

ROSEBURG PUBLIC SCHOOLS

School Board Meeting & Work Session

Electronic Link Available

Administrative Office Board Room

1419 NW Valley View Drive

Roseburg, Oregon 97471

Vol 4 No. 2

August 10, 2022

Board Members:

Dr. Brandon Bishop	Excused
Rodney Cotton	<input type="checkbox"/>
Rev. Howard Johnson, Chair	<input type="checkbox"/>
Ann Krimetz	<input type="checkbox"/>
Rebecca Larson, Vice Chair	<input type="checkbox"/>
Charles F. Lee	<input type="checkbox"/>
Andrew Shirtcliff	Zoom

Administration:

Jared P. Cordon, Superintendent	<input type="checkbox"/>
Robert Freeman, Director of Human Resources	<input type="checkbox"/>
Michelle Knee, Assistant Superintendent	Exc
Cheryl Northam, Director of Finance and Operations	<input type="checkbox"/>
Melissa Roberts, Director of Student Services	<input type="checkbox"/>

REGULAR SESSION - SCHOOL BOARD MEETING

TIME/PLACE: A regular meeting of the Douglas County School District No. 4 Board of Directors was convened on Wednesday, August 10, 2022, in the administrative office Board Room located at 1419 NW Valley View Drive in Roseburg, Oregon, in person with an electronic link available and immediately followed by a Work Session.

CALL TO ORDER / PLEDGE OF ALLEGIANCE: Board Chair Howard Johnson called the regular meeting to order at 6:00 p.m. and led in the Pledge of Allegiance.

ATTENDANCE: Board members attended in person, with Director Shirtcliff attending via Zoom. Director Bishop was excused. Superintendent Cordon and Cabinet members were present, with Asst. Superintendent Knee out of town and excused.

COMMUNICATIONS TO THE BOARD / REVIEW OF AGENDA

Superintendent Cordon welcomed everyone present in person, as well as Director Shirtcliff and others who were joining the meeting remotely. In reviewing the agenda, Jared noted a new Item No. 5, a request to purchase the RAPTOR system.

CONSENT AGENDA:

The Consent Agenda was presented, including approval of the Consent Agenda, Minutes from the July 13 regular meeting; Policy Committee minutes from August 1; a Surplus Items listing, and personnel actions listed below:

Recommendations for Hire:

- Dept. of Teaching & Learning –
 - Dean Friesen (retired from the District in 2020 – PERS working retiree), new Education Center Teacher; and
 - Scott Gilley, Mental Health Support Specialist
- Fir Grove Elementary School
 - Jeff Jackson, Third Grade Teacher
- Hucrest Elementary School
 - Ruth Dixon, Special Education Teacher

- Winchester Elementary School
 - Katherine “Kathy” Baker, Fourth Grade Teacher;
 - Megan Gonzalez, Kindergarten Teacher;
 - Susan Kyle, Fifth Grade Teacher; and
 - Julie Steele, Kindergarten Teacher
- Roseburg High School
 - Shalena Lewis, Science Teacher; and
 - Steven Patterson, Business CTE
- Roseburg Virtual School
 - Gina Evenich, Language Arts/Social Studies Teacher

Licensed Resignations:

- Brian CUILTY, Social Studies Teacher at RHS, is resigning after 24 years to take a position with another district, effective immediately;
- Megan Dee, STEAM Teacher, is resigning immediately after one year and will be relocating;
- Barbara Henneke, Fourth Grade Teacher at Winchester Elementary, is resigning to relocate after eight years in the District; and
- Mackenzie Pritchett, Wellness Teacher at Fremont Middle School, is resigning to accept a position in another district effective September 23, 2022, or when a suitable replacement is found, whichever is sooner.

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

M4-010 Approved the Consent Agenda

PUBLIC PARTICIPATION:

Chair Johnson invited Public Participation, explaining that the 20 minutes allowed is limited to two-minutes per person, and participants would be advised when their allotted time was up. Kate Comiskey, of 14420 Garden Valley, Umpqua, addressed the Board with regard to concerns over school start times. An RHS alumni and parent of a middle school student, she is requesting a delay of the secondary school start time. She shared research lending itself to delaying start time until after 8:30 a.m. to avoid chronic sleep loss as children that age benefit from 9-10 hours of sleep per night. She shared her recollection of when the start times changed in the 1980’s and remembers feeling incapable and unable to focus. Kids weren’t becoming alert until second or third period. She further believes that a later start time would have positive impact on teacher recruitment and retention; with similar arguments for bus drivers. Ms. Comiskey encouraged the District to engage in public conversation to address this concern. Chair Johnson gave assurance that Superintendent Cordon would assign a staff member to follow up. Mr. Cordon confirmed that this is a topic that has previously undergone discussion.

SCHOOL BOARD SUBCOMMITTEE INPUT

Board Chair Johnson explained his preference to maintain status quo on our board sub-committee rosters to maintain momentum on work already in progress, such as the policy committee work. Chair Johnson expressed confidence we can continue positive work forward into 2022-23.

Director Rebecca Larson moved to approve the School Board Committee Rosters for the 2022-2023 school year, maintaining status quo from the previous year. Director Rodney Cotton seconded, and the Motion passed unanimously.

M4-011 Approved Board sub-Committee Rosters for the 2022-23 school year

DESIGNATION OF SUPERVISORY AND CONFIDENTIAL EMPLOYEES

Human Resources Director, Robert Freeman, reviewed the lists of employees designated as supervisory and confidential as required of public employees by Collective Bargaining Law. Chair Johnson noted that this is an annual task that requires Board approval at the start of each school year.

Director Rodney Cotton moved to approve the 2022-2023 list of designated supervisory and confidential employees as proposed. Director Ann Krimetz seconded, and the Motion passed unanimously.

M4-012 Approved designations of supervisory and confidential employees for the 2022-2023 school year as presented

BOARD POLICY SECTION “I” FOR SECOND READING AND ADOPTION

Human Resources Director, Robert Freeman, noted the voluminous copies of Policy Section “I” that were previously approved by the Board for First Reading on July 13. Following that approval, “Section I” is now being considered for Second Reading and Adoption. There have been no inquiries or requests for further information since First Reading.

Director Charles Lee moved to adopt Board Policy Section “I” for Second Reading and Adoption. Director Ann Krimetz seconded, and the Motion passed unanimously. Vice Chair Rebecca Larson thanked the Policy Committee for the tremendous amount of work put forth in reviewing district policies. Chair Howard Johnson also acknowledged that this has been a massive undertaking.

M4-013 Adopted Board Policy Section “I” for Second Reading and Adoption

CANCELLATION OF AUGUST 24, 2022, BOARD WORK SESSION

Tonight’s meeting agenda allowed for sufficient time to accomplish the items requiring board consideration, as well as a continued discussion regarding a potential update of our Strategic Plan which would have been undertaken at the next meeting of August 24. Therefore, it was deemed appropriate to cancel the upcoming Work Session of August 24. The Board’s next regularly scheduled meeting is September 7, 2022.

Director Rebecca Larson moved to approve cancellation of the August 24, 2022, Board Work Session as proposed. Director Ann Krimetz seconded, and the Motion passed unanimously. Director Rod Cotton was assured that background checks can move forward for any employees recommended for hire prior to the September meeting.

M4-014 Cancelled the Wednesday, August 24, 2022, School Board Work Session

APPROVAL TO PURCHASE RAPTOR TECHNOLOGIES SYSTEM / SUSCRIPTON SERVICE

In accordance with the District’s focus on student and staff safety, Director of Finance and Operations, Northam, presented her request to purchase the RAPTOR K-12 education-based school safety software system consisting

of three parts: visitor management, volunteer management and emergency management, with the subscription services agreement at an expected cost of \$50,977 and \$34,500 annually thereafter as our next step in security measures. The system provides instant background checks for visitors and volunteers, providing a badge for individuals to wear while they are in the building. RAPTOR Technologies is considered to be an expert provider in K-12 safety and is currently in use world-wide. Human Resources Director, Robert Freeman, appreciates that the system can synchronize with our Synergy database, providing instant feedback to staff that a student can be released to an authorized adult on the approved contact list. Security Coordinator, Ed Villarreal, explained that staff will undergo training in the system and policies created to direct processes for staff to deal with situations that could arise. Staff will also be provided training in reunification in the event of emergencies. Chair Johnson pointed out that we have made a commitment to provide security and safety for students and staff, and it behooves us to move forward quickly. Director Rodney Cotton emphasized that training needs to be ongoing, and programs have to be followed to be effective.

Director Rodney Cotton moved to approve the purchase the RAPTOR system as recommended. Director Andrew Shirtcliff seconded, and the Motion passed unanimously.

M4-015 Approved the RAPTOR school safety software system and subscription services agreement
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SUPERINTENDENT REPORT:

Superintendent Cordon shared that approx. 1,200 students have participated in summer learning in activities such as gardening, athletics, robotics, physics through archery, etc. There was no cost to parents for the program. Students needing credits for graduation took advantage of credit retrieval, earning 215 half credits. Jared was quick to thank staff as well as community partners for making these opportunities available. Our new Education Center at Rose School opens this year to serve students with behaviors resulting in either expulsion or conditional expulsion. A focus of the program will be to address the root causes of behaviors. The District’s long-term plan involves creating a K-12 wrap-around service system, with proactive foundational supports at the middle schools and high school.

Health and safety updates were provided on fencing, vestibules and staff training and protocols, as well as Dr. Jill Weber’s efforts to identify alternative classroom spaces outside of Old Main on the RHS campus. A few months ago, with Board direction to move forward with district investment in securing our schools, there are now four schools already on schedule to have fencing installed in September. Design work by a local architect is underway on vestibules to be incorporated to secure our school entrances.

Jared explained that Oregon school districts have the authority over masking decisions, and at Roseburg Public Schools, masking is optional, with students and staff feeling ill continued to be encouraged to stay home as has been our practice throughout the pandemic. Human Resources staff continue their efforts to fill 37 remaining open staff positions, and we are all very excited for the 2022-2023 school year to get started!

INDIVIDUAL REPORTS BY DIRECTORS

Vice Chair Rebecca Larson extended her gratitude to staff who came to work during the summer months to make our summer learning programs possible. Her own daughter enjoyed the positive experience so much she begged her mom to find out if there was room in the second session -- high praise for our instructors! She loved the bird house she learned to create.

Director Ann Krimetz reported that the Policy subcommittee is working diligently to do their best to assure that changes reflect this district. As a relatively new board member, she appreciates the help she has received, and especially that her thoughts are considered and well received. She encourages the public to know that their thoughts are heard and received as well as it's been our policy to be open and transparent.

Director Rodney Cotton expressed thanks for the summer learning program as well.

Chair Howard Johnson encouraged fellow board members to share their input with him as he needs to hear from them and have their support if he is to lead effectively.

RECESS: With regular business concluded, Chair Johnson requested a brief recess before entering proceeding with a Board Work Session. The regular meeting was recessed at 6:40 p.m.

Board Work Session

Continue Discussion of the Board/District Strategic Plan

A Board Work Session was convened at 6:49 p.m. Chair Johnson began by stating that the Board is responsible to voters to provide an equitable investment in children, and we have hired a superintendent to carry out our vision and need to provide him with the resources to carry out that vision within parameters. We need a one-year goal; a reassessment; then a three-year goal; and a five-year goal.

As a Board, we need to know what it is we want for our kids. He suggested "Blue Sky" thinking, deciding collectively where we need to be as a district and board; and where we want our children to be. Our hope is for parents to be able to say with pride and honor that their child graduated from Roseburg Public Schools.

Superintendent Cordon reminded the Board that we began this work before, and this is an effort to really lean in and set the direction with a current Strategic Plan. He recalled that there was no plan in place when he arrived here in 2019. A plan was created by the Cabinet and Superintendent that year, with a three-year timeline. Additional work began in April to evaluate what this Board wants for children. Essentially: What is the experience we want for kids?

This work is still in draft form and no vote is expected tonight as we continue to wrestle with the Board's interests and expectations for what happens in our schools. We can work on the outside layers of the plan and bring a draft back on September 7th.

Vice Chair Rebecca Larson

She is most concerned about creating support around the center of the STRAT Plan. Suggestions included:

- We are student-centered schools
- When kids come to school, we are there to help them succeed.
 - Aspects of our schools do a great job of that; there is still work to be done
 - Sometimes it can feel that we do what's convenient for staff
- Make the center (bullseye) the heart of what we are doing
- Empower kids
- Support them to become their best – that is the business we are in
 - Educationally

- Social/emotional skills
 - Productive members of our society
- Make sure we keep the center of the STRAT Plan student-focused
- We want kids to understand that we are saying, “How can we help you to be your best?”
- Kids need to believe that we are on their side – we are their allies, and here to help and build them up
- The language in the center needs to be student-focused
- Realize we all want the same thing – it’s just a matter of how do we get there?
 - Parents can encounter barriers
 - Make our systems student-centric
 - Design with approach of “How can we best serve the student?”
 - Families navigate systems with phone calls, emails
 - People become cautious
- Remember that we are a customer-service industry
- We serve our community
- Parents and kids are our customers – perceptions not always positive
- If your first contact is not friendly, you won’t feel welcome
- It’s important for kids and families to feel welcome – “We are here to help you succeed”
- If a policy doesn’t allow you to let them do something – how you explain that matters
 - Help them understand the process in a caring way
 - We have so many incredible staff members
- Consider that there may be room in some of our systems to become more student-centric
- More of: “How can we help you succeed?”
- How we treat each other matters – how we treat our kids and families matters too
- Our intentions are good – these staff are amazing people
- That’s why we are here – to help students be successful
- Ask for help with understanding why (the customer) is wanting that – how does that help your kid?
- Belong/Safe/Included/Empowered
- We want kids to graduate; master grade levels; experience growth
- Remember we are in it for the kids; to serve kids and families; not the system
- Families/communities – they are who we serve
- As we design ways of doing things, are we thinking with the lens of it’s about families?
- Critical: What is this experience that they are having in schools?
- Safe and inclusive language is missing – belonging
- Missing the



Chair Howard Johnson

- We as a board should always ask ourselves; “In what way will this improve kids before we vote to spend money.”
- If it doesn’t enhance the learning process or help kids to be productive adults; is it the right investment?
- Have seen tremendous improvement in defining what kids need – they don’t need the same – it’s individual
- If we don’t pay attention, we fail
- Impart the vision we want for kids
- We are responsible for developing, molding, exposing
 - Being an RHS graduate needs to mean something
- When we lose the vision of children, we have lost
- We can’t put this off

Charles Lee

Equitable student experiences –

- Recognize kids come to us with very different needs for purposes of obtaining the desired outcomes
- Give each student the resources that particular student needs
- As opposed to every student gets the same
- In terms of outcomes –
 - Teach skills they need to make a living
 - Learn to be critical thinkers
 - Want teachers to do the best job educating that they can
 - Keep our hands out of it
- Pride in graduation has to mean that students recognize they went through a challenging and improving process
- Having gone through RHS – life-long positive effect
- Effectiveness and enjoyment
- Giving each student the experience of dealing with challenges
- Learning how to deal with others
- Developing a life they can be proud of – important part of what we are talking about

Ann Krimetz

Instructional Goals –

Appreciates the statements contained in Policy IA/IAA

Wants kids to be:

- Knowledgeable when they leave us
- Complex thinkers
- Socially responsible citizens
- Lifelong learners
- Every student must know criteria for measuring success
- Every student can learn and succeed at high levels
- Every student has talents developed through good teaching and a positive climate
- Our job is education – not all encompassing
 - Focus on our job and draw from other parts of the community to partner with us
 - Make it a positive climate

Andrew Shirtcliff

Be succinct

- He likes the existing statement in the STRAT Plan
 - Maintain grade level education
 - Behavior/Social aspect is great
 - 3rd part – define a little more
 - After high school – move from inner to outer circle
 - We want everyone to learn
- Becky concurred with what Andrew shared – suggested adding empowering and equitable student experience
 - Want students to master behavioral skills

Superintendent Cordon

What is the North Star that we need to be pointing toward? When seas are rough and paddles broken, what do we center on? It's about building one system where all kids are supported, not 12 or 20 systems. This becomes our North Star statement.

Are our schools/departments aligned? Don't overthink it. Capture the essence of what our directors expect to happen in our schools.

Review the notes and respond back with your opinions. Drafts will be ready at the next meeting. Chelsea will assist with wordsmithing. Taking the old, infusing the new. We are headed in a positive direction.

Rodney Cotton

Likes the current STRAT Plan. Would like to see a reference to being kind in the center portion.

Adjournment: The meetings were adjourned at 7:38 p.m.

Jared P. Cordon, Superintendent

JPC/jlk