

ROSEBURG PUBLIC SCHOOLS

School Board Work Session
Electronic Link Available
Administrative Office Board Room
1419 NW Valley View Drive
Roseburg, Oregon 97471

Vol 4 No. 6

October 26, 2022

Board Members:

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



Administration:

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



BOARD WORK SESSION

TIME/PLACE: A Board Work Session of the Douglas County School District No. 4 Board of Directors was convened on Wednesday, October 26, 2022, in the administrative office Board Room located at 1419 NW Valley View Drive in Roseburg, Oregon, in person with an electronic link available.

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. Superintendent Cordon and Cabinet members were present.

COMMUNICATIONS TO THE BOARD / REVIEW OF AGENDA

Superintendent Cordon announced that there had been a technical update to the Superintendent's report, a copy of which was sent to the Board members earlier in the day; there were no other changes to the agenda.

PROFESSIONAL DEVELOPMENT

Chair Johnson reminded his fellow Board members that this meeting is a Work Session and as such no business is being conducted and no votes will be taken. This meeting will allow members the opportunity to communicate openly and freely to discuss the agenda item. Chair Johnson turned the meeting over to Superintendent Cordon.

Superintendent Cordon began his presentation with the recently adopted District Strategic Plan noting that it represents the district's ideal state, with each student receiving the "care, support and instruction needed to graduate from high school with plans for their most successful futures" and the actions listed around the circle acting as key levers to realize the board's charge of making sure that the district students receive the care, support and instruction they need. Superintendent Cordon also shared the recently released Oregon Department of Education report cards (information is from the 2021-22 school year, except for graduation rates which are from June 2021) for the district and Roseburg High School, noting that they will be discussed in greater detail at a future meeting, but that the district has work to do. Some of the highlights that were shared include: K-2 attendance is below average at 56% (state average 65%); academic progress – ELA (English Language Arts)

(grade 3) is slightly below average at 36% (state average 40%) and 8th grade mathematics comes in at above average at 31% (state average 27%); on track for graduation is 80% as opposed to the state average of 83%; and the on-time graduation rate on the district report card is lower than average at 69%, compared to the state at 81%. Mr. Cordon noted that this number included the last year of the Rose School program, as well as Phoenix Charter School, but that on the Roseburg High School stand-alone report card, graduation is well above average at 89% as opposed to the state average of 81%. Following his discussion of the report cards, Superintendent Cordon shared the throughline (theory of action) of supporting teacher and student learning, a worldwide evidenced based theory that leaders cannot lead what they do not understand, and that they need time to practice. In turn teachers need time to learn and hone their skills and to solve problems. Better training and support equal better teaching, which equals increased student learning. Superintendent Cordon shared a slide that showed the professional learning calendar for the month of October, listing the learning opportunities and obligations (mandated by the state) broken down based on the Strategic Plan goals of providing students with the care, support, and instruction, that under the current Professional Development (PD) model, staff are only allotted one-hour per week to engage in and complete. Mr. Cordon shared that staff have repeatedly expressed the need for more time for professional learning and followed with a recommendation to the Board that beginning in the 2023-24 school year the present one-hour early release professional learning model be shifted to a two-hour per week early release on Friday afternoons. The expectations behind this proposed shift include maintaining instructional hours for students, ensuring that the community has ample time to prepare for the change, and working with staff to develop a professional learning design, and working with the district's transportation provider.

Following Superintendent Cordon's presentation, he opened the floor to Board member input. Director Bishop questioned the specific day of the week, expressing his concern that this may lead to staff taking an early weekend; Mr. Cordon shared that the day of the week is not something we are set on; a survey of staff can be taken regarding this, and Friday aligns with the other districts in the county. Dr. Bishop also questioned if we are doing this to benefit the parents or the students instead suggesting a late start or consider another day of the week. If we are concerned about the metrics on the report card, wondered if it is beneficial to take another day from students. Superintendent Cordon noted that he is not aware that there has been an exodus of staff on our present model and that the suggested model would not be taking time from students, but rather rearranging the time. Vice Chair Larson shared that she agrees that increasing the number of hours allotted for PD will help and acknowledged that currently when there is a need for significant PD, substitutes are brought in to cover classrooms. Mrs. Larson suggested the possibility of a late start as opposed to an early release or block scheduling or even one day per month that teachers work, and students are off. Dr. Bishop suggested similar options, and Superintendent Cordon noted that the specific day of the week is not important, and the district would collaborate with parents and staff on the design. Vice-Chair Larson expressed her concern for the schedule of secondary students and ensuring that they are meaningful. Director Lee shared that as part of the Bargaining Committee a recurring request is for more prep time; the balance of prep, instruction and PD time are always competing factors. Mr. Lee also noted that at one time the district did have block schedules at the secondary level and does not know if there was a report/analysis that would provide insight into the decision for the return to standard scheduling. Director Cotton expressed his wish to remind his fellow Board members of the reason they are part of the Board, and that it may be necessary to consider separate elementary and secondary PD models, noting that he too is in favor of Friday early release. Mr. Cotton suggested the district build more time into the schedule to help students who are struggling, as he is concerned about the elementary students and believes teachers would prefer to be in the classroom teaching than in training. Director Shirtcliff asked about how increasing PD time will not take away from the time spent with kids and how this increase could affect payroll costs. Assistant Superintendent Knee explaining that an increase of one hour per week will require an additional 15 minutes for student instruction the other four days per week. With regards to Mr.

Shirtcliff's payroll inquiry, Human Resources Director Robert Freeman explained that within the Collective Bargaining Agreement, there are mandated instructional time and prep time, the time needed to increase PD is unaccounted for time that is just being rearranged. Director Shirtcliff inquired if staff have been polled for their opinion on the rearranging of their time. Director Krimetz asked about the percentage of mandated training versus that of instructional and Assistant Superintendent Knee shared that most of PD time in the present model is spent on instructional needs. Mrs. Krimetz concurred that there is a need for an increase in PD, but feels that it needs to be quality, that training is imperative for an increase in the grades on the 'report cards.' Director Krimetz also expressed a concern regarding early release on Friday and how it will affect the student athletes. Superintendent Cordon noted that the details of this will need to be worked on. Director Lee noted teachers are teaching better and posed the idea that technology is a hindrance. Superintendent Cordon noted that the increased responsibility placed on teachers requires more time and that there are fewer applicants, so those working need to be trained. Director Cotton inquired about the information in the packet and Assistant Superintendent Knee shared that she has spoken to staff and the resounding response was that more time is needed. Director Cotton also asked if there is a problem with new teachers. Mrs. Knee explained that there is not a problem, just that they are trained in the instructional model used in our district. Director Krimetz inquired if Mr. Cordon has spoken with other districts throughout the county, and Superintendent Cordon responded that he has.

Vice-Chair Larson noted that while not all items have been covered, the Board is on the same page that more time is needed, but there are concerns. Chair Johnson agreed, students want to learn, and everyone agrees that more time is needed, but there are details that need to be addressed and that the currently proposed day of the week should not stop the process. The goal is to give Superintendent Cordon the green light to develop a plan for the new PD model, addressing the concerns of the Board and the needs of staff and students. Superintendent Cordon will work with the concerns of the Board and gather more data from parents, staff, and the transportation contractor for the November 16 Board meeting and noted that this change will not require a MOU with the associations.

ADJOURNMENT: Chair Johnson reflected that that while the Board cannot vote, they would all like to see the most effective and least costly plan. With business before the Board concluded, Chair Johnson adjourned the meeting at 6:46 p.m., reminding everyone that the next meeting will be held at Roseburg Virtual School.

Jared P. Cordon, Superintendent

JPC/sdt

Next Meeting: November 16, 2022, at 6:00 p.m. at Roseburg Virtual School (Upper Campus), located at 948 SE Roberts Street in Roseburg. Zoom link will be available.