduate (dual enrollment).
- There is much to do so that *every* student will have something else available to them 'when they graduate'.
- Don't feel we have done enough re: communicating these high expectations to our students, through our staff, faculty and community.
We must focus on equity, access, and be aware of each of unconscious bias to ensure inclusive practices.
- Must encourage kids to reach high, and feel confident that they have the supports in place as they do this. DeLeon stated it is her belief that students rise up to a higher potential if given the chance.

- DeLeon spoke to the 'AP Potential report' which identifies by test, all students who have the identified skill sets to be successful in a specified AP(s). The report includes lots of students previously not identified for AP. We currently base these student placements on finite grades in the past. *We must change our mindset and programs to have all of our programs to be inclusive. (Ex: AVID programs represents only 15-20% of our students).*
- We currently track students who *will not* be successful. DeLeon stated that we don't want students to be able to opt out and must eliminate barriers to achievement.
- Must implement more positive behavior intervention systems, to include ensuring these outcomes and tangible data (all freshmen will start with a post-secondary plan the first day of school).

Trustee Davis expressed that we must review the 'opt out' conversation with our counselors. He noted that some may see that their role to 'get the student their diploma' rather than preparing them how to be college and career ready. He also raised the fact that we must provide a safe and healthy working environment in all of our schools, and that some such as PHS and OHS are still overcrowded, and HHS and RMHS are not being used to their full potential. The matter of boundary changes/considerations was raised. Dr. DeLeon noted that we would discuss further, in Closed Session on August 3, all information needed pertaining to our assets, and real estate holdings.

The suggestion was made that Dr. DeLeon's title "*Establish a Culture of High Expectations*" and "*Powerful Futures for Every Student*" be part of our vision statement, and align it to our goals.

Dr. DeLeon made the following additional comments to support that vision:

- Must provide professional training around equitable practices. Counselors are a huge part of this process. We will be rewriting a new job director of CTE who will work 2/3 of the time with our counselors. Much professional development will take place beginning with our Management Retreat.
- Have not been collecting data at our sites regarding work plans and strategies. We must review these areas to ensure these goals are being met.
- Establishing post-secondary plans for *every* student, and an AVID-style plan for every student.
- Eliminate tracking for only a select group of students. This should be for all A-G students. Educational program tracking should look at *multiple measures*. If they only look at one measure, that is disadvantage to a student based on one measure.
- DeLeon noted that she is working on a healing process, trust building and collaboration with our feeders. She added that all of the feeder superintendents have the same vision that we do, and that she has been discussing the concept of a 'backwards design processes with them.
- She added that Dr. Craig Helmstedter of the Oceanview District will be starting this planning with us, and noted that Dr. Puglisi is doing a lot of work around the '4 Cs of the Common Core': communication, collaboration, critical thinking, and listen:....last one.
- Placement exams – We have many 2 and 4 year students entering college in remediation. Only 8% are going into college level English and language arts. DeLeon said she wants to know what state standards are required for the college, in conjunction with the 4 'C'S. It is critical we evaluate all tests given, determine what they have in common and focus on those skills.
- DeLeon noted our National Clearing House Data which provides information from partnerships with all community college and trade school in the US. She stressed how important this is as the data tracks alumni from all districts, completion rates, graduation rates, etc. For EL students those numbers are very low. If these kids aren't successful when they get to college and drop out due to the remedial courses that are not 'credit bearing', we have not done our duty.
- An additional problem is that our kids are placed in college not based on their grades, but on their entrance exams. This further exacerbates the problems these students face. We must align everything back to our purpose.

- DeLeon spoke to Guaranteed acceptance programs and that universities will take our students if they meet our requirements...would like to see these develop into 'popular majors' rather than just general majors, and this is where the CCPT is critical. Would like to bring college fairs here within our district – some groups do onsite acceptances on premises that day.
- Rebrand Hueneme High School (start with them) as their site data is significantly lower than any other site. She noted she has a desire to bring high leverage programs to the school, which would then attract students from other schools and/or the IB. She expressed that there seems to be complacency there with kids just wanting to graduate, and both the graduation and college acceptance rates are low.
- The school must engage the community and express the benefits of having the students participate in these higher level programs, once offered, at their site, especially due to their higher numbers of English Learners. The Ed Brief summarizes all of the legislation surrounding this and preventing students from not being able to be eligible to take college level course. We must provide better supports in that coursework if that legislation goes through.
- DeLeon noted that we will track our successes through data and metrics. She noted that some sites don't have a culture or methods for collecting data, and further, that most of ours is from 14/15. We must reset the baseline in many cases.
- She noted that our Academies have not all had good outcomes, and many do not know how many students are finishing their academy, and/or are tracking this data. She stated we will be putting in place (a) outcomes to determine what the students are working toward, and not just following the course sequence, (b) we need the partnerships and agreements, and something to represent this.
- We are currently working with VC Innovates to make the most of the grant because monies do exist there.
- Although our EL arts did a bit better, the state and district average in mathematics remains low. This must be aligned to the college entrance standards. President Hall noted that if we have the indicators identified, and a 3-year growth rate then the board could begin to see some meaningful data. He indicated that we could do a preliminary report, and provide the final numbers six months later. A request was also made to be kept abreast of the P2 report. Trustee Herrera suggested putting these items on calendar every September.

The board took a recess at 11:30 a.m. and came back for further discussion.

D. Review and consideration for adoption of a sample Board Calendar

6. PUBLIC COMMENTS ON CLOSED SESSION ITEMS: No public comments.

7. CLOSED SESSION

A. Determination of the Superintendent's Performance Objectives

8. RECONVENE IN PUBLIC: REPORT OF CLOSED SESSION ACTION

9. ADJOURNMENT: There being no further items of business on the agenda, President Hall adjourned the meeting at 12:05 p.m.

Approved as read

September 7, 2016

BOARD OF TRUSTEES


Karen M. Sher, Clerk



Penelope A. DeLeon, Ed.D., Secretary
and Superintendent of Schools