

ROSEBURG PUBLIC SCHOOLS

**School Board Regular Meeting
Electronic Link Available
Roseburg Virtual School Library
948 SE Roberts (upper campus)
Roseburg, Oregon 97471**

Vol 4 No. 7

November 16, 2022

Board Members:

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



Zoom

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



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, November 16, 2022, in the Library of Roseburg Virtual School, located at 948 SE Roberts (upper campus) 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, with Director Andrew Shirtcliff attending via Zoom link. Superintendent Cordon and Cabinet members were present. No media representatives were in attendance.

COMMUNICATIONS TO THE BOARD / REVIEW OF AGENDA

Superintendent Cordon welcomed everyone present in person, as well as those who were joining the meeting remotely. In reviewing the agenda, Jared indicated a name correction of one of our RHS students being recognized, an addition of minutes from October 12, and revised Surplus Items Listing.

STUDENT REPRESENTATIVE REPORT:

RHS Leadership Students, Hannah Heuberger and Emma Kahler shared that Homecoming was busy, centered around the “Ages of Hollywood” theme. Link Crew helped incoming freshmen at the start of the year. Winter Week activities kept students busy with Dress Up days, lunchtime activities, a Raffle and decorations around the school. To build connections with the middle schools, groups are visiting students on site to explain the purpose of leadership and make it approachable. Students demonstrating L.E.A.D. are being recognized with nominations. Key Club is expanding to Fremont with the addition of a clothes closet made possible with a recent grant. After a successful fall season with student/athletes achieving an overall 3.64 varsity GPA, winter sports are just getting started. Volleyball placed 6th at state; and Chenoa Alexander took first place all-state in cheerleading, with Colin Couron placing 2nd overall in the male/mixed division. The girls cross country team

qualified for state, along with two athletes from the boys team. The marching band scored their highest ever at NWAPA finals. The Orange R was awarded 2nd place at Best of the West competition at the Oregon Journalism Association fall media day. The annual yearbook photo of this year's senior class was completed. To create a sense of belonging, birthday cards have been created for all students. Other activities included the return of Book Fair, student conferences, college fair, military night, and other events to help students with future plans. Everyone is invited to the fall play, *Murder on the Orient Express*, with final performances November 17-19.

Chair Johnson personally complimented the RHS representatives for a job well done.

STUDENT / STAFF RECOGNITION

Chair Howard Johnson and Vice-Chair Rebecca Larson shares the honor of presenting awards to staff and students, with Chair Johnson addressing staff and Vice-Chair Larson addressing students. Honorees included:

Cameron Babb, Eighth Grade Student at Roseburg Virtual School

Cameron is an excellent student in many ways. He is an enthusiastic learner who works extremely hard.

He also is very helpful to others in the class, and helps others get back on track in a very friendly way.

He values each of his classmates as an important individual in the school community, respecting their differences and in turn valuing their input. He is very humble and will be that

one student to say, "Why am I getting this award?"

Congratulations, Cameron!

Holly Brewster, Senior at Roseburg High School

Holly is described as quiet, thoughtful and articulate. She is very knowledgeable, yet humble in her approach.

She is kind to everyone in class and is always willing to help. Her favorite class is AP biology and she is taking part in

the high school's nursing assistant program with plans to continue her education and become a nurse. Holly also

participates on the swim team and in track and field. Teachers report that Holly demonstrates a strong,

positive work ethic, attention to detail and perseverance in the classroom. She builds connections

and friendships with everyone, no matter how they may differ from her. Holly looks for the best

in everyone, setting an example for us all. We need more people like Holly in our world!

Congratulations, Holly!

(Vice-Chair Larson noted that Holly is also an amazing violinist)

Lucas Christensen, Fifth Grade Student at Roseburg Virtual School

Lucas is in his second year at Roseburg Virtual School. Lucas is an extremely bright young man who is constantly eager

to learn. He always pushes to understand "why," and participates fully, works hard, does all the work assigned, and

goes above and beyond. He also has very strong attendance. Lucas has such a unique approach to learning. His

questions are always probative, and he doesn't simply accept easy answers. RVS loves the way he pushes his

teachers, and his fellow students, to dig deeper. Lucas is a fantastic resource for everyone around him, as

his inquisitive nature makes everyone interested in knowing. He is such a great student to have in any

classroom, and RVS is thankful to have him be such an active member of the 4-6th grade class.

Congratulations, Lucas!

Charlize Dela Cruz, Senior at Roseburg High School

Charlize is described as a student who strives to experience all that life has to offer at RHS, from athletics, to clubs and

organizations, to advanced course work. The 4.0 student participates in track, is president of ASTRA and vice president

of the National Honor Society and serves as secretary for both FBLA and the Green Team. Along with her academic

achievements and strong involvement with her school, Charlize is known as an especially positive social influence

among her peers, always ready to offer support for someone who is struggling and demonstrating the value of

accepting and supporting others. Her involvement in community service activities also demonstrates

the compassionate difference adolescents can make in society. Anyone who gets to know

Charlize knows she's destined to do great things. Congratulations, Charlize!

Emma “Cat” Markert, Eighth Grade Student at Fremont Middle School

Emma brings a feeling of joy and playfulness to the classroom with her enthusiasm, kindness, and work ethic. She is creative, artistic, and inclusive with students. Emma embodies Fremont’s EPIC values and is widely known for being active in the school community, taking courses such as drama and choir, and participating in extracurricular activities as FBLA. Each day she arrives with a strong desire to learn. Equally strong is her determination to support her classmates.

If she sees someone struggling, she makes it a point to help rather than ignore. Emma is a naturally curious individual who strives for deeper understanding of content in class. Emma is a fantastic student.

Congratulations, Emma!

Special staff members were also recognized and honored with a **Crystal Apple Award** this evening:

Robin Crabtree, Office Manager at Roseburg Virtual School

What doesn’t Robin do? She is always willing to help with anything thrown her way, is the first person families meet, and she is always very welcoming. Robin has been a champion of families, staff, and most importantly, students of RVS from Day One. She assists families with tech issues, orientation, and all the tricky aspects of navigating online instruction. She adds her talent of graphic design to the visual advertising of programs and events, and believes whole-heartedly in the work and school culture being built at RVS. Her HR papers will deem her an office manager, but at RVS, she is so much more. As the “face” of the school, she represents it superbly.

Congratulations, Robin!

Ashley Fisk, Roseburg Virtual School Learning Specialist / IRLA TOSA

Ashley wears all of the hats, and she wears them well. No one is more dedicated to ensuring kiddos are reading to the best of their ability, and she’s relentless in her quest to provide every student what they need. Not only is she leading interventions with students and supporting teachers, she is overseeing the district-wide IRLA initiative. She is balancing the task of implementing a new system with reflecting on feedback from what teachers and building leaders are witnessing during this implementation. Ashley has such a heart to find a way for students to succeed wherever they are.

Congratulations, Ashley!

Lindsay Ferguson, Instructional Assistant

Lindsay is known for her willingness to always jump in and provide support where needed. She brings compassion and knowledge to the classroom and connects with students in a positive way. Lindsey is dedicated to the Sunnyslope staff and also sits on the school’s Positive Behavioral Interventions and Supports Committee (PBIS). She is willing to go out of her way to help students and the school, whether she’s tracking down pizza for kids or helping with school fundraisers. She cares deeply for each student’s learning and success.

Congratulations, Lindsay!

Jenny Folsom, Special Education Teacher

Jenny works so hard with so many different grade levels, it’s amazing to see her in action. She is so kind and patient with all students, not only those she teaches. She is always willing to accept students into her room when they need a break. Jenny is described as a caring and compassionate hard worker. She is kind and inclusive with all staff members, and wears a ready smile daily. Her optimistic outlook, her ability to communicate with students and families, and her skill and expertise in managing her classroom are a few reasons why she is so amazing.

Congratulations, Jenny!

BRIEF RECESS: On behalf of the Board, Chair Johnson expressed that it is an honor to present these awards, and it’s a difficult choice to select just a few individuals. He offered a 3.5 minute break to allow honorees an opportunity to depart for the evening. The meeting was reconvened at 6:25 p.m.

CONSENT AGENDA:

The Consent Agenda was presented for consideration, including approval of the Consent Agenda, Minutes from the October 12 Board Meeting, October 26 Board Work Session, October 27 Policy Committee Meeting, Surplus Items Listing and Gifts to the District. Personnel actions included recommendations for hire and acceptance of resignation as listed below:

Recommendations for Hire: (all temporary positions for the 2022-23 school year)

- Hucrest Elementary School –
 - Christopher Newman, Special Education DLC Teacher
- Fremont Middle School –
 - Shawn Clark, Sixth Grade Language Arts and Social Studies Teacher; and
- Fullerton IV Elementary School –
 - Ikuho Oberman, Special Education LRC Teacher

Licensed Resignation:

- Scott Lovemark, Health and PE Teacher at RHS, is retiring for PERS retirement purposes after 31 years, and will continue working through the 2022-23 school year.

Director Charles Lee moved to approve the Consent Agenda. Director Brandon Bishop seconded, and the Motion passed unanimously.

M4-024 Approved the Consent Agenda

PUBLIC PARTICIPATION:

Chair Johnson invited Public Participation, explaining that the 20 minutes allotted is limited to two-minutes per person, and participants would be advised by Assistant Superintendent Michelle Knee once their time was up and how to use the Raise Your Hand feature within Zoom.

David Morrocco, 654 Wilson Ave, Cottage Grove, and president of the REA, addressed the Board regarding plans to adjust professional learning and changes to the teacher workday. From the previous board meeting, his understanding is the day would be extended 15 minutes per day under the auspices of giving them time to engage in professional development (PD). He stated that giving time based on “falsehood” must be “borrowed” or “stolen” elsewhere when doing other things. After school, teachers work on IEPs, 504s, behavior plans, respond to parents, create, canvas and copy, do grading, providing feedback to students on improving their learning. There is no time for them to spare. Elongating the day eats from the front or back end and result in tasks not able to be done to the same degree of quality. He believes that an additional hour to spend on another day of the week doesn’t create or take time not being used. Grading takes prep/or before or after school. He asked the board to consider this as they move forward in modifying the teacher workday.

Kristin Brooks, 2390 NW Canterbury Dr., Roseburg, shared that this is her 16th year as a district science teacher at RHS. She appreciates consideration of time in PD and improving practices within student learning. At RHS, they feel very overscheduled with ‘more’ asked every year as they continue to recover from the pandemic. High school teachers are asking not for more PD, but for more prep and collaborative time to look at lesson plans and data, and to contact students and parents, as well as grading so students get timely feedback. And for implementing strategies in schoolwide development. Teachers’ greatest challenge is time and all stakeholders need to have an active part in the discussion. Adding more structure to their already overflowing plates won’t alleviate the pressure.

Isadora Trinkle, 3271 NE Johnson St. Roseburg, stated that she set up 30 xylophones, managed three time-outs, had to write incident reports, and use staff bathroom that is outside the fence, plus thousands of tasks during meltdowns and fire drills that throw off the entire day. Children are not computers, and kindergarten students need time to walk when putting scissors away, rather than nickel and dime the teacher workday. More time is needed for curriculum, and she

doesn't have time to implement PD already given to her before she is asked for feedback. Treat the profession with the dignity and respect it deserves.

Devin Brown, 328 SE Lane Ave., Roseburg, teaches science at RHS. He saw two students honored tonight. Today in the AP biology class, students were building on concepts in a difficult course. He wonders how even the best students we have are able to master the concepts. He appreciates the opportunity to provide feedback, but after speaking with his colleagues, they want to make it known that with so many things to tackle, they want more time to implement the things they learned already in PD.

Rachel Jackson, 775 SE Chadwick, Roseburg, is in her 30th year of teaching, with 20 at RHS. She thanked the board for prioritizing students and staff safety and security for the first time in 20 plus years, with doors that lock and close, windows that don't fall, heat and ventilation. But the decision was made that pushed us into a reactionary crisis mode and Dr Weber had to determine where 20 teachers were going. In a matter of weeks she orchestrated new plans, computer labs were shut down, lighting installed, classroom combined, and teachers worked in the summer to pack up classrooms. The incredible custodial staff was thanked for moving books and supplies. The Commons Building had not been used in over a decade. Tracy Grauf's staff built walls, painted and added lighting. Currently there are still four teachers sharing classrooms. Six will remain in the Old Main until modulars are ready – English and PE. They no longer have a staff room to share or space to collaborate. Modulars are waiting for electricity, shelving, whiteboards, and blinds. Power strips will still be needed. The building is far removed from other students and staff, and is closer to the bike trail and bridge, separated by a flimsy chain link fence. She thanked everyone, but begged them to realize that work is far from done and they need decisions with clear intentions and resources.

Robin Huselton (via Zoom), Kindergarten Teacher at Fullerton IV., is in her eighth year with the district. She works well over a 45-hour week – likely closer to 50 preparing for so many transitions in a kindergarten day. This requires immense time and communications with an assistant. She is concerned that taking more time for prep would push further into her outside hours. She hopes that would be considered when decisions are made.

Amanda Haga, 2620 Loma Vista Dr., Roseburg, Fifth Grade Teacher at Fullerton IV Elementary, also touched on some things her colleagues addressed. If giving 15 minutes to get 15 minutes there, they are not gaining more time. She spends well over her contract hours to get her job done. She referenced an email about adding more PD to receive lessons created to teach tribal history. She reports getting more types of training forwarded. But time isn't dedicated to training we already have. Spending time having to plan for a sub so we can have PD during the school day. Subs can't do the same job, and she doesn't want PD happening during the school day.

Angelee Kenyon, Fifth Grade Teacher at Fullerton IV, reported that they are learning the new reading curriculum and a new health curriculum, and writing curriculum. There are approximately four they are trying to implement this year. They are trying to find more time with escalating student behaviors. It feels like constant chaos to be an elementary teacher. It can't be good for us or the students.

Kris Kelso, 1756 NE Rocky Dr., Roseburg, teaches PE at Sunnyslope Elementary and is a 30-year veteran teacher, acting as the voice of less-experienced newer teachers. As things pile on, you don't know the percentage of their teachers new to teaching. Some are working on their bachelors or licensure. For them to get more PD, right now they are just trying to learn the curriculum and some don't understand how curriculum works. They are trying to learn classroom management. They don't need more PD time, but more time to collaborate with veteran teachers on the new health curriculum, new math, new IRLA, and how to teach reading. She remembers herself 30 years ago and feeling so exhausted. She can't imagine being a new teacher today. She advised that if there is something we need to work on, it's regular attendance. Forty-four percent of students miss more than 2 or less days per month and she is very concerned. She thanked the Board for their time and for being on the Board.

Denise Emery (via Zoom), a teacher in Roseburg after previously being an IA. We didn't have math curriculum for a long period, and now we are doing that with reading. We adopted Wonders. She sees the benefits of IRLA. Piecing things

together is very challenging, even for veteran teachers. We know the standards, and you are not necessarily right where you need to be. She appreciates iReady and can see how the lesson fits in the standards. But it feels like it's a lot, learning IRLA and how to input data. They need time and are just not sure. She thanked the Board for their effort to help kids. Some of us are disheartened and disconnected. Please hear us.

Assistant Superintendent Michelle Knee confirmed that there were no individuals attending via Zoom who wished to address the Board. Chair Johnson shared his gratitude and appreciation for individuals sharing their thoughts.

STUDENT INVESTMENT ACCOUNT (SIA) FINAL REPORT FOR THE 2021-22 SCHOOL YEAR

Assistant Superintendent, Michelle Knee, presented the 2021-22 Final Report for this grant that targets support for student mental and behavioral health; increasing academic achievement; reducing academic disparities for students from racial or ethnic groups that historically experienced academic disparities; students with disabilities; English Language Learners; economically disadvantaged students; students who are homeless and students who are foster children.

Michelle revisited the four strategies utilized in our district, including:

1. Create a culture of safety and respect for all students and adults that supports the social, emotional, and physical well-being of students and adults that is critical to academic and professional success.
2. Ensure instructional materials and tasks are appropriately challenging and supportive for all students, are aligned with content area standards and are culturally and academically relevant.
3. Establish systems and interventions to identify and remove barriers to graduation for all students.
4. Ensure educators and families have the tools to support academic success for every student.

SIA Plan investments included:

- Purchase books to grow PK-12 Classroom libraries - \$200,000
- Three Special Education Teachers - \$321,000
- Eight Special Education Instructional Assistants - \$293,040
- Four Elementary Teachers to reduce class sizes - \$319,195
- Six Middle School Teachers to expand elective/CTE options for students - \$628,985
- Purchase IRLA (Independent Reading Level Assessment) for 8 Elementary Schools - \$122,660
- Ensure access to before/after school programs, electives and extracurricular activities for all students - \$455,177.91 (remove all fees for students to access anything in-district)
- Social Emotional Learning Coordinator - \$160,387
- Two School Psychologists - \$214,000
- Ten Skills Trainers (eight elementary and two Middle School) - \$530,044
- Four Elementary STEAM Teachers - \$428,000
- Materials for STEAM - \$87,000
- Two Elementary Music Teachers - \$214,000
- One High School Health & Wellness Teacher - \$107,000
- Juvenile Justice Diversion Online Program - \$10,000

The final 2021-2022 SIA grant totaled \$4,284,185,91. The 2022-2023 SIA Plan Update will be provided to the School Board at the January 11, 2023 Board Meeting.

On behalf of the Board, Chair Howard Johnson expressed appreciation for the diligence in reporting and effort needed to get this compliance reporting completed. Kudos to Asst. Superintendent Knee for a job well done!

OSBA LEGISLATIVE POLICY COMMITTEE (LPC) POSITION NO. 9, DOUGLAS/SOUTH COAST REGION

The Board considered a request from OSBA to vote in support Jacqueline Crook, the candidate nominated by the South Coast ESD in Coos Bay to represent Position 9 of the Legislative Policy Committee (LPC) for the Douglas/South Coast Region.

Vice-Chair Rebecca Larson moved to support candidate Jacqueline Crook, nominated by the South Coast ESD to represent Position No. 9 of the Douglas/South Coast Region. Director Charles Lee seconded, and the Motion passed unanimously.

M4-025 Voted for Jacqueline Crook for LPC
Position 9 of Douglas/South Coast Region

REQUEST TO APPROVE OSBA 2022-23 LEGISLATIVE PRIORITIES AND PRINCIPALS

Chairman Johnson presented the request from the Oregon State School Board Association (OSBA) to approve the 2022-2023 legislative priorities and principles as they represent the 197 school districts in the State of Oregon. If approved, this vote will be submitted to OSBA within the November 15-December 15 voting window.

Vice-Chair Rebecca Larson moved to approve the 2022-23 OSBA Legislative Priorities and Principals as requested by OSBA. Director Brandon Bishop seconded, and the Motion passed unanimously.

M4-026 Voted to support the 2022-2023
OSBA Priorities & Principles as recommended
by the Legislative Policy Committee

BOARD POLICY SECTION J: STUDENTS, for SECOND READING AND ADOPTION

Human Resources Director, Robert Freeman, shared that the Policy Committee completed a review of Section “J” with assistance from OSBA Policy Services Specialist, Rick Stucky, and is now prepared to present for the Second Reading and Adoption.

Director Charles Lee moved to approve Board Policy Section “J” for Second Reading and Adoption. Director Ann Krimetz seconded, and the Motion passed unanimously.

M4-027 Approved Board Policy Section “J”
Students, for Second Reading and Adoption

BOARD POLICY SECTION K/L: DISTRICT/COMMUNITY RELATIONS, for FIRST READING

Human Resources Director, Robert Freeman, shared that the Policy Committee completed a review of Section “K/L” District/Community Relations, and is now prepared to present for the First Reading.

Director Charles Lee moved to approve Board Policy Section “K/L” District/Community Relations for First Reading. Director Ann Krimetz seconded, and the Motion passed unanimously.

M4-028 Approved Board Policy Section
“K/L” District/Community Relations, for First
Reading

SUPERINTENDENT REPORT: (slide-deck attached)

Superintendent Cordon shared input from the all-staff survey regarding the district professional learning model. He reported the key takeaways from staff:

- Staff care deeply about student learning and well-being;
- Staff want to help create a system that allows students to succeed inside and outside the classroom;
- Most respondents agree that more time to implement and collaborate on current professional learning is needed, although they also want more time for prep and planning.

Resulting common themes: More Collaboration Time
 More Choice
 More Time to Implement
 More Prep and Planning Time
 More Differentiation

Superintendent Cordon explained that we will continue working with staff in development of a professional learning model that best serves our staff & students, sharing the why behind improving professional learning:

Leader Practice Teacher Learning Teacher Practice Student Learning

Considerations will include:

- ✓ Professional learning is one piece of the puzzle for improving student outcomes
- ✓ Providing appropriate resources for staff is a key lever in our Strategic Plan

Redesigning Math:

- ✓ Secondary math leaders are exploring math pathways and alignment
- ✓ Examining the Math 2+1 Model
- ✓ New courses/curriculum will be presented to the Curriculum & Instruction Committee in January
- ✓ Forecasting begins at our secondary schools in February
- ✓ We will begin math curricular pilots in the second semester
- ✓ We will present a 6-12 Math materials adoption to the School Board in May or June of 2023

Safety & Security Update:

Visitor management:

The entire district implemented Raptor this week

Fencing:

Sunnyslope, Fir Grove and Green – Fencing complete – awaiting gates
Winchester, Eastwood, Fullerton and Melrose – Fencing & gates complete
Hucrest – Post installation ongoing; awaiting fabric

Celebrating our Veterans –

- In honor of Veterans Day, local veterans and First Responders visited Melrose School
- Fremont students donated to the VFW
- FFA students and the RHS Band participated in the Veterans Day Parade.

Chair Johnson thanked Superintendent Cordon for the timeliness and depth of his reporting.

INDIVIDUAL REPORTS BY DIRECTORS

Directors Shirtcliff, Bishop, Larson and Cotton: No report

Director Lee shared that he came back from conference full of information, and his colleagues are welcome to ask him later when he can respond at length, in the interest of time.

Director Ann Krimetz expressed her appreciation for the district office employees for their assistance each time she has questions or needs clarification, as they are quick to respond with details. She is looking forward to more information on the new policies that are coming our way from OSBA in December. She is wanting to interpret them in the light of our area and district and being in compliance. Whenever there is a concern, she feels that we can make adjustments, and she appreciates the work of the committee.

ADJOURNMENT: With business before the Board concluded, Chair Johnson stated that with no objections, the Board would be adjourning. Chair Johnson adjourned this regular meeting at 7:26 p.m.

Jared P. Cordon, Superintendent

JPC/jlk

Next Meeting: School Board Regular Session, December 14, 2022, at 6:00 p.m. in the Library of Fir Grove Elementary School, located at 1360 W Harvard Blvd, Roseburg, Oregon and available via Zoom.